

Your Support

CHANGING LIVES

ISSUE 4 | November 2013

WORK | LEARN | LIVE

BEDFORD'S CHRISTMAS APPEAL

Together we can bring joy, hope and friendship to the lives of others.

APG... WHERE MORE THAN GARDENS GROW

Meet JC - he's blossomed working in the APG team.

BREAKING DOWN THE BARRIERS!

We look at opportunities in the employment sector for people with disabilities.



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Welcome

As the Christmas season fast approaches, it’s time to reflect on the past year; look to the New Year with excitement and hope as the National Disability Insurance Scheme continues to evolve; and say a huge, “thank you” to the many people who have helped us to “Change Lives”.

2013 has been a year when your generosity and support has meant so much to the Bedford community. To say that it has been tough would be an understatement – and we aren’t alone, as many well-known companies have had to fight hard to stay in business this last 12 months.

We have needed to make some hard decisions as it is imperative that we utilise our funds for the support and enrichment of the lives of people with disability or disadvantage.

During the year, changes needed to be made to meet the challenges thrown at us and so we restructured our businesses, reviewed our processes, reduced waste, increased quality, drove productivity and service delivery improvements and learnt how to work smarter and leaner. We are confident these actions will position Bedford well for the future.

Nothing makes you work harder than the absolute need to “Change Lives” for the better. The Bedford team has worked tirelessly in tumultuous times to ensure that the best possible outcomes for our people were achieved; and I sincerely thank them for their efforts.

Bedford will get through these difficult financial times. We will continue to help people with disability and disadvantage, and their families and carers reach their goals, break down barriers and participate fully in the community.

Your donations always make a huge difference to the Bedford community – they are vital in allowing us to secure a positive future for Bedford and everyone we support. The fact

these donations have been given during a period of financial instability makes your generosity and kindness of spirit even more remarkable, and we are forever grateful.

On behalf of everybody within the Bedford family I sincerely thank you for sharing our passion for improving the lives of people with disability and disadvantage. You really have made a HUGE difference!

In closing we wish you, your families and loved ones a very Merry Christmas and a safe, prosperous and Happy New Year. We look forward to your ongoing support to help us to “Change Lives”.

Warm regards



SALLY POWELL
Chief Executive



Abilities for All Graduation



Education is one of the most powerful tools Bedford has to change lives. It's through learning new skills and gaining confidence from this that we enable people to achieve what they previously thought wasn't possible. Our 'Abilities for All' program has seen over 1,100 people, who have faced significant barriers to learning, succeed in an academic environment. At this year's 'Abilities for All' graduation 229 students were commended and rewarded for some truly remarkable accomplishments.

Held on 19 July at the Convention Centre, proud families and friends came together to celebrate their loved ones' outstanding efforts. Graduates came from all over South Australia, where training took place in Taperoo, Reynella, Glandore and Salisbury over 16 week courses held throughout the 2012/2013 financial year. Students received Statements of Attainment and Certificates in a number of fields including Retail, Customer Contact, Landscaping, Digital Media and Disability.

Bedford Ambassador and Channel Ten's Jane Reilly hosted the event as Master of Ceremonies and the Governor of South Australia, Rear Admiral Kevin Scarce was the special guest presenting certificates to graduates.

A couple of the standout students were chosen to speak at the ceremony, highlighting the impact education has had on their lives.

Tanya Moralee's enthusiasm to continually learn and live up to her potential is inspiring. Completing her Certificate II in Community Services in May 2012, Tanya then went on to obtain her Certificate II in Business. Moved by Bedford's commitment to changing lives, Tanya pursued her Certificate III in Disability and also began working as a volunteer mentor, helping students with disability with their studies.

"Now that I have completed my training, the future for me has many possibilities thanks to Bedford Training and Tricia Murphy (Taperoo Community Centre Trainer/Mentor). I can hopefully train people with disabilities, training in numeracy and literacy, working in the disability field or do future studies such as Certificate IV in Mental Health. My journey continues," says Tanya.

Because of Tanya's commitment and dedication to learning she has acquired a part time position with the Taperoo Community Centre. She will soon be running a new Adult Community Education Funded Pathways to Literacy class designed for people who need to update their current skills.

