



Transport for NSW

Coffs Harbour bypass

Aboriginal Participation Strategy



The Coffs Harbour bypass is a unique major project that will see the creation of a freight and transit efficient bypass to the west of Coffs Harbour. The Coffs Harbour bypass design includes no less than three tunnels that have been retained to reduce the environmental and cultural impacts to the land around Coffs Harbour.

A project of National significance, scale and scope, the Coffs Harbour bypass is funded through a strategic partnership between the Australian Government and Infrastructure NSW and represents an important opportunity for Aboriginal participation, employment and business engagement.

This *Coffs Harbour bypass Aboriginal Participation Strategy* seeks to facilitate and enable improved connectivity for Aboriginal businesses and employees for the duration of the project. By helping successful project contractors understand their Aboriginal Participation requirements and also to assist Aboriginal businesses and employees more easily navigate into site work and supply opportunities. The Coffs Harbour bypass will increase Aboriginal Participation and engagement along the Coffs Coast consistent with NSW Government's Aboriginal Procurement Policy 2021.

I encourage our Coffs bypass contractors to embrace this opportunity to diversify their businesses and supply chains. Contributing to the long-term sustainability and growth of the Aboriginal community.

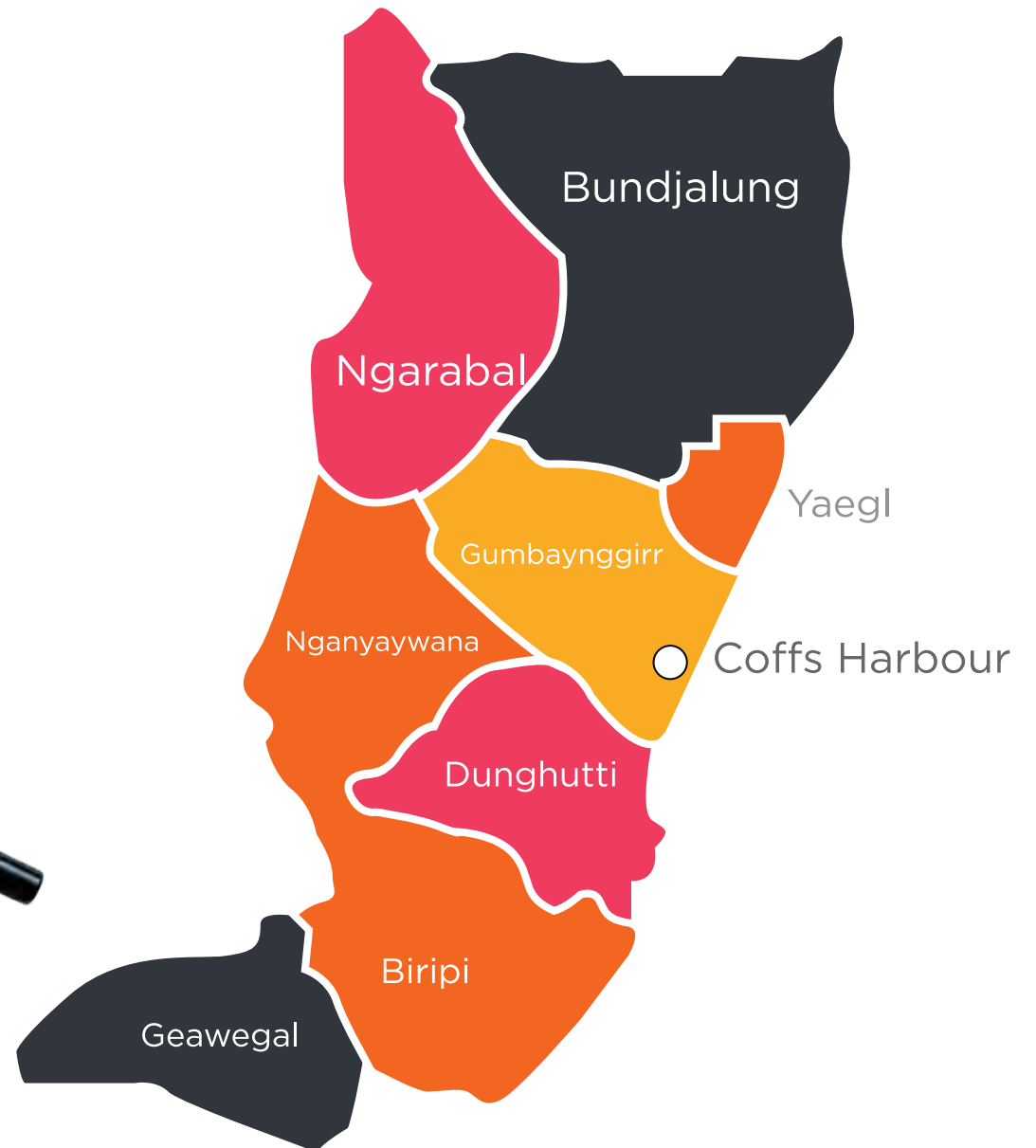
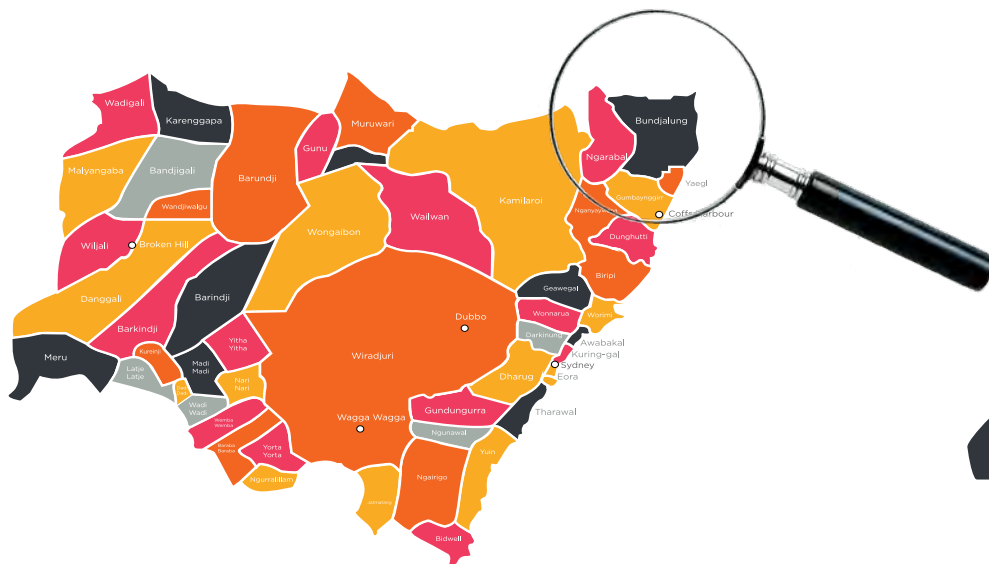
Rob Sharp

Secretary
Transport for NSW

Aboriginal traditional country areas of Coffs Harbour and surrounds

This map is just one representation of many other map sources that are available for Aboriginal Australia. Using published resources available between 1988–1994, this map attempts to represent all the language, social or nation groups of the Indigenous people of Australia.

It indicates only the general location of larger groupings of people which may include smaller groups such as clans, dialects or individual languages in a group. Boundaries are not intended to be exact.



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Executive Summary

“Transport for NSW expects our contractors to show a genuine reciprocity of commitment to impact on Aboriginal procurement outcomes.”
(TfNSW 2020)

The Coffs Harbour bypass Aboriginal Participation Strategy has been developed to facilitate and support the engagement of Aboriginal businesses and people into the Coffs bypass project.

Construction of the Coffs bypass is a large and complex undertaking requiring a wide diversity of skills and labour force.

Transport for NSW anticipates there will be a variety of contractors employed over the life of the project from larger Tier 1 organisations down to small business sub-contractors and individual employees.

It is the aim of this *Coffs Harbour bypass Aboriginal Participation Strategy* to make it easier for project contractors to identify Aboriginal businesses and employment service providers to include in their supply chain.

Included in this Aboriginal Participation Strategy are Capability Statements received from Aboriginal businesses and employment service providers specifically for the Coffs bypass Project.

This list of Aboriginal businesses is a starting point, and not a constraint. Coffs bypass contractors are encouraged to reach out into the Coffs Harbour and surrounds Aboriginal community and create relationships with Aboriginal contractors and employees.

Transport for NSW are facilitating the Aboriginal Participation process by reaching out to Aboriginal organisations and training providers earlier in the construction process.

Included are dedicated sections on Aboriginal Business and Employment Frameworks, NSW and National Aboriginal Participation policy, Industry engagement, Frequently Asked Questions and others for your convenience.

Introduction and Industry Statement

“The Coffs bypass Aboriginal Participation Strategy identifies key Aboriginal businesses & Employment Service providers for the Coffs Harbour region to make it easier for Coffs bypass contractors to meet their Aboriginal Participation requirements.”

Transport for NSW understands that the search costs to identify Aboriginal businesses and employees can sometimes be higher. Transport for NSW also understands that there can be a variety of external pressures acting on contractors to retain their current sub-contractors including tradition, supply chain logistics and other industry forces.

The *Coffs bypass Aboriginal Participation Strategy* does not expect contractors to replace their whole supply chain with Aboriginal businesses and workers. But instead to facilitate a productive sharing of the benefits from the Coffs bypass project with Aboriginal businesses and people who have been historically excluded from such opportunities.

Transport for NSW is not advocating for any change in standards or a job where one is not deserving. All of the Aboriginal businesses and Employment Service providers included in this Participation Strategy have experience in what they are offering and ask that they be considered as part of normal business due diligence and project decision-making.

We trust that the enclosed Aboriginal Participation Strategy will assist you in the development of your own contractor Aboriginal Participation Plan for the project

Definitions

Aboriginal person means a person who:

- I. is a member of the Aboriginal race of Australia, and
- II. identifies as an Aboriginal person, and is
- III. accepted by the Aboriginal community as an Aboriginal person.

Tier 1

Contractor is a business who supplies products or services directly to Transport for NSW and has more than 500 staff

Aboriginal owned business

A business that is owned by an Aboriginal person or persons who individually or collaboratively own 50% or more of the business. The certification of Aboriginal businesses is formally recognised by Supply Nation or the Indigenous Chamber of Commerce.

Coffs Harbour



GATELYS
ROAD TUNNEL

KORORA

SHEPHARDS
LANE TUNNEL

ROBERTS
HILL TUNNEL

COFFS
HARBOUR

COFFS
CREEK

BOAMBEE

About Coffs Harbour bypass Project



Evidence of Need

Following the completion of *NorthConnex and the Pacific Highway duplication*, Coffs Harbour and Hexham/Heatherbrae will be the only two national highway locations left on the whole East Coast using an urban road with traffic lights.

The existing highway through Coffs Harbour is part of the Sydney to Brisbane freight corridor and sees 30,000 vehicles per day travelling through 12km of low speed arterial road, with 12 sets of traffic lights, a major roundabout and 26 other intersections.

Motorist, cyclist and pedestrian casualty rates on this stretch of road are more than three times higher than average, and the slow down increases travel time reducing road freight operation and productivity (TfNSW 2020).

Anticipated Population Growth

Over the next 20 years, almost 77 percent of population growth on the North Coast of NSW is forecast to be in regional cities, including Coffs Harbour.

