



"The smile say's it all"

Furnware is one of Hastings oldest Privately owned Manufacturing Companies, established in 1934. Prior to the education reforms of "Tomorrow's Schools", Furnware was the major supplier of school furniture to the Ministry of Education – Now that schools have the purchasing power to buy their own furniture, it has supported innovative designs and trends moving away from the traditional school styles. These include brightly coloured modulated furniture; opening markets not only locally but internationally.

Back in January this year Chris successfully applied for an advertised part time role as a cleaner with Furnware when he was made redundant after 4 years employment with his previous employer. Chris has in this short timeframe proved himself many times over as a valued member of staff, who is liked and respected by others in the workplace. Chris and his employer have required minimal levels of support from Network Personnel with Chris an excellent 'fit' for their team.

"Chris Adams certainly has motivation and work ethics that are to be admired, which has a flow on effect through the whole team at Furnware, there are many positive notes – certainly a feel good factor with lots of advantages"

- Kevin Higginson (Production Manager) of Furnware.

Starting out part time, Chris has now worked up to a full 40 hour week not only fulfilling his cleaning role but also feeding the powder coating line and supporting deliveries. Chris has also proved his worth when staff are away. He is often redirected into various sections within the factory to complete tasks, so other staff members can be freed up for the more complex/technical processes within the factory – this supports productivity and less downtime during staff shortages, a definite advantage when orders are to be filled within certain timeframes.

Being a supportive employer, Furnware has also contributed to the Personal development of all staff members including Chris, offering workplace Language, Literacy and Numeracy (LLN) courses – enabling staff members to improve their literacy and gain credits on the national framework, giving those who attend a sense of achievement and confidence to set goals for personal development that otherwise wouldn't be considered.



While other team members are aware of Chris's ability levels and support him with these, he is an accepted member of the team and his worth is acknowledged by his manager Kevin, by inclusion into tasks and duties as he becomes more familiar with each role and demonstrates his capabilities.

This further supports Chris 'owning his job' as he stated: "It is an awesome place to work. I am given responsibility and trusted to lock up this area—I now have my diabetes under control as there is no stress—I love my job and am REALLY happy!"

Chris is certainly a good role model for those both with and without barriers. He puts his heart and soul into tasks required, sets goals and knows the importance of being a part of a successful team and with the extra opportunities offered by Furnware, who knows where this may lead!

It's been a great winter with lots happening at the Disability Resource Centre.



We were fortunate to have been selected for the Z Stations "Good in the Hood" community initiative and we were awarded \$829 thanks to the votes of the public.

Our contracts with MSD have been extended for a further year for the variety of services we offer and we will take the opportunity to tender for other contracts as they come up.

Currently our Network Personnel division supports 77 people in work in Napier and Hastings.



Meet the team

Kia ora! I'm Honoria Ropiha and I have recently joined the Network Personnel team as an Employment Consultant.

The great thing about my work is that I have an opportunity to

meet and get to know our clients, while helping them achieve their goal of gaining employment. Another positive is meeting employers across HB and learning about their businesses.

Prior to joining Disability Resource Centre I worked as a researcher and administrator. I have also trained as a personal trainer and have a background in sports science, health policy, public health and programme development.

In my free-time I enjoy waka-ama, cycling, roller blading and hanging with my grandson Christian and partner Will. I also enjoy meeting new people so feel free to introduce yourself if you see me around. CHEERS.

BENEFITS FOR EMPLOYERS USING OUR SERVICE

Our team at Network Personnel is passionate about assisting people with barriers into paid employment.

- **The number one benefit** for employers is that you are working with a team who are focused on choosing the best match for your working environment and our clients come to us because they want to work, so you know that you're employing a staff member with enthusiasm and a great attitude.
- **We support our clients** to do an unpaid work trail first up, so that you as an employer can ascertain whether they are a good fit for the role and the client has an opportunity to ensure the tasks and environment are a good fit for them.
- **Our staff will work alongside the client** during the unpaid trail to assist and advise when needed and take pressure off your staff.
- **We provide on-going support** to you the employer and the client. This ensures that both parties are satisfied with the placement. It may be a phone call or a visit once per month or a visit once a week to start off with, then stepping back as the client gains independence.
- **We are able to provide** through the Ministry of Social Development assistance with on-the-job training funds (if the client is eligible).
- **The building of a positive relationship** between Network Personnel and yourself means that we are aware of your needs and can provide on-going staffing options.



NETWORK PERSONNEL SERVICES IN NAPIER & TARADALE

Our Napier consultant is based in our office in Hastings at 204 Nelson Street South but used to have a temporary office in the Community Hub in Raffles Street so that meetings can be held at pre-arranged appointments.



