



## Diversity in the Workplace

Current low unemployment is provoking employers to look to a previously untapped potential workforce, and are reaping the rewards that workplace diversity offers.

In an endeavour to further to promote this concept, Catapult Employment Services Trust, with the generous assistance of The Office of disability Issues, and the support of The EEO Trust and the Canterbury Employers' Chamber of Commerce, recently provided an information evening for employers. Our City O-Tautahi, formerly the Information Centre on the corner of Worcester Street and Oxford Terrace, provided a stunning venue, and food from Lizzies Cuisine set the scene for an informal networking event. The EEO Trust provided a short video on Workplace Diversity.

The positive aspect of the video was that it identified what many attendees felt was that it framed so much of the obvious. Many businesses have a diverse customer base for many reasons, so should they not reflect that in their staff? The commitment an employer gives to workplace diversity is returned in reduced staff turnover and absenteeism. Working with a diverse group of people enhances one's general communication skills, and so on.

Based on the success and feedback from the event, Catapult Employment Services will continue to present them on an annual basis.

Special thanks to EEO Trust, The Office of Disability Issues and the Canterbury Employers Chamber of Commerce for helping us make the event a success.

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## Our New Website

Our new website is finally up and running. [www.catapult.org.nz](http://www.catapult.org.nz) has extensive information about Catapult and the services we provide for both jobseekers and employers.

Referrers can refer their clients to us by using our online form or by downloading a copy of the referral form which is available in pdf format. There is also an online enquiry form available if you have any general queries or enquiries about our service.

## Outward Bound

Outward Bound is the leading organisation in New Zealand for showing people their full potential through challenge and adventure in the outdoors. It was established in 1962 and still operates from the original location, Anakiwa, in the Marlborough Sounds.

Anakiwa, near Picton, has been described as the most perfectly situated Outward Bound school in the world. The natural timbered buildings of the facilities merge gracefully into the curve of the bay and are backed by native bush.

Their Mission Statement talks of inspiring personal and social development through value based experiential learning in an outdoor environment. Having arranged sponsorship for two people with whom we work, I can vouch for the fact that Outward Bound lives up to it's Mission Statement.

I recently met up with a young troubled man whom I had worked with in 1999. At that stage drinking binges, frequent contact with the wrong side of the law, low self esteem and depression prevented him from keeping any form of meaningful work. His goal of driving construction machinery or similar appeared to be in the distant future. However, a millennium sponsorship opportunity to attend Outward Bound came to our attention. His first big achievement in life was being chosen for that sponsorship, and his determined second major achievement was completing the course.

In the interest of brevity, I guess I only now need to say, that he got a job as a tractor driver on a farm, followed by two years temping his way around Australia, and has now been assistant manager on a farm for the past three years.

I would like to add my personal thanks, and that of my former client, I'm sure, to The Maurice Carter Charitable Trust, whose generosity helps people attend these life changing programmes.

For more information regarding Outward Bound courses check out their website or phone their toll free number below.



**[www.catapult.org.nz](http://www.catapult.org.nz)**

**[www.outwardbound.co.nz](http://www.outwardbound.co.nz)  
0800 OUTWARD (0800 688 927)**

## “Employer Of The Month”



### NORTHLANDS MALL CHRISTCHURCH

Over the last eighteen months Catapult has established a rewarding relationship with Pak 'n Save Northlands and we are impressed by the commitment Pak 'n Save, as an employer, have made to the inclusion of our clients in the workforce.

At present they have five people on the staff who have been sourced through Catapult.

We have always found the staff and Duty Managers to be supportive of our clients, and they are prepared to work to both ensure their skill level is continually improved upon and that a career development path within Pak 'n Save is open to them. Examples include training our clients on the Pandex, a mini tractor used to collect trolleys. Another is the recognition of skills that may see a client move from trolley collection into the bakery.

Pak 'n Save have proved to be fantastic at supporting our clients when wider health issues could potentially affect a clients work. Examples include a client having his job held open for six weeks while he has an operation and another, whose health deteriorated for a short period, being given time off to get back on track.

Everybody is different and this applies to people who experience disabilities as well. Pak 'n Save have always been open to giving people a go, even when their disability has been quite severe. While it may not always end in a job for the person, Pak 'n Save Northlands are prepared to give them a suitable opportunity, this is another aspect that is really impressive in their work with our clients.

One of the most important aspects of supported employment is the building of relationships between Catapult, the employers and our clients. Here too Pak 'n Save have excelled. They have never hesitated to contact us regarding upcoming vacancies or whenever issues have arisen, and it is this continued contact that has ensured successful outcomes for all involved.

***Catapult looks forward to continuing this successful relationship and congratulate Pak n' Save Northlands for their outstanding commitment to our clients which have seen so many of them included into the workforce.***

## Brian Wright

Catapult is sad to announce that Brian passed away after a long illness on July 21<sup>st</sup> this year. Brian was introduced to Catapult while he was attending SPAN Charitable Trust (Skillwise).

Brian, who had previously had numerous heart operations since the age of three and had a pacemaker fitted, was an individual whom we in the sector might say had many “barriers” to employment and to living a full and productive life. Brian never saw any barriers or obstacles he only saw opportunities and his forthright desire to earn real wages in real employment never left him.

Brian had previously spent twenty years at Kilmarnock Enterprises in Sheltered Work and it was our privilege that we were able to support him in his placement at Vita New Zealand Limited in real work for real pay along side his work mates.

Brian worked at Vita New Zealand Ltd from the 14th January 2004 until under doctors advice he was forced to end employment in August last year.

***Catapult extends to Brian's loving and supportive family our condolences and we remember fondly Brian and his successful journey to employment.***



*Brian during his employment at Vita New Zealand Limited*

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