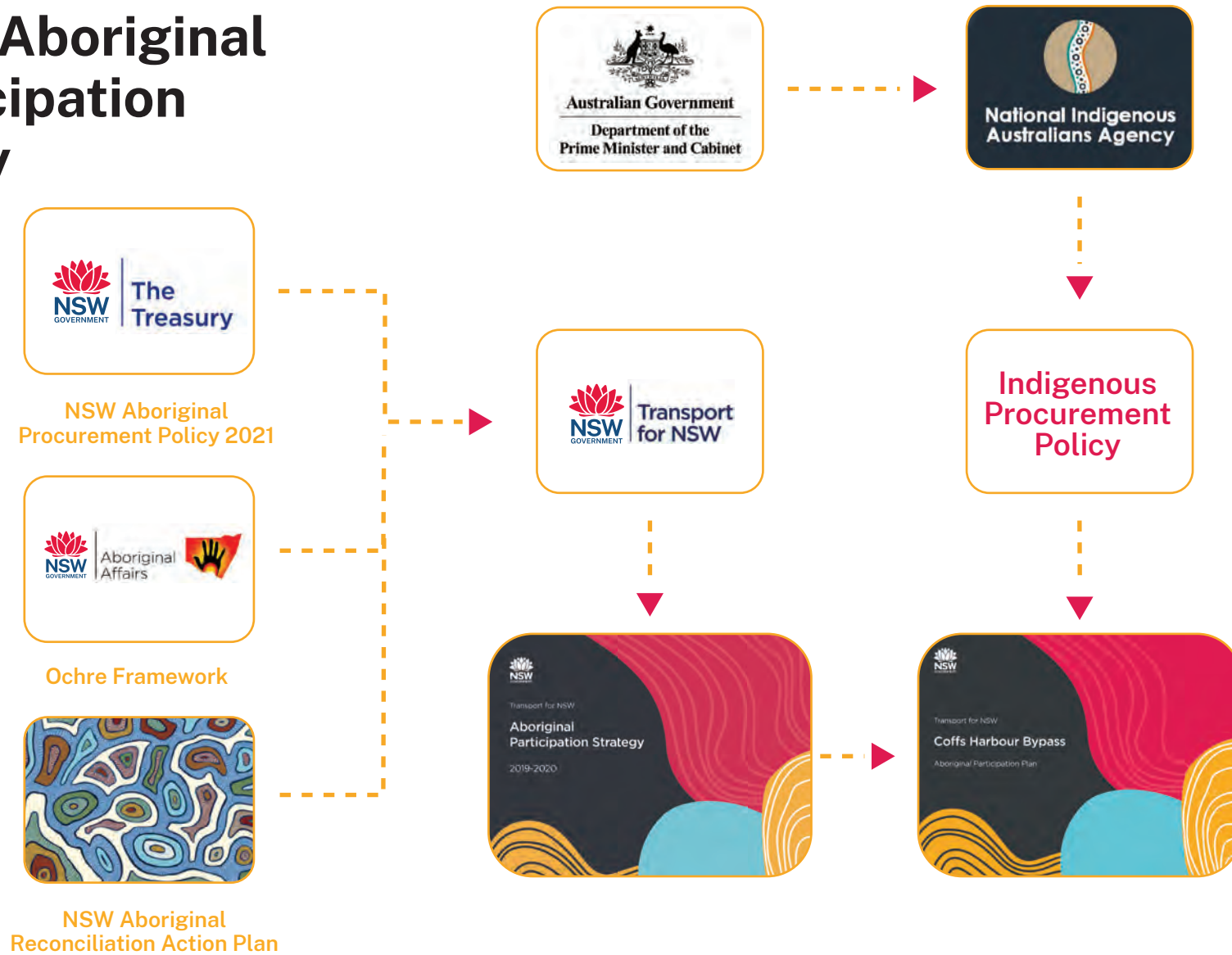
Growth, that is likely to exacerbate congestion and accident potential on the existing Pacific Highway through Coffs Harbour.

In contrast, the Coffs Harbour bypass will result in:

- Safer, more consistent and reliable travel
- Reduced travel times with improved freight transit efficiency
- A more reliable route with improved flood tolerance

The development of the Coffs Harbour bypass means that the existing stretch of traffic-lighted, low speed highway can be returned to the community, providing opportunities for further speed reductions, growth in the village amenity and innovative place-making initiatives.

NSW Aboriginal Participation Policy



NSW Aboriginal Participation Policy

“The Aboriginal Procurement Policy 2021 creates 3,000 FTE employment opportunities for Aboriginal people via NSW government procurement actions”

The NSW Government Aboriginal Procurement Policy 2021 (APP2021) supersedes the previous Aboriginal Participation in Construction (APiC) and Aboriginal Procurement Policy (APP) into a single set of requirements.

APP2021 requirements

For NSW government funded construction over \$7.5 million, APP2021 requires a 1.5% Aboriginal Participation outcome to be achieved by one, or a combination of the following:

- At least 1.5 per cent of the contract value to be subcontracted to Aboriginal businesses
- At least 1.5 per cent of the contract's Australian-based workforce (FTE), that directly contribute to the contract to be Aboriginal or Torres Strait Islander peoples
- At least 1.5 per cent of the contract value to be applied to the cost of education, training or capability building for Aboriginal staff or businesses directly contributing to the contract.

Responsible Agencies

NSW Treasury is the agency responsible for managing Aboriginal Participation policy for NSW government that impacts on the Coffs bypass project. Treasury conduct regular reviews into Aboriginal Participation Policy, to ensure that both industry and government can contribute to the evolution of the policy outcomes. Treasury also operate the Aboriginal Participation portal that collects and registers Aboriginal Participation statistics from

each major project. The reporting portal is currently being upgraded and so contractors will need to report their Aboriginal Participation outcomes direct to their Transport for NSW Contract Manager.

Transport for NSW is the responsible agency for construction of the Coffs Harbour bypass and are managing tender sourcing, selection, letting of contract and project reporting.

Tender Response

In order to be compliant, Coffs Harbour bypass project tenderers are required to:

1. Submit an Aboriginal Participation Plan (APP) as part of their tender response that clearly explains how the supplier will meet the Coffs Harbour bypass Aboriginal Participation requirements
2. If successful, work collaboratively with Transport for NSW to implement their APP
3. Report quarterly on progress toward their APP
4. Support and cooperate with audits of their Aboriginal Participation Plan
5. Provide a final APP report on completion of the contract

Australian Government Aboriginal Participation Policy

“The Australian Government has identified land transport infrastructure as an area that can help with Indigenous economic participation, due to the scale of opportunities in employment and business”

DITRDC

The Coffs Harbour bypass project is jointly funded by the Australian and NSW Governments.

The Department of Infrastructure and Regional Development and Communications (DITRDC) aims to improve Indigenous economic development by increasing business and employment opportunities for Aboriginal people.

In July 2019, DIRDC and Australia’s state and territory governments entered into a National Partnership Agreement (NPA) introducing a new *Indigenous Employment and Supplier Use Infrastructure Framework* (the Framework). The aim of the Framework is to guide and support Aboriginal participation in Australian Government funded land transport infrastructure projects such as the Coffs Harbour bypass.

Applying equally to both road and rail construction projects, the Framework seeks to embed Aboriginal Participation by requiring transport agencies to set, manage and deliver appropriate Aboriginal Participation outcomes for each funded transport project.

The following principles underpin the Framework:

Sustainable and meaningful opportunities

Aboriginal people should be able to access infrastructure project jobs at all levels, from entry level, to professional, high skill roles. Achieving this requires governments and contractors to promote the early notice of opportunities & appropriately size and time work packages to allow for higher rates of Aboriginal Participation.

Achievable and measurable progress

Aboriginal Participation requirements should be evidence-based with measurable progress, supported by quantitative and qualitative data. Moreover, prior to project commencement, it is essential for governments and contractors to ensure that Aboriginal business and employment supply-side supports are in place to assist with the identification, placement, training and mentoring of Aboriginal talent.

Flexibility

Each land transport infrastructure project is different with a unique set of local circumstances. Projects should implement flexible strategies to achieve Aboriginal Participation outcomes that are reflective of local needs.

Value for regions and local communities

Land transport infrastructure construction projects represent significant employment and business opportunities for regional and remote economies. Governments and contractors should make additional effort if required, to ensure that local Aboriginal communities are able to participate in the project.

Coffs Harbour bypass Aboriginal Participation Requirements

Aboriginal Participation Requirements

The Coffs Harbour bypass Project aims to exceed the APP2021 minimum standards by requiring the contractor to deliver the following Aboriginal Participation outcomes:

- Subcontractors: Achieve 1% spend on engagement of Aboriginal businesses
- Capacity Building: Achieve 0.5% spend training/education/capacity building of Aboriginal businesses or staff
- Direct Employment: Achieve 5.7% of project workforce local FTE to be Aboriginal.

Aboriginal Participation Definitions

Aboriginal Business:

Aboriginal owned business with at least 50% or more Aboriginal ownership, listed on the Supply Nation website or the Indigenous Chamber of Commerce website.

Contractor:

Managing contractor or business delivering a service that is carried out partly by their own staff and partly by subcontractors.

Subcontractor:

A business that contracts directly to another business for the purposes of work and income.

Aboriginal training & capacity building:

Education, training or capability building for Aboriginal staff or businesses directly contributing to the project.

FTE:

Local Full Time Equivalent measure of staff expressed as a number such that

1 FTE = 1 Full Time Equivalent hours of total hours worked on the contract.

Coffs Harbour bypass Aboriginal Participation Requirements for all contractors

	1%	+	0.5%	and	5.7%
Requirement	Aboriginal Subcontractors		Aboriginal education, training or capacity building		Local* Aboriginal FTE workforce
Requirement	% of total contract spend		% of total contract spend		% Full Time Equivalent (FTE) hours

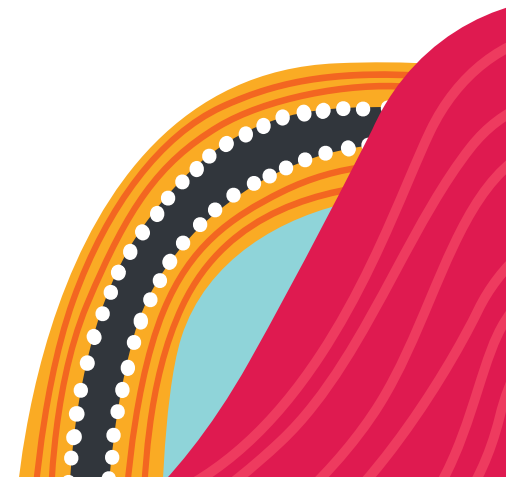
Contractors are encouraged to seek higher targets.

*Local Indigenous targets were determined based on ABS Census data for the surrounding area for working aged population between 15 and 64 years.

LGA	Population working age	Indigenous population working age	Percent Indigenous working age
Nambucca	10,730	826	7.7%
Coffs Harbour	44,212	2,205	5.0%
Bellingen	7,460	265	3.5%
Clarence Valley	29,354	1,900	6.4%
Total	91,756	5196	5.7%

**Priority should be given to Aboriginal businesses from the local LGA's listed above before contracting Aboriginal businesses from other parts of NSW. The 1% is an additional requirement for the project.

Please refer to the next page for Aboriginal Participation Example Calculations.



