



Innovate Reconciliation Action Plan

August, 2024 – August, 2026





Clinton Edwards

Proud Dja Dja Wurrung, Mutti Mutti & Wamba Wamba man

“It’s incredible that for 40 years, CVGT’s organisation has been dedicated to helping individuals find sustainable and meaningful work solutions, while also assisting employers in finding the right staff.

My commitment to creating this piece was to capture these opportunities for peoples near and far within the gathering circles. The feet represent both Aboriginal and Torres Strait Islander people and non-Indigenous peoples working together with CVGT. Creating pathways to careers and education for youth and connecting job seekers with employers.

The centre piece puts the outcome of CVGT’s services on full display. Showcasing CVGT, Community, employers and employees working together on an inclusive meeting ground and displaying their dedication to making a difference

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Acknowledgement of Country

CVGT Employment acknowledges the land on which our team members live and work. From the diverse lands of the Kulin nations, to the wonders of the lands of the Palawa people, to Darug and Wiradjuri land where the sun always shines, and the First Owners of our corporate birthplace, the Dja Dja Wurrung Clans, and to the plains of the Wemba Wemba lands, the rivers of the Yorta Yorta, Wadi Wadi and Waveroo countries, we pay our respects.

CVGT Employment CEO Introduction

It is with great pleasure that I present CVGT Employment's second Reconciliation Action Plan (RAP) that will be our focus over the next 2 to 3 years, 2024 to 2026. I must congratulate our RAP working group that has worked tirelessly to source feedback from across the organisation and the community in the development of this RAP.

CVGT Employment continues its strong commitment to reconciliation with First Nations people, and our Innovate Reconciliation Action Plan outlines the actions that will guide the organisation to achieving CVGT Employment's vision for reconciliation.

Our Innovate Reconciliation Action Plan has "implementing change" at its foundations and aims to build on and further develop our relationships with communities through mutual respect and understanding.

This Reconciliation Action Plan relies on our values of doing the right thing, finding a way, genuine care, working together and community wellbeing. These values underpin the work we do, the way we do business, and our Vision; "opening doors – creating amazing futures".

CVGT Employment is committed to working together with Aboriginal and Torres Strait Islander participants to identify and manage the difficulties and challenges being faced every day. We will do this by providing appropriate supports to access career opportunities to our Aboriginal and Torres Strait Islander participants through our employment programs.

Jason Russell
CEO
CVGT Employment

We would like to acknowledge that CVGT Employment is the trading name of CVGT Australia Limited.



Statement from CEO of Reconciliation Australia

First Innovate RAP

Reconciliation Australia commends CVGT Australia Limited on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for CVGT Australia Limited to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, CVGT Australia Limited will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander people and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. CVGT Australia Limited is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals CVGT Australia Limited's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations CVGT Australia Limited on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



Our vision for reconciliation

CVGT Employment affirms its commitment to Reconciliation through the development of this Reconciliation Action Plan, pledging to work towards our vision of a united Australia, which respects this land, values the Aboriginal and Torres Strait Islander heritage, and provides justice and equity for all.

Case Study

During and since our Reflect RAP, CVGT Employment has been developing, improving and delivering an Indigenous School Based Apprenticeship and Traineeship program in Bendigo. Working with a range of bodies including North Central Catchment Management Authority, Coliban Water, Department of Energy Environment and Climate Action, Parks Victoria and Bendigo Senior Secondary College. The program critically includes Cultural Awareness Training supported by Dja Dja Wurrung Clans Aboriginal Corporation.

This program is in its sixth year of operation and has seen 12 Indigenous School Students participate in cultural immersion activities on-Country and engaging with Elders as they learn, experience and value a range of Cultural experiences. The program has resulted in all students in the first iteration go on to either employment or continued education pathways.

Comments from the 2023-2024 Cohort

“ It’s a great opportunity which I’ve enjoyed every step of the way. If you get [an] opportunity at the School Based Traineeship at CVGT it very rewarding. Staff and educators are very supportive.

- Ngatatji Bysouth

Ngatatji Bysouth proudly receives the ‘School-Based Trainee of the Year’ award at the 2023 Apprenticeship Employment Network Awards.



The dedicated team behind our First Nations Employment Support, Indigenous Development Coordinator Peter Matera and First Nations Coordinator Aunty Rhonda Penney.

