



November 2015



### CEO Comment

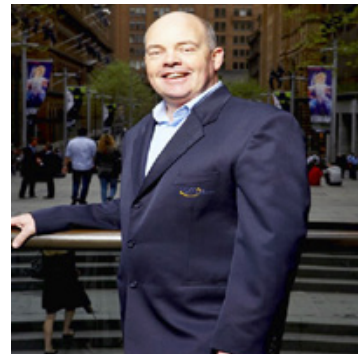
*Martin Wren*

*You might think that with folk getting ready for Christmas the rate of successful job placement might be starting to slow down – chance would be a fine thing!*

In fact not only was November a 'best November' on record for the NOVA team, it was a best for any month ever! Placements for NOVA candidates are up 50% over same period last year and, as previously pointed out, those numbers were 20% up on previous year.

NOVA advertising for candidates was not something that I ever expected to hear but that's become the rule with my media team using social media posts to attract additional job seekers.

The silly rules that so handicap Disability Employment Services like NOVA rise up at times like this – 'job is in Parramatta but NOVA can't recruit local candidates' may seem like self-defeating nonsense but them's the rules!



Hope at least was also held out this month with consultation on what programs might look like post 2018 and there seems to be some recognition of these problems that may address some of the artificial and I am sure unintended barriers to improvement that are built into the present contract.

### NOVA OFFICES

- Camden
- Campbelltown
- Caringbah
- Engadine
- Hurstville
- Ingleburn
- Katoomba
- Penrith
- Richmond
- Rockdale
- Rouse Hill
- Springwood
- St Marys
- Windsor

## Axis Pacific's focus on ability

*Stewart Montgomery, General Manager, Axis Pacific*

Not one, not two, but several workers through NOVA Employment

I found out about NOVA Employment through a personal connection with one of the managers, yet when NOVA first contacted me about the possibility of Axis Pacific employing people with a disability, I was somewhat sceptical because I didn't know how we could accommodate them in our specific workplace. As manufacturers of medical and healthcare products, we have strict compliance requirements.

Nicole Willis and her staff at NOVA Blacktown assured me they would find the right staff member for the roles we had available. Their high level of passion and commitment was matched by their ability to listen to Axis Pacific's needs and work side by side with our managers to enable the NOVA-placed worker to effectively learn their role/s. NOVA knew that they had to get the placement right first time. The risks were too high to not maintain the control mechanisms we have in place to ensure conception to completion with a high degree of compliance.

Since we first employed a NOVA-placed worker twelve months ago, the lines of communication between our company and NOVA have always been open – any questions or issues have been dealt with straight away. We have NOVA-placed staff working in many different areas of the business, including medical packing (in a sterile-room environment), medical manufacturing (in a clean-room environment), warehousing and gardening.

I have recommended NOVA to many other business owners because if you get the right candidate you will generally have an employee who is committed to the role long term. Our NOVA-placed staff like the rigidity of their roles where others may not. They enjoy being clear about where the role starts and stops, and that's vital for a business such as ours.



## 2015 a success for the Work Placement team

*By Terry McAuliffe*

*This year has just flown by.*

Jennifer Dent joined the Work Placement Team -Southside at the beginning of 2015. Jennifer has proved to be a valued member of this team.

We said good bye to our longest serving TTW staff person- Karen Bolton half way through the year. Karen has opened a new Café in Katoomba – “Flappers “ and we wish her all the very best.

This left the Work Placement Team short on the Westside; Ellen Tivanovac did a tremendous job covering both Karen's and her own caseload.

This year it was evident that DES & TTW working together for TTW outcomes works beautifully for the business. Both West & South Work Placement Teams were on fire this year a testimony to their fabulous work.

100% outcomes were achieved across 16 Transition to Work programs.

This equates to... 73 employed, 6 went on to further education, 2 exited to an ADE.



## The Role of a TTTW Work Placement coach

*By Ellen Tivanovac*

*I have worked for NOVA Employment for 11 years across a number of positions within the Employment side and the Transition to Work Program. I have found the Work Placement Coach role to be the most challenging and the most rewarding.*

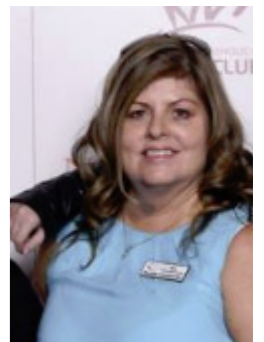
As a Work Placement Coach it is my job to get to know the trainees strengths and weakness in order to achieve the outcome of employment towards the end of their 2nd year.

We do this by having the trainees try several different work placements of their choice.

A Work Placement Coach will seek work placement by liaising with many employers to find the most suitable for our trainees because they usually have higher needs than the NOVA Employment clients.

Part of our role as the Support Coach, is preparing the trainee for work with role plays for interviews, feedback forms, travel training, assisting with correct dress code and running through the support process for the trainee and always keeping the parents informed.

We have proved that over the years the introduction of the role of a Work Placement Coach has led to employment for a lot more young Transition to Work trainees.



### Some NOVA links

*Watch our latest video on NOVA's Youtube channel*



*Become a fan of NOVA on Facebook. Recommend us to your friends.*



*What's news at Can-Do-Ability?*



*Want some great employment tips?*

**Lets Get Working**  
A Nova Employment Initiative

## Blygold Australia's jack-of-all-trades

*Frank Miller, Director, Blygold Australia*

"We purchased this business in June 2014. At the time the business was employing a gentleman who had been hired through NOVA, so that was how I came across them. When he left to work with a family business we hired another person through NOVA and then, when that didn't really work out, we hired another chap and he is working out well.

Because that first employee, the one who was already here, was such a good worker I've had no concern with using NOVA subsequently. I've also been exposed to people with a disability through my wife's work.

Our current NOVA employee is doing a range of activities. He's pretty much a jack-of-all-trades, doing a lot of unscrewing of components and cleaning. He's starting to do our main work, which is coating of air-conditioning units. He's advancing all the time. He understand the need to work safely, which is very important and the main reason why the previous person didn't work out.

The person we've always dealt with at NOVA has been very good. She follows up, she's quick to come out if we have an issue. Between our last two NOVA employees she worked hard to make sure she found the right person, even though it took a couple of months. I'll definitely be using NOVA again."



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