



April 2016

NOW'S
the time
to get great staff!

NOW'S
the time
to get a great job!

CEO Comment

Martin Wren

At the risk of sounding like a jetsetter April saw a team of NOVA staff attend the Pac-Rim 2016 disability conference in Honolulu and give 2 presentations, both of which highlighted the excellent results being achieved in assisting people with a disability achieve open employment.

While we came away with a couple of good ideas attendance at the conference reinforced my opinion that Australian Disability Employment Services are first class with few countries able to offer such a high standard of options and opportunity.

Our innovations of several years ago are only just beginning to appear in foreign service provision and the sheer numbers of successful outcomes being achieved (and I am speaking to all programs and not just NOVA's) leave some very significant blue sky before the appearance of any of our 'cousins'.



Perhaps the biggest difference comes in the 'ask' – not simply promoting the skills and aspirations of jobseekers but also being prepared to approach employers on behalf of candidates and negotiate a suitable role.

There are valid criticisms that could be levelled toward Australian service delivery and models for assisting people with a disability gain employment, but in comparison to many other places around the globe we are truly well in front.

Great to be home!

NOVA OFFICES

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

Ingleburn & Liverpool TTW are full steam ahead

Liverpool & Ingleburn TTW

The last few months of Transition to Work have been very busy for the Ingleburn and Liverpool Transition to Work programs.



We got to farewell one of our 2nd years from Ingleburn who has gained a Business Administration Traineeship with Interlink Roads.

All the first and second year trainees have settled in well after a somewhat bumpy start with getting to know each other.

Our 1st years from both Ingleburn and Liverpool have all settled in well and have been very busy with work experience.

Our 2nd years are continuing with work experience. The 2nd years are also kept busy with attending meetings with their Employment Consultants to assist them in finding them a job.

Alan from Head Office Training Department has come and assessed all our 2nd years to monitor their progress for their Certificate 1 in Work Education. Alan is quiet impressed with how far our 2nd year trainees have progressed.

Liverpool Transition to Work has recently been on an industry visit at the Apple Store. The trainees got to interact with an iPad, learning all about taking photographs and using different filters. The trainees loved this workshop - a lot of selfies were taken. The trainees were lucky to receive an Apple Shirt and a funky USB. Ingleburn Transition to Work will be attending the Apple Store in May and are looking forward to seeing what the Apple Store have to offer.

We have a busy year ahead of us; all the transition to work trainees have been busy writing and planning for our July Social day. This is where the Camden, Campbelltown, Ingleburn and Liverpool Transition to Work Trainees will all meet to get to know each other and make new friends. There has also been a lot of talk in regards to our Graduation at the end of the year. The 2nd year trainees have already started to talk about what dresses they will be wearing.

How to research a company before a job interview

Steven Last- Lets Get Working

So you've spent hours perfecting your resume and cover letter and it's finally paid off with an interview. You feel excited about the prospect of getting a job. But as you think about it a feeling of dread starts to surface and you begin to question yourself. I don't know anything about the company. What if I can't answer a question or say the wrong thing and bomb the interview, wrecking my chances?

Well it's time to squash those negative feelings and start researching the company. Just make sure you don't overwhelm yourself and get stressed out trying to remember every little detail you've learnt.

There are two reasons to do some pre interview research. The first is to find out if this is the sort of company you want to work for. The second is find information that will allow you to talk about the company and show enthusiasm about coming to work for them.

Website - There's no wrong place to start looking but a good first step is to check out their website for some basic information. The About Us section, News section, or Products section are great for information on what the company does, what services and products they offer, recent changes in the company, and the locations of their stores or offices.

This isn't the only reason to read a company's website. People ask employers questions that can be answered by just taking the time to read their website. You show your lack of research when you ask a question that can be answered so easily. So check their website first for any questions you have.

Now you could leave it at this stage or you could dig deeper and find information that will really help you match your skills and experience to the job. To do this you need to expand your search. What social media accounts does the company have? Have they appeared in news articles? Do they write a blog? What comes up when you type their name into Google? These are all good sources when looking for more information.

Social Media - Just like an employer checks your social media accounts to get a better idea of who you are. You should check their social media accounts to get a better sense of who they are. Look at how they interact with their community, and have a look at the type of content they post. Do they only promote themselves, or do they engage with their community answering questions and resolving complaints. Pictures and videos can give you an idea of the values of the company, as well as the office culture. Does it look very professional and busy, or is it a more relaxed workplace.

Current or Former Employees - Don't stop your search at Facebook or Twitter. Have a look at their LinkedIn profile as well. It's a professional social media platform so the information or news you find will be related to the business. The advantage of LinkedIn is the people it can put you in touch with. If you know the names of the people who'll be interviewing you, look them up. The information they've listed will hopefully give you an insight into their position or what they value as an employer. This sort of information will be very useful in the interview.

Full article at www.letsgetworking.com.au

Some NOVA links

Watch our latest video on NOVA's Youtube channel



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What's news at Can-Do-Ability?



Want some great employment tips?



A valuable pair of hands through NOVA

Craig Wallace, Wallace and Wallace Distinctive Signs

Alan works full time with me at Wallace and Wallace Signs and is enrolled in a Diploma of Digital Media. He loves the creative side of his job – designing, using computers, and learning on the job.



Alan is picking up skills to the point that he can almost do small jobs on his own so he's a valuable extra pair of hands around the workshop. He contributes different ideas and adds to my computer knowledge! He has a dry and cheeky sense of humour and is good to have around.

Having known the NOVA Richmond staff for years and Alan through Little Athletics, I thought he'd give Alan the opportunity to work in his dream job. Alan came to this role with three years' experience from The Sebel hotel in Windsor so understood something of the needs of employers.

He now lives independently and drives himself to work. When business is particularly busy, Alan even delivers signs to customers. He learnt a lot of his workplace skills through NOVA's Transition to Work program, which I believe set him up well to appreciate the needs of an employer.



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