



December 2016



CEO Comment

Martin Wren

Since I am easily distracted and while it is to mind – compliments of the season and I hope every reader enjoys a safe and prosperous New Year!

Some quick reflections on 2016:

NOVA improved its performance for every quarter in 2016, we also improved overall by around 21% for the whole year.

Our “New Way” model of service delivery that has seen an overall improvement in performance of more than 50% over the past 2 years and almost 100% over the past 3 once again is contributing to long-term sustainable employment in an increasingly broad spread of work.

Our ability to assist people with more significant barriers to employment also improved, as did the quality of the employment achieved. Our emphasis on Apprenticeships and Traineeships has seen these high level results double.



NOVA also has a wider commitment to breaking down barriers, creating and developing the “Focusonability” short film festival. Again, this has grown and this year saw almost 200 films entered from 18 countries and a whopping 400,000+ viewers and voters sharing in the festival and celebrating the achievements of people with disability from around the world.

What a terrific year! – Enjoy your break!

NOVA OFFICES

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

2016 NOVA Transition Success

Terry Mc Auliffe

NOVA Transition ended 2016 with a bang! We celebrated with a show stopping Graduation to congratulate the success and achievements of all our second year trainees .



What a wonderful day.

2017 results for NOVATransition...

75 Trainees secured Employment

7 Trainee's entered into further Education, they will return through our DES as soon as they have completed their courses and onto employment.

To break down these results, our Work Placement Coaches, Job Coaches and DES Employment Consultants worked as a team securing...

10 Traineeships
9 Apprenticeships

17 Full time employment outcomes

Our employment hours for trainees are rising each year with the variety of employment also increasing; great results and many happy trainees and families.



NOVA Employment will continue to support these trainees throughout their employment journey.



A wide variety of positions were secured for our trainees including; hospitality, construction, hairdressing, administration, automotive, warehousing, horticulture, Government services, child care, retail, animal care, business services, electrical and aged care.

In the middle of 2016, NOVA Transition introduced the role of Cadet Transition Coordinator, welcoming Kara Rawling to the position. NOVA Employment provides its staff with opportunities for professional growth and development including that of cadetships. This cadetship has seen Kara working alongside our Transition Coordinators to assist in managing our 16 outlets, along with working closely with the Work Placement Team in ensuring achievable, realistic, suitable and sustainable employment was secured for all our 2nd year participants.

We look forward to another big year ahead with the roll out of the NDIS.

2017 will also see the opening of two new Transition offices in Parramatta and Hornsby..

Stay tuned it's going to be another wonderful NOVA Transition year!

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?



Answering the question 'What do you do?'

Steven Last - Let's get working

So what do you do? It's a pretty common question that we're all asked, It's how we get to know each other and it gives us something to talk about when meeting new people. It's all well and good when you have a job, but when you're unemployed it's an uncomfortable question that can invite judgement from those around you.

If you've only been unemployed for a short time this question may not phase you. It's just another question that you answer and move on, it may even help you find a job. As the duration of your unemployment increases though, you're asked the question more and more and you begin to feel judgement from those that ask it. How long have they been looking? Why hasn't this person found a job yet? Are they doing something wrong? Do they even want a job?

We're often valued by what we do rather than who we are. When you are unemployed people don't know where you fit in society, so assumptions are made. A common assumption about the unemployed is that they're lazy, that they don't want to work. Now there are those out there that don't want to work, that are happy to take advantage of the system. But this isn't every unemployed person. Unfortunately, the minority spoils it for the majority causing many to unfairly label people as bludgers.

It only takes a couple of bad experiences to assume that everyone is judging you when they ask the question, so what do you do? But is everyone judging you, or are you just expecting them to be based off past experiences? You may doubt yourself, you may feel like you're not valuable, but don't let other people's opinions of you get you down. Assume in each situation that there is no judgement and go from there.

If you do end up in a conversation where others are clearly judging you or looking down upon you, and what you say doesn't change their opinion of you, don't waste your time on them. They don't know your situation or what you've been doing, and are just letting their own opinions of unemployed people cloud their judgement. For everyone else, having a positive attitude definitely helps.

Now sometimes even if you're with supportive people, you just don't want to talk about your situation and all the follow up questions that may be asked. That's perfectly fine, but ignoring the question or walking away from the conversation will send the wrong message, and invite assumptions and judgement from those in the conversation. Provide a short answer that gives information and then moves the conversation along.

Try something like, "I'm currently between jobs at the moment, how about you, what do you do?" Or "I've worked in the retail industry, how about you, what do you do?"

Short and simple replies like this provide an answer and then move the conversation along. They signal that you're done talking and it's now the other person's turn to talk. This strategy isn't fool proof and it doesn't always stop follow up question. It just depends on how outgoing or polite other people in the conversation are. They may be generally interested and want to know more about you. Or, they may continue the conversation, asking questions so it doesn't appear that they're uninterested in what you have to say.

This is a question you will eventually face. Hopefully you now have an idea on how to handle situations where this question comes up.



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