**Transcript – Bluegum Grounds Maintenance 26Ten Workplace Grants Project – 6 months in**

We are Bluegum Grounds Maintenance. We work in the north of the state, around Launceston. We have five supervisors and around 20 crew members, all of whom have a disability and are NDIS funded.

Text - Bluegum, in partnership with Work & Training, applied for and received a 26Ten Workplace Grant.

Text - Crew members worked with Adult Literacy Trainer, Alison, to improve their language, literacy, numeracy and communication skills.

All of our jobs require job safety analysis to be signed and understood. They have policies and procedures that have to be obeyed and workplace safety, etc, etc. And so there was a lot of education involved in those that even some of our long term employees, who have been here for over 15 years didn't necessarily comprehend thoroughly. And so we thought we could benefit from that as well.

With Alison’s support, team members created signage for around the workplace.

We ended up making all the signs around here, like for the workshop, like training signs, flammable liquid signs and all that.

Like we should not. Be aware accidents like tripping hazards, slipping hazards and broken glass.

She also got involved in the fundraising that NOSS do (that’s our parent company) in the Bunnings barbecues, and had a few of the guys that would go along regularly that were learning how to handle money and give change and that sort of thing.

Learn how to how to cook stuff and how to give money and change like that and greet people and say hello to people like that. And yeah.

Text - Glenn talks about changes to workplace culture since the 26Ten support has been in place.

I think that the guys have actually bonded a lot better because of their understanding that they've learned, not only learned to understand the policies and procedures more, but because of that, they've helped each other, and so that the whole atmosphere in the last six months has changed in a very positive way.

Yeah, it's been pretty good.