

# RAW GROUP VICTORIAN CAPABILITY STATEMENT

EMPOWERMENT THROUGH ECONOMIC INDEPENDENCE

[RAW-GROUP.COM.AU](http://RAW-GROUP.COM.AU)





## MANAGING DIRECTOR/FOUNDER SUMMARY

As an Aboriginal man who has been involved in the education, training and employment arenas for all of my working life, I have a commitment to supporting my People to achieve equality in the workplace.

At the heart of moving forward and achieving employment equality is meaningful and respectful engagement. Partnerships are critical to realising these aspirations.

The key to the success in building stronger Aboriginal workforce participation is an ongoing focus on addressing all dimensions that impact on a person's working life, that is, a holistic approach that understands the complex inter-relatedness of broader life issues and their resulting impact on an individual's workforce development. This approach underpins all work undertaken by my company.

Ultimately, to address Aboriginal workforce development challenges, workforce development approaches need to be focussed on developing complementary supply side measures that aim to connect the Aboriginal workforce to industry demand, using methodologies that include:

- driving shifts about the qualitative perception of the Aboriginal workforce. In short, it means working with employers to see the value of 'employing Aboriginals'. This must not be done in isolation but in partnership with industry, enterprise and government.

Fundamentally by addressing the workforce development challenges facing Aboriginal Australians, we go a long way towards creating an environment for industry and employers to work with a responsive and competitive workforce where Aboriginal people participating in the workplace becomes the norm rather than the exception.

**Allan Jones**  
*Managing Director*

RAW<sub>SA</sub>

RAW<sub>VIC</sub>

RAW<sub>ASSETS</sub>

**EMPOWERMENT THROUGH ECONOMIC**

## RAW GROUP CEO SUMMARY

Reconciliation can only be achieved together - in partnership. At the RAW Group, we strongly believe that strengthening relationships between Aboriginal and non-Aboriginal people will educate and relieve some disparity that has occurred across our shared history, whilst we transition across our current journeys.

RAW prides itself on being the Aboriginal employer of choice for first nations people with our proven culturally inclusive and responsive framework bringing together fully diverse employment solutions that include skilled and non-skilled, Aboriginal and non-Aboriginal, women and men, together through sustained employment outcomes.

With over 50% of RAW Group employees identifying as from Aboriginal descent, we know that what we do is forever changing lives.

The RAW Group being a private commercial company, 100% Aboriginal owned, provides a powerful message to all, that through hard work and sacrifice, working together with a positive, solution based mindset, relationships can be formed, trust can be developed and outcomes through opportunities will come to fruition.

**Adam Latemore**  
*Chief Executive Officer*



## WHO IS THE RAW GROUP?

The RAW Group of Companies provides a national framework of award winning “best practice” Aboriginal economic and workplace solutions administered under the commercial guidance of an astute Advisory board.

The RAW Group is a 100% Aboriginal Owned and Managed Australian Company. Changing Lives by Empowerment Through Economic Independence is our Ethos.

Sustainable significant growth demonstrates the Group’s proven capability to develop meaningful partnerships with industry leaders and deliver commercially responsive and economically beneficial solutions, whilst creating national opportunities to increase Aboriginal workforce participation and inclusion.



## STRATEGIC PILLARS



**ABORIGINAL  
AFFAIRS**



**PUBLIC  
RELATIONS**



**FINANCE**



**GOVERNANCE**



**INDUSTRIAL  
RELATIONS /  
PEOPLE & CULTURE**

“AWARD WINNING BEST PRACTICE ABORIGINAL ECONOMIC AND WORKPLACE SOLUTIONS.”

## ADVISORY BOARD

The Advisory Board is to advise the executive management of the Group to assist it in developing recommendations for consideration, in relation to the governance and strategic direction of the Group and its individual subsidiaries.

### THE GROUP'S BOARD PROVIDES ADVICE TO:



Purpose and values



Strategy, planning and policies



Sustainable strategic growth



Financial, legal and commercial risk challenges



Statutory reporting and obligations

## OUR TEAM



**Rocky Vitacca**  
*General Manager -Victoria*

Rocky brings 30 years of national and international experience in the construction industry with roles across the building, civil infrastructure, oil and gas, rail, water, and telecommunications sectors.

Throughout his career, Rocky has demonstrated extensive experience and understanding of what is required to improve business outcomes, particularly on project sites.

Rocky is highly personable and has worked for tier 1 organisations including Leighton, CPB, Thiess, John Holland, Mirvac construction, Probuild, Ngarda Civil, and Fulton Hogan.