Amber Fullwood also spoke at the ceremony about how the 'Abilities for All' program gave her the power to turn her life around.

"Looking at me I might seem like I have it all together. However, in life we all go through tough times and before this course I was in the Teen Challenge Program getting my life back together,"

"Around the 11 month mark I was accepted into the Certificate II Community Services course. Honestly, I was scared because I did not have a good education and the fear of failure was huge. I can definitely say now that Jenni Wright (Bedford Trainer) and the way she constructed and conducted the course has had a huge impact on where I am today."

Amber now believes in her abilities and is building on her education. She is currently studying a Certificate IV in Youth Work and is thriving.

There are a number of people involved in this vocational education initiative who are responsible for changing the lives of people like Tanya and Amber. None of this would be possible without the dedication of Bedford's trainers, the Community Centres of SA and the Government of South Australia's Department of Further Education, Employment, Science and Technology.

Bedford's 'Abilities for All' program has run successfully for the past decade and we aim to keep providing quality education in the future. With your support we can continue to make a difference.

Roll up, roll up – it's showbag time!

It's the favourite time of year for many South Australians including a number of Bedford's Packaging workers who have a very important role in the Royal Adelaide Show. This July saw mountains of lollies, magazines and Bertie Beetles pile into the Packaging factory, where the employees couldn't wait to start filling the showbags!

This is a mammoth task which Bedford has been chosen to undertake for the past 6 years. This year there were 25 employees who spent eight weeks dedicated to packing over 200,000 showbags before the annual event kicked off in September.

The team certainly had their hands full, where at times they were packing more than 800,000 lollies in just one week. They were responsible for packing 10 types of magazine showbags and 30 varieties of food and confectionary showbags. This included working for some large commercial brands including Nestle, X-Box, Dolly, Cleo and Arnott's.

This hard work didn't go unrecognised, and we received an overwhelmingly positive response in the media. The Messenger featured workers Kierran Ferris and Jennifer Costalos in their article about Bedford's involvement in the Royal Show. Kierren has worked at Bedford for 10 years and he believes the best part of his job is packing the showbags. "It's good, I get to pack different one's – my favourite is the Bertie Beetle bag," he says. Kierren was very proud to show the article to his family.



Employees also couldn't contain their excitement when Channel Ten's Kate Freebairn came to visit them and reported live from the factory making the team overnight TV sensations. Kate loved meeting our Packaging workers and tweeted, "@SallyJPowell @BedfordGroup Thanks for having me! The guys did a great job :)."

But what made the work truly worthwhile was when a number of our packaging staff members went to see their handiwork with a visit

to the Royal Show. Kierren was among them and he was ecstatic to go through the showbag hall and buy the Tim Tams and Mars Bar bags he had a hand in putting together.

With your support we continue to provide Kierran and many others like him the opportunity to take part in fulfilling work, making a real contribution to the community.

Above: Channel Ten's Kate Freebairn and Bedford's Packaging employees are ready for their close up.

Making a difference

There's no such thing as a typical day for a Bedford Personnel and Training Officer. Every day presents a new opportunity to make a remarkable change in someone's life as these unsung heroes continually work to motivate and assist people with disability.

Leesa Hill is one of the Personnel and Training Officers who works tirelessly for the Bedford team bringing her infectious enthusiasm and energy into the office. The phrase, 'above and beyond' is what could be used to describe her daily efforts.

While Leesa's official title involves providing support to those who work in the Packaging Division, she is committed to assisting every person who walks through Bedford's doors so they can participate and thrive.

"After many years as a Senior Supervisor (in Packaging) I wanted to provide support in a different way. As a Personnel Officer I am able to empower every person and make them feel valued, regardless of their circumstance."

Leesa has been at Bedford for seven years within the Packaging Division, which currently employs 380 of South Australia's most vulnerable people. It can get pretty hectic in this department at times with so many people running around and different products always moving in and out of the factory. But it's all part of the coordinated chaos, where Leesa plays such a huge part in guaranteeing employees are on track and everything is running smoothly.

Being surrounded by so many people in her work environment it's no surprise Leesa has encountered

a countless amount of incredible people. Remarkably she finds the time to give every individual her care and attention, which is why she seems to know the name of everyone within the Panorama facility.

