

Choice Employment Solutions
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Choice Employment Solutions offers a range of free services to help people to find and maintain employment.

Our Services include:

- *One to one training support to meet industry requirements*
- *Professional on the job and ongoing job maintenance support*
- *Assist employers to recruit and retain employees with disabilities*
- *Support for people in 'job in jeopardy' situations*

These are just some of the services that Choice Employment has to offer. For further information about our services please contact us!

www.choicesolutions.com.au

Have your say

At Choice Employment Solutions, we are committed to providing a high level of service. We are always looking for ways to improve our service and the things that we do. You can help by giving us your suggestions, ideas and opinions.

If you have any ideas or suggestions you can:

- Send an email to cathy@choicesolutions.com.au
- Speak to your employment consultant
- Contact the Client Committee
- Phone Cathy on 9831 8715



The Choice Team

A publication of Choice Employment Solutions

CHOICE NEWS

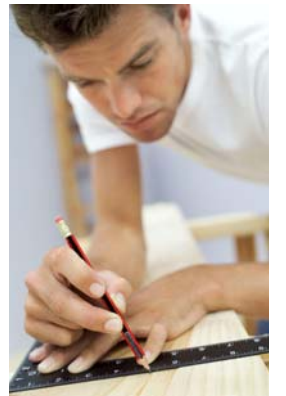
Special points of interest:

- Choice celebrates 15 years in Disability Employment Services
- Federal Minimum Wage to increase on 1 October 2008
- Choice website to have a makeover
- Adam's success in the Automotive Industry
- Matthew secures a Traineeship

Productivity Places Program

As part of its *Skilling Australia for the future* initiative, the Australian Government has allocated 630,000 training places over five years to ensure that Australians develop the skills that industry needs. The Program provides new training places in the skills employers want and is designed to help you to secure employment.

The government has identified priority occupations for this program. Priority occupations are occupations that are assessed as being in demand and occupations that employers have experienced recruitment difficulty. Examples of some of the priority occupations and their qualifications are listed below.



Occupation	Qualification
Nursery & Garden Labourers	Certificate II in Horticulture (Landscape)
Construction & Plumbers Assistant	Certificate II in General Construction
Sales Assistant/Cashier	Certificate II in Retail Certificate II in Retail Operations
Hairdresser	Certificate II & III in Hairdressing

For more information about this program speak to your employment consultant or go to www.productivityplaces.deewr.gov.au

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Marina Parsons
Chief Executive Officer

Choice Solutions celebrates 15 years in Disability Employment Services

Choice Solutions Inc started as Workmates in 1993, offering specialist employment services. The name change to Choice Solutions commenced in 2001 when Job Net Employment Services and Workmates Inc amalgamated. An important part of Choice Solutions Inc philosophy was to provide quality employment services based on the needs of each individual job seeker, and this philosophy is still as strong and true today as it was back then. Choice Solutions had grown and as time went on it became clear that Choice Solutions had only scratched the surface and there was a need to move forward into a new era to widen our client base and pool of funding. Choice Solutions moved to Blacktown which offered an increased public profile and much needed space for its growing staff numbers and clients. 2005 saw Choice Solutions grow from a very small employment service to a fairly substantial service compared to post amalgamation whilst still holding true to the original goals of helping people find and maintain employment. Choice Solutions is a highly respected and experienced provider of Disability Employment Services, a DEN provider in the Outer West region of Sydney. We have assisted thousands of job seekers to achieve employment outcomes over the years, thus establishing ourselves as one of the premier providers of DEN services. Today Choice Solutions makes a real difference by working with people to meet their training and employment needs and enabling them to pursue more positive job opportunities and careers pathways.

MARINA PARSONS

“Choice Solutions makes a real difference by working with people to meet their needs”

Choice Solutions website

The Choice Solutions website is currently having a makeover. The website will have a fresh, new look and will be both easy to use and read. The new site will have loads of information about Choice Employment Solutions programs along with lots of helpful links to employment related websites.











Our current website is still operating and our new look website will be launched later in the year.



