

Local stud owners couldn't ask for a better employee



If you ask most Aussies what our most important value is as a nation, the majority would likely tell you it's a belief that everybody is entitled to a fair go. Despite this, many people with a disability struggle to find a job.

In fact, recent studies by Price Waterhouse Cooper and Deloitte Access Economics concluded that employment inequality was costing the economy billions of dollars in lost GDP.

This is mostly due to preconceived biases or misconceptions about the actual capabilities of people with a disability.

That's why NOVA Employment Services recently ran a highly successful campaign titled "100 Jobs In 100 Days", to help raise awareness of this issue.

NOVA's staff also works hard every single day to bring together local businesses and capable enthusiastic workers who are appreciative of the opportunity.

For more information, visit: https://au.linkedin.com/company/nova-employment_2

One such success story is that of a 20-year-old local woman who recently became a full time employee with Silver Hills Equestrian Farm.

She began her employment eleven months ago after owner Bronwyn Doong was approached by NOVA and offered the opportunity.

Ms Doong agreed and says she never regretted the decision for a single second, describing her employee as "fabulous" and "one of us".

She said the youngster's disability didn't impair her ability to do her job. In fact, over the course of her employment she has become somewhat of a "jack of all trades", happily lending a hand wherever it's required.

"She's open to learning and she's not afraid to jump in and give it a go. She's not afraid to get dirty. She's just willing to try anything," Ms Doong said.

"Obviously, we don't just chuck her in the deep end, we go out there with her and teach her how to do it and keep an eye on her and make sure she's alright... but she's absolutely brilliant. She fits in with us perfectly."

Stud Manager Robert Bartley works closely with the young woman on a daily basis and says he couldn't ask for a better employee.

"You don't really even realise she has a disability," he explained.



"I mean, she has a few different special needs but she's just a normal person. We treat her the same as everyone else and she's one of us..." he continued.

"She's pretty well capable of doing everything. Once I show her how to do it and help her to learn a couple of different ways of doing things she actually picks it all up fairly quickly."

Mr Bartley said she was highly motivated and genuinely interested in her job, which ultimately leads to her learning much faster.

He said she has an eye for detail, the ability to spot potential problems and, most importantly, she's prepared to ask questions.

The young employee is also far more reliable than a lot of the other workers they've put on in the past, Ms Doong added, that's why she would encourage other businesses to put aside their preconceived biases and employee people with disabilities.

"I just want employers to be more open and give them a go because they give 110pc because they're so grateful to be employed whereas a lot other people just take it for granted..." she explained.

"(I think some employers) tend to judge or they don't have the time or patience to teach... (but) we all have to start somewhere. We all have to learn," she continued.

"When I started out 20 years ago I knew nothing. So, I went through the same process we all do... People should be more open to it."

The young woman is now studying at TAFE and working full time on the property. When asked if they had any intention of ever parting ways with her, Ms Doong's answer was simple but emphatic: "No. She's one of us now. She's not going anywhere!"

For more information, employers and hiring managers can contact NOVA Employment at 1300 ABILITY (224 5489)

Story sponsored by NOVA Employment Services.