Our business

CVGT Employment is a for-purpose, not-for-profit, charitable organisation for the following principal purposes:

- To deliver high quality programs and services to connect vulnerable people in the community experiencing social or economic disadvantage, including people with disabilities, low socioeconomic status and long-term unemployment, with employment opportunities to promote their social and economic inclusion, and
- To assist vulnerable people in the community experiencing disadvantage, including people with disabilities, low socioeconomic status and long-term unemployment, to identify, address and if possible overcome barriers to employment and to find work.

At the end of June 2023, CVGT Employment had around 400 dedicated and resourceful individuals employed across Victoria, New South Wales and Tasmania, working across 128 sites.

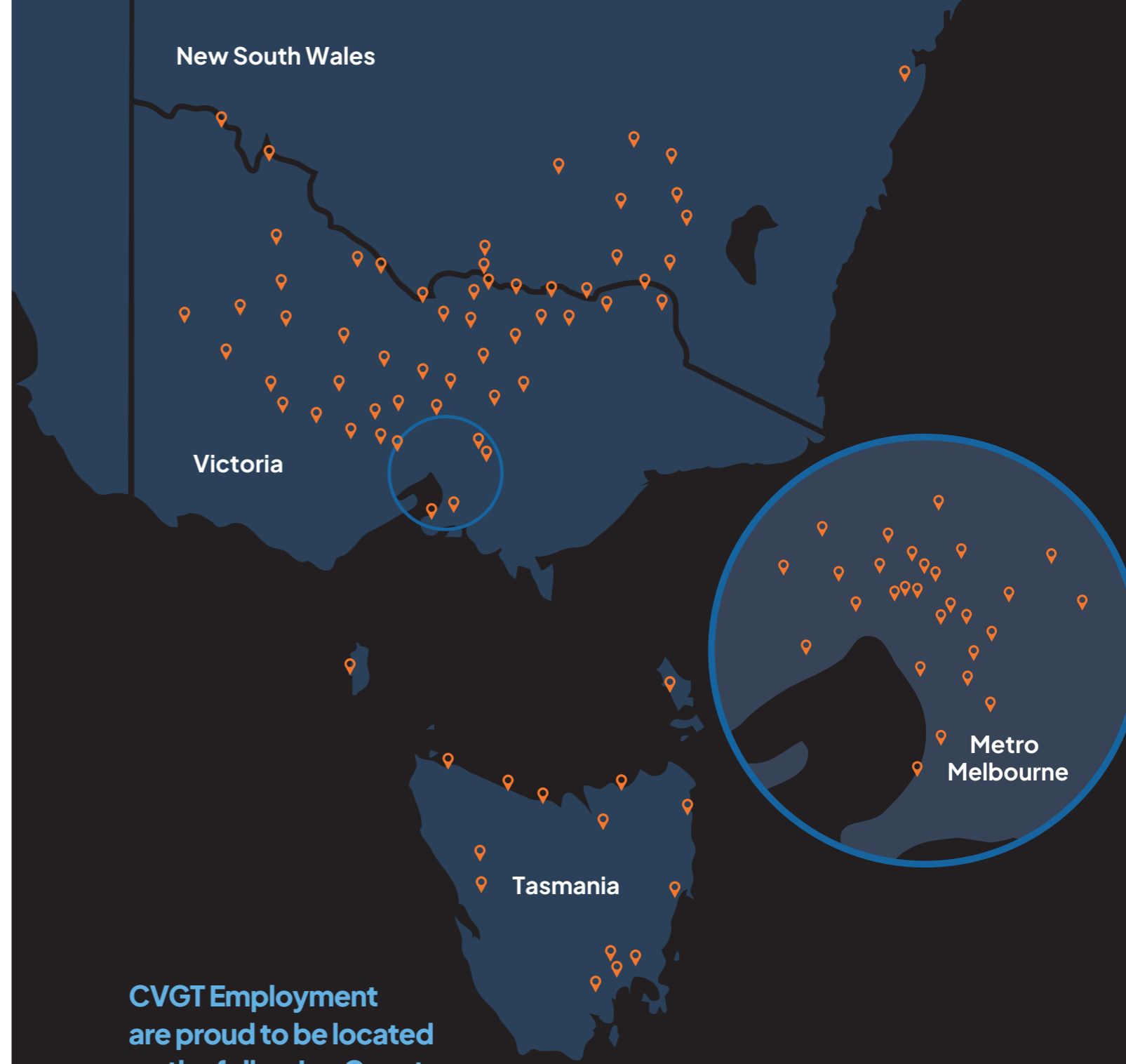
Our Diversity Council Australia, Inclusive Employer Index Report 2023–2024 records 3.4% of our workforce are Aboriginal and/or Torres Strait Islander people.

