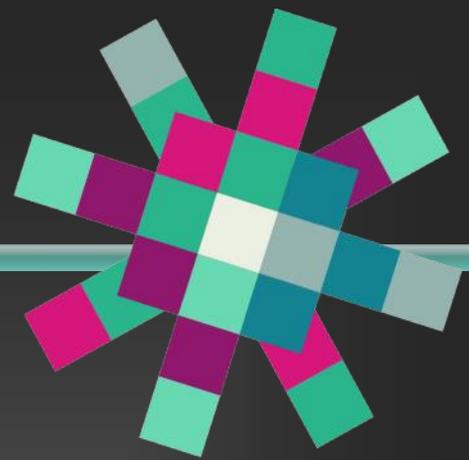


# WORKSTAR

Quarterly News

ISSUE 02 March 2016

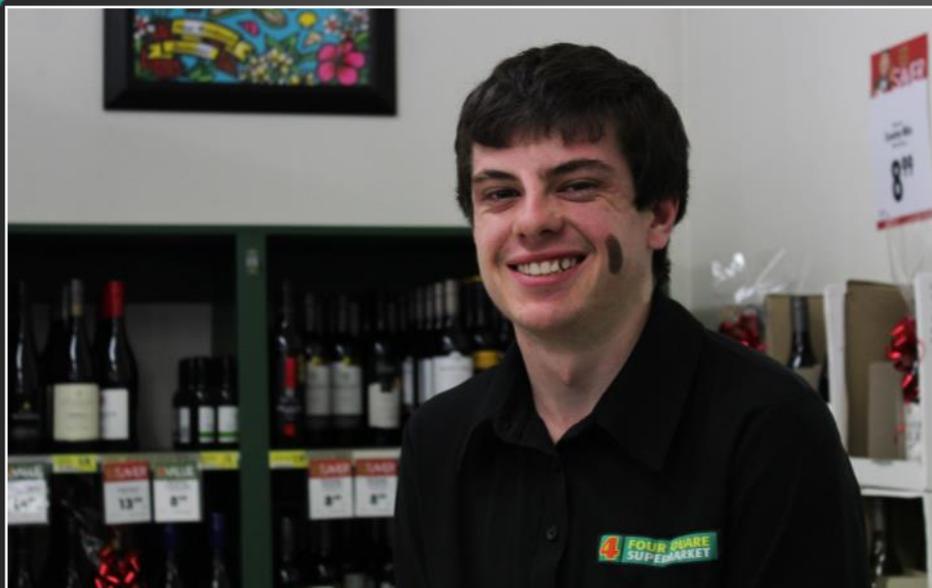


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## Hard Work Pays Off For Ciaran



Congratulations to **Ciaran Thompson** who gained permanent part-time employment at Four Square Wakefield after completing a successful work experience placement with Workstar. Ciaran completed the Transition Programme with Workstar which aims to provide work experience opportunities to students with disabilities in their final year of school. Ciaran had a number of successful work experience placements throughout the year along with his Employment Consultant Jess negotiating a paid position at Four Square to start the following year. Ciaran is looking forward to starting his job this month and will be provided with ongoing support by his Employment Consultant.

Well done Ciaran!

WORKSTAR greatly appreciates the financial contributions from these organisations....



MINISTRY OF SOCIAL DEVELOPMENT  
*TE MANATŪ WHAKAHIAHO OIA*



NELSON BAYS  
COMMUNITY FOUNDATION



Nelson City Council  
*te kaunihera o whakatū*



Rātā  
Foundation

Pub Charity

THE HEART OF COMMUNITY FUNDING

# WORKSTAR's quarterly P.E.S.W.

Our **Pre-Employment Skills Workshop** is on again 

Our **Pre - Employment Skills Workshops** are \*free of charge to anyone that has a disability. The atmosphere is inclusive and slightly less formal than other similar courses on offer.

These workshops continue to result in positive attendee feedback with comments such as . . .

*"All aspects of the course were valuable"*

*"Said everything I needed to know and explained very well"*

*"I wasn't prepared before I came here, even though I thought I was"*

This feedback is supported by over a 60% job placement rate of those that have attended

The workshop is facilitated in an open forum with each attendee being encouraged to interact and share as much as they feel comfortable. Throughout the workshop questions are addressed with numerous practical examples spoken about.

The Workshop covers from presentation to post interview. As there is so much information being shared, attendees are encouraged to take notes as the complete workshop is quite extensive.