He also brings considerable experience working with, and for, Aboriginal people, communities and businesses during his time at Ngarda Civil and Mining in Western Australia (Karratha and Port Hedland) and the Remote Community Housing Redevelopment program in Northern Territory.

Rocky is committed to championing the employment and career development of all RAW staff, across industries and sectors, with formal trade training and upskilling central to what we do at RAW.



**Chris Johnson**  
*Key Client Account Executive*

As a proud Gunditjmara and Wiradjuri man, Chris spent most of his early life growing up in the northern suburbs of Melbourne. He spent most of his adult life in Brisbane playing AFL until moving back to Melbourne 10 years ago.

Chris has very strong connections, within and across, Indigenous communities, including his time working for AFL corporate in cross cultural learning and leadership. His vision is for Indigenous people to gain an education and have a voice; one that enables a better future for the next generation. This has been Chris' mantle as he's progressed from education to sport and work beyond.

Chris has held appointments over the last 18 months with the First People's Assembly of Victoria (Head of Engagement & Communications) and RAW Group. This has strengthened his connections spanning all Victorian communities, thereby providing in-depth knowledge of community aspirations and needs.

Chris has connections to Traditional Owners as well as strong personal connections to the community. Chris is responsible for RAW's stakeholder engagement and working partnerships across Victoria, with the ultimate focus centring around the achievement of positive outcomes for his community.

## TESTIMONIALS

“ I JUST PUT MY NAME DOWN AND THEY TOOK IT FROM THERE - INDUCTION, TRAINING, CERTIFICATION AND SUPPORT ALL PAID FOR BY RAW. IT'S PRETTY BUSY! PEOPLE RELY ON YOU ALL DAY TO GET TO AND FROM THE SITE SO THERE IS NO CLOCKING OFF EARLY. YOU NEED TO BE A GOOD BLOKE - DEPENDABLE. YOU STILL DON'T SEE MANY ABORIGINALS' WORKING DOWN HERE, SO PART OF ME FEELS PROUD AND FORTUNATE BUT I WOULD LOVE TO SEE A LOT MORE OF US MOB DOWN HERE. IT'S BETTER THAN IT WAS WHEN I WAS YOUNG, BUT WE STILL HAVE A WAY TO GO. ”

Mick Hudson  
Employee, RAW Group



“ THERE IS MORE STRUCTURE TO THE WORK I DO NOW - I KNOW WHAT DAYS I'M WORKING AND WHAT I HAVE TO DO. I GET A ROSTERED DAY OFF EVERY SECOND MONDAY WHICH HELPS ME ORGANISE 'LIFE' THINGS MORE - GOING TO THE BANK ETC. I WANT TO FINISH MY APPRENTICESHIP AND DO THE 4 YEARS FOR THE LICENCE THEN I WILL BE ABLE TO START MY OWN BUSINESS AND MAKE ENOUGH MONEY TO PUT DOWN A HOUSE DEPOSIT. ”

Kaleb Hudson  
Employee, RAW Group



“ I ENJOY MECHANICAL PLUMBING BECAUSE IT TAKES SOME REAL THINKING - EVERYTHING CONNECTS TO SOMETHING ELSE AND YOU HAVE TO BE THINKING ALL THE TIME, IT'S DIFFERENT TO BRICKLAYER WHICH WAS VERY LINEAR AND DOESN'T NEED ANY PLANNING. SINCE BEING AT RAWvic I HAVE ENJOYED THE JOB CERTAINTY AND RELIABLE PAY. I WOULD LIKE TO GAIN SKILLS ON BIG PROJECTS SURROUNDED BY LOTS OF SKILLED PLUMBERS. ”

Allex Murray Landrito  
Employee, RAW Group



## RECRUITMENT & SERVICES

**RAW RECRUITMENT & SERVICES HAS A PROVEN INCLUSIVE AND RESPONSIVE LABOUR HIRE, TRAINING AND MENTORING METHODOLOGY THAT HAS RESULTED IN A SUCCESSFUL NATIONAL AWARD-WINNING LABOUR HIRE AND TRADE TRAINING SERVICES.**

RAW Recruitment and Services specialise in white collar and blue labour supply. RAW Recruitment and Services has a skilled database of Aboriginal and non-Aboriginal employees from entry level, apprentices, qualified trades, supervisors, administrators through to project managers.

RAW Recruitment and Services takes the hassle out of your day by providing your organisation with blue and/or white collar, part-time and/or full-time labour hire staff.

