



WORKING together

PERFECT (JOB) MATCH

NOVA-placed staff improve workplace attitude

Employing Hayden was Dean's first experience of partnering with NOVA Employment. He found the process so smooth, supported and informative that he now recommends recruiting through NOVA to other businesses.

As Hayden's manager at the Quest Realty Group, Dean says that Hayden's quality of work is equivalent to his other staff. 'We don't notice that he has a disability,' Dean says. 'He's well presented, efficient and has a better memory than most of us in the office!'



Dean did not expect Hayden's dedication to completing tasks and excitement about work to change the rest of the workplace. But it has. 'His attitude improves the positivity of our office overall,' Dean says.

This improvement in staff morale is often a surprise

benefit that many NOVA partner employers are pleased to report.

Hayden's experience and confidence has grown since starting with Quest. 'I do the work confidently now, such as data entry, answering emails and phones,' he says. Like so many NOVA Transition trainees, Hayden landed his job through a work experience placement. So he really enjoys supporting and teaching current NOVA Transition trainees when they come through on work-experience.

Work experience and industry visits were some of the highlights of NOVA Transition for Hayden. He also appreciates that NOVA helped him grow as a person while finding him award-wage work that suits his skills and abilities.



A WORD FROM MARTIN

Beware the catchy slogan!

What about a hundred jobs in a hundred days? I can still hear myself saying it. A catchy phrase that might entice employers to listen to what we at NOVA Employment have to say about workers with disability.

Little did we know that ten years later this slogan would grow into a realistic goal. So far this year each region has nudged well past 50 jobs in 100 days with the Macarthur area securing 92 jobs in 100 days!

A shift in the format of the '100 Jobs' lunch event means that I get to interview some strong candidates in front of potential employers. I'd give them a job, just for having the courage to do that! But I'm pleased to say that this process really brings out these job seekers' skills and experience in industries ranging from customer service and debt collection to administration, IT and hospitality.

Martin Wren, CEO NOVA Employment
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SORTED!

Biggest barrier? Ignorance.

The biggest barrier to employing a person with disability is ignorance. Ignorance has become a dirty word. But it needn't be. The Macquarie Dictionary tells us that it's merely: 'lack of knowledge, learning or information.'

At NOVA we find nearly all of the employers that we approach are willing to listen to our pitch about considering employing people with disability. In the process, they learn that it's not so hard or fraught as they might imagine.

For example, once a good job match has been made, NOVA don't 'love you and leave you' like many other disability employment services tend to do. NOVA staff keep in regular contact with both the employer and employee to ascertain how things are working out.

This is vital to the job matching process, because another worry employers have around employing people with disability is that if things don't work out they will be stuck with an unsuitable staff member. Rest assured, this is not the case.

NOVA Employment staff understand the ins and outs of industrial relations law and can support and guide you to ensure the transition is as smooth and painless as possible. And you'll find no, 'Oh, will you just give little Joey another chance?' from us.

We want the NOVA-employer partnership to work. So at every step of the recruitment process, we want to know the truth. In fact, we need to know the truth to provide sustainable service to both employer and employee.



NOVA.
EMPLOYMENT

ROLL UP, ROLL UP!

Feel like a flutter?

Or maybe you'd just like to frock up?
Or watch the fillies flash past?

The first employer to email Terry Whitehead with the subject line: **MELBOURNE CUP!** will win 2 tickets to our Melbourne Cup event at Royal Randwick.

Send your name, business name and contact number to:

terry.whitehead@novaemployment.com.au

rest
& play!

Do you like surprises?

Employers hiring in October go into the draw to win a surprise prize!

Congratulations to our September winners!

BWS Pty Ltd. Their surprise prize is 2 tickets to NOVA's Melbourne Cup event at Royal Randwick on 7 November.