Aboriginal Participation Example Calculations

Example A

A Coffs bypass Contractor has 100 of their own FTE staff, and 200 FTE staff through the subcontractors and a total contract spend of 500 million dollars allocated to the job. They choose to meet their Aboriginal Participation requirements by:

- spending at least \$5,000,000 on Aboriginal business subcontractors (1.0% of spend)
- spending at least \$2,500,000 on Aboriginal training / capacity building (0.5% of spend)
- main contractor hiring at least 6 Aboriginal people to work on a full time basis inside their organisation on the project (5.7% FTE hours)
- subcontractors hiring at least 12 Aboriginal people to work on a full time basis inside their organisations on the project (5.7% FTE hours)

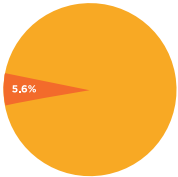
Example B

A Coffs bypass Contractor has 30 of their own FTE staff, 70 FTE staff through subcontractors and a total contract spend of 10 million dollars allocated to the job. They choose to meet their Aboriginal Participation requirements by:

- spending at least \$100,000 on Aboriginal subcontractors (1.0% of spend)
- spending at least \$50,000 on Aboriginal training / capacity building (0.5% of spend)
- main contractor hiring at least 2 Aboriginal people to work on a full time basis inside their organisation on the project (5.7% FTE hours)
- subcontractors hiring at least 4 Aboriginal people to work on a full time basis inside their organisations on the project (5.7% FTE hours)

Coffs Harbour bypass Aboriginal Statistics

5.7%



of the Coffs Harbour population are Aboriginal

3500

Aboriginal people



live in Coffs Harbour

22
years



Median Age for Coffs Harbour Aboriginal Community

1355

Aboriginal adults



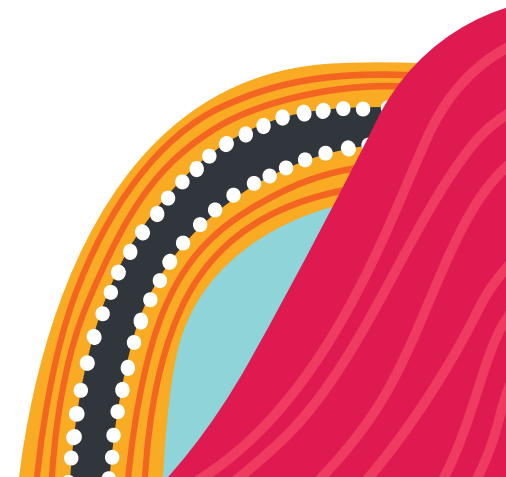
report having tertiary qualification (Cert 3 or highway)


1300

Aboriginal people



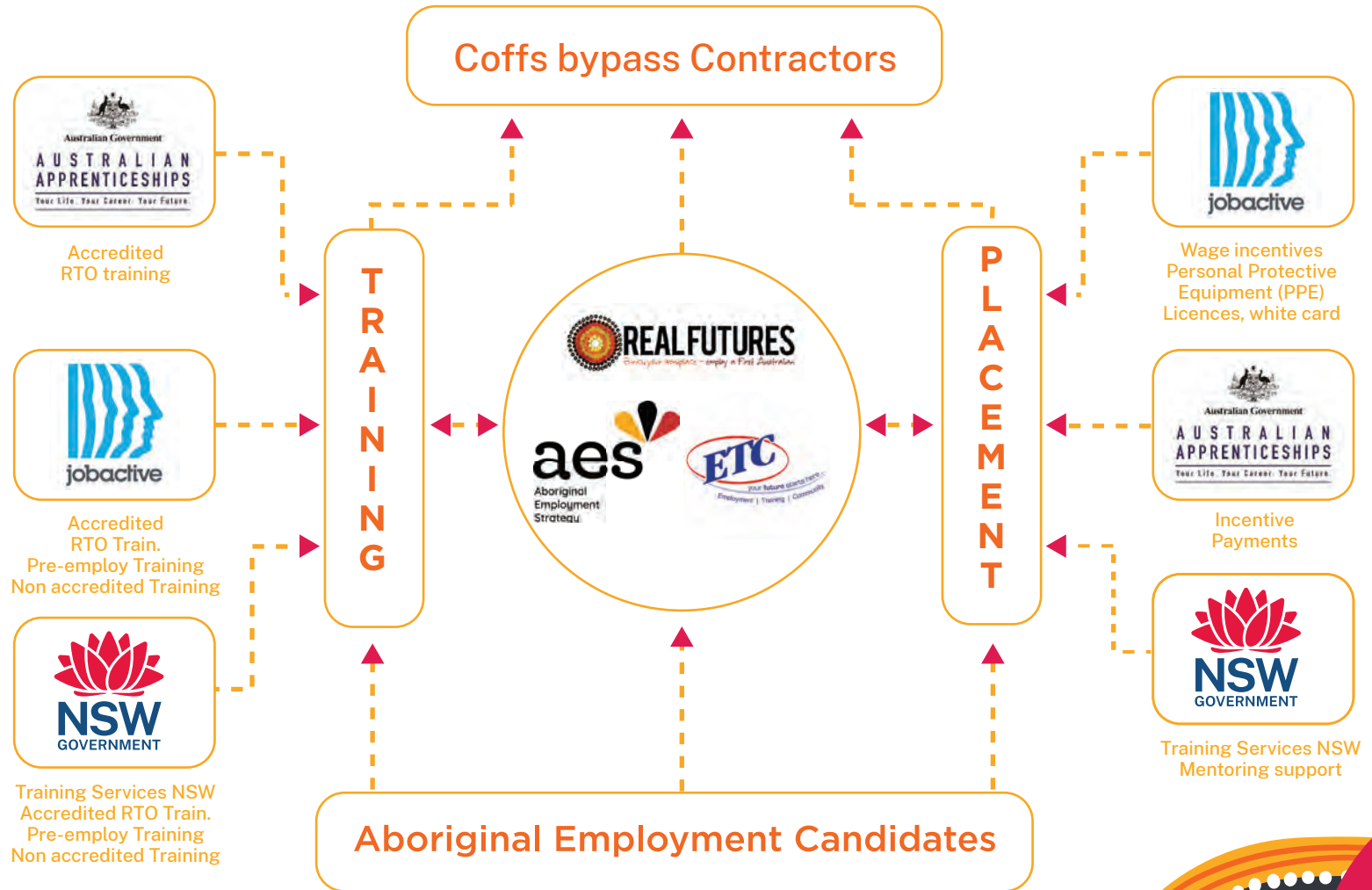
Coffs Harbour Aboriginal Labour Force (employed or looking for work)





Engaging with Aboriginal
Employees on the Coffs
Harbour bypass

Coffs Harbour bypass Aboriginal Employment Framework 1



Coffs Harbour bypass Aboriginal Employment Framework 2



Pre-employment Programs
Coordination of jobactive
Coordination of Apprenticeships
Mentoring Program
Community Engagement

For more information:
Jennie Rosser
Indigenous Services Team
ETC



Aboriginal Labour Hire Service
Pre-employment Programs
Coordination of jobactive
Coordination of Apprenticeships
Mentoring Program
Community Engagement

For more information:
Shonelle Pholi
Aboriginal Employment Strategy
0458 301 958



Infrastructure Skills Legacy Program
provides skills, training and
employment targets to increase
diversity in the workplace

For more information:
Gail Silman
Infrastructure Skills Legacy Program
0419 266 725



VTEC placement and training
Disability placement and training
Pre-employment Programs
Coordination of jobactive
Coordination of Apprenticeships
Mentoring Program
Community Engagement

For more information:
Melissa Fernando
Real Futures
0455 147 670

Detailed information about AES,
Real Futures and ETC is available
in the Capability Statements
section commencing on page 27.
More information about ETC is
also included on the next page.

Aboriginal Employment Opportunities and Supports

According to the Department of Education, Skills and Employment (DESE) there are approximately 2600 Aboriginal Job seekers in the mid north coast that includes Coffs Harbour. 2000 of these job seekers are served by *jobactive* providers and the remaining 600 are using self managed online services to search for job opportunities (DESE 2020).

The *jobactive* program is funded by DESE and is a major plank in the national employment support network that includes Coffs Harbour. There are 3 DESE funded *jobactive* providers in Coffs Harbour; ETC, Tursa and Nortec. These providers can access DESE's employment fund to organise training, support and placement for Aboriginal job candidates into work.

The *jobactive* placements can attract a wage subsidy that is paid to the employer for up to \$10,000 for an Aboriginal job placement.

Participants in the *jobactives* are supported by Aboriginal Employment Service providers such as Real Futures and AES with customised and tailored preemployment & skilled RTO training opportunities.


DESE also fund *Australian Apprenticeships* providers including: Sarina Russo, Verto, MEGT and Apprenticeships Support who can arrange Apprenticeships and Traineeships for Coffs Harbour Aboriginal job candidates.

Apprenticeships are a formal agreement made between the contractor, the Apprenticeships provider and the Aboriginal candidate. If the skill area for the Apprenticeship is on the National Skills Needs List then incentives can be paid to the contractor in return for making an Apprenticeship Agreement (DESE 2020).

The Apprenticeships provider then takes the Apprenticeship Agreement to Training Services NSW who register the agreement under the *NSW Apprenticeship and Traineeship Act 2001*. Once registered, Training Services NSW has funding to pay for the Apprenticeship training that can be delivered at a TAFE or another RTO.




















Training Services NSW are part of the NSW Department of Education and can also provide funding for pre-employment or other skilled training of Aboriginal candidates under their *Smart and Skilled* program at no cost to the contractor or local Employment Service provider.

Coffs Harbour RTO and *jobactive* provider ETC, has an Indigenous Services Team (IST) that provides intensive assistance to Aboriginal job candidates via employment skills training, group screening, application writing, interview skills, work site induction and safety practices. ETC's IST has a case-load of 500 Aboriginal jobseekers in the local area and can assist with skill updates & mentoring.



Engaging with Aboriginal
Employees on the Coffs
Harbour bypass

Coffs Harbour bypass Aboriginal Business Framework

Garby Elders	 Gurginj Gurginj LANDSCAPES	 aes Aboriginal Employment Strategy	 BLACKROCK INDUSTRIES	 BORGER CRANES	 Coffs Harbour & District LALC	 DIRECT CONCRETE & CONSTRUCTION
Cultural Services	Landscaping	Employment & Training	Earthworks	Crane Services	Cultural & Environmental	Concreting Services
Muurrbay Bundani	 JAGUN AGED & COMMUNITY CARE	 JNC group		 EXC	 Gawura Jackkn	 WAJAJANA YAAM ADVENTURE TOURS
Cultural Services & Earthworks	Cultural Services	Construction Services	Site Management	Signage	PPE & Safety Gear	Cultural Awareness Training
 WIRAJURI DEMOLITIONS CIVIL PTY LTD	 LINKed	 Ahoy Traffic Control AHOY! THERE	 NYANGGAN GAPI CATERING	 REAL FUTURES	 TSS TOTAL SURVEYING SOLUTIONS	 UNITED TRIBES
Demolition & Asbestos Removal	Procurement	Traffic Management & Labour Hire	Catering	Employment & Training	Surveying	Water Truck

All of the Aboriginal businesses listed here are covered in detail in the Capability Statements section.



