



# VOICE

Quarter 1, 2024

From the CEO:

And just like that, the first quarter of the year has drawn to a close. Welcome to our first edition of Voice for 2024.

The past three months has seen an abundance of activity across Vivid sites including the implementation of a new and improved accounting software program - OneCare, new additions to our fleet of vehicles, expanded Work Crew partnerships, multiple day and weekend trips for Vivid Participants in Echuca, Kerang, Swan Hill and Kyabram.

A steady presence in the media included a special feature story on ABC's Backroads program highlighting the amazing work of our Creative Kitchens group.

A fantastic start to year indeed.

Wishing you all a very happy and safe Easter.

Scott Alexander  
CEO

scott.alexander@wearevivid.org.au  
Connect with me on [LinkedIn](#)

## Vivid BUS-ting with excitement over donated vehicle

Last month, Moama Bowling Club handed to Vivid the keys to one of their former courtesy buses.

The 12-seater, air-conditioned Mercedes Benz vehicle now provides more adults with disability access to daily activities, appointments and supported employment opportunities whilst also reducing rural isolation. We are thankful to Moama Bowling Club for supporting Vivid's mission to assist people with disability to live great lives.

Read the article published in the Riverine Herald on page 6.



# Vivid growth in the disability care and support sector

Rapid growth driven by the ongoing expansion of the number of NDIS Participants has made the care and support sector one of Australia's largest and fastest growing sectors.

Prior to 2024, 450,000 NDIS Participants nationwide received support from more than 11,600 NDIS providers who employ 270,000 workers in the sector. This year it is anticipated 50,000 more NDIS Participants will require support from an additional 83,000 sector workers.

This forecast growth produces a high demand for job creation and will provide many employment opportunities across the disability support sector.

To improve workforce quality and keep up with demand, on 28 February Vivid trialled a new approach to recruitment, hosting a Speed Recruitment Event for both individuals with experience and those new to the sector.

Intended to bring ease and personality to the recruitment process, the event attracted more than 30 applicants and provided information on employment opportunities, answered questions job seekers had and facilitated a warm and friendly environment for 10 – 15 minute interviews.

Congratulations to those who have been employed through this new initiative by Vivid.



## Kerang news

Work Crew Kerang has recommenced their partnership with Mawson's Concrete, washing that business's fleet vehicles in Cohuna.

Eight fleet vehicles and a transit bus are now being cleaned once a month. Supported Employees Ryan Young, Steven Knight and Dale Sutton are enjoying the new contract.

Last year all Kerang services relocated to the one site encompassing the outdoor nursery.

The nursery is open to the public weekdays from 9am to 3pm and offers a range of native and vegetable plants for \$6 each or 3 for \$15. Herbs are on sale for \$3 each and water plants \$5 each.

Visit the Kerang team and check out their range of beautifully nurtured plants and seedlings.

**VIVID**  
**NURSERY**

We have the best selection of advanced plants and seedlings grown by Vivid Participants.

Providing employment opportunities for adults with disability. Proceeds from plant sales go directly back into the community initiative.

Open 9am - 3pm, Mon - Fri.  
14 Scoresby St, Kerang. 5450 3036





# From SLES to Supports in Employment



## MEET ZACH

Zach Edwards has a goal to work with animals and he is well on his way!

Zach is currently completing a Certificate II in Animal Care. This course has a key practical component where students learn and study on a local farm, supporting various domesticated animals including dogs, cats and rabbits.

Even though Zach's course will take 12 months, his employment journey actually began two years ago when he started the School Leaver Employment Supports (SLES) program with Vivid. Part of Vivid's Employment pathway, SLES provides tailored support to NDIS Participants aged 16 – 22 who are seeking to build skills and confidence to enter meaningful employment. This could be supported employment or open employment opportunities.

Sue Green, Business Manager (Day Services) Loddon, highlighted key differences in Vivid's approach to the Pathway to Employment and SLES:

"The discovery process is what is very distinctive about our Employment Pathway. We have several different industries we already work with and that is growing by the day. We explore what the participant has an interest in and find work experience and employment opportunities to match. It isn't just a case of sending them somewhere to tick the box!"

Vivid has business connections in animal care, cleaning, childcare, hospitality, inventory and store management and agriculture.

Zach also receives Support Coordination through Vivid's Support Coordination team.

Support Coordinators can advise their Participants if funding is available to access employment supports and, if not, they will be able to seek the necessary evidence to ask for those supports to be put into the Participant's NDIS Plan. The Support Coordinator can create the links to employers and potentially providers to ensure the appropriate supports are in place to ensure success.





# Swan Hill in the spotlight

Vivid's Swan Hill team has hit the ground running with new developments in day programs at the Harrod's Lane site.

The popular cooking program has undergone some changes. Each session now includes a special role for one participant to be a kitchen hand. This doesn't prevent the participant from cooking yummy and healthy meals with their peers, but rather provides additional opportunity for greater responsibility within the culinary setting.

Responsibilities include cooking lunches, preparing plates and cutlery, dishing up meals, serving meals to friends, cleaning the kitchen and washing dishes. The Kitchen Hand addition has proven very popular. So much so that Support Worker Simone Frazzica has created a roster so that all 21 budding chefs have a chance to learn the role.

Participants are very proud of their efforts and volunteer for the role. Michelle Carroll has had a turn at kitchen hand and says it is her favourite thing to do.

Cooking classes run once a week on Thursdays. Another new program development in Swan Hill is on Wednesdays when Mikayla from Mallee Sports Assembly visits Harrods Lane with equipment for a variety of indoor and outdoor sports including volleyball, tennis, baseball and soccer - they have even had their own mini Olympics!