"Every person I support has their own story and I am proud to be part of their journey. Watching them grow within themselves and become more confident about who they are is an inspiration within itself."

To Leesa the people she works with are more than just staff and employees...they're family! It's the point of difference Personnel Officers provide where they can be called on when needed. Leesa is there to (sometimes literally) pick those up that fall down. Employees never hesitate to call for her assistance and she finds this shared sense of trust is one of the most rewarding parts of her role.

While there are many aspects of her job she enjoys, it's definitely the people who make working at Bedford so worthwhile. Providing employees with the resources to further their skills and reach their potential is what Leesa describes as being the best part of going to work every day.

"I am part of their journey towards growing, developing life skills, participating in and feeling valued within their community."

It's because of Leesa and many others like her that we're able to change the lives of the thousands of people Bedford supports every day.

Your contribution means that we can continue to employ people like Leesa who make such a significant impact to our community.



Left to Right:
Packaging employees
Anna Sauchell and
Olivia Pascoe with Leesa Hill.

Big Night, Big Fun... Big Battle!

Following the huge success of last year's event, the Bedford Big Battle was back better than ever before for 2013! South Australians rallied together for Adelaide's greatest quiz night to battle not only for the winner's trophy but also for those with disability or disadvantage.

Quiz titans came from all over the state for this mental showdown held at the National Wine Centre. SA media identity and Bedford ambassador Andrew 'Cosi' Costello put all minds to the test, questioning teams on music, movies, sport, general knowledge and South Australia.

Scores throughout the night were close and those keen to win fought for the competitive edge in the bonus rounds. But there could only be one winner on the night and after taking out the title last year Kelly & Co. were ecstatic to go back to back, once again taking the trophy home.

Our live auction conducted by Toop&Toop Real Estate's Tim Thredgold was a huge hit on the night where the bidding was fast and furious over a number of items, including a nine day cruise exploring the Loyalty Islands (donated by Phil Hoffman, Glenelg) and entertainment packages (supplied by The Good Guys, Edwardstown).

And it seemed no one walked away empty handed as quiz competitors were delighted to see the return of our wine wall. With the chance to pick up some premium labels for only \$20 it was a popular place to be for the wine connoisseurs.

Local band, 'Shine Music' provided the entertainment on the night and all who attended enjoyed dancing the night away to some of the biggest pop hits from the last few decades. However, it was our Bedford All-Stars, Kingsley, Jacinta and Barbara who stole the show when they jumped on stage to belt out an unforgettable rendition of 'Living on a Prayer.' Not surprisingly their rock star worthy performance received a standing ovation.

This year's Battle raised over \$20,000...an outstanding effort smashing last year's total. These funds will be used where they're most needed, which includes providing more opportunities in the areas of training, employment, accommodation and life skills for people like Kingsley, Jacinta and Barbara. Thank you to our platinum sponsor Optus, everyone who donated a prize and to all of our Big Battle competitors who supported this fantastic event. With your help Bedford continues to change the lives of more than 3,000 people.

The next event on the Bedford calendar is the Big BBQ held on Friday 21st of February 2014. You can purchase your ticket now by calling our Corporate Events Manager, Juli Roberts on (08) 8275 0352.



BBQ

BATTLE 2013

MAJOR SPONSOR

OPTUS *yes*

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VACOLARIE

How you can help

The top five ways you can support Bedford this edition.

1. Donate to our Christmas appeal and change lives! With the community's continued support we can provide people with disability and disadvantage the opportunity to live a life full of joy, hope and friendship. Call Lauren Marshall on (08) 8275 0221.
2. Purchase your ticket to the Bedford Big BBQ. This is the State's largest corporate barbecue and Bedford's major annual fundraising event. It will also be one of the first functions to be held at the new and improved Adelaide Oval. Call Juli Roberts on (08) 8275 0352.
3. Buy a ticket in the Bedford Christmas Lottery. With the chance to win \$50,000 and the ability to help thousands of South Australians with disability and disadvantage over the festive season - why wouldn't you enter? Call Bedford on 1300 300 023.
4. Attend one of our Bedford Bingo nights. Held every Thursday, Friday and Saturday night at 8pm, have fun in a friendly atmosphere while also helping a worthy cause. Call Joan Clarke on (08) 8275 0288.
5. Book a tour of Bedford for your work organisation, family and/or friends. Learn more about the wonderful people we help at Bedford and spread the word in the South Australian community. Call Lauren Marshall on (08) 8275 0221.