Fire and Security

 NSW GOVERNMENT	 Coffs Harbour & District LALC	 NSWICC New South Wales Indigenous Chamber of Commerce	 Supply Nation	 IBA INDIGENOUS BUSINESS AUSTRALIA
Training Services NSW	Community Consultation	Business Support for Aboriginal Businesses	Online Aboriginal Business Directory	Business support for Aboriginal Businesses

Aboriginal Business Industry Feedback

According to feedback from Aboriginal businesses, a number of issues can impact the ability of Aboriginal businesses to gain access to work packages on major projects such as the Coffs bypass project.

Existing supply chain relationships with non Aboriginal contractors may be the largest single barrier to higher levels of Aboriginal business involvement. This can range from informal supply chain ties between the contractor and sub-contractor to more formal vertical partnerships or joint venture arrangements.

Feedback also indicated that there have been some local successes with the contracting of Aboriginal businesses in Coffs Harbour construction projects. Namely, smaller Aboriginal businesses have profited by working together with larger and more experienced Aboriginal Construction firms, sharing the project's benefits throughout the community.

Unfortunately, when these larger Aboriginal firms have completed their work on the project sometimes the smaller Aboriginal businesses are experiencing constraints in securing an opportunity to deal directly with the Managing Contractor. Equally, 90-day contractor payment arrangements can stress younger Aboriginal businesses without established and sustainable finance structures.

Aboriginal Business Opportunities and Supports

There is a vibrant range of Aboriginal businesses providing services in the Coffs Harbour region from concreting, traffic management, cultural awareness, crane operation, surveying, water truck, landscaping, catering and earthworks.

To initiate and facilitate engagement, we have included in the Coffs Harbour Aboriginal business Framework diagram and the Capability Statements section of this Aboriginal Participation Strategy. This document is an introduction to mainly local businesses in the area, there are likely other organisations and we encourage you to reach out to them as well.

There are a number of local supports available to assist Aboriginal businesses with training, finance, advisory, mentoring and networking.

The *Coffs Harbour and District Local Aboriginal Land Council* are a key stakeholder in the Coffs Aboriginal business community and provide community consultation, training and networking opportunities.

IBA has one Coffs Harbour based staff member and can provide mentoring to assist Aboriginal businesses.

Business mentoring for Aboriginal businesses is also provided by *Training Services NSW* who fund an Aboriginal Enterprise Development Officer (AEDO) based in Kempsey to provide advice and guidance for Coffs Harbour Aboriginal businesses about business planning, training and financial management.

The *National Indigenous Australians Agency* (NIAA) has established an Aboriginal business Hub in Western Sydney called Yarpa Hub that aims to provide support, training and advisory services to Aboriginal businesses.

First Australians Capital is a Sydney-based Aboriginal organisation that provides finance, mentoring and management support to Aboriginal businesses who are registered with them.

The *NSW Indigenous Chamber of Commerce* delivers mentoring, business support and advisory services for Aboriginal businesses who are registered with them as members.

Supply Nation provide opportunities for Aboriginal businesses to list in their Indigenous business Directory. Supply Nation also facilitates regular opportunities for Aboriginal businesses to network and connect with potential clients and customers.

Industry Engagement

“Industry recognises there are some strong Aboriginal businesses and contractors who offer a great mix of value and experience to business.”

Consultation with Industry

Feedback from the private sector indicates that in some instances, they are being approached by Aboriginal businesses who have unrealistic expectations.

According to industry, a small percentage of Aboriginal businesses are mistakenly expecting to be hired solely because they are Aboriginal and without consideration of their capacity to deliver on the project.

Industry is saying they need Aboriginal businesses that employ Aboriginal people, and have the appropriate capacity, skills and experience to bring to the project.

Furthermore, industry is saying they have established ways of procuring subcontractors and that these methods apply to Aboriginal businesses as well.

Industry is using Supply Nation and the NSW Indigenous Chamber of Commerce to identify Aboriginal businesses. Additionally, some Tier 1 contractors are developing internal Aboriginal supplier resource guides to make it easier for their procurement teams to be aware of Aboriginal businesses and what they offer.

Another issue cited by industry during our consultation is that project managers responsible for delivery may not have had any internal engagement with the procurement team in charge of resourcing. This is a disconnect that can make it difficult for Aboriginal firms to access real and lasting participation on some sites.

We've also received specific feedback from industry that Managing Contractors are not allocating enough experienced staff to attract, manage and retain Aboriginal Apprentices in major projects.

Take-away tip for Aboriginal contractors:

There could be benefits in applying to the online vendor procurement packages of major contractors before construction commences.

Coffs Harbour bypass Aboriginal Participation Policy FAQ

Will there be any audit process occurring to check up on the validity of my Aboriginal Participation stats?

Transport for NSW will be conducting audits and spot checks of the integrity of submitted Aboriginal Participation data from Coffs bypass project contractors.

If my competitors get higher Aboriginal Participation outcomes than our company, are they going to be favoured on future tenders?

Non-price criteria such as Aboriginal Participation is increasingly being embedded into the tender assessment and selection process for major projects, including Coffs Harbour bypass.

If it costs my company more to find Aboriginal employees, are those additional expenses claimable as Aboriginal spend?

Yes. Costs incurred in securing and retaining appropriate Aboriginal employment are eligible spend under your Aboriginal Participation requirements. Examples of activities include:

- Recruitment costs
- Pre-employment programs
- Personal Protective Equipment
- Training related to site-specific occupations
- Mentoring
- Cultural Awareness Training for existing staff
- Aboriginal Participation workshops

If I am having trouble locating Aboriginal businesses and employees who can I turn to for assistance?

We have included a number of Aboriginal businesses and Aboriginal Employment Service providers in the Capability Statements section on pages 26-70 of this strategy.

You can also find Aboriginal businesses listed in the Supply Nation online database that is free to access.

<https://supplnation.org.au/>

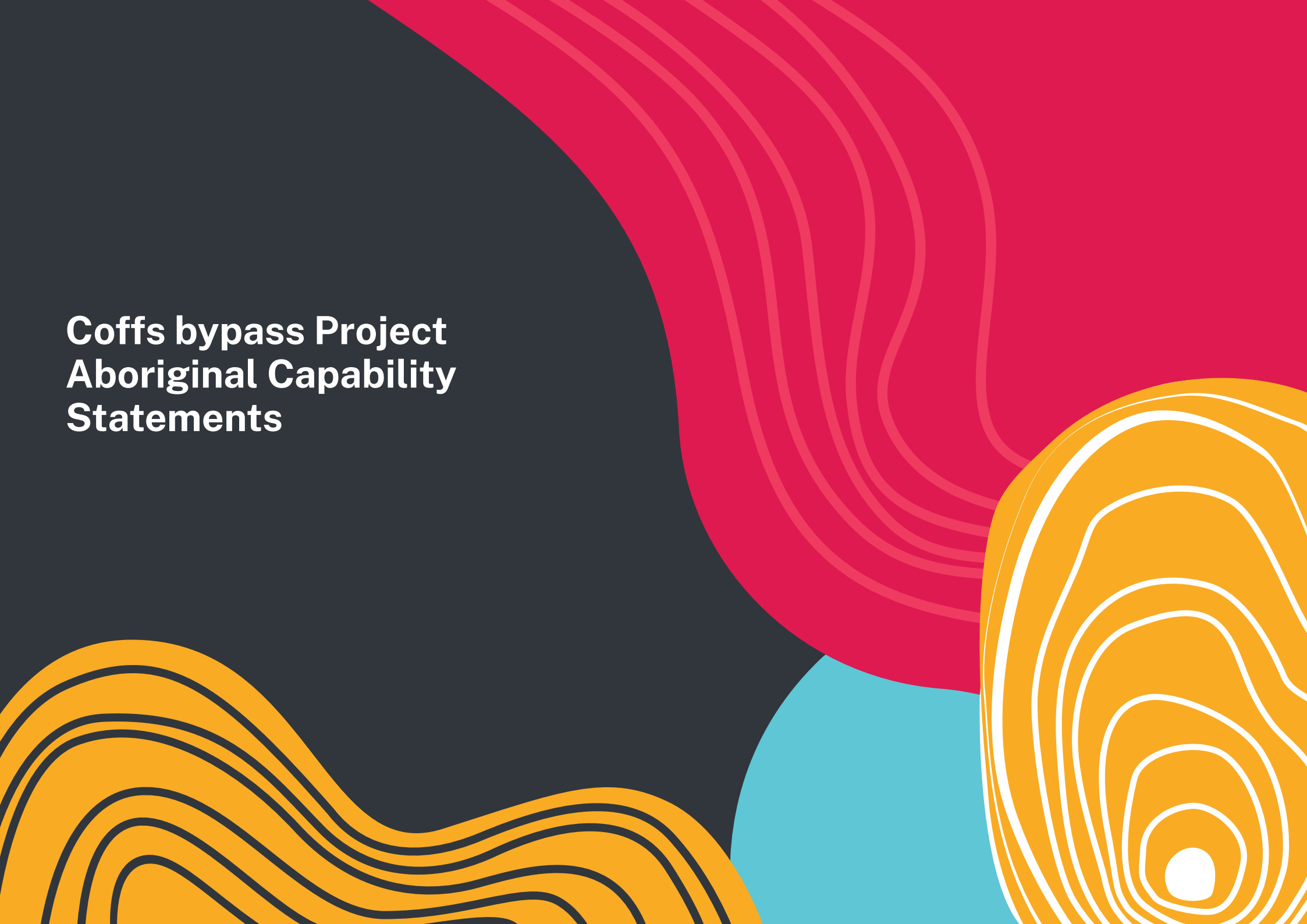
NSW Indigenous Chamber of Commerce also offer an online searchable database list of Aboriginal businesses that may be accessed by organisations that are paid members.

<https://nswicc.com.au/>

The Aboriginal Employment Service providers we have included in the Capability Statements will be willing to meet and assist you with your Aboriginal Participation requirements.

They are funded to deliver Aboriginal employment outcomes by government and may be able to partner and share expenses related to preparing some Aboriginal employees for site.

**Coffs bypass Project
Aboriginal Capability
Statements**



Coffs Harbour bypass Project Aboriginal Capability Statements

For Coffs bypass Contractors

Transport for NSW is committed to achieving its Aboriginal Participation requirements for the Coffs Harbour bypass Project. These requirements are driven by NSW Aboriginal Participation policy available here:

https://buy.nsw.gov.au/_data/assets/pdf_file/0007/949174/app_policy_jan_2021.pdf

and Australian Government Aboriginal Participation policy available here

https://investment.infrastructure.gov.au/files/Indigenous_Employment_and_Supplieruse_Infrastructure_Framework.pdf

The Coffs Harbour bypass Aboriginal Participation requirements should be regarded as minimum targets and are summarised on pages 12-14 and represent the ways your organisation can achieve its Aboriginal Participation objectives.

Capability Statements

The following Aboriginal Business Capability Statements have been collected from information supplied by the Aboriginal businesses that are featured. Capability statements, that are designed to assist tenderers in the process of developing their Aboriginal Participation Plan. Tenderers will find a summary of the skills offered by the Aboriginal businesses on page 21 of this document and access more detailed descriptions in the Capability Statement of each Aboriginal business, including their contact details.

For those tenderers interested in sponsoring Aboriginal training and capability building opportunities, the Coffs Harbour bypass project has a strong focus on the skill acquisition and recruitment of Aboriginal people. Transport for NSW will be working in partnership with local training organisations to implement an Infrastructure Skills Legacy Program which may be of assistance to you and your organisation.