CVGT's Sphere of Influence is broad and far reaching. Internally, the company employs staff across multiple employment service programs and contracts including Group Training, Disability Employment Services (DES), Workforce Australia (WFA), ParentsNext, and Transition to Work (TTW) and is focussed on continually broadening our diversity to better reflect the groups choosing our service.

As a result of the broad reaching contracts we deliver, the breadth of external stakeholders encapsulates a large cross section of the community. This includes owner/operator small businesses, medium and large businesses hiring managers, employees of those businesses through the provision of our onsite Post Placement Support, community organisations where we deliver engagement activities and workshops, and the broader community through supporting and sponsoring local events, charities, and schools.



Launch of the Cultural Garden at North Central Catchment Management Authority.
L-R Jan Boynton, Mark Little, Aunty Gabby Gamble and Aunty Rhonda Penney.



CVGT Employment are proud to be located on the following Country:

(ref: The AIATSIS Map of Indigenous Australia)

Victoria

- Djaara, Wathaurong, Woiworung - Central Victoria
- Yorta Yorta, Ngurraillam, Baraba Baraba, Waveroo - Goulburn Murray
- Taungurong - Ovens
- Latje Latje, Dadi Dadi, Wadi Wadi, Wemba Wemba, Wergaia, Jardwadjali, Djabwurung - Wimmera Mallee
- Woiworung, Boonwurrung - Metropolitan Melbourne

Tasmania

- Peerapper, Tommeginne, Pyemmairrener, Tyerrernotepanner, Paredarerme, Nuenonne

New South Wales

- Wiradjuri - Riverina
- Dharug - Liverpool

Our RAP

CVGT believes a RAP will support us to continue building our knowledge and understanding of, and our respect for, Aboriginal and Torres Strait Islander cultures and histories. Our Reflect RAP provided us with the tools to promote, and inform our staff, that knowledge and understanding is powerful and supports their delivery of the services they offer. Our aim is to further build and strengthen our relationships with First Nations people, both within our organisation and externally.

We strongly believe in the importance of reconciliation and recognise the contribution Aboriginal and Torres Strait Islander people make across society and in the economy. We further acknowledge the importance of self-determination for First Nations communities. Our work will support this through our actions and service delivery and our ability to provide information and support in such a way that people are fully informed and can make decisions freely, openly and with knowledge. We further believe our actions can support achieving Closing the Gap targets; specifically Target 7 - Youth are engaged in employment or education and Target 8 - Strong economic participation and development of people and their communities.

We are seeking to build upon the knowledge, learnings and understanding of, and our respect for, Aboriginal and Torres Strait Islander cultures and histories developed through the implementation of our Reflect RAP. Our Innovate RAP seeks to provide us with further tools to promote, and increase our cultural awareness, to help improve the delivery of the services we offer. We want to continue the education of our employees to further recognise the significant contributions First Nations people have made and continue to make to the fabric of this nation.

We have prepared this RAP with the explicit message that we wish to continue working toward the creation of equitable employment opportunities for Aboriginal and Torres Strait Islander people. In developing, improving and delivering an Indigenous School Based Apprenticeship and Traineeship program in Bendigo. We are working with a range of bodies including North Central Catchment Management Authority, Coliban Water, Department of Energy Environment and Climate Action, Parks Victoria and Bendigo Senior Secondary College. The program critically includes Cultural Awareness Training supported by Dja Dja Wurrung Clans Aboriginal Corporation.

This program is in its sixth year of operation and has seen 12 Indigenous School Students participate in cultural immersion activities on-country and engaging with Elders as they learn, experience and value a range of Cultural experiences. The program runs over 2 years and has resulted in all students in the first iteration going on to either employment or continued education pathways.

CVGT continue to work closely with Bendigo Senior Secondary College and Castlemaine Secondary College in developing traineeships that support students completing years 11 and 12 gain certificates in Horticulture and Business Administration. Enabling students to increase connection to culture whilst improving employment opportunities and job readiness.

