



October 2016



NOVA OFFICES

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

CEO Comment

Martin Wren

The National Disability Insurance Scheme (NDIS) is rolling out across Australia and we are starting to see some job seekers with NDIS 'packages'. This scheme is the biggest change for people with disability and represents both an opportunity and an administrative challenge of huge proportions.

I have written in the CEO's blog for NOVA's homepage about the opportunities and risks associated with the NDIS. Of course there are variations in the plans being created for clients – you would expect that, this is an individualised program. However, some variations are extraordinary and seem to be showing one thing very clearly – some people with disability need advocates to access advocacy support!

If you are a person able to do your research, have a clear understanding of your needs and the availability of assistance to address these and you can speak for yourself, the NDIS world



is your oyster! If you are not so well informed, lack support or haven't been fully informed about what your options are, then you may well miss out or only have a partial response to your needs.

My advice? Do your research or have your service provider's assistance to make a plan that truly addresses your needs.

Kylie Stevens

Craig Brown hasn't let an intellectual disability get into the way of his first ever job.



The Jordan Springs resident, 20, recently secured a traineeship with Coffee Guru in South Penrith as part of Nova Employment's 100 Jobs in 100 Days campaign.

He's a success story from Nova's Transition to Work program for school leavers.

"Craig had work experience in different industries and realised he had a passion for hospitality," Nova Employment outlet manager Anthony Gale said. "When we broke the news to him about the traineeship, he was over the moon. He was on cloud nine."

Mr Brown has been with Nova for 18 months. "When he first came to us, Craig was very shy and introverted with few friends," Mr Gale said.

'He now has lots of friends, engages with people, smiles and tells jokes.'

Mr Brown's traineeship will cover all aspects of the business from cleanliness and operating the till to making coffees, serving customers and eventually cooking in the kitchen.

He's the second Nova client employed by the Coffee Guru. "Craig is happy to be here and is always trying to improve himself," Coffee Guru manager Ryan Weir said.

"We hope he'll learn a lot and set himself up for the future."

To view the full story head to <http://www.hillsnews.com.au/story/4179197/craig-secures-first-ever-job/>

It's that time of year again when NOVA transition staff and trainees from various outlets get together for a day of socialising, usually called the July social.



This July social is attended by each outlet. This year Engadine were the winners, so we got to go to club Kirrawee for a day of lawn bowling and a healthy lunch. As the trainees arrived to the venue, we got to sit down with the other trainees from the other outlets where we got to know them a little bit better. Engadine had an extra idea of hosting a crazy hat competition where the winner received a twenty dollar gift voucher. After we had our lunch we were given instructions by the two directors and the event manager on how to play and here is a little bit of interesting facts about the game.

"Most bowls historians believe that the game was developed from the Egyptians. One of their pastimes was to play skittles with round stones. One of the most famous stories of lawn bowling comes from Sir Frances Drake and the Spanish Armada. On July 18, 1588, Drake was involved in a game at Plymouth Hope when he was alerted that the Spanish Armada was approaching. The reason this story was famous was of an immortalised quote, he says "We still have time to finish the game and to thrash the Spaniards to". He lost the game of lawn bowls but won the fight with the Spanish Armada."

We were divided up into small groups consisting of 8 players from different outlets, each group were given lawn bowls with different types of symbols. They ranged from deer's to star patterns. The day was fun and everyone had a great time. Some of the trainees managed to hit the jack, (which is a small white ball at the very end of the court). We each had two balls and took turns gently rolling them down the pitch. After we rolled all of the balls down, we had to go and find out who got the closest to the jack, and once we found out who is the closest, we collected the balls and repeated the process.

At the end of the day, all the trainees got to play a game called spider. This involves each given a bowl to roll down the pitch at the same time and whoever got the closest to the spider (small white ball) would win the medal of the day which was judged by the instructors. Robert from the Bankstown outlet won the game, Richard from Rockdale received the have a go award and Leticia from the Hurstville outlet won the crazy hat award with a witch's hat.

Some NOVA links

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What's news at Can-Do-Ability?



Want some great employment tips?



How you act around people is just as important as what it says on your resume. You can teach people new skills, but attitude and behaviour is more difficult. During your interaction with potential employers the right attitude is essential. If you come across too strong, situations that may have turned into job opportunities can pass you by.

When unemployed the stress associated with finding a job can cause your attitude or behaviour to spiral out of control, especially if you don't find anything or continually deal with rejection. There are many factors that contribute to a negative attitude, which is why it's important to keep an eye on how you act.

You never know when you might meet a person who could be your next co-worker or boss, that person you were rude to, could be the one who's in charge of the hiring decisions at the next company you apply to work for.

An aggressive attitude will drive people away, which is the last thing you want to do if you're looking for a job. Think about it, do you like talking to people who look and act angry, like they'll explode on the next person that talks to them. You may be having an off day, but it only takes an instant to say or do something you wouldn't normally do. Don't give people the wrong idea about you, even if it's understandable why you're frustrated, keep it out of the interview room.

In contrast to not having enough confidence in yourself, displaying too much confidence can cause you to come across as arrogant. You may be great at what you do, but going around and acting like you're better than everyone else will rub people the wrong way. If people feel like you're looking down upon by them, it can affect the help they give you during your job search and on the job. We all need help from time to time, so don't act like you're the best in the world, or like other people are beneath you because they don't have your skill set or don't know the information you know.

Think about your current attitude towards finding a job, are you desperate and willing to do anything you're given, or have you given up and simply don't care anymore? Desperate job seekers scare people away by how intense they can be. Once you've interviewed for a position, if you're agreeing to do absolutely anything that you're practically begging, or you're sending the interviewer daily emails to show why you should get the job, you're coming across too strong.

A polite word can make a big difference, it's important not to let the stress of a situation get to you, that all your thoughts other than, 'how can I get this over with', go out the window. A polite greeting or farewell such as, 'Hi it's nice to meet you', or 'Thank you for meeting with me today, have a nice day', sets a good tone for any further conversations and make a good impression.

So not only is being mindful about your attitude good for you during job hunting activities, it's good for all types of interaction with people in your day to day life.



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