DISABILITY SERVICE STANDARDS

The Disability Services Standards were developed to make services like Choice Employment even better, and to make sure that people who use the service are provided with the assistance that they need.

If you would like more information about the standards please talk to your Employment Consultant or contact Choice on 9831 8715.

<p>The service has to</p> <ul style="list-style-type: none"> • help you when you really need help. • have rules that do not discriminate. • let you know ways to enter and leave the Service.  <p>1. Service Access</p>	<p>The staff have to</p> <ul style="list-style-type: none"> • help you work out your employment plan/goals. • put into action and follow your plan. • update your plan when you need to.  <p>2. Individual Needs</p>	<p>The staff and the managers have to</p> <ul style="list-style-type: none"> • give you choices. • listen to what you say about the service you get. <p>Workers Committee Meeting</p>  <p>3. Decision Making and Choice</p>	<p>The service has to</p> <ul style="list-style-type: none"> • keep your information private. • treat you with respect.  <p>4. Privacy, Dignity & Confidentiality</p>
<p>The service has to</p> <ul style="list-style-type: none"> • help you be part of your local community through employment. • help you do the same sort of things others do in the community.  <p>5. Participation and Integration</p>	<p>The Service has to</p> <ul style="list-style-type: none"> • give you the chance to develop your skills. • give you the chance to do things that are valued in your community. • encourage you in your community role.  <p>6. Valued Status</p>	<p>The staff and managers have to</p> <ul style="list-style-type: none"> • listen to your complaints. • help you sort out any problems with the service or the staff quickly. • ensure that everybody feels OK about making a complaint.  <p>7. Complaints and Disputes</p>	<p>The Service has to</p> <ul style="list-style-type: none"> • be well organised and follow the standards. • check that you are pleased with the results they get for you.  <p>8. Service Management</p>
<p>The service has to</p> <ul style="list-style-type: none"> • make sure you have the same pay and working conditions as other workers.  <p>9. Employment Conditions</p>	<p>The Service should</p> <ul style="list-style-type: none"> • help you get the sort of training and support you need to get and keep a job.  <p>10. Service Recipient Training and Support</p>	<p>The service should</p> <ul style="list-style-type: none"> • know what skills the staff need to give good service. • employ staff who have the right skills and qualifications. • provide ongoing training for staff.  <p>11. Staff Recruitment, Employment and Training</p>	<p>The service has to</p> <ul style="list-style-type: none"> • take steps to try to stop abuse and neglect of you. • stand up for your legal and human rights.  <p>12. Protection of Human Rights and Freedom from Abuse</p>



Matthew's Success



Matthew left school after completing year 10 and has always had an interest in computers. He showed strengths in technical subjects such as mathematics, science, information technology and computers.

Due to Matthew's disability type he struggles with communicating about subjects he does not understand, it takes him a while to relax with unfamiliar people and sometimes finds too much noise and crowds of people disturbing.

Matthew's life changed around on the completion of his work experience placement with a telecommunications organisation in Parramatta. The employer was so impressed with Matthew's skills and abilities, and with the assistance and support from Choice Employment Solutions, he was offered a Certificate III in Telecommunications Traineeship on 29th January 2008.

Matthew's duties consist of cleaning and refurbishing telephones, wiring up telephone cables and assisting the technicians to install cabling at different work sites.

Matthew is completing his studies through the RTO's online system and must keep a work log book of the tasks he completes. His supervisor must also sign off on the work Matthew has completed.

Congratulations on your success Matthew.

Biggest Morning Tea

On 22 May Choice Employment Solutions hosted a morning tea for The Cancer Council. Throughout the morning Choice staff worked hard to provide tea, coffee and food to over 75 guests. It was a very successful event with Choice raising \$850 for The Cancer Council.

All money raised goes to Cancer Council research, education programs and support services for those diagnosed with cancer, their families and carers. Choice Employment Solutions would like to thank everyone involved.

"The employer was so impressed with Matthew's skills and abilities..."



Marina Parsons and John Kelly



Student Placement

Again this year, Choice is involved in an internship program with the Hong Kong Baptist University. The internship enables students, from both Australia and overseas, to combine the theoretical and practical components of their training under the guidance and supervision of experienced professionals.