“These Aboriginal Capability Statements are designed to assist tenderers in the process of developing their Aboriginal Participation Plan.”

Transport for NSW

Warrgambi

Link to Coffs bypass Project:

Supporting the participation of local Aboriginal businesses in the Coffs Harbour bypass Project

What we do

Warrgambi is a Supply Nation Certified, National Trades and Professional Services Company who have achieved ISO certification for 9001,14001 & 45001, which offer over 30 years' experience in a diverse range of innovative security, fire safety, data communication and technology solutions.

Our services include:

Fire Services

- Fire detection and suppression systems
- Fire systems service and maintenance
- Fire Systems Consulting

Security Services

- Physical Security management and consultation
- CCTV Installation and Management
- Access control installation and management
- Key safe installation and management

Electrical and Data Comms

- Data Cabling
- Data centre services
- Electrical design and installation
- Lighting design and installation
- Intelligent metering systems
- Power audits AV design and installation

Warrgambi is an Aboriginal word from the Gumbaynggirr nation on the NSW Mid North Coast which means 'Working Together'. Tim Donovan is the Managing Director and Co-founder and is a proud Gumbaynggirr man. We aim to provide job opportunities for local indigenous and non-indigenous Australians in the industries in which we operate. We have a mission to create positive social impact on the Mid North Coast.

The Warrgambi team has an extensive background within the security profession with both International and domestic security, public safety and risk management experience. We also specialise in Design, Installation, Service and maintenance of fire, security and communication solutions.

Warrgambi have recently carried out major fire system upgrades for the Australian National University and Department of Environment and the installation of CAT 6A and optical fibre cabling for a wireless network uplift for the NSW Department of Education.

“Now that I am living back on Country, I have a desire to create jobs and give something back to the community.”

Tim Donovan

Contact People

Directors:

Tim Donovan

tim@warrgambi.com.au

0437 984 787

Dave Healey

dave@warrgambi.com.au

0408 678 259



“At Warrgambi we have a good understanding about protecting infrastructure and we want to create employment opportunities for Indigenous and non-Indigenous Australians in our business.”

Tim Donovan



Dave Healey



Tim Donovan



Direct Concrete & Construction

Link to Coffs bypass Project:

Supporting the participation of local Aboriginal businesses in the Coffs Harbour bypass Project

Direct Concrete and Construction is an Aboriginal owned and operated building company with more than 15 years of concreting experience including major projects such as Gold Coast University Hospital and the Multiplex Indooroopilly Shopping Centre.

Our capability is any hand-poured concrete from larger pours like bridge decks to footpaths and crossovers. Steel fixing is something else we offer as well as skilled labour hire.

Maintaining a fair, honest and reliable working environment ensures we can provide an extra level of commitment, safety and service for our clients.

Direct Concrete and Construction strongly support opportunities for the local Aboriginal community to gain work experience in roles that can be sustainable.

We regularly employ, train and work with other Aboriginal people in our business to help improve local economic outcomes.

Investing in good relationships within our team provides encouragement and recognition to deliver superior outcomes for our clients.

Working with integrity, utilising each individual's talents and challenging ourselves to continuous improvement are all part of our strong work culture.

Aboriginal Participation Opportunities:

Direct Concrete and Construction would be happy to take on any concreting, steel fixing, formwork or labour hire jobs within our scale of operation for the Coffs bypass project.

“Creating the opportunity needed within our local Indigenous community.”

James Mercy

James Mercy

Direct Concrete & Construction Pty Ltd

james@directconcretingcontractors.com.au

0406 308 250

www.directconcretingcontractors.com.au



“I have had experience as leading hand and also second in charge on major pours.”

James Mercy

DIRECT
CONCRETE CONTRACTORS



Ahoy Traffic Control and Labour Hire

Link to Coffs bypass Project:

Supporting the participation of local Aboriginal businesses in the Coffs Harbour bypass Project

Ahoy Traffic Control and Labour Hire is a local Aboriginal owned and operated traffic control and labour hire company with more than 50 employees.

Ahoy Traffic Control has strong ties to the local Coffs Harbour community and runs a comprehensive mentoring program for staff and aims to close the employment gap for Aboriginal people by empowering the younger generation.

Ahoy Traffic Control has a strict Work Health and Safety (WHS) policy to ensure all works are completed to a high standard. Ahoy is committed to providing safe and efficient circulation of pedestrians and vehicles throughout any work-site and adheres to the relevant state codes of practice for building, construction and traffic management services.

Ahoy Traffic Control and Labour Hire is recognised by NSW local government procurement as a sustainable choice provider for its strong commitment to environmental protection, maintaining cultural heritage and providing employment for Aboriginal Australians.

Ahoy Traffic Control has obtained G10 certification with Transport for NSW and is an experienced provider in a range of projects right across the East coast of Australia.

Aboriginal Participation Opportunities:

Contact Ahoy Traffic Control and Labour Hire for your Coffs Harbour bypass Traffic Control and Labour Hire requirements.

“Our key traffic control workers have over 10 years experience and have been team leaders in major road constructions such as the Woolgoolga to Ballina bypass and state road resealing projects.”

Des Ahoy

Des Ahoy

Ahoy Traffic Control and Labour Hire

ahoythetrafficcontrol@gmail.com

0402 850 177

<https://ahoytrafficcontrol.com>

“We offer high quality Traffic Management with the number one focus on safety first.”

Des Ahoy



Des Ahoy and family



Nyanggan Gapi Cafe & Catering

Link to Coffs bypass Project:

Supporting the participation of local Aboriginal businesses in the Coffs Harbour bypass Project

Nyanggan Gapi Cafe & Catering aims to fill a niche in Aboriginal catering for business and the community in the Coffs Harbour region and surrounds.

Nyanggan Gapi Cafe & Catering uses quality ingredients, prepared by people who care.

Our pre-prepared catering boxes are a hit with our customers and contain various options to suit your needs.

Nyanggan Gapi Cafe is located at Sealy lookout in Coffs Harbour and offers something unique for locals and visitors incorporating native flavours into the food. Our menu includes:

Wraps, Sandwiches, Damper rolls, Fruit platter, Cheese board, Lemon Myrtle Raspberry and Blueberry muffins, Wattleseed Brownies, Orange Almond Cake, Sour cream plumb crumble muffins, Chocolate citrus tarts, Fresh and dried fruit, Cheese and crackers, Yoghurt muesli cups, Dips, Savoury nibbles, Veg sticks, Vegan and other dietary requirements are catered for.

Nyanggan Gapi Cafe & Catering Nyanggan Gapi Cafe & Catering is a social enterprise run by Bularri Muurlay Nyanggan Aboriginal Corporation. 100% of profits from Nyanggan Gapi Cafe & Catering go towards our core programs including after school learning centres and Aboriginal language revitalisation.

Nyanggan Gapi Cafe & Catering provides jobs to Aboriginal youth who are employed as baristas, tour guides, dancers and artists.

Aboriginal Participation Opportunities:

Meet your Aboriginal participation requirements by booking Nyanggan Gapi Cafe & Catering to supply food for your office and site catering requirements.

Nyanggan Gapi Cafe & Catering is interested to provide catering services to Coffs Harbour bypass contractors through our mobile cafe that can be parked at a safe and handy location to your office or on site workplace.

“We are expanding our cafe at Sealy Lookout to meet the growing demand for our Aboriginal catering services and also to offer sit down lunch meals.”

Kamla Webb

Kamla Webb

Nyanggan Gapi Cafe & Catering

cafe@bmnac.org.au

0409 536 670

www.bmnac.org.au

“We began Nyanggan Gapi Cafe & Catering in 2017 in a bid to ensure Gumbaynggirr youth are “two path strong”, meaning both strong in culture and education.”

Clark Webb



Wajaana Yaam Gumbaynggirr Adventure Tours and Cultural Awareness

Link to Coffs bypass Project:

Supporting the participation of local Aboriginal businesses in the Coffs Harbour bypass Project

Wajaana Yaam Adventure Tours (WYAT) is an award winning Aboriginal owned tourism businesses in Coffs Harbour NSW. Our name translates to 'from this country' in the local Gumbaynggirr language.

Wajaana Yaam Adventure Tours invites you to Stand Up Paddle (SUP) with us and connect to land and sea through stories and taste our seasonal bush tucker.

No fitness level or SUP/kayak experience is necessary to participate in our tours. Our qualified instructors provide a SUP lesson at the commencement of each tour to ensure an enjoyable and safe experience for all.

By undertaking our tour, your company is contributing to the well-being of our community. Our social enterprise provides an employment pathway for our youth and community members along with education in language and culture.

Wajaana Yaam Adventure Tours has experience in delivering the following:

- 2.5 hour Stand Up Paddle & Kayak Tours in Coffs Creek, Moonee and Red Rock;
- 2.5 hour Cultural Tour at Sealy Lookout, Orara East State Forest;
- Half Day Cultural Tours;
- Full Day Cultural Tours;
- Multi Day Tours (camps and conferences); Session;
- 1.5 hour Cultural Awareness Teaser Session;
- Half day Cultural Awareness Training;
- Full day Cultural Awareness Training;
- Dance performances

Aboriginal Participation Opportunities:

Meet your Aboriginal participation requirements by booking Wajaana Yaam Adventure Tours to help your Coffs Harbour bypass construction staff and contractors experience the fascinating Aboriginal culture of the Coffs Coast.

“This year, Wajaana Yaam Adventure Tours became a Tourism Australia Signature series member in recognition of our commitment and professionalism in communicating Gumbaynggirr Aboriginal cultural knowledge from the Coffs Harbour area.”

Clark Webb

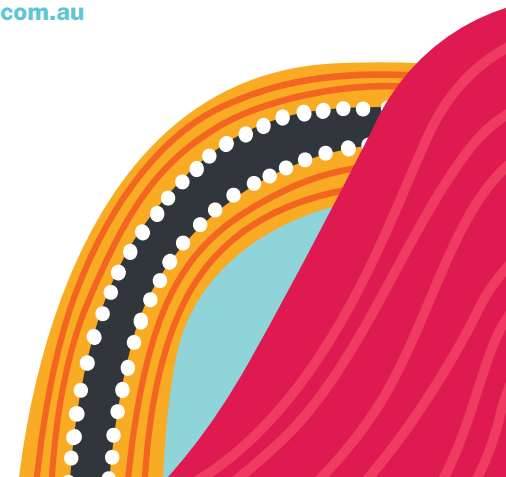
Clark Webb

Wajaana Yaam Gumbaynggirr Adventure Tours

info@wajaanayaam.com.au

0409 536 670

www.wajaanayaam.com.au



“Indigenous cultural awareness and cultural competence need to be recognised as vital elements in the education of all Australians.”

(Hill & Mills 2013)



Real Futures VTEC

Link to Coffs bypass Project:

Supporting local Aboriginal employment in the Coffs Harbour bypass Project

Real Futures is a private owned Aboriginal company working across the North Coast and Mid North Coast of NSW. We have an office located in Coffs Harbour and our head office is based in Kempsey, an hour's drive south from Coffs. We are a national company and have offices in the Hunter region, Western Sydney, Western Australia and Northern Territory.

Real Futures has a dedicated team that specialises in helping Aboriginal and Torres Strait Islander people find sustainable employment opportunities.

We work with Aboriginal people to get them job ready which can involve training, skills-building workshops, pre-employment programs, coaching and onboarding requirements such as police checks, working with children's checks, medicals, white cards etc.

