



Trip to Bury, UK

By Catapult's Director, Kevin Blogg

In May this year, I was fortunate enough to represent Catapult on a trip to Bury, UK. For some years I have been in touch with Bury Employment Support and Training, a Lancashire based service. This organisation has a philosophy very similar to the philosophy of Catapult's, and there are many other similarities.

My main interest was to investigate their diversity project. This was a four year project aimed at forming a large network of employer's meeting quarterly to discuss aspects of Workplace Diversity.

The service was extremely well received by local employers, from organisations employing some thousands of staff on a National level, to small local businesses. The meetings took place as breakfast meetings, with a general interest speaker, possibly a politician, sporting celebrity or the like, followed by a presentation by a provider with an interest in workplace diversity. This could be the equivalent of Work and Income, Equal Employment Opportunity Trust, ACC or The Canterbury Employer's Chamber of Commerce etc. A section of their website was dedicated to the project, and meetings were followed up with regular newsletters.



Kevin Blogg (middle) with some of the Bury EST team.

The benefit was threefold. It provided employers with excellent networking opportunities, information around managing an ever increasing diverse workforce, and, because the benefits of workforce diversity were unveiled, opened opportunities for people from a diverse background i.e. refugees and migrants, and of course, people living with a disability.

Regretfully, being a four year project, funding was committed to that period only, however the success of the project is encouraging Bury EST to identify other resources for the continuance of the project.

Catapult and Bury EST are both interested in keeping in close contact, and as a result of this visit, it is hoped that the diversity project can be replicated in Christchurch.

Silvester V8 Performance Helps School Transition Program

On occasion clients are referred to Catapult whom the consultants determine would benefit from a short period of work experience before committing themselves to a placement in open paid employment.

Our involvement with the Schools Transition program has meant the use of this option has become an important resource for building the necessary skills clients require for a placement in paid employment to be a success.

An approach by employment consultant Malcolm Mackay to Wayne Watson of Silvester V8 Performance resulted in an opportunity for our clients to gain important work skills through work experience.

Clients typically work for 6-8 weeks at Silvester V8 Performance. This limited time period allows enough time for clients to develop certain skills, for example travelling to and from work independently, or learning how to do a certain task, and also means more clients are able to take advantage of this opportunity.

The arrangement with Silvester has now been in place for 2 years with an outcome of a number of successful placements in open employment.

Catapult thanks Silvester V8 Performance for their involvement. Without their participation, and others like them, our clients would find the road to paid employment a harder path to travel.

Visit our website for further information on the services Catapult provides

www.catapult.org.nz
 Phone 03 365 7005 Fax 03 365 7006

Employer of the Month



Landcare Research is New Zealand's leading provider of solutions and advice for sustainable development and the management of land-based natural resources.

Landcare Research proudly works to its objective: To future-proof natural, rural and urban ecosystems through world-class science innovation

Landcare Research is one of nine Crown Research Institutes (CRIs) that were split from the DSIR in the early 1990s.

The company employs about 400 staff who are spread across science centres in Auckland, Hamilton, Gisborne, Palmerston North, Wellington, Nelson, Lincoln, Dunedin and Alexandra.

The organisation has several key science themes:

- improving indigenous biodiversity, and the ecosystems that support it
- reducing impacts of invasive species, and eliminating the incursion of new bio security risks
- reducing environmental impacts while maintaining production in the rural sector
- assessing greenhouse gas sinks and emissions, and improving mitigation of emissions
- improving urban design and reducing the footprint of cities and communities
- helping businesses and government along the path of sustainable development.

Recently Catapult Employment Services Trust introduced two job seekers to Bernie Ryan and his staff at Landcare Research. Kevin Blogg, who is working with these clients, had, through discussions with the clients, very clearly identified the type of work they were wanting to secure. One in an office/admin environment, and one as a scientist. In both instances Landcare had indicated an interest in employing effective staff in these areas.

"Bernie, from the start, made us feel very comfortable at interviews, and clearly outlined all aspects of the position, including identifying how best Landcare Research could support the applicant's career objectives should they be successful in securing the position." said Kevin. "Both applicants were over the moon when they were told that their applications successful. To me these employment outcomes are as good as they get."

Thank you Bernie, and your team at Landcare for making this possibility a reality, and good luck Tracey and Tom.

Website

www.landcareresearch.co.nz

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