



► CEO Comment

PAGE 1



► Camden TTW Building Work Skills

PAGE 2



► Previously unemployed

PAGE 3



► Transition into our new website

PAGE 4

May 2016

NOW'S
the time
to get great staff!

NOW'S
the time
to get a great job!

CEO Comment

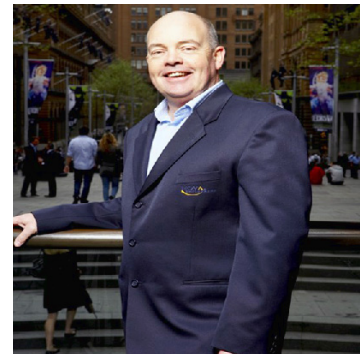
Martin Wren

'Choice and control' are the new buzzwords around disability services and a return to inclusion seems a very worthwhile goal. However, choice needs to be informed and, from what I have seen, choice for many is based upon a glossy handout rather than material to support informed choice.

Take for example the NSW Transition to Work program – I have written on many occasions how valuable and effective TTW is in aiding the most disadvantaged students enter the workforce. That said, there are a large number of organisations delivering TTW and most of these are hopelessly ineffective with some never having assisted a single participant gain work – a few good services followed by a long tail of ineffective providers.

How can you make informed choice?

Only through the availability of meaningful numbers and I'm sorry to say that these are often hard to interpret or simply unavailable.



In Disability Employment Services (DES) the problem is the same – the 'Star' ratings have little to do with stuff like 'hours worked' and 'wages paid' – the things that make the most difference in the lives of service users.

Is there hope?

There may be! I attended a conference in Canberra and for the first time in a long time the funding body representative made sense, suggesting changes that seem obvious but not presently available, enabling local jobs for local folks and recognition via the marketplace of superior performance.

NOVA OFFICES

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

Camden Transition Building Work Skills

Camden TTW

John and Elizabeth Macarthur established convict-built Belgenny Farm on part of the original 5000 acres granted to the family by Lord Camden in 1805.



It offers specialised educational and environmental tours, giving young people and special interest groups a chance to learn about agriculture and its history in NSW. Belgenny Farm also offers a unique setting for weddings and other special occasions, and hosts a number of annual themed events.

Camden NOVA Transition attended Belgenny Farm as an industry visit. We toured the grounds, met the staff and viewed the video of the Macquarie bicentennial commemoration. Belinda and Lyndal (office manager) then discussed the opportunities for the trainees to start work placement at the farm and conduct an induction for them.

Duties trainees perform while at work placement?

- Act as tour guides for visitors
- Host social get-togethers at barbecue lunches
- Set up and man stalls at events
- Compile, print and collect information to show case wedding packs for the farm
- Support the receptionist and admin staff within office duties e.g. Data entry
- Support the grounds keeper in horticulture e.g. Weeding, watering, raking, clearing areas, farm maintenance
- Stock hand eg. Feeding animals, collecting eggs and cleaning cages

What things have trainee learned from participating within work placement at Belgenny?

- That not all work environments are scary
- That they can feel good about the work they do and to see an end result
- How to work as a team and to understand different roles people have within the work environment
- To be reliable and punctual
- To know what to say and what not to say within a work environment
- How to use many different types of tools and machinery

Previously 'unemployable' people with disabilities now hitting the workforce



All their lives they've struggled to find jobs – but now, these graduates of a new NSW Government pilot program are ready and primed to undertake employment.

Peter Creighton, 27, Phoebe Mitchell, 28 and Digby Dorigo, 32, say they have been unable to find regular permanent employment due to the fact they have an intellectual disability.



Employment Enablement Program graduates, Peter Creighton, 27, Phoebe Mitchell, 28 and Digby Dorigo, 32. (Nova Employment)

After undertaking the Employment Enablement Program (EEP), the trio – who graduated this week – have since secured work.

They believe the 12-month, three-days-a-week EEP program has helped equip them with the necessary skills to seek and undertake employment.

“Before the program I didn't know how to properly conduct myself in an interview,” Mr Dorigo told 9news.com.au.

“I think the program has really opened my eyes to different areas of employment that I might not have looked at before by doing industry visits, work experience and just learning about it in class.”

Since undertaking the program last year, Mr Creighton and Mr Dorigo have since found casual jobs, as a car washer and a landscaper and gardener, respectively.

The \$6 million, three-year EEP program was introduced in 2014, in a bid to help prepare people with disabilities for employment, but to also build “the capacity of employers to employ and retain people with disability”.

Full article can be found at <http://www.9news.com.au/national/2016/04/22/16/21/previously-unemployable-people-with-disabilities-now-hitting-the-workforce>

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?



Transition into our new website

You may know about our Transition program for post-year-12 school leavers?

Well, I'm proud to share with you Transition's new website: www.transition.com.au



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I wanted to work on the Manly Ferries and she got the job for me - so I'm stoked! This is my dream job. I love the challenges involved and remembering the faces of the customers.

- Kalya

It should provide all you need to know about our 2-year program that transitions young people with a disability from school to the workforce. But if you'd like more information, please get in touch.

In 2015, all of our graduates gained open employment or training of their choice. That's 100%!

NOVA integrates the services to ensure a smooth transition between school and employment. Because we're all under the one roof we're focused on the same thing: getting you into work!

We work with you at your own pace to develop your confidence, skills and experience towards a job that suits you. You and your Job Coach develop a personalised plan to help you get ready for work.

NOVA Transition is not an extension of school; it's an adult environment with the same expectations as a workplace. Regular attendance is an important part of preparation for employment. To prepare for the workforce, you'll learn how to set realistic and achievable employment goals, explore job types and industries, write resumes and apply for work; prepare food, budget and organise your time.

At Transition, you'll visit many different industries, such as hospitality, childcare, retail, horticulture, trades, administration and warehousing, to learn about the sorts of work available to you. Together, we practice using public transport, speaking with people, completing tasks on time, listening and understanding what's been said.

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