



January 2016

**NOW'S**  
the time  
to get great staff!

**NOW'S**  
the time  
to get a great job!

## NOVA OFFICES

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

### CEO Comment

*Martin Wren*

*Truthfully I forgot to make a New Year's resolution. To atone I will make a promise for 2016; My team and I will do everything in our power to continue the record breaking run we are presently enjoying. You may know that 12 of last 13 months have been 'best ever' months for us and it would be terrific to be here next year with 23/24!*

While I would like to take the credit my team have worked really hard to identify the stuff that works, improve the things that make that up and then put the improved practice back into the way we operate.

One of the things that NOVA has not been good at (but I promise to improve) is using the excellent results we achieve in more concrete formats so that people who have to make a decision about which service provider they would like to choose, have the facts to hand.



Speaking of which, we have some very interesting numbers, especially for people with developmental disability. Next month I think we will publish the actual numbers of people that we have placed into employment, along with their disability, the average amount of time worked each week and the likelihood of the jobs we find lasting for more than 6 months.

Interesting reading on the way!

## TTW welcomes 2016

*Leisha Distefano*

*We began 2016 still on the high of how well the 2015 graduates did last year, with each and every one of them in a great outcome!*

2016 sees us with almost 200 trainees, so we expect a big year with new goals to achieve, new work placements to start and new trainees to get ready for work.

2016 also sees us taking on three new TTW Job Coaches in our Richmond, Rouse Hill and Katoomba programs. Welcome aboard to Lacey, Donna and Sarah!

And we also welcome back an old face, Cassandra Blundell, who has returned once again from Maternity Leave and will be Job Coaching at Rockdale and Hurstville.



Our 2nd Year trainees are eager and champing at the bit to get stuck into continuing on with work placements in their Job Choices as they look towards getting ready to enter the workforce this year.

Our Work Placement Team are being kept quite busy with supporting our trainees in their chosen fields and industries and speaking with employers about employment opportunities.

Welcome also to all our new trainees who will be of course experiencing some nerves and as they settle into a whole new life and routines after 12 years of school.

It won't take long for you to feel like you're part of the furniture and like you've been here forever!

The Coordinators, Work Placement Team and the TTW Job Coaches are really looking forward to another sensational year ahead with 100% outcomes yet again and creating another group of taxpayers!

We wish all our trainees an amazing and successful year.

## Moqubel is a great fit at R&P Services

*Omar Sadik - EMPLOYER*

*NOVA Employment came to our attention through our local networks. We are always looking for staff because, in our industry, workers come and go a lot. We were open to hearing about what NOVA could offer us.*

From the start we found them to helpful and honest, and not at all other pushy, like other labour-hire companies. They listened to our needs so that they understand our business and can recommend the right employee for us. Six months after placing Moqubel into work, they still communicate regularly and clearly.

Moqubel works three days per week for about six hours per day in administration and storage. He listens, follows instructions and responds to tasks well. He fits in with our 27 other staff.

I have no hesitation in recommending NOVA Employment to other employers needing staff. In fact, I already have. I recently suggested to a friend who owns a factory that she give NOVA a call.



### 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?*



## Paul's Posh Service is a winner

### *Kim Emerton - Posh Services*

*We knew about NOVA Employment through having supplied indoor plants to many of their outlets. Already having a professional relationship with NOVA meant that we knew what they did and how they did it. We were confident in NOVA's ability to find the right employee for our needs and they assured us that the candidate was the right fit.*

Paul has been with us since August 2015 and has been a pivotal part of our team, preparing casual plant hires for delivery and keeping the nursery looking spic and span. He's reliable and a pleasure to have around the workplace, only needing to be told how to do something once before getting on with the job with no supervision. Due to our success with Paul, we have recently employed another worker through NOVA Employment. Joel is extremely keen to get on with the job and is partaking in an apprenticeship in Horticulture – Parks and Gardens Certificate III. Currently his jobs include outdoor maintenance, including mowing grass, blowing leaves and general tidying.

We highly recommend NOVA Employment to other employers. NOVA provides workers with great support, particularly when they first start and need the most help. Communication is always timely and organised.



Head Office  
50 Chapel St  
St Marys NSW 2760  
Ph: 02 8886 5800  
Fax: 02 9833 2499

NOVA.  
EMPLOYMENT  
[www.novaemployment.com.au](http://www.novaemployment.com.au)



novaemployment.com.au  
Ph: 02 8886 5800  
Fax: 02 9833 2499



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Fax: 02 9833 2499



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Ph: 02 8886 5800  
Fax: 02 9833 2499



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F: 02 4625 5955  
TTY: 02 4625 8395