Left to Right:

1. The Good Guys, Edwardstown
2. Andrew 'Cosi' Costello with winners Kelly & Co. Lawyers
3. Shine Music with Jacinta Rowe, Barbara Edward and Kingsley Smith
4. Auctioneer, Tim Thredgold
5. Andrew 'Cosi' Costello and Sally Powell
6. Bedford's Big Battle volunteers

Christmas Appeal



Kelly Pinkard

Bringing joy, hope and friendship to the lives of others is just a few of the ways Bedford makes a difference. We've helped more than 3,000 South Australians with disability and disadvantage achieve this because of your continued support. As we celebrate the festive season it's our chance to reflect and say "thank you" to all of our supporters who have turned so many lives around.

Kelly is just one of the people whose extraordinary story has unfolded during her time at Bedford. She is more than one in a million, as Kelly is one of the only people in the Southern Hemisphere who has both Down Syndrome and Spina Bifida. When Kelly finished school she was unsure what was next for her, fearing she wouldn't be able to find a job. This is where Bedford stepped in and provided Kelly with the opportunity to work in the Packaging department.

"I came to Bedford in 2009 after finishing school. I love coming to work every day, the staff are really nice to me but the best thing is that I love the friends I have made here. My best friend is Ryan and we do lots of things together, not just at work but out of work too," says Kelly.

"Dad is so happy I am at Bedford, he and Mum know that I am safe and that I am valued. They also say that I have learnt so much being at Bedford and of course I have lots of friends which makes me really happy."

Kelly's story of friendship is just one amongst the thousands of people who have turned to Bedford for a brighter future. The transformations we see in those who come to us for a helping hand are truly heartwarming. From a small step forward such as teaching someone to write in a birthday card for the very first time, to something as remarkable as taking a homeless person off the street and giving them the chance to learn, grow and build a future for themselves – it all changes lives!

There's no way it would have been possible to help people like Kelly without the support of the South Australian community. The generosity we receive is something Kelly and everyone at Bedford is extremely grateful for.

To our supporters Kelly says, "Thank you for helping me and my friends, I am happy you are our friend."

We want to continue bringing joy, hope and friendship to those who are most in need but we cannot do this without your help. This Christmas we'd love for you to join or continue being a part of the Bedford family where your special gift helps us to provide opportunities to succeed, participate and thrive. To find out how you can change lives, contact Lauren Marshall on (08) 8275 0221.

YOU CAN CHANGE LIVES

Please help create positive futures for vulnerable people.

bedfordgroup.com.au

1300 300 023

Christmas Treats - Bedford Mince Pies



Ingredients

Fruit Mince

- 85g raisins
- 85g currants
- 85g sultanas
- 60g glacé cherries
- 115g marmalade
- 2 tablespoons brown sugar
- 2 tablespoons brandy
- ¼ teaspoon mixed spice

Pastry

- 600g plain flour
- 300g chilled butter
- 80g icing sugar
- 2 egg yolks
- 4-5 tablespoons water

Method

1. Combine all fruit mince ingredients in a bowl. Set aside in refrigerator, covered, for 1 -2 days, stirring occasionally.
2. Place the plain flour, icing sugar and chilled butter in a food processor and process until the ingredients resemble breadcrumbs. Add egg yolks and water and process until ingredients have turned to dough.
3. Turn the dough onto floured board and roll out between 2 pieces of baking paper until 3mm thick.
4. Preheat oven to 180°C (170°C fan forced).
5. Use a 6.5cm-diameter round pastry cutter to cut approximately 40 discs from the pastry. Line cupcake trays with the discs. Use a fork to prick the bases.
6. Re-roll leftover pastry between 2 sheets of non-stick baking paper until 3mm thick. Use a 5cm-diameter pastry cutter to cut around 40 discs from the pastry.
7. Spoon 1 heaped teaspoon of fruit mince mixture into each pastry case.
8. Top pastry case with pastry discs. Press edges to seal. Sprinkle with white sugar.
9. Bake for 30-35 minutes until golden and then place on cooling rack. When cool, dust the pies with icing sugar to serve. Store in airtight container.