People with significant learning disabilities may at times find some of the information over whelming, but their support workers are more than welcome to attend. In fact , some past support workers sign up for our service after experiencing first - hand the knowledge we at WORKSTAR have to offer.



## WORKSHOPS held at Nelson's ACC building

WORKSTAR is funded by Nelson City Council to run Pre Employment Skills Workshops every three months.

The minimum number of attendees needed is six people, but groups typically average out to be ten people on the day.

Biscuits, Coffee and Tea are supplied, with a break for Morning-tea and then a 30 minute break for lunch.

**Next Workshop held..**

**Thu 24th March  
9:30am - 2:30pm**

We invite you to our free.....

## Pre-Employment

## Skills Workshop

Facilitated by



Ben Harris

**Ben** has a wide range of employment experiences; from Factory to Sales, Dispatch to Consultancy. Having worked in Melbourne as a Disability Employment Consultant, Ben has a strong understanding of the challenges faced by Job Seekers with a disability with the practical experience to assist in overcoming such barriers.

[Ben@workstar.co.nz](mailto:Ben@workstar.co.nz)



With Limited places available, registrations are preferred, though spaces *may* be available on the day.

Any organisations that wish to attend to find out if future Workshops would be of benefit to their clients and/or their organisation are more than welcome to sit in.

Registrations can be made by visiting the WORKSTAR office, via phone, via our [facebook page](#) or directly emailing [Ben Harris](mailto:Ben.Harris@workstar.co.nz).

WORKSTAR would like to thank...



**Nelson City Council**  
te kaunihera o whakatū



## WORKSTAR's Interview Training Seminar

Feedback from clients and the general public has shown us that people generally feel unequipped for a job interview. Because of this, WORKSTAR has completed the WITS and successfully held their first Interview Training Seminar of the year.

### Feedback from the first WITS?

*"WITS was a thorough and well thought out seminar"*

*"The ABCD model was great learning"*

*"I thought I knew it all, but I didn't"*

*"Ben was really good, obviously a natural public speaker"*

## Seminar Outline

The WORKSTAR interview Training Seminar takes a very different approach to classic interview training material. Knowing that an interview is basically a sales transaction, the WITS looks into tried and tested sales techniques and how they relate to a successful interview.

With an emphasis on relationship and genuine interaction with the potential employer, participants will have a greater level of understanding sales interactions and in turn an increased self confidence to their next interview motivated and prepared.

From correct attire to body language, the WITS is a thorough, in-depth seminar that will push boundaries and expand horizons of any job seeker.

The WITS is free to anybody with a disability with registrations essential. Please contact WORKSTAR or email Ben Directly—[Ben@workstar.co.nz](mailto:Ben@workstar.co.nz).

The next WITS will be held on

**Thu 31st March**  
**9:30am - 2:30pm**

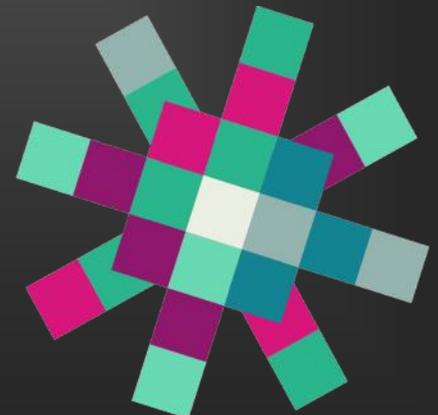
[ACC Building 47 Collingwood street, Nelson](#)



### Who will it benefit?

The WITS will benefit people that are looking for practical interview skills as well as Job Seekers that are cold calling businesses in order to find work. Due to its emphasis on sales techniques, the WITS will also be very useful for people that are looking at customer service, sales and retail roles.

*"Before an interview, make sure you have your 'WITS' about you"*



# Attitudes Towards Disability

Is there a need for a shift in the way support agencies view disability?

WORKSTAR's Ben Harris offers some insights.

Research has shown that a significant percentage of our population manages a disability of some kind. There have been studies with differing figures, but the general consensus points to approximately 24 percent of New Zealand's population. Global data indicates that people with a disability have a significantly higher rate of unemployment (approximately 50 percent) with the average global unemployment rate being approximately nine percent.

Though many of these figures are correlated from studies of ten plus years ago, and governments having made significant moves towards inclusive workplaces for disabilities; it is no surprise that as our population booms, so too does the number of people with disabilities. This rising number is also compounded by the global phenomenon of the increasing prevalence of disabilities, especially amongst the youth. With terms such as "ADHD" and "The Spectrum" becoming fairly common in the vocabularies of Kiwi's, what does this all mean for the labour market?