Now they are using a “hot desk” at the Napier Community Link Building which is on the ground floor in Vautier House. She also works from the Taradale Community Link Building in Lee Road Taradale on a pre-arranged appointment basis.

Our Napier consultant Honoria can be contacted on 06 873 8205 or 027 449 6626 or email: ec1@drchb.org.nz.

(photo left: Vautier Street building entrance)

New way of working works!

The varied role of Employment Consultant is a balancing act of:

- Assisting our clients to prepare for work (this involves career planning, creating CVs, confidence building and coaching in areas such as job interview skills, etc)
- Finding jobs for their caseload of job seekers by direct Marketing to employers
- Working with a variety of Government subsidies to assist with supporting placements into work
- Often working with the employer to create jobs by “carving off” certain roles that suit our clients’ skills (this also supports their other staff members who can then focus on core functions of their roles)
- Not only working with employers but also Human Resource Managers of Hawkes Bay businesses

- Supporting people already in work (we currently have 77 people we support in work across HB)
- Assisting with further training to up-skill the person who is in work
- Working with Community Support Agencies (such as Community Connections, Whatever It Takes Trust [WIT], Citizens’ Advice Bureau, Budgeting Services, etc)

Our two Hastings Consultants have been trialing a new way of working over the past few months.

They have split the roles so that there are two defined areas to work in—one being more of a support-function and the other being mainly marketing.

This has resulted in even better results than those in the past and they find the more defined roles gives them more focus on the tasks.

In the period 1st April to 30th August the Hastings team have placed 9 people into work.

Contact us on 873 8208 if you are interested in hiring one of our keen & reliable clients.

“At the Company, diversity and inclusiveness means recognising and embracing individual differences in our workforce, including gender, age, ethnic and cultural background, physical ability and flexible work requirements.”



Downer NZ, Havelock North High School and Network Personnel

Excerpt from the Downer Diversity and Inclusiveness Policy

come together to create an opportunity for Ethan

Ethan Stevenson is a typical year 13 student who attends Havelock North High School. He lives in Clive with his mum and has normal interests of a young man his age. He is quiet and tends to listen a great deal more than he speaks.

One day when driving back from Napier with Ethan we passed a road construction site and he casually mentioned that he would like to work in a job like that which was outdoors and had an element of physical activity involved. Say no more, so with a phone call to some local contacts the ball started rolling in a very positive way for Ethan. This is his story.

When you walk into the local offices of Downer NZ you are immediately struck by the neatness of the environment and the friendliness of the staff. This bodes well for all who enter as all enquiries are met with a positive response and a willingness to find a solution to your inquiry.

Such was the case when I first met with Tony Banks from Downer to discuss the possibility of having Ethan, one of our 2015 Transition students, for work experience with the company.

Ethan who has recently completed his L1 Traffic Controller's Course through NGTC, suffers from dyslexia and after discussions with the local trainer, Ivan Aplin, he was able to complete the course with some help from yours truly who acted as the reader/writer. Ivan adapted the course material in a way that met Ethan's needs but maintained the integrity of the qualification. This course was paid for through the Havelock North High School (HNHS) STAR programme.

It was then a case of finding an employer that would be willing to allow Ethan to experience working in the roading and construction industry. That company was Downer NZ. Negotiating with firstly Tony, then the Zero Harm Adviser Simon Walsh, Downer was willing to provide work experience for Ethan through the Gateway/STAR run by Secondary schools as part of their Careers Options.

Another phone call put me onto the Careers Department at HNHS lead by Hilda Overeem the Transition Services Manager. Along with Helen Tasker, their Gateway Coordinator these two awesome ladies developed a way forward for Ethan to gain valuable work experience at Downer NZ.

Ethan, Helen and myself attended a Health and Safety induction at Downer with Simon Walsh and then after issuing Ethan with some very cool PPE (Personal Protective Equipment) we were off in Simon's SUV to the Clive Bridge site where a slightly nervous Ethan was introduced to the rest of his crew lead by Leon the crew leader.



Ethan is now working two full days a week starting at 6.30am and finishing at 5.00pm each day.

On my first visit to Ethan he was working on a resealing project in Tudor Avenue as part of the on going road maintenance contract with the local council.

I asked him what two things he liked about the job so far. With a wry smile he said, "Smoko and working with the machinery, which is very cool."

He then proudly showed me a piece of road way he had compacted himself using a hand operated compactor. Ethan is happy at the moment although he has said, "The early morning starts will take some time to get used to".

This has been a triumph for close collaboration between the school, the employer and Network Personnel to pave a way forward for a young man starting his journey into the wider world.

Francis Nicholas—Transition Coordinator



Network Personnel