Anne is a student at Hong Kong Baptist University and is in her final year of her Bachelor of Social Work degree. She started with Choice on 16 June 2008 and stayed for seven weeks. During her time at Choice, Anne spent time with both staff and clients to learn about the Choice Employment Solutions program.



Anne is studying Social Work

Wage Setting Decision

On 8 July 2008, the Australian Fair Pay Commission announced the outcome of its review of minimum wages for employees under the Workplace Relations Act 1996 (WorkChoices). The decision provided for increases to the Federal Minimum Wage and the Australian Pay and Classification Scales. This decision applies to employees who are covered by the Federal workplace relations system (WorkChoices) but not to employees who are covered by state awards.

Some important points of the decision:

- The increases set out in the decision take effect from the first pay period on or after 1 October 2008
- The new Federal Minimum Wage rate will be increased by \$0.57 per hour to \$14.31 per hour
- Supported Wage System (SWS) arrangements will be increased as they are generally a pro rata amount of the minimum wages
- An increase of approximately \$21.66 per week (\$0.57 per hour) for adult rates of pay in Australian Pay and Classification Scales

For more information go to www.workplaceauthority.gov.au

or speak to your Employment Consultant

"The Federal Minimum Wage rate is set to increase on 1 October"





Client Committee



Ben and Liezel, Client Committee Members

The Client Committee meets each month at the Choice Employment Solutions office in Blacktown. The committee discusses issues concerning clients and the service that Choice Employment provides.

Some of the things the Client Committee discussed recently:

- Choice Policies and Procedures in relation to the Disability Service Standards, including:
 - Standard 3: Decision Making & Choice: Choice Employment Solutions will ensure that each job seeker has the opportunity to participate as fully as possible in making decisions about the events and activities of his or her daily life, in relation to the services he or she receives. Staff and managers will give the clients a choice and listen to what they say about the service they receive.

- Client Committee members reviewed:
 - The Program Completion Questionnaire

The client committee is here to help other clients and speak for them. If you have a concern and would like to talk to the client representative, clients can call Maree Sykes, Client Committee Facilitator, on 9831 8715. Your contact details will then be forwarded to a client committee representative, who will call you directly to discuss your concerns.

*If you would like more information or are interested in becoming a Client Committee Member
CALL Maree on 9831 8715 today.*

Job Ready Group



Laba job seeking on the internet

The Job Ready Group operates every Wednesday in the Choice Employment Solutions office at Blacktown. Approximately 20 job seekers attend the group each week and work closely with the Marketing Consultant to identify job opportunities.

Job seekers have use of the internet, newspapers and telephones and are provided with assistance in job seeking skills, interview skills and applying for jobs.



Adam stays in the Motor Trade



Whilst Adam has a high interest in everything mechanical, his career path has changed from fixing and servicing Motor Vehicles, to that of assisting his supportive employer Mr Ben Dadd in supplying parts through Automotive HardParts.

Ben Dadd, together with the Automotive HardParts team, have given Adam every opportunity to succeed in their thriving business. The business structure and Occupational Health and Safety of Automotive HardParts has gone a long way in grooming Adam for a career in this competitive industry.

Adam came to Choice Employment Solutions in August 2003 and since that time, we at CHOICE have seen Adam grow with his work ethic and workplace interaction culminating in Adam having respect for, and loyalty to Ben Dadd, together with the team members.

Adam has a number of duties including deliveries, stock sorting , machining parts and cleaning.

Choice Employment Solutions is very grateful in having Automotive HardParts as Adam’s employer. As long as Adam “puts in” the effort, there can be a long and fruitful working relationship between client and employer.

“Adam has a high interest in everything mechanical”

Becoming A Worker Course



Students from the Monday group

Choice Employment Solutions is currently running three Certificate I in Employability Skills; Becoming A Worker courses. The courses are held on Mondays, Tuesdays and Wednesdays with between ten and twelve students in each group.

The Becoming a Worker course covers a wide range of work related subjects including team work, Occupational Health and Safety and job seeking skills.