

NOVA.
EMPLOYMENT

WORKING *together*

PERFECT (JOB) MATCH

Perfect place for 'people person'

Working With Children Check?
Tick!

First Aid Certificate? Tick!

Great with kids? Tick!

When Tayla was offered a traineeship in childcare, she was excited but not surprised. It was the perfect job for her – one that she'd wanted all her life – and she'd done great work at her work-experience placement.

But the journey before coming to NOVA Employment wasn't always smooth. Tayla's mother, Karen, says that her daughter 'has real trouble with numbers – money, time, addresses, etc. She can't make sense of them.'

So when Tayla started at NOVA Transition, her [job coach](#) got straight to work helping her to understand the basics, like learning to recognise the change from \$5, at the same time getting on with finding out her strengths, interests and passions. Tayla says NOVA, 'helped me get ready for work by asking me about what I wanted to do and pushing me in that direction. They listened to me.'

It wasn't long before NOVA staff understood that Tayla had a genuine passion for children and ease with people generally.

'Everyone *loves* Tayla,' says her proud mum. 'She's blossomed from being this shy person with no confidence. Now she can say she has a job. She feels fantastic! They've already asked her to do extra hours because they're so happy with her, so now she's even more proud of herself.'

For her part, Tayla says she enjoys every aspect of the job, even the cleaning!

To hear more from Tayla and Karen, watch this [short video](#) from NOVA Transition graduation day.



A WORD FROM MARTIN

Inclusion is cultural

If you've been following this column in 2018, you'd know that I believe inclusion is cultural, not a 'bolt-on' extra. Genuine and lasting inclusion has to come from the top, be understood by the middle and implemented on the ground.

For the next few weeks Working Together will focus on 'the how' of disability inclusion so that interested workplaces can make a start towards planning, policy and practice. Remember, you probably won't need to start from scratch. You may already have inclusive practices that you can draw from, such as wheelchair-friendly toilets or the capacity for job applications to be submitted via a method other than online. You may have deleted the bog standard 'good command of English' on your position description, if such a skill is not vital to the job.

Start where you are and give me a call if you need a hand to get going.

Martin Wren
CEO NOVA Employment



SORTED!

Five steps to inclusion - step 1

It's all very well to aim to become an inclusive workplace. To make it actually happen, take the following five steps:

1. Devise a well-documented plan
2. Incorporate inclusion principles across all of the business
3. Create opportunities for cross-functional interaction among the team
4. Regularly invest in staff training
5. Support middle management to understand, implement and assess progress.

In the next few weeks we'll address each of these points to help workplaces understand 'the how' of disability inclusion.

The first step – devise a well-documented plan – must come first, because the rest of the steps evolve from your plan. It's part of your overall forward plan and will include goals, objectives and small manageable tasks.

In my own organisation, I'll write a draft that includes target market and strategies for attracting them to our offering. This becomes the overarching document that I take to my senior management team, which we discuss at length until the draft becomes a solid basis from which to write steps 2 through 5, above.

Responsibility for planning steps 2 through 5 is allocated to senior managers. One of the most important aspects is a checklist for success.

If at any time, these points don't make sense to you, I'm happy to discuss how we do it at NOVA, including describing the bumps and potholes along the way. Even though each workplace is different, there's no use reinventing the wheel when some aspects of planning, implementation and training can be copied and/or modified to suit.

Martin Wren, CEO
NOVA Employment

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Macarthur Business Lunch

Considering employing another staff member?

Come to our Business Networking Lunch to hear from employers benefiting from partnering with NOVA for their staffing needs. It's on 30 May at the Campbelltown Catholic Club, starting at 11.30.

Enjoy drinks on arrival, a lovely lunch, guest speakers and hearty conversation with NOVA staff and partner employers.

More information, contact NOVA

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