



June 2016

NOW'S
the time
to get great staff!

NOW'S
the time
to get a great job!

CEO Comment

Martin Wren

June is almost at an end and in previous years the end of the financial year has been a slow time for the NOVA team.

Not this year!

Already our employment specialists have placed a record breaking number of people into employment.

However, and I know this will sound like an old axe grinding, the amount of hours worked and the type of employment found are of the highest quality. Around 5% of all NOVA placements are in Apprenticeships and Traineeships and around 25% of all jobs found are full time positions.

What's equally pleasing is to see overall retention rates (already more than 30% better than industry averages) continue to improve.

There are two messages here: 1: If you are looking for quality staff, keen to show their ability and not inclined to leave – NOVA's the place for you and



2: If you are a person with a disability that's looking for work that isn't based upon minimums and offers the potential for real career development – NOVA's the place for you (sorry that's not 'two messages' it's the same message twice, but I'm sure you get the drift!

The 2015 / 2016 financial year has seen far more people enter the workforce than ever before with overall placements up by a staggering 27%.

That's great news for the new workers, their employers and our community – congratulations to all!

NOVA OFFICES

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

Trainees go Nuclear

Engadine & Caringbah TTW

One of the main inspirations for the trainees going to ANSTO was during one of our news reviews, we did it on a sinkhole somewhere in the USA and how it affects the infrastructure and the environment. As trainees we were curious to see how these kinds of events happen and how they are caused. So Engadine and Caringbah got together to organise an industry visit. We were excited to hopefully go and see one of the largest nuclear plants in the Southern hemisphere. So we called them up to see if we can book a tour. We had several requirements such as having to be over the age of 18 and had to fill out a form to go there. Once all of the forms were filled out and everything was sorted, the industry visit was official.

The trainees from Caringbah and Engadine travelled by bus from Engadine. As we arrived at ANSTO, we were greeted by our guide who was also a retired scientist named Kevin who was passionate about teaching younger pupils from schools across from the Sutherland shire as well as NOVA trainees. We were shown around the first area; we got to see replica of what the inside of the nuclear reactor look like. As we headed back to the bus, Kevin told us to leave our valuables behind in the storage area, he told us this because it was important as our electronics could interfere with the research that was going on in the commonwealth area.

When we arrived on the gate, a police officer scouted the bus to see if we had any type of electronic device and dangerous goods. This is a security measure to stop any threats from entering the core of the plant. Once we were inside we saw the evolution of how the plant has grown over the 50+ year. We also got to watch how the nuclear energy was transported to different areas when needed.

ANSTO has over 1400 people working on the site and roughly 14,000 annual visitors. Kevin told us that all of the machinery on the premises is named after the local wildlife. One of the most interesting facts was people that worked on the plant are generally healthier than other people due to the amount of radiation exposure. We were surprised to learn that ANSTO also has a large range of different industries within which includes Administration, hotel receptionist, security guards, general practitioner on site, construction and accommodation. They also have a childcare centre, fitness centre with a pool, motel function centre and lounge restaurant.

We also learned about how the reactors work, how small clouds can be made from two atoms, that there was a 50,000 year old fossil of a crab within a rock, learning how the metals are created, how protons and neutrons can make many new substances, what the OPAL reactor can do and the history of HIFAR and MOATA reactors can do.

Are you making excuses?

Steven Last - www.letsgetworking.com.au

Be honest with yourself, are you putting in effort to look for a job, or do you continually say I'll start looking tomorrow. In the beginning not looking for a job may make you feel bad. But as time goes on you start to look at it a different way, and those excuses that once made you anxious now comfort you. After all it's not your fault you haven't found a job, it's because of someone or something else, right?

If you're the type of person that has a thousand reasons why you can't look for a job, it's time to let go of those excuses and get back to it.

Unsure of where to start - So you're unsure of where to start, that's alright it's common. There are a lot of things you need to do when you start looking for a job and trying to tackle everything at once can easily overwhelm you. But just because something is hard isn't a reason to throw your hands in the air and give up. Break everything down into manageable tasks and approach job hunting one thing at a time.

There are plenty of resources out there that can help you through the process of job hunting step by step, giving you information on what you need to do and how you can do it. Everyone's different and it make take you longer than others, but any progress you make is better than sitting there and doing nothing.

Don't have time to look - Time management is important but it's not something everyone excels at, leading to the excuse there isn't enough time to search for a job. There're always things that need to be done throughout the day that get in the way. Whether you're working in a job you dislike, need to clean the house or have errands to run for people, you shouldn't use these other tasks as an excuse though. Make time, even if it's only an hour a day. Improving your time management skills will help you in all areas of your life, especially in a job. The excuse sorry I can't come into work today I don't have time, isn't going to work when you get a job. So why use it when looking for one?

Employers never get back to me - One of the most frustrating things about the whole job hunting process is waiting for a response from the employer. It's tough, you feel like you did all the right things and yet you've been left in the dark. You may not have been suitable for the role, they may have found some better, or you might be making a mistake somewhere along the application process.

Make sure you follow up after an interview. If you never hear back from employers after an interview, or never even get to the interview stage you need to consider that something you're doing may be the problem. Use this as an opportunity to take a look at your resume and cover letters, and to improve your interview skills.

There will be times when things get in the way and you genuinely can't do anything about it. The key is managing your time around these things, and not adding to the problem by creating excuses.

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?



Ben Chenoweth - [Click here for the full article](#)

NOVA Employment officially launched its 100 Jobs in 100 Days campaign at the Minto basketball courts on Friday.



The campaign aims to secure 100 jobs for 100 people with disabilities seeking work in the Macarthur.

Players and coaches from the Sydney Metro Blues Wheelchair Basketball Club were on hand for the official launch.

Coach of the side and president of the club, Troy Sacks OAM, said the club and NOVA Employment had similar goals.

“The Blues Wheelchair Basketball Club is all about having individuals with a disability contributing to society,” he said.

“Like NOVA Employment, the club uses wheelchair basketball as an avenue to get people out of the home and onto the sporting field for a number of issues like peer support, not just competition.”

NOVA Employment chief executive Martin Wren also said there were obvious and “proven” parallels between sport and the secure employment.

“The relationship between team sports and employment is proven,” he said.

“Sport leads to better employment outcomes and longer job retention, so we are keen to see as many of our clients as possible get involved in sport.”

Macarthur MP Russell Matheson also got on board with the campaign.

“I’m very much aware of the wonderful job NOVA Employment do in helping people with special needs gain employment,” he said.

“The 100 Job in 100 Days is a great concept.”



novaemployment.
com.au
Ph: 02 8886
5800



novatraining.com.
au
Ph: 02
88865800



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



deafjobs.com.au
Ph: 02 4632 3300
F: 02 4625 5955
TTY: 02 4625 8395