



WORKING *together*

PERFECT (JOB) MATCH

Employer wants a hundred Nonas!

Nona is kicking goals in his traineeship with CT Freight in Mascot. While he was at [Liverpool NOVA Transition](#), the staff organised for Nona to get his forklift licence, which opened up opportunities to work in warehousing – and it's paid off!

His boss Richard, Manager at CT Freight, is delighted to have Nona on board. 'We didn't know what to expect but Nona is just a working machine. He's a model to the rest of the organisation of what it means to be a devoted hard worker. We're very impressed. If I could have a hundred Nonas we'd be making a lot of money!'

Nona enjoys the physical work.

'My boss is nice and I have saved money,' he says. Because his position is a traineeship, there's real commitment from both Nona and his employer. NOVA works hard to secure traineeships and apprenticeships for Transition trainees because they help set young people up with long-term careers. Nona is already saving for a car.

In 2017, nearly 20% of NOVA's Transition graduates gained traineeships or apprenticeships in work of their choice. This is 900% higher than the national average for able-bodied workers. NOVA staff are particularly interested in hearing from employers who want long-term staff, because sustained employment is a win-win.

Hannah, Nona's grandmother noticed a 'big, big change' in Nona while he was at Transition. 'I'm so happy!' she says. 'God bless the program at NOVA!'

To find out more, [watch this video](#).



A WORD FROM MARTIN

Driver Wanted

I would never have had the opportunities in my home country of England that I have enjoyed here.

Way back in 1979 I'd been in the country for just 48 hours when I was walking down Manly Corso and saw a sign that read: Driver Wanted. I went into the store and enquired about the job.

Immediately, I was thrown a set of keys and told, 'Here's a Gregory's. If you get back by 4 o'clock having delivered everything, you're hired.'

Even though I didn't know what a Gregory's was, had never driven in Australia and wasn't aware of the difference in road rules between here and the UK, I made it back by 4pm and have never looked back.

Since then I've been unemployed for a total of ten days, have never had the need to draw unemployment benefits and have paid more than two million dollars in tax. My kids rode horses and motorbikes on our very own farm. Try that in Brixton!

Australia still is a land of opportunity that rewards 'having a go'.

Martin Wren
CEO NOVA Employment

SORTED!

Employer Tips & Tools from NOVA Employment

The difference between diversity and inclusion

In our [previous post](#), we suggested that, as a society, we need to step beyond compliance. And, yes, we do. Yet more than that, we need to tread beyond diversity into the land of inclusion.

Like compliance, diversity is easy. It's all about numbers. As long as you hit your 'diversity' targets – three people of colour here, 48% women there, a few people in wheelchairs and a nod to the GLBTIQ community – you've got it covered. But inclusion – true inclusion – is not so easy.

The relationship between diversity and inclusion is similar to 'normalisation' being a step on the path to 'social role valorisation' (SRV). Normalisation is, 'the social integration of any devalued group or person into the larger community'. Whereas SRV is the shaping of current or potential social roles of a person, group or class to improve their positive value in society.

The shift is one of tolerance to acceptance, of plain charity to appreciating inherent value. Inclusion means you realise that every worker has something to offer and this offering might just overlap with what you need. An example: it can be difficult to integrate persons on the Autism Spectrum into an everyday workplace, but their frank analysis of your processes and procedures could save you a lot of time and money.

In the next few months we're going to explore how to become an inclusive workplace by drawing on some of our employers and, together, nutting out the barriers, the pros and cons, and the best ways to get some of the action!



ROLL UP ROLL UP!

Sutherland Shire Business Networking Lunch

Meet other local businesses, NOVA staff and hear great stories from people who are already embracing inclusion to strengthen their business.

The lunch is part of the Sutherland Shire 100 Jobs in 100 Days campaign. That's a lot of jobs in not many days — please help us out!

Where: Eventhouse
(formerly Rydges Hotel)
Cronulla

When: Wednesday 14 March
12.30 to 2.30

RSVP: 9 March to Yasmin Brennan
yasmin.brennan@novaemployment.com.au