



Images this page: The many faces of child care worker, Courtney.



NOVA has workers to get the job done

COURTNEY, 19, has not been able to wipe the smile off her face since landing her first job.

"My mum is really proud of me that I've got this job," Courtney said.

Courtney left school at the end of 2019 and commenced employment as a Trainee Childcare Worker at Jamala Child Care Centre in Emu Plains.

It is a job Courtney may not have had without the support of NOVA Employment, a free service that places people with disabilities with suitable employers.

Jamala owner Rosemary Skybinsky said her centre was proud to have an inclusive workforce.

So inclusive in fact, that Courtney is one of three childcare workers employed through NOVA, with the centre using NOVA's service for the past four years.

"An inclusive workforce gives the company a unique perspective and diversity and is good for the company's image," Rosemary said.

"Both customers and employees alike are more loyal to organisations that prioritise diversity and inclusion because it shows the organisation respects the community."

Rosemary said she had found that employees with disability were easy to accommodate, with only 20 per cent needing workplace modifications.

"Qualities they display include motivation, integrity, high morale and longer retention in work. People with disability appreciate their jobs and this positively influences workplace morale," Rosemary said.

Rosemary was struck by Courtney's maturity, her punctuality, politeness and her keenness.

"Courtney trialled for a week without complaint and since has become a friend to other staff and a team player, who would not have been recognised if she had not been given a chance," Rosemary said.

Courtney, 19, said she is enjoying teaching and playing with children.



Improved confidence

"My confidence has improved so much. I have never felt better about myself in my life," she said.

"I thought work was going to be worse than school but it's much more than I ever imagined."

Now that she's working, Courtney is saving to buy a car and has recently bought a new phone.

NOVA is a free service to job seekers and employers that assists people with disabilities looking for work by focussing on their abilities, past work history, the interview process, and assistance on the job in any given workplace.

For employers, NOVA helps to find the right candidate that is keen, motivated and ready to work and gives ongoing support to assist their new employee with settling into



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- Rosemary Skybinsky.

the workplace and learning their new role and responsibilities.

"I would encourage businesses to consider forming a partnership with NOVA. The benefits are many for the workforce and you save on the cost of advertising," Rosemary said.

"We at Jamala have kept our employees on permanently and are very happy with their work ethic and their commitment."

"The employees have become an integral part of our team and we hope they continue to stay with us."

If you are looking for eager and reliable staff, phone; 1 300 ABILITY (1 300 - 224 - 5489) or, for more information on this FREE recruitment service visit www.novaemployment.com.au