Developing our RAP is our formal recognition of the injustices and inequities experienced by Aboriginal and Torres Strait Islander people and our overall commitment and organisational value that “community matters” and that we can be an enabler of positive change, economic prosperity and improved wellbeing. Our initiatives, projects and connections, will elevate the voices and experiences of Aboriginal and Torres Strait Islander people through our broad range of channels and activities. Supported by our First Nations Coordinator and Indigenous Development Officer that work across the CVGT footprint with employers and the Aboriginal community to identify and connect people with employment and training opportunities.

The CVGT RAP journey has become engrained in our company-wide purpose “to connect more people to meaningful work”, and our intentions are to continue making long-lasting differences by:

- Internally promoting and educating our employees of the development and progression of this RAP.
- Increasing employment opportunities for Aboriginal and Torres Strait Islander people within the communities we operate.
- Continue improving our own internal recruitment processes to ensure we have appropriate Aboriginal and Torres Strait Islander representation within our own employee network.
- Inviting our staff to attend Aboriginal and Torres Strait Islander events (where applicable) to learn about and celebrate Aboriginal and Torres Strait Islander cultures.

The CVGT Australia Board of Directors have developed and delivered a Strategic Plan for the period 2020–2025. This Plan maintains a commitment ensuring that our success rests on our ability to serve our stakeholders and meet their expectations of us, as a for-purpose organisation. To directly support our work with Aboriginal and Torres Strait Islander people, are further commitments, including to:

- Deliver services that meet the needs of First Nations people.
- Ensure the voices and views of diverse groups are reflected in Board and Senior Management decisions.



These ideals are supported by the CVGT Board’s endorsement of its Reconciliation Statement of Intent. The Statement insists a first and critical step is to support the organisation on a journey to reconciliation through the development and endorsement of this Reconciliation Action Plan.

Through the CVGT Board's governance structure a dedicated champion has been allocated at the Board level to support and facilitate the development of the CVGT Reconciliation Action Plan journey. This position is supported by the following people that make up our internal working group:

Board RAP Champion

Jan Boynton - Board Director | CVGT Employment

RAP Champion & Working Group Chair

Mark Little - General Manager Strategy and Communications | CVGT Employment

RAP Working Group Members

Aunty Rhonda Penney - First Nations Coordinator | CVGT Employment
Aunty Rhonda is a Palawa woman.

Randa Tabbaa - People and Culture Advisor | CVGT Employment

Louise Cassidy - Employment Support Consultant | Workforce Australia | CVGT Employment

Andrew Cowin - Manager Governance & Risk | CVGT Employment

In addition, we also thank the following members for the support and assistance during their time with CVGT Employment

Bec Reedman - State Manager Tasmania | CVGT Employment
- resigned Oct 2024

Stephanie Rowarth-West - Employment Consultant | Disability Employment Services
- resigned Sept 2023

Alicia Gunston - Employment Skills Mentor | Workforce Australia | CVGT Employment
- resigned Nov 2023

Kelly Meddings - Manager South East NSW | CVGT Employment
- resigned Jan 2024

Bobby Wise - Indigenous Development Officer | CVGT Employment. *Bobby is a Wamba Wamba & Dja Dja Wurrung man.*
- resigned May 2024

External Support to the CVGT RAP

CVGT has consulted with The Dja Dja Wurrung Clans Aboriginal Corporation and Bendigo District Aboriginal Corporation while developing our RAP and they have both offered ongoing support to the CVGT RAP Working Group, and CVGT more broadly, during the implementation and evaluation of our previous RAP.

The actions within our Innovate RAP support our strong involvement with, and commitment to, the provision of employment services with Aboriginal and Torres Strait Islander people with the unambiguous aim to reduce employment disparities between First Nations and non-Indigenous people. Our journey started with the provision of Community Development Employment Program (CDEP) services in 2005, Indigenous Youth Employment Consultant (IYEC) program delivery in 2005, Structured Training and Employment Projects (STEP) and Structured Training and Employment Projects Employment Related Services (STEPERS) from 2004 and 2006 respectively, Indigenous Employment Program (IEP) from 2011 and the Indigenous Prison Employment Program from 2012. During these periods CVGT has undertaken the development of relationships with local Aboriginal and Torres Strait Islander communities in the delivery of these place-based services to ensure our objectives met the needs and aspirations of those communities.