APG... where more than

In a time of change, development and growth, South Australia is certainly a very exciting place to be with large scale areas being transformed to create more livable spaces. Playford Alive in the City of Playford is undergoing a huge makeover as part of this project and Bedford is very excited to be a part of this, with our Adelaide Property and Gardens (APG) division commencing work on Stage Two of landscaping within this community.

Specialising in working on large commercial landscape projects the Bedford APG team will be working over the next three years on a series of open space reserves and streetscapes, verge treatments and plantings in Playford Alive. This will not only make the area a more beautiful place for its residents but also results in a number of job opportunities for a range of people in our community. Bedford will be providing training and jobs to employees with disability and disadvantage. Considering how large this project is and how long it will run for, our workers will have the opportunity to continually update their skill set throughout the duration of this development scheme. Bedford will also be recruiting new employees to keep up with the large demand a project of this size entails.

One of the people working on the Playford Alive development is Jean Claude Rutagengwa (better known

to everyone on the APG team as JC) where coming to work every day is about more than just taking a paycheck home at the end of the week. Bedford has played a crucial part in helping JC establish himself after he came to Australia as a refugee from Cameroon in West Africa. Born in Rwanda, he arrived in Australia five years ago speaking very little English and having to build a whole new life for himself.

Being a determined young man JC wasted no time learning English and studying horticulture, landscaping and carpentry. Having learnt the fundamentals he started volunteering his time, taking part in landscaping projects for humanity and then found full-time employment with Bedford APG two and a half years ago. Since then JC has learnt how to use more of the heavy duty equipment including his favourites, the bobcat and excavator.

It's obvious JC loves the work he does, where he has made plenty of new friends and is continually developing his English vocabulary. This has given him the confidence to pursue other activities outside of work including joining a dance group called Imparage, who perform in several venues including the Festival Centre.

Working for APG also allows JC to pursue his passion where he flourishes being able to work outside and his standard of work is exceptional.

“I think I always concentrate and do everything on time. And if I don't know how to do something I'll ask how to do it,” says JC.

This dedication to his work and willingness to learn has not gone unrecognised as JC won Best Employment Outcome at the Playford Alive Local Heroes Awards last year. JC was very excited to receive this accolade and will now feature in a video at this year's event and on the Playford Alive website, highlighting his transformation and contribution to the development so far.

Bedford hopes to help many others like JC who are seeking meaningful work. The Playford Alive development provides the perfect platform to do this. More work experience placements and paid employment will be on offer over the duration of the works, especially to some of the younger members of the local community.

Your support helps us to generate more of these opportunities to people with disability and disadvantage. To find out how you can assist further, contact Lauren Marshall on (08) 8275 0221.

just the gardens grow



Breaking down the barriers!



With qualifications, experience and a can-do attitude, Tim Cahalan embodies what most employers seek when hiring new staff. Yet Tim, and many others like him, constantly face an uphill battle finding work because he has a disability. People with disabilities are significantly underrepresented in Australia's workforce. In a report commissioned by the Australian Network on Disability, the latest statistics show, "In 2009, only half of the 2.2 million working-age Australians with a disability were employed, compared to nearly 80 per cent of working age Australians without a disability."

Tim currently works in the Packaging department at Bedford and is looking for long term community based employment. With ambition and passion for his work he feels very strongly about opportunities for people with disabilities. While there is hope this situation may change in the future, Tim acknowledges some barriers will be a lot harder to break down...

Tim, how long have you been working at Bedford for?

I have been working at Bedford for nearly 6 years where I started in December 2007.

What has been some of your main work duties?

I have worked in Mail Management, a section within the Packaging department. Now I do a variety of tasks from sorting/packing show bags and a multitude of other Packaging tasks. I also spent six months working at the Honourable Kate Ellis' (the Minister for Employment Participation; Early Childhood and Child Care) office from September 2011 - April 2012 after approaching her about employment opportunities.