Real Futures also assists our aspirants with resumes, job applications, interview skills and a 24 hour culturally appropriate mentoring support service.

We are a **free** service available to employers and contractors to assist with finding suitable staff.

Real Futures connects with the local Aboriginal community and Traditional Owners and can provide cultural awareness training. Advertising for job opportunities, screening for the right person, reference checking and undertaking the relevant onboarding requirements.

Aboriginal Participation Opportunities:

Meet your Aboriginal participation requirements by engaging with Real Futures to identify work-ready Aboriginal employees.

“Real Futures VTEC creates sustainable employment opportunities for the communities we work in, assisting contractors to identify suitable people and training for their projects.”

Melissa Fernando
VTEC Manager, Real Futures

Melissa Fernando
Real Futures
melissa@realfutures.net
0455 147 670
www.realfutures.net

“We have doggers, riggers, crane operators, excavate drivers, moxy operators and roller drivers.”

Real Futures



Real Futures Disability Employment Service

Link to Coffs bypass Project:

Supporting local Aboriginal employment in the Coffs Harbour bypass Project

Real Futures is a private owned Aboriginal company working across the North Coast and Mid North Coast of NSW. Real Futures Disability Employment Service located in Coffs Harbour, Dorrigo, Nambucca, Macksville, Bowraville & Kempsey.

Under the Real Futures Disability Employment Service, we assist people with identified disabilities, mental health issues and injury.

The Real Futures Disability Employment Service covers people that may be dealing with something as simple as recovering from a dislocated shoulder through to waiting to qualify for a disability pension. It also covers people that have unseen barriers such as illiteracy, anxiety or a criminal record.

These people have come to us because we can provide them with support and access to various employment and study options that allow them to feel respected, included and worthwhile.

At Real Futures, we support both the employer and the client through various funding options, including supported courses for the individual as required so they meet employer expectations.

Real Futures Disability Employment Service provides meaningful activities and employment for people in the community who could otherwise be left behind.

Aboriginal Participation Opportunities:

Meet your Aboriginal participation requirements by engaging Real Futures Disability Employment Service to make a positive impact in someone's life.

“Our role is to work with Job Seekers who have a recognised disability and find them suitable employment or increase their employability skills via vocational education courses.”

David Field
DES Manager, Real Futures

David Field
Real Futures
david.field@realfutures.net
0427 079 956
www.realfutures.net



“Enrich your workplace.
Employ a First Australian.”

Real Futures



Borger Cranes

Link to Coffs bypass Project:

Supporting Aboriginal business participation in the Coffs Harbour bypass Project

Borger Cranes is a family-owned and operated Aboriginal crane hire and rigging business growing from a single crane in 1980 to a fleet of 105 cranes today in 2020.

Our service extends to some of Sydney's largest construction companies and in major projects across the whole of the NSW East Coast.

We offer a Crane Hiring Service as well as the supply of Rigging Equipment and accessories. Borger Cranes' extensive fleet uses the latest mobile cranes and can cater for any lifting application, from 3 tonnes to 750 tonnes.

At Borger Cranes, there is an ongoing focus on safety. We offer OH&S/EHS specialist solutions for all your crane requirements with our in-house consultation services and OH&S Coordinator.

Borger Cranes are able to draw on combined industry experience of more than 150+ years from our management, supervisors and senior crane drivers.

Borger Cranes also have a Crane mechanic who is able to conduct 90% of all crane repairs in-house in the event they are required.

Borger Cranes can provide detailed computer-based drawings via auto cad and 3d drawing programs to help our clients better understand their lift process and requirements.

Borger Cranes see themselves as one of the few large non-listed / consortium crane companies in Australia who are able to provide their clients with a personal level of service.

Aboriginal Participation Opportunities:

Meet your Aboriginal participation requirements by hiring Borger Cranes.

“Borger likes to stay ahead of the game and help communities take advantage of the opportunities in the Construction industry.”

Shawn Borger

Shawn Borger
Borger Cranes
shawn@borgercranes.com
0412 385 557
www.borgercranes.com



“We’ve worked on the M4, Northern Rd Upgrade, West Connex, North Connex, Light Rail and the North West Rail Link.”

Shawn Borger

United Tribes Aboriginal Corporation

Link to Coffs bypass Project:

Supporting local Aboriginal business participation in the Coffs Harbour bypass Project

United Tribes Aboriginal Corporation is a family business located in Coffs Harbour and is 100% Aboriginal owned and operated.

All of our local employees are of Aboriginal descent and support United Tribes to provide meaningful employment and workforce opportunities to its members.

United Tribes would like to supply water truck spraying services to the Coffs Harbour bypass Project.

United Tribes' workforce credentials include qualifications in civil construction, heavy rigid license, white card, excavator, roller, skid steer, articulated haul truck and have undertaken both Pacifico and Pacific Complete inductions. Our employees comply with all Work, Health & Safety (WHS) policies and procedures through hazard identification and risk assessments, Standard Operating Procedures (SOP's) & Traffic Management Plans (TMP).

United Tribes Aboriginal Corporation United Tribes has qualified water truck drivers with more than 8 years experience supplying water spraying to civil construction projects. United Tribes Aboriginal Corporation has the capacity to supply two local Aboriginal workers and trucks to the Coffs Harbour bypass Project. We anticipate that involvement in the Coffs bypass project would allow us to positively impact some Aboriginal NDIS participants who could gain exposure and valuable experience. Work on the Coffs bypass would also enable us to award an apprenticeship to a local Aboriginal person.

Aboriginal Participation Opportunities:

Meet your Aboriginal participation by hiring United Tribes Aboriginal Corporation for your Water Truck requirements.

“We have qualified water truck drivers with more than 8 years experience.”

Chris Fuller

Chris Fuller

United Tribes Aboriginal Corporation

Unitedtribes@yahoo.com

0481 739 704

“At United Tribes we break down barriers and provide meaningful employment opportunities for the community.”

Chris Fuller



Total Surveying Solutions

Link to Coffs bypass Project:

Supporting Aboriginal business participation in the Coffs Harbour bypass Project

Established in 2004, TSS is a 100% owned Aboriginal organisation with almost 100 people on its team. TSS specialises in Infrastructure, Construction, High Rise, Cadastral, scanning/modelling and topographical surveys.

At TSS, we pride ourselves on our attention to detail with a highly and continually trained personnel, an experienced management team, effective communication, quality management systems and a workplace safety management system (ISO 2004).

TSS offers employment and education programs for Aboriginal and Torres Strait Islander people interested in surveying. TSS provides them with full-time employment, giving them on the job training and experience in the industry as well as exposure to different types of surveying. TSS also provides them with the opportunity to enrol part-time in a TAFE surveying course with the later option of going onto a University degree.

WestConnex New M5 at Bexley

TSS worked on the New M5 at Bexley that connects to an upgraded King Georges Road Interchange, the airport and southern suburbs. TSS provided a survey for the construction of the buildings, infrastructure and pavements within the MOC1 area of the project. In addition, TSS worked on the south shared user path and the 'cut and covers' which are the entrances of the tunnels leading up to the tunnel head walls.

In the community, TSS has supported Clontarf for many years and the Bunuba community in Fitzroy Crossing, WA. TSS supports the education of our clients about Aboriginal history via our capability statements and the delivery of many Aboriginal books to the site and corporate headquarters of our clients. TSS also proactively assists clients in marketing for Aboriginal business involvement success.

Aboriginal Participation Opportunities:

Meet your Aboriginal participation requirements by hiring Total Surveying Solutions.

“In July 2021, we achieved AEO survey certification with Transport for NSW which is really positive.”

Michael Hatton

Michael Hatton
Total Surveying Solutions
mh@totalsurveying.com.au
0409 150 856
www.nsw.totalsurveying.com.au

“My favourite part of the business is watching the team grow and delivering a positive outcome for our clients.”

Michael Hatton



Blackrock Industries

Link to Coffs bypass Project:

Supporting Aboriginal business participation in the Coffs Harbour bypass Project

Founded in Muswellbrook, NSW by Steve Fordham, Blackrock Industries began as a labour-hire company with one truck and two workers.

Now Blackrock Industries is situated in 17 locations across Australia and employs more than 55 people with a 75 per cent Indigenous workforce that includes 20 rehabilitated inmates providing specialist labour services to the mining and construction industries.

With a small but highly skilled team of mining professionals, engineers and other specialists, Blackrock Industries focuses on working with clients to improve Indigenous workplace and economic participation.

Steve Fordham strives to balance his business ambitions with his strong inclusive values and roots as a Kamilaroi man. He is committed to creating positive solutions for communities and the environment, including creating jobs and driving regional economies.

“We aim to create solutions that serve society and which work alongside local communities as they grow and develop. For this to be possible, our teams must adopt environmentally responsible attitudes to the work they complete. Operating within strict best practices as they administer mining and construction services across Australia,” Steve says.

Black Rock has experience in the following Major projects:

- Scone bypass (Daracon)
- Muswellbrook Sewer (Downer)
- MACH Energy, Mt Pleasant
- Sedgman Washery
- BGC

Aboriginal Participation Opportunities:

Meet your Aboriginal participation requirements by hiring Blackrock Industries for plant and equipment hire, earthworks, stemming, rehabilitation development and industrial cleaning.

“Blackrock Industries is committed to working with our clients to provide quality services & positive customer outcomes, whilst striving to improve both Indigenous & non-Indigenous skills development and workplace participation.”

Steven Fordham

Steven Fordham
Black Rock Industries
Steve@blackrockindustries.com.au
0488 989 295
www.blackrockindustries.com.au

“We are an Indigenous-owned business with a vision to be leaders in our community.”

Black Rock Industries



Aboriginal Employment Strategy

Link to Coffs bypass Project:

Supporting local Aboriginal employment in the Coffs Harbour bypass Project

The AES is an experienced, high impact Aboriginal recruitment and group training company that operates nationally including Coffs Harbour.

AES supports over 1,500 Aboriginal and Torres Strait Islanders into jobs or traineeships/apprenticeships each year.

AES is a large and effective Aboriginal recruitment company in Australia that offers a range of services that supports the success of Indigenous Australians into employment.

AES offers Aboriginal mentoring to support career seekers to achieve retention beyond 6 months once a candidate is placed in a new role.

We design and deliver industry endorsed pre-employment programs that are effective in providing bulk recruitment services to large employers and also labor hire services nationally.

AES has a specialist team that is highly skilled in the construction industry providing apprentices, facilitate labour hire and site supervision services.

AES delivers employment related Aboriginal “Cultural Respect” training to ensure Aboriginal workers and supervisors are best placed to facilitate successful long term career placements.

Other services offered include RAP development and implementation, Aboriginal specialist HR advice, facilitation, mediation and development of Aboriginal Employment strategies..

Aboriginal Participation Opportunities:

Meet your Aboriginal participation requirements by hiring Aboriginal Employment Strategy for your Aboriginal employment needs.

“This year AES celebrated 25 years in business and are presently leading the way in Aboriginal employment around Australia.”

Shonelle Pholi

Shonelle Pholi
Aboriginal Employment Strategy
shonelle.pholi@aes.org.au
0458 301 958
www.aes.org.au

“At AES we create
career opportunities for
Indigenous Australians. We
make change happen.”