Obviously, this issue is one of significant importance, even for those not directly involved in the Disability sector. With numbers as high as 24% of Kiwis having a disability, chances are if you are an employer, you will be impacted by this issue in some shape or form. With the percentages painting the picture and the figures finding the facts, what can we do with what seems to be

As with most problems faced by society, ask the people caught in the middle of them and they will often say "Education" is the key to fixing them. What someone is really saying when they say "education", is that if people only knew the truth about the situation, then discrimination, assumption and segregation would be all but non-existent. However, in reality, we need to shift the focus from "education" to the application and efficacy of promoting these truths. Who, how, when and where?

Support agencies cannot rely on government initiatives to educate our communities. But rather education must start at a grass roots level. There will be and have been little positive results from laws being passed against employment discrimination, and on a whole, the general attitude towards disability has seen little shift. What is needed however is the education of those with a disability. If the person with a disability is unaware of their rights but even more importantly their strengths, then few other people around them are going to be. This is where support agencies need to step up to the challenge.

Time and time again, history has shown us that people thrive on a hand-up, not a handout. The old adage of "Give a man a fish, and you feed him for a day. Teach a man to fish, and you feed him for a lifetime" is so incredibly applicable to the disability employment sector.

*"With numbers as high as 24% of Kiwis having a disability, chances are if you are an employer, you will be impacted by this issue in some shape or form."*

# Attitudes Towards Disability

As an Employment Consultant, I see countless people downtrodden and beat at the notion that they are somehow obsolete due to their disability and/or barriers. A huge part of my approach to Disability Employment when assisting the Jobseeker is to first see their own worth, and then a lot of the other associated issues take care of themselves. This is not a form of superfluous positive thinking and buzz words, but rather a guidance towards understanding that “knowing one's limits is to know one's strengths.”

Every person has something to offer this world and it is less about trying to figure out what that something is and more about helping people to first believe that they are included in this “every person”. Every person, no matter their race, creed, age, gender or barrier has value and if there is a need for any education, it is for education on this very fact. In simple objective sales terms; “a Jobseeker is a product that the employer wishes to buy”. If the employee isn't aware of their inherent worth, then how will the employer ever know? Once again another adage works here. “You can't sell a product that you don't believe in”.

To take this concept one step further, we can see that arguably Jobseekers with a disability can be a better option for employers. Realistically speaking, we can only be sure of a product's integrity by knowing its limits. Shackling equipment, for example, is priced

and sold according to its load limits. Why? Because when you know the products limits, you are safe to assume that it can perform anything up to that limit without issue. These “limitations” shouldn't hinder a purchase, but rather it should help define and qualify it. We see this with Power tools that are sold with the warning of “Not for industrial use”. This doesn't stop people from buying that particular power tool and likewise understanding the limits of a Jobseeker shouldn't hinder their hiring.

*“knowing one's limits is to know one's strengths.”*

When a Jobseeker knows their limits, they naturally know their strengths. It is up to support agencies to create an environment of ability and education of each and every Jobseeker. Expecting the public to change its perception will never be achievable if Jobseeker's perceptions match that of the publics. Change must start somewhere and that somewhere is in the mind of Jobseekers themselves. A Sledge hammer and a Claw hammer are both hammers. Neither is particularly good at doing each other's roles, but this does not make either one less of a hammer. It is up to those in the support roles for Jobseekers to ensure that each person understands their Disabilities. By understanding their disabilities, they understand their limitations. And by understanding their limitations, they understand their Strengths.



Ben Harris has been working in Disability Employment Consultancy for five years, with a passion for human behaviour and group dynamics.

  
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## Do you have important events, progress or news relative to Disability & Employment?

Please let us know

As WORKSTAR's vision is "A society where people can overcome barriers, enabling all to contribute to the social and economic life of the community", WORKSTAR would like to hear from community organisations that have relative information in assisting us to achieve this vision. It may be an event, a service or even just a celebration, we would love to share it in our future news letters. Please feel free to [contact us](#) to discuss this further.

Because of WORKSTAR's dedication to reaching the broader community, the WORKSTAR Quarterly News will be emailed to clients, employers and all support agencies around Nelson that may benefit from knowing what's happening at WORKSTAR.

This will also act as a great reminder for dates and times of up and coming Workshops & Seminars. To be added to the mail list please email us and let us know.

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