What studies have you completed?

Before coming to Bedford I was at the Daws Road Centre where I achieved Certificates I and II in Retail. I also did a Certificate II in Business Studies for a TAFE course run by Bedford.

What are some of the skills you have gained through your working experiences?

At Bedford I learnt how to use a tape gun, which proved helpful when I worked at Kate Ellis' office. While working for Kate Ellis I learnt a fair bit about using complicated machines and data entry.

Are there times when it's been hard to find employment?

Yes. The past year I have been constantly looking for work outside of Bedford. I have approached some MP's but so far there have been no vacancies open. I have frequently checked www.jobseeker.com.au and can never find part time positions with my qualifications in the administration section.

How would you describe yourself as an employee?

To be honest, I would describe myself as someone who works hard and is diligent.

You've worked alongside a number of people with disabilities...does it surprise you people with disabilities are underrepresented in the Australian workforce?

Yes because I have a few workmates who given the opportunity could do something beyond Bedford but like me they may find it hard if they try.

Do you think employment opportunities for people with disabilities are getting better or worse?

In really depends on what you mean. I think at places like Bedford it's getting better but in the open employment sector it seems to be getting worse.

Are there any other reasons some people with disabilities find it challenging to gain employment?

I think a lot of it is to do with people's perception. People look at the disabled and think they're not up to the task without even talking to the person.

It is thought that one of the main reasons some people with disabilities find it difficult to get work is because employers haven't received enough information on the potential of people with disabilities. What do you think can be done to address this issue?

I think one of the best ways is to introduce mandatory training seminars for employers to attend on how to deal with people with disabilities. They can learn there is often more to people with disabilities than what people without disabilities see on the surface.

Inspired by movies and TV shows of the underdog overcoming adversity, Tim believes his outlook on life can be best described by a quote from the TV comedy Scrubs. "Life is scary. Get used to it. There are no magical fixes. It's all up to you. So get up off your keister, get out of here, and go start doing the work. Nothing in this world that's worth having comes easy." This is why Tim is so persistent in his mission to find work in the political field. He continues to learn, train and obtain further education enhancing his appeal to potential employers and working to change how others perceive people with disabilities.

On the other side of this issue are the figureheads who have the authority to lead the way and take the first steps to knocking down these barriers. The Honourable Tony Piccolo MP (Member for Light) is South Australia's Minister for Disability who would like to see more people with disability enter the workforce...

The most recent statistics from 2009 show only half of the 2.2 million working-age Australians with disabilities were employed, compared to nearly 80 per cent of working age Australians without a disability. Does the Government see this gap as an issue which they should work towards closing?

One of the key philosophies behind the State Government's approach to disability services is that living with disability should not be a barrier to living a rich, fulfilling life – and supporting people with disability who want to enter the workforce is a part of this vision. I am committed to improving employment outcomes for people living with disability, and will be leading a roundtable discussion later in the year on disability and employment.

The Department for Communities and Social Inclusion (DCSI) with the Department for Further Education, Employment, Science and Technology (DFEEST) are working together to deliver the roundtable in a way that will be consultative and involve a range of stakeholders who are key to this topic. With a focus on improving outcomes for people with disability, the roundtable will aim to set priorities for future action.

What do you think are the main barriers to employment of people with disabilities?

While many people and businesses recognise the positive contribution that people living with disability can make, there are still many who have incorrect assumptions about the needs of, and issues associated with hiring someone with disability.

Why do you think some employers are hesitant to hire people with disabilities?

Issues that can prevent people with disability from entering the workplace include a lack of appropriate physical infrastructure (e.g. transport, workplace modifications), inflexible work environments or the need for more job-related training.

Are any steps currently being taken by the Government to help more people with disabilities find employment?

The Commonwealth Government is responsible for providing employment assistance through programs like Disability Employment Services, while State Government initiatives focus more on training.

Through DFEEST, a number of programs are funded (e.g. Disability Works Australia, Abilities for All) to support people living with disability, while Learner Support Services are also available for TAFE SA students with disability.

In addition, where possible, the State Government procures goods and services from Australian Disability Enterprises.