AES



ETC Indigenous Services Team Partnership

Link to Coffs bypass Project:

Supporting local Aboriginal and Torres Strait Islander employment in the Coffs Harbour bypass Project

The ETC Indigenous Services Team (IST) proposes to support Aboriginal and Torres Strait Islander recruitment through a partnership based model with the Coffs Harbour bypass contractors and sub-contractors.

IST is delivered by ETC's Indigenous Employment Officers throughout the Mid North Coast and North Coast and is a fully-funded & free service available to Coffs Harbour bypass contractors.

As your preferred recruitment partner, IST would coordinate with stakeholders such as Employment Services providers and local Aboriginal organisations to identify and support potential Aboriginal and Torres Strait Islander candidates.

IST would engage with contractors and subcontractors to ensure alignment with your recruitment requirements and processes.

Examples of specific activities include:

In partnership with Coffs Harbour bypass contractors and subcontractors, ETC's IST will hold information sessions for job applicants.

These sessions may link to group screening, interview processes, initial induction, and safety awareness training.

Assisting Aboriginal and Torres Strait Islander candidates to prepare and apply for jobs, including skills updates, applications and interview preparation.

Pre-employment training in traffic control, working at heights, working in confined spaces and Certificate 111 in Civil Construction including plant operations, licensing and ticketing.

IST can also provide paid work trials, PaTH internships, wage subsidies and mentoring support for Aboriginal workers as required.

ETC placed 1270 Aboriginal and Torres Strait Islander people into work during 2020/21.

Aboriginal Participation Opportunities:

Meet your Aboriginal participation requirements by partnering with ETC's Indigenous Services Team.

“Our Indigenous Services Team (IST) empowers Aboriginal people, families and communities through increased training and employment opportunities.”

Jennie Rosser

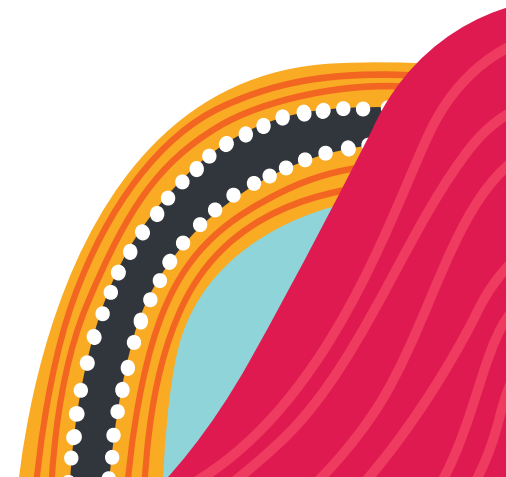
Jennie Rosser

ETC Indigenous Services Team

jennie.rosser@etcltd.com.au

0419 895 170

www.etcltd.com.au



“We have access to 500 Aboriginal and Torres Strait Islander job seekers in the local area.”

Indigenous Services Team



Gurjinj Gurjinj landscapes

(auspiced by Coffs Harbour Aboriginal Land Council)

Link to Coffs bypass Project:

Supporting Aboriginal Business participation in the Coffs Harbour bypass Project

Our business name Gurjinj Gurjinj landscapes, in Aboriginal Dunghutti language means “praying mantis”.

Gurjinj Gurjinj landscapes do landscaping, tree planting, car parks, rubbish removal, horticulture and conservation land management.

With more than 25 years experience, we’ve landscaped 30 houses in Armidale, car parks for medical services, housing projects in Newcastle and also teach horticulture & landscaping & conservation land management at TAFE.

Gurjinj Gurjinj landscapes have always employed Aboriginal people on our jobs. We’ve also trained around 30 people in horticulture, landscaping and we possess extensive knowledge of bush tucker in the Dunghutti Aboriginal nation areas.

Gurjinj Gurjinj landscapes provides a professional service and takes great pride in our work.

Gurjinj Gurjinj landscapes loves creative challenges & the process of working with our clients to develop the right solution for the job.

Gurjinj Gurjinj would like to provide landscaping services to Coffs bypass project to provide local jobs and opportunities for Aboriginal people in the Coffs Harbour Area and surrounds.

Aboriginal Participation Opportunities:

Meet your Aboriginal participation requirements by hiring Gurjinj Gurjinj landscapes.

“In the last year, I have been doing more training of Aboriginal students in Horticulture Certificate 3.”

Barry Vale

Barry Vale
Gurjinj Gurjinj landscapes
barryvale13@gmail.com
0474 277 824

“I would just like to acknowledge
the traditional owners past &
present & show my respect.”

Gurjinj Gurjinj landscapes



EXC Signage

Link to Coffs bypass Project:

Supporting Aboriginal business participation in the Coffs Harbour bypass Project

EXC signage delivers excellence in signage and display solutions for government and cultural institutions, including museums, galleries and the private sector.

EXC has 20 years experience producing high-quality signage and display products with exemplary service covering the full scope of work from design to delivery.

As an Indigenous-owned business, EXC strives to build a diverse workforce based on integrity and quality. We are proud of the different cultures that flow within our team who respect the First Peoples of this land.

EXC acknowledges the Ngunnawal people who are the traditional custodians of the land on which we operate. We pay our respects to the Elders of the Ngunnawal Nation both past, present and future.

EXC's road and traffic signage services include:

- Road sign safety
- PPE safety
- Road signs
- Safety signs
- Reflective clothing
- Bus shelters
- Vehicle graphics
- Braille signs
- Corporate signage
- Line marking
- Car park safety
- Internal signage
- Installation services

Aboriginal Participation Opportunities:

Meet your Aboriginal participation requirements by hiring EXC signage.

“We proudly recognise that our strength is our people and are committed to employing Aboriginal and Torres Strait Islanders in meaningful career opportunities. We are realistically able to grow, build and support emerging Indigenous businesses within our supply chain, as we conduct business with a social purpose.”

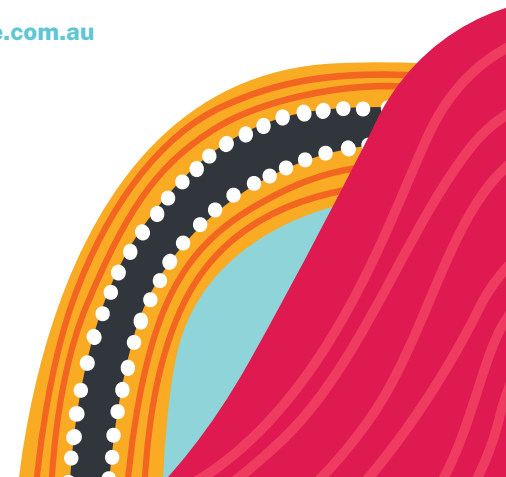
Jeremy Blanch

Jeremy Blanch

EXC

jeremy@excsignage.com.au

0413 305 218



“Our reputation is founded on our capability, versatility and quality.”

EXC signage



LINKeD Procurement

Link to Coffs bypass Project:

Supporting Aboriginal business participation in the Coffs Harbour bypass Project

LINKeD Procurement is an Aboriginal owned business that provides direct-to-site job lot trade orders for your construction and building supply requirements. LINKeD has a strong supply chain and is able to service your site procurement needs eliminating downtime and reducing costs.

LINKeD offers experience, coupled with capability to rival Australia's biggest safety and consumables suppliers. Proudly Supply Nation certified, we successfully deliver complex, large-scale project consumables in local and remote locations and are backed by trade buying groups who offer access to over 300 suppliers.

LINKeD has successfully completed many high-value, specialised projects in the private sector across Federal, State and Local governments on time and within budget.

Whilst working on the Coffs Harbour Public School and Hospital project, LINKeD sourced procurement through local suppliers and businesses who encouraged Aboriginal participation.

LINKeD is currently supplying a number of high profile infrastructure projects including:

- M80 Freeway Upgrade: CPB Contractors
- Monash Freeway: CPB Contractors
- 2-North T4: Next Rail - John Holland
- TAP04: Novo Rail Alliance - Laing O'Rourke

Aboriginal Participation Opportunities:

Meet your Aboriginal participation requirements by hiring LINKeD for your site procurement needs.

“We presently have 100% Aboriginal staff and strive to ‘close the gap’ between Indigenous and non Indigenous people by recruiting and mentoring Indigenous employees right across our business.”

Bridgette Betts

Bridgette Betts
LINKeD Procurement
bridgette@linkedaus.com.au
0411 249 360
www.linkedaus.com.au

JNC
CONSTRUCTIONS

“Our Mission is to make life easier
for construction contractors.”

LINKeD procurement



JNC Group

Link to Coffs bypass Project:

Supporting Aboriginal business participation in the Coffs Harbour bypass Project

JNC Group has a strong track record working with government and commercial clients on civil construction, infrastructure and building projects.

Founded by Jeremy Blanch in 2010 following success in civil and building construction, JNC has grown to become a dynamic group with capabilities across civil construction, infrastructure, signage, security fencing and commercial building projects.

We build success through innovation, collaboration and a culture that thrives on empowering diversity. We have a strong team of industry-experienced partners with proven ability to work in collaborative multidisciplinary environments, focusing on highquality outcomes and low-risk solutions.

Our portfolio spans civil, urban, utilities and building projects including residential and commercial land developments, main-road construction, bridge construction and critical infrastructure asset installations. Our recent projects include boundary fencing at Sydney Airport, water and sewage upgrades at NT defence sites and the Coffs Harbour Hospital.

JNC can supply

- Design and construct capability
- Road pavements, bridge and culvert installations
- Accredited R2 & B1
- Assets relocation and installation
- Water-mains
- Stormwater drainage
- Sound walls
- Structural steel supply and install
- Early works and camp construction
- Personnel and plant equipment hire, including safety barriers

Aboriginal Participation Opportunities:

Meet your Aboriginal participation requirements by hiring JNC Group.

“Being a locally based contractor, we have the capacity, skills and knowledge to improve Aboriginal Engagement for the Coffs Harbour bypass project. We presently have an Aboriginal employment rate of 20% and a supply chain spend with other Indigenous businesses in excess of 5.5 million dollars last financial year.”

Michael Farrell

Michael Farrell
JNC Group Pty Ltd
michael.farrell@jncgroup.com.au
0431 558 543
www.jncgroup.com.au

“JNC Group are certified by TfNSW’s Guidelines National Prequalification System for Civil (Road and Bridge) Construction Contracts.”

JNC



Dreamtime Professionals

Link to Coffs bypass Project:

Supporting Aboriginal business participation in the Coffs Harbour bypass Project

Dreamtime Professionals is a Gumbaynggirr owned and operated civil engineering, construction project planning and management business based on the North Coast of NSW.

Managing Director of Dreamtime Professionals, Matthew Smith, first became interested in Construction when he was in High School.

Matthew later enrolled in Civil Engineering at UTS where he learned about work onsite and in the lab including geotechnical soil testing, compaction testing, core drilling, pavement condition assessment, cone penetration, surveying, road design, bridge evaluation and assessment.

Following completion of his studies, Matthew joined RTA (Transport for NSW) as a graduate cadet in 2009 where he was exposed to fulfilling site surveillance, quality assurance, plus environmental and safety management duties under the leadership of the Sapphire to Woolgoolga Pacific Highway Upgrade site management team.

Later promoted to a Senior Project Development Officer, Matthew managed the RMS (Transport for NSW) roads and fleet team for a number of large road construction projects in regional NSW.

After returning to Sydney, Matthew worked on the Sydney Harbour Bridge Pedestrian Lift project assisting with the development of tender specifications and documentation.

