



Three Years On; How It's Working

October marks the 3rd anniversary of Catapult Employment Services Trust.

Catapult's historical strength is the ability to work alongside clients who experience disability issues and / or complex social issues that may have precluded or interrupted for long periods, the client's entry or re entry into the workforce.

Catapult Employment Service maintains its free service to both Clients and Employers. Our aims and objectives remain simple and employment focused i.e. the placement of our clients into waged/taxed employment.

The continued adherence to our Mission and Philosophy has ensured that our service continues to work across all disabilities or social issues, offers post placement support to both employers and employees and provides support in areas of vocational development i.e. curriculum vitae development, individual planning, preparation for work readiness, skill identification, education and vocational training support.

Catapult works in a holistic way. As an organisation we work with the skills, abilities, dreams and aspirations of our clients. We do not focus on the disability which has, until now, prevented employment.

This in turn enables clients to access further opportunities and benefits, and thus rewards the community. The increase of income, feeling of well-being and access to these opportunities lead to improved living standards and reduced disparity between our clients (currently often multi disadvantaged) and to society at large.

Catapult as part of the bigger picture

It is important to note that as a Supported Employment organisation we by definition do not work in isolation or believe that we alone hold the key to the employment aspirations of all. Since our inception we have worked closely with training based, activity based, and residential based community organisations to develop successful pathways for our joint clients to access the benefits of secure and ongoing employment.

Our relationship with the Medical fraternity has never been better with continued referrals from Doctors, Health Sector bases, private practitioners and Psychiatrists increasing.

Concurrent with Catapult's increasing referral base and organisational development has been the ongoing impetus, drive and commitment of the Ministry of Social Development, and the Department of Work and Income to engage with the sector and develop new and improved

focused ways of developing our clients employment aspirations. It is Catapult's experience that this commitment is to be found at all levels of the organisation.

Two examples where the improved and targeted engagement of the Department directly with the client base has allowed Catapult to work more effectively has been The Enhanced Case Management Model which allowed staff to work more closely with clients who are in receipt of Invalids and Sickness Benefits to develop individual plans addressing their strengths, needs, barriers and key issues; through to the New Service Approach which encourages a more streamlined reintroduction to employment opportunities for clients accessing Work and Income by way of a Menu of Services tool which provides links to a greater range of employment services and programmes regardless of the clients benefit type.

The challenge for Catapult as we continue to pursue and establish a firm market base around our major stake holders, clients, referrers, employers and funders, is our ability to develop the relationships needed for the client to succeed in their quest for employment and career options. Catapult has, since its inception, focused on the client centred approach to the delivery of its service, and this, coupled with our continued desire to work with our competitors in the market place to provide solutions for our clients, will, we believe ensure that Catapult will continue to establish itself both by reputation and by deed as a vibrant organisation which is grounded by its Philosophy and Mission, the expertise of its Board and staff while also being flexible enough to respond to the vagaries of an ever changing labour market.

Mission

To work with people who by virtue of condition, illness, impairment or disability are marginalised from open employment by providing individualised, client driven, service and support to reflect the aspirations, culture and preferences of those being served and to advocate for real employment opportunities for this group.

Philosophy

To ensure every person with whom we work has the right of free access to all community activities with focus on employment not only to provide extra income, but to improve self esteem, confidence, independence, social activity and community involvement.

“Employer of the Month”

Goodman Fielder

Earlier this year we approached the Human Resources manager at Goodman Fielder regarding the possibility of applying on behalf of our clients for positions within their milk processing plant.

After a request was made from Goodman Fielder in Auckland requesting information on the concept of supported employment, we were introduced to Murray Brydon, who is the Milk Station Manager at Meadow Fresh here in Christchurch. Goodman Fielder is one of Australasia’s leading food companies, and their Meadow Fresh plant in Blenheim Rd is a local landmark.

Murray stated that he would be happy to interview one of our clients for a position that had recently become vacant. Wayne, our client who was interested in the position, had been involved in an accident several years ago. This had left him with a permanent hand injury. Although his injury did not exclude him from being able to work, he did feel self-conscious of his disability and therefore found it difficult approaching employers on his own. Because of this he was referred to Catapult Employment for support with finding appropriate employment.

Prior to approaching Catapult, Wayne had been unemployed for several months and had lost confidence in himself and his abilities. This had been compounded by a series of job rejections from employers who took our client’s anxious disposition as a liability when considering him for a job. Wayne had spent several years driving milk tankers and was familiar with the dairy industry and had expressed an interest in working at the Meadow Fresh plant. Because of this we arranged a meeting between Murray and our client. Although our client’s disability had been disclosed to the employer before the job interview, it was the client’s abilities and skills that were the focus of the initial job interview and not his obvious disability.

A fundamental stage in the employment process was a medical check and an on-site health and safety induction. Catapult’s function during the pre-employment process was to support the client by accompanying him to appointments and liaising between the client and the employer.

During the pre-employment process we and our client were made to feel at ease by Murray’s relaxed manner and good humoured nature. Since our client has been at Meadow Fresh he has gone from strength to strength and is a valued member of the Goodman Fielder team.

Goodman Fielder has throughout the process exhibited a high degree of openness and commitment to the employment of somebody based on their abilities and we thank them for the opportunity.

New Staff Member

The staff at Catapult welcomes our newest staff member, Yao Li (Cherry).

Cherry has recently completed a degree of double majors at Christchurch College of Education. Whilst studying there she was chosen to be a peer tutor, a role in which she supported fellow students to assist them in completing their study.



It was this experience which has compelled her to seek employment in a social services environment.

New Staff Member
Yao Li (Cherry)

Thank You Garden City Florist

Catapult would like to say a big thank you to Carrie-Anne of Garden City Florists. Her relationship with our client Toni spans 5 years, first by providing work experience, and then paid employment. During that period Toni has gained an enormous amount of experience, from making bouquets, customer service, helping with deliveries and purchasing gift products to banking, mail and helping with accounts.

After 26 years owning floristry businesses and a recent move from Church Corner Mall to the Bush Inn Centre, Carrie-Anne has decided on a well earned break.



Thanks Carrie-Anne for giving Toni the support and opportunity to gain such wide experience.

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Catapult is a member of the following organisations

