



March 2017



CEO Comment

Martin Wren

For 15 out of 16 quarters, the NOVA team have broken records and March 2017 has been no different with an all-time record number of job seekers starting work.

What about the quality?

Well, if quality is determined by range of choices, hours of work obtained, wages earned or potential for future career development, March 2017 is THE standout month for my staff and in history of NOVA Employment.

16% of positions found are either Apprenticeships or Traineeships, 23% are full time roles and the sort of work being undertaken speaks volumes for the flexibility and ability of both the new workers and the NOVA team.

Why so successful?

While I would like to attribute the success to charismatic, inspirational leadership, I think the truth is that we



have turned a corner when it comes to the acceptance of diversity and the development of an inclusive workplace.

Attending business to business lunches (hard, but someone has to do it) I meet more and more successful business operators who attribute their success to their commitment to just such a working environment.

Couple this with a rising tide of decision makers that attended inclusive schools and better education and it looks to me like this is the time for people with a disability to get working.

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- Windsor
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How To Figure Out Education Goals For A Child With Special Needs

Author - Jenny Wise

<http://specialhomeeducator.com>

Every parent has hopes, dreams, worries, and sources of stress regarding their child's education, [their future](#), and the best ways to help them learn. For parents of children with special needs, it's especially important to sit down and create a detailed plan on how to give them the best education. It can be a little overwhelming, trying to decide whether to go the traditional school route, teach the child at home, or how to accommodate his specific needs; however, there are some easy ways to narrow down your choices. Read on to find out how you and your family can figure out the best path where education is concerned.



Photo via Pixabay by [Alphalight1](#)

Plan

The first thing you'll need to do is sit down and work out your child's individual needs. Some kids might be intellectually on track but physically unable to remain in a loud classroom environment. Others might require specialized lesson plans to help them strengthen their abilities. Once you know what specific needs your child has, you can begin to narrow down an education path.

Public school

Many [public schools](#) have fine special needs programs; depending on the school and how big or small it is, your child may be in a classroom with many other kids, or he may be able to get individual attention from an educator each day. Most public education systems offer classes for a variety of special needs, including:

- Autism
- Deaf-blindness
- Deafness
- Emotional disturbance
- Hearing impairment
- Mental retardation
- Multiple disabilities
- Orthopedic impairment
- Other health impairment
- Specific learning disability
- Speech or language impairment
- Traumatic brain injury
- Visual impairment

Private schools

Here, you'll need to do your research carefully. Private schools that cater especially to children with special needs have very specific policies, including what type of disability the child has, due to limited funding, access to equipment, or teachers. Private schools can also be very expensive, so it's important to know what you want your child to get out of his time there before you look into enrollment.

Homeschooling

Many parents of children with special needs have turned to educating on their own, in the comfort of their homes. This is a bonus for children who have suffered from bullying or aren't receiving the amount of attention they require in a public school, and it also gives parents the ability to spend quality time with their children. It does require quite a bit of free time, patience, and hard work, but there are many [lesson plans](#) available online that are dedicated to children with different needs.

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?



This month at Nova's Blacktown transition, trainees and the job coach have been having several discussions on searching your past to reveal your strengths and skillsets for your future.

At first a few trainees were guilty of some head-scratching trying to uncover what their past can reveal about the potential future but with constant encouragement and observations through shared stories and experiences, it was clear to see all had highlights in areas they had been exercising unknowingly for what can be their future strength and occupation.

It's one thing to tell someone certain truths and it's a whole other thing to show or experience it first-hand, but with our group's recent trip to our St Marys head office outlet to operate and participate in barista training, the job coach was able to share the wonderful example of unexpected, unanticipated past skills that had return to fuel the fire for the job coach and trainees' future needs.

An unoccupied bar area, a group of hungry to learn trainees and coffee machine that wasn't going to demonstrate how to use it itself. Fortunately this was the chance needed to kill two birds with one stone; the job coach was an experienced Barista from past employment and now able to demonstrate the lesson of his past skills benefiting his future while training the trainees in the practice of coffee making.

Trainees took advantage of the great opportunity to learn how to steam milk, operate machinery and prepare several diverse types of coffee that there is a clear demand for in the market. Some trainees revealed to be quick learners off our first training session and were able to prepare items along the lines of flat whites, lattes and chocolate coated cappuccinos.

Going forward it is clear it won't be our last opportunity to continue to learn coffee making and our first of many in showing where future meets past.



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