



WORKING *together*

PERFECT (JOB) MATCH

Employer happy to spread the word

Victor and Cathy Glanville, from Vic's Maxi Transport, didn't take much convincing when NOVA's Mohamed Bah approached them to see if they'd like to partner with NOVA.

Their NOVA-placed staff member, Jake, works part-time in a small team cleaning the buses and around the depot. When Jake gets a feel for the working environment, Victor plans to utilise Jake's skills in



NOVA Ambassador Paula Duncan congratulates Jake on his 584 work-experience hours during NOVA Transition

other parts of the depot, including the mechanic's workshop. 'Jake's got real potential,' says Victor. 'He's good on the tools and he's always willing to get the job done.'

The Glanvilles are keen to spread the word to other local businesses about the benefits of partnering with NOVA.

Cathy says that NOVA Penrith support staff are

always there guiding Jake when he needs it then leaving him to do his job when he's comfortable. Victor finds the Penrith team reliable, committed and helpful. 'When they say they'll do something, they do it,' he says. Just what a business owner needs!

Last December Jake received a special award at the NOVA Transition graduation for completing the most work-experience hours during the two-year program. This obviously stood him in good stead. Even before he'd graduated, he'd found an award-wage job with Vic's Maxi Transport that he can walk or catch the bus to independently.

To hear more from owners of Vic's Maxi Transport, watch this video: <https://youtu.be/4gOfzeefRw4>



A WORD FROM MARTIN

My introduction to inclusion

At the ripe age of 22, I was startled to realise that my female boss was smarter than me. I'd been raised in a traditional household where the women stayed home and the men got paid for their labour, at jobs.

I roll my eyes at that now, yet I do understand people's reticence to change. I'm easily frustrated at the Macca's drive-through when not served fast enough. Sometimes, to my great shame, I realise that the pace may have been slowed by a worker that NOVA Employment placed into work. Of course, not all people with disability are slower than the rest.

But are we prepared to wait an extra minute for our Big Macs, while we implement what we all agree to be the fair sharing of roles in society?

Inclusive workplaces will be our focus for Working Together in 2018.

Martin Wren
CEO NOVA Employment



SORTED!

Beyond compliance

According to Hays' latest analysis on recruitment trends, mining companies are pursuing potential employees who have a disability as a new method for increasing workforce diversity. In this industry, the push for inclusion has traditionally focused on increasing the proportion of female and Indigenous Australians in workforces.



Now it's people with disability's turn.

Inclusion is a wise focus for any workforce. It increases our capacity to come up with fresh ideas, solve problems creatively and keep people interested in coming to work. Inclusive work practices strengthen companies. We know this. And yet change is slow from merely complying with workplace inclusion strategies to embracing an inclusive workforce.

Creating a truly inclusive workplace is not easy. Often, the mind is willing, but the application is weak. I know because I and my terrific team are committed to the principle and practice, yet still struggle to achieve a truly inclusive organisation. Hoping that inspiration and understanding will trickle down through your business doesn't work on its own. We need to find ways to empower and educate the whole staff to embrace inclusion.

We can start by highlighting that fifty per cent of the Australian population will, at some point in their life, experience a disabling condition. So, look out – if you haven't had one yet, odds are it's coming to either you or the person next to you!

Martin Wren
CEO NOVA Employment

February Event

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
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