

NOVA.  
EMPLOYMENT

# WORKING *together*

## PERFECT (JOB) MATCH

### *Confident, happy, and working!*

Ken was 'somewhere between happy and overwhelmed' when he first heard that he'd gained employment at a local café as a kitchen hand. He was busy doing work experience and his employer liked him so much that they turned it into a paid position. (Through NOVA, many work-experience placements turn into paid work.)

According to his former teacher, Sophie, when Ken left school two years ago, he lacked self-confidence and had no aspirations about having a job. Yet, after his two years at NOVA Transition, Sophie sees a very different man. 'He seems so happy now,' she says. 'We always knew he had it in him, but NOVA helped draw it out.'



This is what NOVA does well. No matter the ability or disability, NOVA strives to learn about job seeker needs, goals and dreams to match these to employers who need staff. Just as job seekers need reliable, enjoyable work, employers need reliable, willing workers. It's a simple formula that, well, works!

Ken's the first to admit that he was a challenging trainee in his two years at NOVA Transition at [Hurstville](#). But his reluctance was met with coaxing and support from his job coaches so that now he's a willing worker in a job he enjoys!

To learn more about Ken's story, watch [this video](#).  
Or go to: <https://youtu.be/novM4zWI84k>



## A WORD FROM MARTIN

### *Focus On Ability – a short film festival that shifts our perspective*

Like me, you're naturally careful about who you employ. Your business depends on it! When it comes to employing people with disability, employers are somewhat tentative. I'll tell you why.

It's fear, plain and simple.

What causes fear?

Ignorance.

What removes ignorance?

Familiarity, through education.

People don't like what they don't know. (Myself included.) Here's a way to get to know the skills, capabilities and breadth of people identifying as living with disability – watch some Focus On Ability Short Films:

[www.focusonability.com.au](http://www.focusonability.com.au)

Watching just a few of the over 1000 films from all around the world is bound to shift your perspective, your understanding and your approach. As each new batch of films rolls in every year, I myself am challenged and my perspective changes. (And I've worked in the field for thirty years!)

Martin Wren  
CEO NOVA Employment

## SORTED!

### FIVE STEPS TO WORKPLACE INCLUSION – STEP 4

#### *Regularly invest in staff training*

People can't give unless they're topped up.

We ask a lot of our staff at NOVA. We have been the most effective disability employment service (DES) provider in Australia for several years now, because we work hard on behalf of our job seekers and our employers. Our reputation depends on it.



Consistently, NOVA staff find more jobs with more hours and longer tenure than any other DES. This equates to a stable and sustainable income for workers, and stability for businesses.

This doesn't come cheap. We invest in regular formal and informal staff training, both in-house and from trusted external providers. If we identify a gap in staff skills, either individually or collectively, we're serious enough about our mission to ensure this gap is met, and we're agile enough to do it quickly.

The disability employment services industry is a tough one. We often work

with clients whom society has labelled 'lesser' in some way. Get told this enough times and you'll start to believe it. It's from this belief that we build confidence, skills and experience (often in that order) to create someone worthy of an employer's consideration. This constant building up of people is both challenging and rewarding, which is why NOVA regularly celebrates achievements, large and small, as well as providing relevant and useful [training](#) to our 200-odd staff across Sydney and the Southern Highlands.

Martin Wren, CEO  
NOVA Employment

*“I like work: it fascinates me. I can sit and look at it for hours.”*

– Jerome K. Jerome