



# WORKING *together*

## PERFECT (JOB) MATCH

### *Finding good staff through NOVA*

Paul Heggarty, from Medicar Smash Repairs in St Marys, is pleased to have come across NOVA. He finds it hard to find good staff and, as an employer of 17 men, he needs to make sure that the busy workshop floor runs as smoothly as possible. Obviously, it's much harder if staff retention is low.

Jayden was introduced to Medicar through the NOVA Employment work-experience program. According to the other staff, during this time he showed enthusiasm and aptitude so Paul offered him a job. He's now completing an apprenticeship in panel beating.

NOVA knows that apprenticeships and traineeships provide employers and employees alike with job security, which is good for both. That's why fully 10% of the work NOVA finds for job seekers is either apprenticeships or traineeships.

Now in his second year, Jayden's progress is in line with Paul's expectations. On the back of this success, Medicar has another NOVA work-placement trainee one day a week. 'I'm not saying he'll definitely have a job at the end of it, but early signs are looking good,' Paul said, of the trainee from [NOVA Transition](#).

Paul appreciates the support that NOVA staff provide him, as well as the employee. He says it makes all the difference to have someone else looking after their interests. NOVA Employment is tasked to support NOVA-placed workers to learn the role, behave appropriately in the workplace and meet employer expectations. We do this well, which is why businesses keep coming back.



To hear more from Paul, watch [this video](#).



## A WORD FROM MARTIN

### *Celebrate ourselves when we can*

It's official! NOVA is the best Disability Employment Service in Australia. All of our 19 outlets are rated 5 stars (out of 5), according to the Department of Social Services.

But there's more to celebrate! Around 10% of our job seekers go into apprenticeships or traineeships, leading to better retention and career progression. More than 23% of all jobs found by NOVA staff are full-time roles. As well, NOVA job seekers are twice as likely than with most other service providers to get work that is more than 8 hours per week. This matters for employees and employers alike in terms of retention, satisfaction and contribution to the workplace.

In business, we have to take the opportunity to shine a light because goodness knows there are plenty of times when we're too busy with our noses down just getting on with it.

Martin Wren, CEO NOVA Employment  
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## SORTED!

### *Expressing genuine pride*



In a busy role amid a busy life, Caringbah Outlet Manager, Gemma Matheson, relishes those times when she gets to express genuine pride in her place of work. Isn't this what it's all about?

"I enjoy the first interaction I have during an initial registration of a new client where I get to talk about the services we offer to support the individual through to employment and the ongoing ways in which we help them maintain the position.

"It's my pleasure to witness their faces when they realise that they might no longer be a number in a long queue or have to jump from one Employment Consultant to another. Their expressions change from hope to relief to conviction. They think: 'This time I have made the right decision in choosing NOVA Employment as a provider.' They're in safe hands.

"I remember the first person I placed into work. After nine years she is still gainfully employed, and every now and then this happy and confident woman comes in to see me. It feels so damn good to know that I had a hand in changing her life for the better.

"I live for these moments, both the thrill when my outlet places someone into work that suits them just right, and the opportunity to confidently express to the next job seeker that we will do everything we can to do the same for them."



## ROLL UP, ROLL UP!

With our *Macarthur '100 Jobs in 100 Days'* campaign in full swing and Nepean coming up later in the year, there's time to reflect on our success so far. One hundred jobs is a lot! So it might not surprise you to know that we don't quite meet the target. However, in 2017 NOVA outlets in Sutherland Shire (Hurstville, Rockdale, Caringbah and Engadine) found 76 jobs in 100 days, and across 2016/17, the St George campaign found 113 jobs. With your help, in 2018 we'll edge even closer to that magic 100!

## rest & play!

All employers hiring through NOVA Employment during the month of June will receive a copy of Martin Wren's new book *The Ten Demandments – how to improve employment services for people with disability*. It has useful tips for how employers, job seekers, parents, services and policy makers can make a difference.

*Congratulations to our May winners!*

St Marys-based **Formula Offload** were drawn as the May winners of our competition! They're off to watch the Rabbitoh's VS Radars in NOVA's corporate suite.