

NOVA.
EMPLOYMENT

WORKING *together*

PERFECT (JOB) MATCH

Work placement leads to employment

After just two months in NOVA's Transition program, Jenna's employment goals were to work in a library or administration. So, towards the end of the program, NOVA's Work Placement Team started looking for work experience in this area on her behalf.

For three years now, Jenna's been employed with Blacktown Women's Health Centre as Office Administration Assistant. Her administration skills have been developing through a traineeship such that she now completes all sorts of tasks, including photocopying, data entry and collating brochures. She also supports the Counsellors with general admin duties.

NOVA's two-year, transition-to-work program for year-12 school leavers helped Jenna to learn confidence and trust others. It also gave her practical skills, like presentation, budgeting, communication and work-place safety awareness.

These skills amounted to Jenna's performance at her work-experience placement being recognised by the Manager of Blacktown Women's Health Centre, Jahn, who says, 'Jen's been a real asset to the service and we're really thrilled to have her working with us now.'

But don't take our word for it – check out Jenna's story in her own words in [this video](#). See her growth from being a new trainee fresh out of school to a valued staff member employed in a long-term position that she enjoys.



A WORD FROM MARTIN

Staff retention

At NOVA, we've found that investing in staff training that facilitates success in employment outcomes, however expensive that might be, results in superior service for people with disability. Good staff training also significantly lowers staff turnover.

You can't give out unless you take in. Sound investment returns a dividend. This is never more true than with a good training program.

Some years ago (with the help of a terrific manager, Racheal Neal) I set up a Registered Training Organisation, NOVA Training, that can deliver nationally recognised qualifications. Our GM, Anne Goyer, gave NOVA Training an unmatched level of professionalism and built the businesses standard of delivery to industry leading.

The point was to ensure that the job seekers coming to us were supported by experienced and motivated employees – workers so skilled they could take on more challenging jobseekers and a staff that were less likely to leave.

And guess what? It works!

Martin Wren, CEO NOVA Employment
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SORTED!

Why reputation matters



NOVA has just established four new offices in the Southern Highlands of New South Wales. We have been overwhelmed by the welcome from employers in the region. Almost every business we've approached about the possibility of employing a person with disability has been willing to trial a NOVA job seeker.

This says a lot about the Southern Highland spirit. It also reflects NOVA's broader reputation. When myself and Kylie Ferguson (Outlet Manager, Yass and Goulburn) started calling local employers, we realised we were not starting from scratch. NOVA's advertising on freeways, at sporting and community events, and on radio, as well as our reputation in the industry of disability employment services means that our 'way in' was warmer than an initial cold call.

For me, the challenges of setting up two new offices are being met by the pride I'm feeling in the NOVA product: quality candidates matched to the role on offer, quality training and support to ensure the job seeker meets the employers' demands and quality ongoing workplace support for as long as the employee and employer require it.

It's a long way from my old stomping ground of Rouse Hill, both geographically and culturally, but already I feel part of a community that cares. As one potential partner employer said to me, 'We have an assistant nurse with deformed hands through Rheumatoid Arthritis already working with us here and she's one of our best workers. If you care about people, you want to help.'

In this case, as in many others, clearly helping others also helps your business.

Michelle Hira
Outlet Manager Bowral and Goulburn



ROLL UP, ROLL UP!

No such thing as a free lunch?

We believe there is.

Current and prospective NOVA employers from the Macarthur region are invited to attend the launch of our annual campaign '100 Jobs in 100 Days'. Over lunch, you can network with and learn from NOVA staff, fellow business owners and NOVA job seekers about what it's like to work with NOVA Employment. It's a hearty event with good food, good stories and great company. Why not join us from 11.30am to 1.30pm at the Campbelltown Catholic Club on 17 May?

rest
& play!

Join us in the corporate suite at ANZ Stadium!

Employers hiring through NOVA in May will go into the draw to win two rugby league tickets to watch South Sydney play the Gold Coast on 16 June.

Congratulations to our April winners! Minto Total Car Service are off to see the South Sydney Rabbitohs play the Gold Coast Titans on 16 June.