Has your department looked into the economic benefits if more people with disabilities were able to find job?

In a 2011 study, Deloitte Access Economics found that if the gap between the participation rate and unemployment rate for people with and without disability could be reduced by just one third, phased in over the next decade, the cumulative impact on Gross Domestic Product (GDP) over the next decade would be \$43 billion.

The modelling also suggests that GDP would be around 0.85 per cent higher over the longer term, which is equivalent to an increase in GDP in 2011 of \$12 billion.

Research has also found that a diverse workforce can increase productivity and creativity, enhance organisational responsiveness and increase the organisation's ability to cope with change.

This does not include the indirect impact of improved government fiscal balances, nor the broader

economic and wellbeing gains for the individuals who obtain employment and their families and carers.

Would you ever consider introducing a certain percentage quota into workplaces which makes it mandatory to hire people with disabilities who have the right qualifications?

Under the National Disability Strategy 2010-2020, all Governments committed to increasing access to employment opportunities for people with disability as a key to improving their economic security and personal wellbeing.

Under the National Disability Agreement (NDA), the South Australian Government has agreed with the Commonwealth Government to contribute to the achievement of a five percentage point national increase in the proportion of people with disability participating in the labour force between 2009 and 2018.

The South Australian Government has also set a State Strategic Plan Target to increase by 10 per cent the number of people with disability employed in South Australia by 2020.

What is currently being done to educate employers on people with disabilities in the workplace (particularly when it comes to distinguishing different types of disabilities)?

The Government is committed to ensuring employees are educated in the area of disability. All DCSI staff are required to complete disability awareness online training, developed through the DCSI College of Learning and Development. A tailored version developed for managers and supervisors aims to improve understanding about equal opportunity for people with disability and the delivery of inclusive and responsive services.

DCSI is also leading the implementation of Disability Access and Inclusion Plans across all State Government agencies (as well as local government). While the key outcomes of Disability Access and Inclusion Plans will be finalised after wide consultation, it is expected they will include employment practices such as training, career development, promotion of workforce diversity, recruitment, retention and accessible workplaces.

Do you have any thoughts on what can be done to change people's perceptions so they see people with disabilities as people first?

More broadly across the South Australian public sector, although disability awareness training is not mandated, many departments offer their staff disability awareness induction training, online programs and workshops.

No matter which way you look at it, it's obvious the number of people with disability trying to find work is an area which needs attention. While Tim continues his job search in the political field, Bedford is here to provide him with employment and support.

We'll be following up on this issue to discover the outcomes from Tony Piccolo's roundtable discussion and see if there's any progress on Tim's pursuit for further employment, so make sure to pick up your next edition of, 'Changing Lives' for an update on this story.

WE NEED YOUR CONTINUED SUPPORT

Please help someone like Tim by giving today.

bedfordgroup.com.au

1300 300 023

Lottery Winner

Can you believe it...another year has been and gone and the Bedford Christmas Lottery is here once again!

Those who buy a ticket have the chance to win an array of prizes including \$50,000, a European cruise package for two and a stunning diamond pendant amongst the 525 prizes to be won in total.

But the tickets you buy in the Lottery do so much more than just increase your chances of winning...

Reno Montin has never won a Lottery prize but over the years Bedford Lotteries have turned his life around. Because of your generosity Reno and many others like him have found fulfilling work. Reno is a dedicated part of the Bedford team delivering Lottery tickets in his role as a courier driver.

“I drive around dropping off lottery tickets and collecting money. I drop off about 20 lots of tickets a day. It’s good because I get to be out in the environment and I get to meet all kinds of different people,” says Reno.

He has always been an asset to the team, where along with his regular courier duties he’s always happy to lend an extra pair of hands to help out a cause. Things can get pretty hectic in the Fundraising department with several events running throughout the year and Reno doesn’t hesitate to step up when needed. Bedford’s Corporate Events Manager Juli Roberts often enlists his help with events such as the Disability and Ageing Expo, Big Battle and the Big BBQ.

“He drives our equipment to the event venues and is a great help with setting up, packing up and getting together the finished product at these functions. He is very enthusiastic and very proud of the work he does. He is always keen and happy to try new things,” says Juli.

