



August 2015

2015 FOCUS ON ABILITY SHORT FILM FESTIVAL



CEO Comment

Martin Wren

For the second month in a row we have been running ‘Supernova’ – an intensive job matching program that has resulted in an improvement (total placements) of almost 50% over the same period last year.

Doubtless there are a number of factors at play; the enthusiasm of my team, the brand recognition that NOVA enjoys, a possible uplift in the economy and so on.... But, the single most valuable tool in the NOVA tool chest is the ability, enthusiasm and support the staff receive from our job seekers who are motivated to work, keen to learn and who time and again have demonstrated their value to businesses across Sydney.

Some of the jobs found have been interesting but the real measure of quality for me isn't just ‘here's a job’ but the level of engagement that the position offers – full time work beats minimum hour ‘participation’ and high value opportunities like Apprenticeships and Traineeships are both examples of



great outcomes for workers, particularly for younger people possibly entering the workforce for the first time.

So my congratulations to our new ‘to be’ Mechanic and the 5 other people starting their careers as Apprentices in the Automotive, Construction and Hospitality industries. Particularly well done to our Trainee Chef who's doing so well!

NOVA OFFICES

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

OPEN EMPLOYMENT with a Difference!

Gloria Davidson, Job Coach TTW SPRINGWOOD

Danielle started NOVA Transition to Work program in January 2014 at the Springwood outlet.

Danielle was keen to learn and had a real flare for fashion! Not long after she had started, she told Gloria, her Job Coach that she enrolled at NOVA Transition to get a job in the Hair & Beauty industry and that she is not interested in doing anything else. Danielle wrote in her learning journal once "I am a hair & beauty nut".

The Job Coach used the first twelve (12) weeks of the program honing in Danielle's Workplace Health & Safety awareness and engaging her in variety of Vocational Industries such as Retail, Hospitality and Office Administration. These engagements came as a challenge, as Danielle was unwilling to try other employment avenues and adamant in working in the Beauty industry. However, with persistence, encouragement and immense patience these engagements allowed Danielle to sample varieties of real world work whilst developing her social skills.

Through the program's personalised Individual Transitional Planning meetings with Danielle and her mum, Di, her Job Coach Gloria, was able to focus on her needs, setting realistic achievable goals. It became apparent to place Danielle in a Hair & Beauty salon for her to learn about the expectations and demands of this industry. Within a short time Danielle, was placed in a Work Experience at a local hairdressing business, Sassy's Hair Salon, Blaxland.

In August 2014, Tracey Daniels, owner of Sassy's Hair Salon wrote:-

"Danielle is very good at doing hairdressing duties. I think she has a natural gift in hairdressing. She picked everything up very quickly and the tasks she did were of very high standard".



By this time, the team at NOVA Springwood were ready to embark on looking for paid employment in Danielle's chosen area of work interest. This is where it all gets interesting with NOVA Transition to Work. Danielle having had the opportunity to sample other industries decided the Hair & Beauty career is after all, NOT the industry she would want to spend the rest of her life in.



The Job Coach, having watched Danielle grow in confidence as they explored mock telephone skills in the training room and seeing how excellent she was developing other work skills, gave her greater responsibilities in the training room. She started to use the office equipment more frequently and sometimes unsupervised. Doing tasks that included such things as: faxing, scanning, and electronic filing. This then progressed into focused Work Experience Placements in Office Administration with local businesses whereby Danielle was able to directly put these learning skills into practice in professional work environments.

Danielle was enjoying these work experience/s but more importantly, realised she is quite good at and able to learn in an office environment. She now wanted to explore Office Administration in paid work. With this new realisation and working with the NOVA team, Danielle lands in an Office Administration job at Rams Home Loan Centre, Penrith.

For me as a Job Coach, seeing the transformation that occurs when a trainee, such as Danielle first starts the program, to them developing their skills and abilities and using them in open employment is the greatest satisfaction of all.

CONTINUED PAGE 3

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?