Participants look forward to Mikayla visiting and are always keen to help her unload the equipment from the car, ready for some fun and competitive action.





# Beon gets a jumpstart from Vivid Work Crew

Vivid has joined forces with Beon Energy with a Work Crew contract aimed to reduce timeframes and improve efficiency at the Girgarre solar farm.

Kicking off in 2024, Work Crew sort, categorise, and store large volumes of metal clips that will stabilise electricity cables underneath more than 200,000 PV (photovoltaic) modules once the solar farm is operational.

The collaboration has seen improvements in timeframes for installing equipment on the solar panel infrastructure.

Beon Site Manager Steve Marsden spoke highly of the efforts of Work Crew, and how the project has improved with its employees' involvement.

“The Work Crew team have drastically improved our sorting process. Our goal for Girgarre is to involve community members at every step possible and this collaboration has been greatly beneficial for the farm. We are grateful for their contribution.”

Vivid CEO, Scott Alexander, said partnering with local businesses such as Beon enables adults with an intellectual disability to make a valuable contribution to their local community while learning new skills and challenging themselves in a supportive work setting.

“Partnering with Beon to sort and store metal clips provides a beneficial opportunity for Supported Employees of all abilities and we are grateful for the support Beon provides.”

Stay tuned for some video production of the business relationship between Beon Energy and Vivid.





# In the news

RIVERINE HERALD

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## All smiles as Vivid gets bus

By Michael Lloyd

Echuca-based organisation Vivid is the lucky recipient of a refurbished bus courtesy of Moama Bowling Club.

The handover ceremony took place on Wednesday, February 21, at Moama Bowling Club.

Vivid works with adults who have an intellectual disability in Echuca and Kyabram.

The bus had been well maintained and was thoroughly inspected to ensure it would be suitable for Vivid to safely transport clients and staff to different events around Echuca and Moama.

Vivid client Kellie McIntosh said she was looking forward to riding on the bus.

"We are lucky to have a bus. It's a good bus that looks good and is very comfortable," she said.

Fellow client Michelle McCaffrey echoed Ms McIntosh's sentiments.

"It's very spacious and able to take people in wheelchairs," she said.

Vivid chief executive Scott Alexander said the announcement of the vehicle donation at Vivid's Oaks Day Fundraising Luncheon last November was unexpected and had touched the hearts of the whole Vivid community.

"We are fortunate to have a community which is so supportive of people with disability, and we're particularly grateful to the Moama Bowling Club for their ongoing support," Mr Alexander said.

"This vehicle will provide adults with disability access to daily activities and appointments, supported



Generous gift: Jeanette Evans, Michelle McCaffrey, Kellie McIntosh, Vivid chief executive Scott Alexander and Moama Bowling Club sales and marketing manager George Santos.

employment opportunities, and reduce rural isolation.

"We are so thankful to Moama Bowling Club for supporting Vivid's mission to assist people with disability to live extraordinary lives."

Moama Bowling Club sales and marketing manager George Santos said he was aware that the purpose of the Oaks Day fundraising event

was to raise funds to purchase a vehicle to transport Vivid clients.

"In the current economic climate, it is becoming increasingly difficult to raise funds for such causes, so we decided to donate to Vivid one of our three shuttles that were being traded in for new ones," Mr Santos said.

"It was a timely opportunity to assist an organisation that supports

so many, so compassionately, in our community.

"We are delighted to hand over the keys and wish the team at Vivid all the best as they continue to provide specialised care for so many individuals in our twin towns and beyond."

The 12-seater bus was built by Mercedes-Benz in 2018 and has 120,000km on the odometer.



Grateful: Vivid clients Kellie McIntosh and Michelle McCaffrey look forward to a smooth ride.

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## Rewarding roles with Vivid

By Georgia Tacey

Vivid will host a Speed Recruitment Event on Wednesday, February 28, to help meet demand for the growing care and support sector.

In 2024, 50,000 more NDIS participants are anticipated to require support from an additional 83,000 industry workers, adding to the current 450,000 NDIS participants and 270,000 industry workers.

Executive manager, resources Shannon Walker said the event is designed to bring ease and personality to the recruitment process.

"The demand for support workers across our services is ongoing, and this event is a fun way to provide information on employment opportunities, answer any questions job seekers may have and facilitate a warm and friendly environment for speed interviews," she said.

The event aims to draw new and experienced individuals to Vivid's disability support service and identify the appropriate candidates.

It will be an opportunity to meet the Vivid team, and if choosing to be interviewed for current job vacancies, attendees will rotate between different interviewers when being interviewed.

Nathaneal Smith, a support worker with Vivid working in



Work for Vivid: Heidi Danziger has been a support worker for the past two years and loves her job.

the Upbicycle Bike Restoration program for over 14 years, decided to enter the industry after receiving support after an accident and said it was the best decision for him.

"I started with Vivid with no industry experience, and now I'm running the bike shop, and supporting the guys is the best of both worlds for me," he said.

"There is so much variety in what I do - it's my dream job,

and I couldn't think of doing anything else."

The event will be held on Wednesday, February 28, at Vivid on 461 High St, Echuca, from 5pm until 6.30pm.

Attendees are encouraged to bring their resumes. For those interested in attending or finding out more about the Speed Recruitment Event, you can call Vivid on 5480 6611 or email [info@wearevivid.org.au](mailto:info@wearevivid.org.au)



Rewarding career: Support worker Nathaneal Smith joined Vivid 14 years ago with no experience, and said it was his best decision.





# Happy Easter from everyone at Vivid



Thank you Megg , Mel and the team at Woolworths Echuca West for donating \$500 worth of Easter Eggs to all of our Participants, Supported Employees and staff at Vivid.