Having been at Bedford for 14 years it’s not surprising Reno is a well known face around the office. He has made a number of friends here and likes to take part in the social activities Bedford provides, including playing in the workplace soccer team – Bedford United. He’s demonstrated outstanding skills, becoming one of the team’s star recruits where he was the only one to score in the penalty shoot out in last year’s Phoenix Cup tournament.

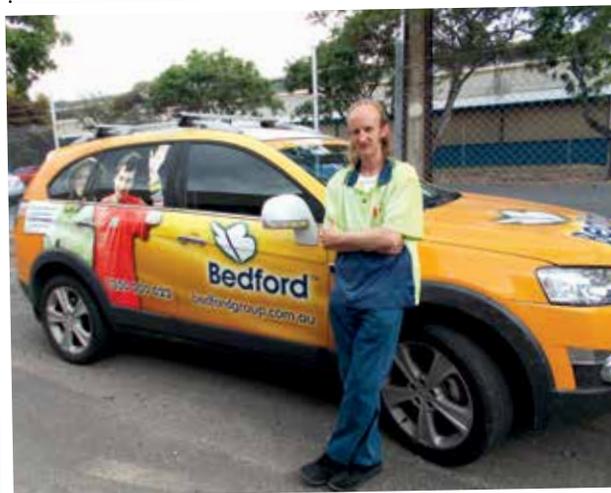
But above all, this long-time employee is in his element when working in a collaborative environment, where he can help others.

“It’s great at Bedford because you’re part of a team where you’re contributing something every day.”

Because of his seniority and high performance level, Reno is involved in training new couriers when out on the road. He also continually updates his skills as a driver, taking part in Bedford’s police awareness lessons every two years or so, where employees are informed of new road rules which will affect their daily work.

If you want to help someone like Reno and change a life make sure you enter this year’s Christmas Lottery. It’s only \$40 a ticket and there’s a 1 in 20 chance of winning a prize. Don’t miss out – the Lottery closes on December 17th 2013.

Call 1300 300 023, mail in the order form on the back of the magazine or visit www.bedfordgroup.com.au to buy your ticket today.



A Real Winner

Long-time employee Bedford Reno Montin

Calendar

TUESDAY 3RD DECEMBER 2013

International Day of People with Disability

A day where we celebrate the hard work of our Bedford employees with the Years of Service Awards. The Mitcham Rotary Club will also be cooking a barbecue for all of our team members.

FRIDAY 21ST FEBRUARY 2014

Bedford Big BBQ
Adelaide Oval

This will be one of the first functions held at the new and improved Adelaide Oval, so come along and show your support for Bedford at SA's largest corporate barbecue.

SATURDAY 1ST MARCH 2014

Bedford Mystery Quilt Challenge – Workshop 1
Bedford Dining Room,
615 Goodwood Road, Panorama

SATURDAY 15TH MARCH 2014

Bedford Mystery Quilt Challenge – Workshop 2
Scott Street Hall, 39 Scott Street, Pooraka

Join the quilting craze! Attend one of our workshops and follow the instructions to produce a beautiful quilt – you'll have no idea what it will look like until the last stitch is sewn.

For more information about any of these events, visit bedfordgroup.com.au or give our Events Manager, Juli Roberts a call on (08) 8275 0352.

About You

Would you prefer to receive this magazine by email?

By choosing to receive your copy of Changing Lives by email, we reduce our print costs, meaning we can direct more funds into supporting people in need. If you'd like to receive future editions of Changing Lives via email, please send your details to feedback@bedfordgroup.com.au

Want to get involved?

If you would like to take a tour of Bedford or have a chat about opportunities to get involved, please contact Lauren Marshall, Relationship Manager on (08) 8275 0221 or lmarshall@bedfordgroup.com.au

Updated your contact details?

Have you recently moved house, changed your email address or got a new phone number?

Please ensure we can keep in touch by sharing your new details with us by calling 1300 300 023 or email jmizon@bedfordgroup.com.au

About Bedford

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- 1 ticket for \$40
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Phone our Hotline 1300 300 023 for the cost of a local call; or Fax (08) 8460 0134; or Mail to Bedford, PO Box 23 Melrose Park South Australia 5039

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