

Nova Employment: Stories of Success

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NOVA EMPLOYMENT 

Andrew Harper, Executive Chef of Miranda RSL, is proud of the relationship he's developed with NOVA Employment over the past four years. He says, 'It's actually got to the point that I don't hire externally any more. I go straight to NOVA to see if they have someone suitable, because nine times out of ten, they've got someone eager and willing to fill the role.'

Andrew makes sure he provides training towards a career in hospitality. He's not satisfied to leave people to complete basic tasks all day every day. He wants to set up people for life.

Truly understanding the potential of his staff, he's pleased to say that Miranda RSL's Board of Directors and General Manager also appreciate their potential, and understand the level of commitment it takes to become an inclusive employer. 'Clubs were built on helping the community,' Andrew reminds us. So with the support of the Board, they're taking that attitude into hiring as well as serving customers.

'One of our apprentices who came through NOVA has just qualified as a chef and moved on to bigger and better things,' Andrew says. 'I think Breannon only had one sick day in three years with us! She aced TAFE. I'm really proud of what she's achieved. And I hope to achieve similar things with these two young apprentices that I've just taken on.'

One of the first-year apprentices at Diggers Restaurant is Corey. Like many NOVA job candidates, Corey was offered work through proving himself during a work-experience placement. He was originally interested in IT, but NOVA encourages people to try fields they may not have known about and, as Corey says, 'One thing led to another and several work experiences later I ended up here.'

Now, Corey's ambition is, 'To stay here and finish my apprenticeship. Eventually over time I'd like to open up my own place.'

Focused, well spoken and hard working, Corey well understands the opportunity he has at Diggers. 'Andrew's very nice. He treats me with respect. When I do something wrong, he explains to me in detail how I can correct it and be better so I don't make the same mistake again. If they didn't give me this opportunity, I would still be unemployed.'

Satisfied with getting employees devoted to their work and really focused on learning and working well, Andrew is very happy to provide additional help for NOVA staff to learn tasks at the start, knowing this effort well and truly pays off. He's also supported by NOVA staff to achieve this. 'NOVA is great support, from recruitment and starting the job, right through the process. There's government support to help financially, but NOVA can help source teacher's aides when our apprentices go to TAFE and organise modifications to the workplace if this is required to help us be inclusive and to limit the restrictions placed on staff.'

Satisfied employers, employees and a satisfied disability employment service. Really, it's win-win-win.