RAW Recruitment and Services understands the need to employ high quality and respected staff that have community linkages and the capacity to support employers.





## INDUSTRIES INCLUDING.



Major infrastructure projects



Mining



Civil



Local Government



Construction



State and Territory Governments



Rail

“SAFETY, EITHER PHYSICAL  
OR CULTURAL,  
IS OUR FIRST PRIORITY.”





**RAW<sub>GTO</sub> WAS SPECIFICALLY DESIGNED TO PROVIDE HOST EMPLOYERS AND ABORIGINAL JOB SEEKERS CULTURALLY SAFE EMPLOYMENT OPPORTUNITIES ACROSS CORPORATE AUSTRALIA.**

It is our objective to provide a culturally appropriate framework that succeeds within the commercially driven guidelines across industry that exist today.

It's not our objective to just facilitate an employment and training arrangement between the Host and a candidate. This is the systematic approach to Aboriginal affairs that has failed Aboriginal people for such a long time.

The secret to ensuring sustained outcomes is a cross culture approach delivered through our dedicated 24/7 mentors and selection of likeminded Host partners. RAW<sub>GTO</sub> recognises this and places a large emphasis on ensuring our candidates are supported at work and in their greater home environments.

**FOR APPRENTICES.**

- Mentoring on and off the job.
- Management of trade training using suitably qualified and culturally competent registered training providers.
- Access to all subsidies and financial supports.
- Provision of PPE uniforms and equipment.

**OUR SERVICES.**



Carefully select, vet and induct our apprentices to ensure their sustainability with Host employers.



Compile and lodge all the necessary paperwork, reducing the workload for Hosts.



Organise training, monitor progress, ensure compliance with licences and regulations, and provide insurance.



Provide a constant line of communication with all parties involved.



Ensure excellent OHS standards are achieved.

**FOR EMPLOYERS.**

- Management of all paperwork and trade school responsibilities.
- Culturally responsive training and mentoring.
- Advice and guidance on building a culturally responsive and safe workplace.

## WHY USE RAW<sub>GTO</sub>?

### INCREASE DIVERSITY.

Using RAW<sub>GTO</sub> can help to promote diversity within your workplace and increase:

- Innovation & Opportunities
- Cultural Awareness
- Brand & Service
- Productivity
- Creativity

### REDUCE RISK.

We can help you manage risk through:

- Reducing your responsibilities
- Providing mentorship and HR management efficiency
- Providing qualified and effective staff
- Our proven experience and track record
- Our OHS excellence and monitored standards

### BETTER VALUE.

We add value by:

- Providing competitive labour rates
- Providing mentoring and on-the-job support
- Helping you manage paperwork
- Assisting with culturally responsive training
- Providing comprehensive inductions and on-the-job support





**RAW GROUP'S CIVIL MANAGEMENT STRUCTURE PROVIDES INDUSTRY WITH OVER 50 YEARS OF CIVIL AND CONSTRUCTION EXPERIENCE ACROSS FEDERAL, STATE AND LOCAL PROJECTS**

The RAW Group Civil team has proven delivery within tier 1 and 2 project governance which has formed the basis in which we look to expand our capabilities across the nation.

RAW Group's physical and cultural safety first approach enhances traditional owners' opportunities to grow in an environment that replicates care, compassion and empathy whilst upholding commercial competencies, direction and values.

**THE VISION.**

Provide secure long-term economic independence for Aboriginal people and their communities

**OUR GOAL.**

Showcase our capability to deliver quality work at a reasonable price

**OUR COMMITMENT.**

- Deliver high quality work
- Ensure all RAW Group Contracts and Projects are operating to the highest safety standards by implementing training and processes that create a strong safety culture
- Promote an equal, fair, safe and successful workplace



**OUR SERVICES.**



**Bulk Earthworks:** Bulk excavations, road embankment construction, retention and drainage basins, stop and levy banks.



**Detailed Earthworks:** Batters, swale construction, building pads, abutment fills, rock pitching and protection.



**Concrete Works:** Concrete pavements, building slabs, footpaths, retaining walls and stairs.



**Stormwater:** Concrete pits, and RCBC and RCP installation of all sizes.



**Conduit Installation:** Pit and pipe for electrical services and street lighting.



**Rooding and Pavements Construction:** Box out and installation of unbound and flexible pavements, road widenings and shoulder construction.