Since then, Matthew has been head-hunted to work on a number of key construction projects including the Coffs Harbour Hospital Expansion and formed his Aboriginal business, Dreamtime Professionals, in response to this demand.

Aboriginal Participation Opportunities:

Meet your Aboriginal participation spend on the Coffs Harbour bypass Project by hiring Matthew and Dreamtime Professionals as your site manager or project engineer.

“Being a contract specialist, I have a great attention to detail and enjoy innovating about how to get the best value for money for the work whilst providing value to the community.”

Matthew Smith

B.Eng (Civil)

RPEng (Civil) – Registered Professional Association of Professional Engineers Australia

Bridgette Betts

Dreamtime Professionals

Matthew.dreamtimeprofessionals@gmail.com

0417 419 344

www.dreamtimeprofessionals.com

“Having accurate and well-organised documentation is essential to communicate the vision of the project with precision.”

Matthew Smith



Matthew Smith and Uncle Brownie



Wiradjuri Demolitions Civil

Link to Coffs bypass Project:

Supporting Aboriginal business participation in the Coffs Harbour bypass Project

Wiradjuri Demolitions Civil is a 100% Indigenous-owned specialist demolition and asbestos removal company owned by Paul Towney and located on the Central Coast.

Paul's construction work journey began at Workcover NSW, where he was exposed to site inspections and noticed that few Aboriginal people were working in the industry.

After conducting more research, Paul discovered the market for asbestos removal was growing and decided to start a business, Wiradjuri Demolitions, that became the first Aboriginal organisation to gain an asbestos removal license in Australia. Creating employment opportunities for Aboriginal people whilst reducing the asbestos health risk to communities.

Soon afterwards, Wiradjuri Demolitions partnered with Lendlease, who quickly saw the positive outcomes of mentoring an Aboriginal business.

“Lendlease showed us the ropes in construction, introduced us to contacts, taught us about compliance, regulations and fed us an ongoing supply of work,” says Paul.

Over the last 10 years, Paul has grown the business to connect with other Tier 1 and Tier 2 organisations plus he has achieved full prequalification for Wiradjuri Demolitions Civil with NSW government.

More recently, Wiradjuri Demolitions Civil has added traffic control, compound cleaning, plant civil clearing & excavations, truck haulage & landscaping to its list of services offered. Building on this knowledge, Wiradjuri has formed a partnership with TAFE NSW to teach these capabilities to Aboriginal students.

Aboriginal Participation Opportunities:

Hire Wiradjuri Demolitions Civil to meet your Aboriginal participation spend for the Coffs Harbour bypass Project.

“Wiradjuri Demolitions is the only licensed Indigenous-owned demolition & Class A asbestos removal company in NSW.”

Paul Towney

Paul Towney

Wiradjuri Demolitions Civil

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“My business is looking to help contractors comply with the Aboriginal Procurement Policy. When contractors understand they can direct-source Aboriginal businesses under the policy like mine, it can make the compliance process easier for them.”

Wiradjuri Demolitions Civil



Paul Toney



Gawura Jackson

Link to Coffs bypass Project:

Supporting local Aboriginal business participation in the Coffs Harbour bypass Project

Gawura Jackson is a family-owned Aboriginal business located in Coffs Harbour who specialise in the provision of quality Hi-Vis workwear and personal protective equipment (PPE) for the Construction industry.

Gawura's story commences with its owner and director Peter Jackson, who began his construction career as a brickie's labourer before later being hired as a Work, Health and Safety Officer (WHS) in a number of urban construction projects.

Working in Work, Health and Safety provided Peter with insights about the importance of having the right safety equipment, appropriate high visibility clothing and sensible safety signage.

Experience, that he later took with him working as a WHS coordinator for a gas field re-supply ship.

After his offshore employment, Peter returned to the NSW Central Coast and whilst working in maintenance, was introduced to a leading provider of PPE and workwear.

Drawing on this new partnership and his Work, Health and Safety expertise, Peter decided to set up his own Aboriginal business, Gawura Jackson, to service the Construction industry.

Today, Gawura Jackson supplies PPE, safety signage, Hi-Vis clothing and workwear to its NSW construction clients.

Gawura Jackson also have expertise in the provision of chemicals and cleaning products for site.

According to Peter, "Everything runs to a deadline on-site and projects can't afford to be delayed. By providing up to the minute site cleaning services and hand sanitisers, we can help projects reduce the risk of downtime." he said.

More recently, Gawura Jackson have partnered with a Rail and Civil business to include labour hire as part of its service offering.

Aboriginal Participation Opportunities:

Contact Peter Jackson for your Coffs Harbour bypass PPE, Hi-Vis, safety signage, workwear, site cleaning services and labour hire.

"Partnership has been the bedrock and foundation of our business."

Peter Jackson

**Peter Jackson
Gawura Jackson**

peter@gawurajackson.com.au

0434 490 302

www.gawurajackson.com.au



“PPE and Hi-Vis are so important for safety and knowing where workers are.”

Peter Jackson

Coffs Harbour and Districts Local Aboriginal Land Council

Link to Coffs bypass Project:

Supporting local Aboriginal business participation in the Coffs Harbour bypass Project

Coffs Harbour and Districts Local Aboriginal Land Council (CH&DLALC) is the peak body for Aboriginal business, culture, land and community for Coffs Harbour.

According to acting CEO Desley Flanders, CH&DLALC is a one-stop-shop for Aboriginal engagement in the Coffs Harbour region and boasts a workforce of more than 20 Aboriginal people and a membership of more than 300.

CH&DLALC staff have a wide range of competencies relevant to the Coffs Harbour bypass Project including:

Safe application of chemicals, tree felling/ pruning, land surveying and mapping, cultural heritage item detection, habitat restoration, bank stabilisation, soil and sediment erosion controls,

water diversion strategies, planting of native stock, landscaping, soil preparation, seed casting, community events facilitation and the cultural activation of sites with ceremony, song & dance.

Using these and other skills, the team at CH&DLALC specialise in land management, bush regeneration, cultural heritage site assessment, fauna and flora surveys, bulk rubbish clean-ups, vegetation management, tree removal/ maintenance, community engagement, events facilitation and coordination.

Aboriginal Participation Opportunities:

Partner with Coffs Harbour and Districts Local Aboriginal Land Council to meet your Aboriginal participation requirements.

“Coffs bypass contractors should consider the Coffs Land Council as their local Aboriginal engagement partner and cultural adviser.”

Desley Flanders

Desley Flanders

Coffs Harbour Local Aboriginal Land Council

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“We can assist contractors to identify Aboriginal people, projects, Knowledge Holders and also opportunities to work together with the local community to achieve a strong legacy and lasting impact for the bypass project.”

Desley Flanders



Jagun Aged and Community Care

Link to Coffs bypass Project:

Supporting local Aboriginal business participation in the Coffs Harbour bypass Project

Jagun Aged and Community Care Limited (Jagun) is a non-for-profit Aboriginal owned business for the Coffs Harbour region operated by Simone and Tony Perkins.

Jagun is a Gumbaynggirr word that translates to the concept of 'homeland' or 'country I belong to.'

Since its establishment, Jagun has ambitiously expanded service provision and activities to include programs for youth and families, skilled staff for cultural heritage assessments and cultural surveys while, maintaining service to older clients.

Jagun has a compact permanent workforce and utilises the services of skilled personnel to expand capacity and undertake larger scale projects. In cultural heritage assessment and reporting this includes field staff for site assessment, access to cultural knowledge and stories held by elders and can include professional archaeologists as required.

"In Construction, we are surrounded by specialists such as engineers and others. In Gumbaynggirr culture, we are specialists who can provide projects with the cultural information they need to reach positive outcomes both for the development and our Aboriginal Country," Jagun says.

"Jagun has provided cultural consultancy services to major projects such as the Glenugie bypass for Transport NSW and the Transgrid Powerline project for Infrastructure NSW, private companies and developers. These projects involved moving through culturally sensitive areas, but by working together we were able to assess, monitor, record and document a number of important cultural artefacts and unknown cultural finds on Country whilst still assisting projects to finish completely on schedule."

Aboriginal Participation Opportunities:

Meet your Aboriginal participation requirements by partnering with Jagun Aged and Community Care.

What we provide

- Community and social services
- Services for older persons
- Cultural mentoring
- Services for youth and families
- Cultural and Heritage Assessment and Site Surveys
- Confirmation of Aboriginality for eligible persons
- Cultural Inductions and protocols
- Native plants identifications and use
- Cultural Consultants
- Gumbaynggirr Cultural knowledge of storylines
- Cultural reparation

Simone Perkins

Jagun Aged and Community Care

info@jagunagedcare.com.au

0417 806 239

www.jagunagedcare.com.au



“I am a presenter of cultural knowledge and like to find ways we can work together with the contractor to create safe roads and provide an Aboriginal cultural legacy for our future generations.”

Uncle Tony Perkins



Simone and Tony Perkins

Garby Elders

Link to Coffs bypass Project:

Supporting local Aboriginal business participation in the Coffs Harbour bypass Project

Garby Elders

Garby Elders is a local Aboriginal-owned cultural consultancy business operated by Deborah and Tony Dootson that values respect, cultural obligations and the sharing of cultural knowledge.

Garby has specialist skills in running Gumbaynggirr cultural awareness and cultural induction sessions, heritage site inspections, cultural surveys and archaeological salvage of Aboriginal artefacts.

Garby Elders also has access to local Aboriginal workers who can assist with site heritage, survey, environment and cultural protection tasks for the Coffs Harbour bypass.

“For Transport for NSW’s Woolgoolga to Ballina Pacific Highway Upgrade (W2B), Garby Elders assisted with the production of cultural signage and engaging with significant sites,” says Tony.

“For Transport for NSW’s Woolgoolga to Ballina Pacific Highway Upgrade (W2B), Garby Elders assisted with the production of cultural signage and engaging with significant sites.”

Tony Dootson

Crystal Donovan
Project Manager, Coffs Harbour bypass
crystal.donovan@transport.nsw.gov.au
0437 315 554



“Garby has specialist skills in running Gumbaynggirr cultural awareness and cultural induction programs.”

Tony Dootson

Muurrbay Bundani

Link to Coffs bypass Project:

Supporting local Aboriginal business participation in the Coffs Harbour bypass Project

Muurrbay Bundani

Muurrbay Bundani Aboriginal Corporation (MBAC) is an Aboriginal owned cultural advisory and earthworks business located at Seelands (via Grafton) within the northern part of Gumbaynggirr country, operated by Brett Tibbett.

Registered with both ORIC and NSW ICC as an Aboriginal business, Muurrbay Bundani offers cultural services such as Aboriginal heritage and cultural knowledge including Aboriginal songlines and stories.

Muurrbay Bundani also have capacity to deliver Earthworks services and have been involved in the creation of access tracks and backfilling test pits for the Coffs Harbour bypass construction site.

“Muurbay Bundani facilitate upskilling and provide employment opportunities for Aboriginal people within our business,” says Brett.

“Muurbay Bundani facilitate upskilling and provide employment opportunities for Aboriginal people within our business.”

Brett Tibbett

Crystal Donovan
Project Manager, Coffs Harbour bypass
crystal.donovan@transport.nsw.gov.au
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“Muurrbay Bundani offers cultural services such as Aboriginal heritage, cultural knowledge and earthworks.”

Brett Tibbett

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