

NOVA.
EMPLOYMENT

WORKING *together*

PERFECT (JOB) MATCH

Singing NOVA's praises

For three NOVA Transition graduates, their dreams of working in childcare have come true.

In choosing their preferred work area, Tayla, Danielle and Michaela all knew they wanted to work with people, and were keen on childcare.

But identifying their career goal was only the first step. It took determination, persistence and hard work for each of the girls to find employment, with support from NOVA every step of the way.



NOVA's attitude was different, according to Tayla's mum, Karen. They'd previously tried other employment services, but only NOVA 'were confident that she could get the job she actually wanted. They helped her become proud of herself in everything she achieved slowly along the way.'

Work experience helped the girls get hands-on practice. It allowed them to find out what working in childcare was really like: as well as playing and singing with children, you need to change nappies, clean (a lot!) and be patient.

It also enabled them to meet potential employers. Like many NOVA Transition trainees, Danielle got her job through a work-experience placement. Now, with training from her employer, Danielle is becoming more skilled at working with very young children.

Danielle and Michaela have traineeships in childcare and Tayla's employer is so happy with her they've given her extra hours. Danielle's supervisor is impressed by her calm and friendly nature in what can be a stressful job. According to Michaela's supervisor, she's a great asset to the team and has an amazing relationship with the children.

Watch Danielle, Tayla and Michaela's stories in this [video](#)



A WORD FROM MARTIN

'A dummy with a plan beats a genius without one.'

A while back I was interviewed by the team from *The Dummy's Guide to Small Business*. And I came up with this pearl of wisdom: A dummy with a plan beats a genius without one. I'm quite proud of it, because it's held true to this day. But imagine what a genius with a plan could achieve! The mind boggles...

The plan doesn't always need to be extensive. Its reach will depend on its importance to your business. Organising a lunch together might not need much planning whereas your staff training strategy will need proper consideration.

Seemingly impossible achievements happen because you know your end goal and list the small steps that will take you there. It's affirming and good for progress to acknowledge each step taken along the way, particularly if it's a long haul.

Martin Wren
CEO NOVA Employment

SORTED!

FIVE STEPS TO WORKPLACE INCLUSION – STEP 4

A well-documented plan

So, you've devised and are implementing a well-documented plan. You're incorporating inclusion principles across all of the business and creating opportunities for cross-functional interaction among the team.

If you haven't already now it's time to regularly invest in staff training. I've written at length about the value of staff training. In short, well-trained, well-supported staff are vital to any workplace.

Inclusion is cultural. Its success depends on everyone grasping its importance, not merely complying. For this to happen, managers need to firmly understand why you're striving for inclusion. Simply telling people 'to be inclusive' isn't going to get you far.



Techniques to educate and persuade will vary according to the size and shape of the workplace and be different according to industry, but here are my three general tips:

1. Stories are effective ways to educate and convince. Role plays can be useful. Anything that puts current staff into the shoes of the people coming in is going to build empathy and compassion.
2. Show, don't tell. Persuade through personal action. Staff won't do what you say, they'll do what you do. So set a good example!
3. Explain why. To encourage commitment from your team talk about why inclusion is vital just as much as how it's going to happen.

Martin Wren, CEO
NOVA Employment

Ten years of fabulous films!

NOVA's tenth annual Focus On Ability Film Competition received nearly 300 entries this year from all over the world in a range of genres focusing on the ability of people with disability.

We'll celebrate and acknowledge all involved at the red-carpet awards night on 5 September at The Concourse in Chatswood.

Employers - you're invited!

It's a hearty night. You'll laugh and cry. It'll open your eyes. You'll come out with an even more 'can-do' attitude. It's contagious!

For bookings, please email ryan@focusonability.com

If you can't make it on the night, why not watch a few of the films?
Go to: www.focusonability.com.au