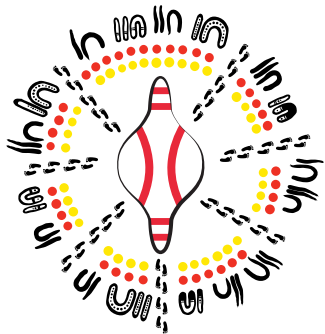


**Pavements:** Asphalt, spray seal, concrete, heavy duty and block paving.



**Hard Landscaping:** Street furniture, line marking, signage, timber boardwalks, water features, fencing and lighting.





# RAW GROUP

- Project Management
- Construction Management
- Civil Engineering
- Asset Management
- Civil Earthworks
- Pavement Works
- Drainage Construction
- Kerb, Gutter and Footpath Construction
- Common Service Installation
- Roadside Furniture Installation
- Minor/Major Road Maintenance
- Water Main Repair and Installation
- Fencing Works



CHANGING LIFE TH

## THE STORY BEHIND THE RAW GROUP LOGO

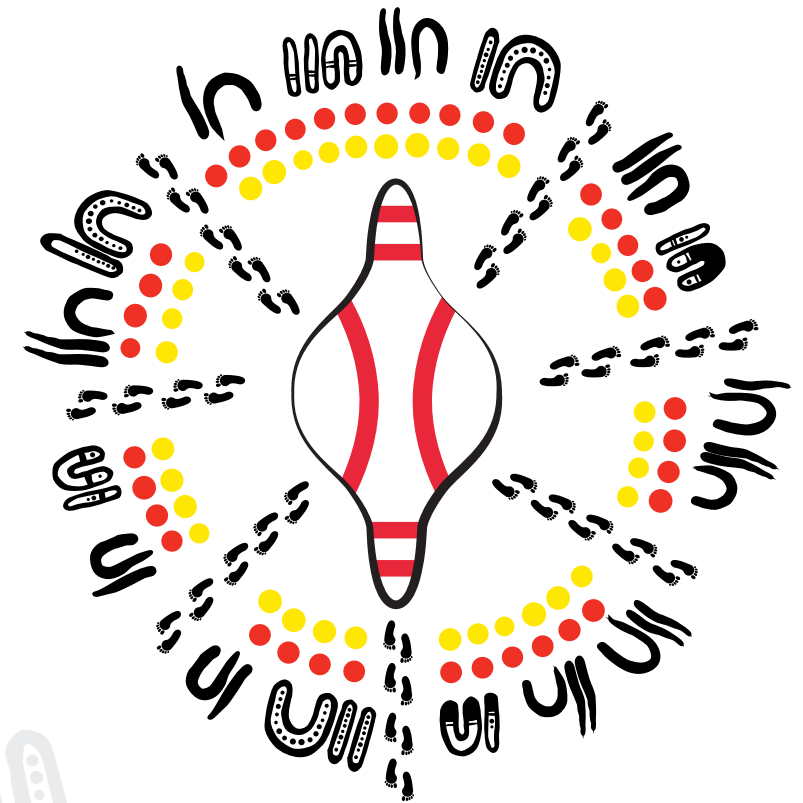
The Murlapaka Kurna shield shows strength in its design, protection in its history, connection of country in its image, and the spirit of its creator in its life.

The Murlapaka is the safety protector of our employees, our clients and the projects we work on. The Murlapaka protects us physically, mentally and spiritually.

The IIN and IN symbols representing both the women and men that work across the RAW Group of companies and our likeminded partners, the symbols represent the diversity within our workforce.

The dots represent the meeting places where we come together for reconciliation.

The footprints represent each individual's journey throughout the industry in which we operate, each day is a learning day for both Aboriginal and non-Aboriginal people working together for a common cause 'Empowerment through Economic Participation'.



## WORKING PARTNERS





## WORKING PARTNERS









**Allan Jones**  
*Managing Director - RAW Group*  
0414 210 526  
allan@raw-group.com.au

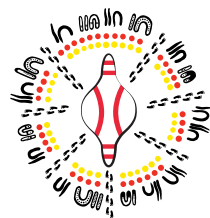
**Adam Latemore**  
*Chief Executive Officer - RAW Group*  
0402 341 690  
adam@raw-group.com.au

**Rocky Vitacca**  
*General Manager - Victoria*  
0439 974 096  
rocky@rawrecruitment.com.au

**Chris Johnson**  
*Key Client Account Executive*  
0404 494 000  
chrisj@rawrecruitment.com.au

**RAW-GROUP.COM.AU**

**RAWPERSONNEL.COM.AU**



**RAW**  
**GROUP**

22-28 Phoenix Street, Brunswick, VIC