



WORKING *together*

PERFECT (JOB) MATCH

Great attitude and hard work

Brendan's employer at the Bankstown Sports Club (BSC), Mark, says Brendan is a valuable team member who is very focused at work. Brendan is hardworking, takes pride in his appearance and is willing to work rotating shifts. Mark says Brendan is always keen to get back to work after staff meetings, asking if they're finished so he can return to work and not waste time talking!

This diligent young man graduated from [Bankstown NOVA Transition](#) and was offered ongoing work following a four-week work placement at BSC, where he impressed his manager with his enthusiasm, work ethic, and ability to follow instructions and ask for help. Through NOVA, Brendan completed [Barringtons courses](#) in Responsible Service of Alcohol (RSA) and Responsible Conduct of Gambling (RCG).

Mark is proud to have chosen NOVA Employment as his employment partner, citing praise for another NOVA Transition graduate working at BSC, who contributes to the workplace with just as much integrity and gusto.

In the future, Brendan's goal is to work in IT. 'He was my go-to trainee when anyone had a computer problem,' says his [Job Coach](#) Paul, who has talked with Brendan about how he might move into IT in the future, once he has more experience behind him. Having seen a poker machine technician at work, Brendan hopes that he might eventually move into a more technical role.



A WORD FROM MARTIN

Putting the 'mutual' back into mutual obligation

An article from Vision Australia caught my eye last week, calling for the Victorian Parliament to increase its graduate positions for people with disability. You can read it [here](#).

I agree wholeheartedly. For too long there's been a mismatch between the government's demands on job seekers with disability to actively seek employment against their willingness to provide opportunity for employment within the public service. More often than not, the responsibility for employing people falls to the private sector.

Many people with disability need tailored support from well-trained staff to learn about work and their place in it, and, when they do, they become strong candidates and go on to become diligent, effective staff. (See our regular 'Perfect (Job) Match' column.)

But they need jobs to apply for! Let's turn the current lop-sided obligation into the two-way street it's supposed to be.

Martin Wren
CEO NOVA Employment

SORTED!

FIVE STEPS TO WORKPLACE INCLUSION – STEP 5

Support middle management to understand, implement and assess progress

So now you've:

- Devised a well-documented plan
- Incorporated inclusion principles across all of the business
- Created opportunities for cross-functional interaction among the team
- Regularly invested in staff training.

Well done! You've created the framework for an inclusive workplace. Now you must support middle management to understand, implement and assess progress. Don't miss this step. It's vital.

With strong leadership from the top, this is what you do:

1. Clearly set out the organisation's aims and expectations with realistic stretch targets
2. Appoint a champion to enthuse other C-level executives and ensure that all parts of the business are aware of company direction and commitment
3. Establish regular progress measurement and reporting that adjusts to reality.

(Here's an example to explain: 'We wanted 4% of new staff hires to be people with disability in that last quarter. We got 3%. What did we learn in the process? How do we improve?' OR 'We got 5%. Great! Should we reframe targets and aim higher?')

4. With any successes, share 'Hero' storytelling to provide role models, explain the process and increase staff enthusiasm. These stories can come from 'the top', the coalface and/or department feedback.
5. When established, promote the company's initiative widely outside of the organisation. The numbers are in – customers view favourably, and make purchases based on, their understanding of a business's commitment to inclusive principles.

In summary, ensure the goals are realistic and staff are informed and supportive.



*“What
is worth
doing is
worth
doing
well.”*

– Charles Dickens, 1875