Our Journey Since our Reflect RAP

The Reflect RAP provided CVGT with an opportunity to reflect, explore and connect and laid the groundwork for future reconciliation activities and future RAPs. It has supported an increased understanding and recognition of First Nations people and the challenges they may face as a result of experiencing the inter-generational trauma of the Stolen Generations. This enhanced awareness and understanding has helped us better tailor the way we engage and deliver our services locally.

The building of our Indigenous Engagement Team has enabled us to establish new relationships that provide a range of skills and perspectives to the organisation, and staff and support innovation, collaboration, and success for our clients.

However, we remain challenged to find new ways of keeping staff across our large organisation engaged and informed of RAP activities and will be increasing our communications on the RAP journey in the future.

Highlights from our Reflect RAP Journey

- Cultural awareness training commenced delivery
- Installation of Aboriginal and Torres Strait Islander artwork and acknowledging cultures, such as the creation of Acknowledgment of Country plaques at our service locations
- Aboriginal and Torres Strait Islander community event sponsorship including, Bendigo NAIDOC Week events, Local radio station, PhoenixFM "Koorie Shoutout Program", and various Indigenous employment expos
- First Nations artwork for CVGT Employment corporate uniform.
- Relationships strengthened with Aboriginal controlled community organisations such as Njernda Aboriginal Corporation, Bendigo & District Aboriginal Co-operative (BDAC), Dja Dja Wurrung Clans Aboriginal Corporation and Wamba Wamba Aboriginal Land Council, and Rumbalara Aboriginal Co-Operative. This has occurred through the willingness of these organisations to allow our staff to co-locate at times to meet with participants in a familiar and safe setting. This has resulted in dual servicing of certain participants and the ability for these organisations to easily refer their clients to our service.

Staff Profiles

Aunty Rhonda Penney

Aunty Rhonda has been working with CVGT Employment for over 15 years. A proud Palawa woman with an intense passion for supporting and assisting First Nations youth to achieve and do their best. Aunty has been involved in delivering a range of employment supports with CVGT from the Indigenous Employment Program (IEP) and Prison based employment supports to School Based Apprenticeship and Traineeship projects for young First Nations kids.



Peter Matera

Peter is a proud Aboriginal Noongar man from Western Australia, Peter has been appointed as the Indigenous Development Coordinator at CVGT based in the Murray-Goulburn region where he has been busy focusing on building community relationships with First Nations Organisations and Aboriginal and Torres Strait Islander participants.



“ Our goal is to address the barriers and behaviours faced by our people, whether it's through upskilling, supporting sustainable employment, or promoting cultural awareness.

Relationships

CVGT Employment’s organisational values of working together, genuine care, finding a way and community matters, underpin our aspiration to build responsive, relevant, and trusted relationships with Aboriginal and Torres Strait Islander staff, participants, communities, and stakeholders.

Focus area

Relationships directly relates to the CVGT Employment Strategic Priorities; “Partnerships for employment solutions”, and “Connected and resilient communities”.

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	August 2025	General Manager Strategy and Communication
	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	August 2025	General Manager Strategy and Communication
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.	27 May - 3 June, 2025, 2026	General Manager Strategy and Communication
	• RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2025, 2026	RAP Working Group Chair
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2025, 2026	RAP Working Group Chair
	• Organise at least one NRW event each year.	27 May - 3 June, 2025, 2026	RAP Working Group Chair
	• Register all our NRW events on Reconciliation Australia’s NRW website.	May 2025, 2026	RAP Working Group Chair

Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	• Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce. Including but not limited to: Assigning a RAP Champion across key locations that are under engaged. Incorporating relevant RAP updates at key staff meetings with a ‘call to action’.	February 2025	General Manager Strategy and Communication
	• Communicate our commitment to reconciliation publicly.	February 2025	General Manager Strategy and Communication
	• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	February 2025	General Manager Strategy and Communication
4. Promote positive race relations through anti-discrimination strategies.	• Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	February 2025	General Manager Strategy and Communication
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	November 2024	Manager People and Culture
	• Develop, implement, and communicate an anti-discrimination policy for our organisation.	November 2024	Manager People and Culture
	• Engage with Aboriginal and Torres Strait Islander staff and/ or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	November 2024	Manager People and Culture
	• Educate senior leaders on the effects of racism.	November 2024	Manager People and Culture



CVGT Employment is resolute in its belief that all people deserve to be treated with genuine care, integrity and respect and this is enshrined in our core values. Our respect for Aboriginal and Torres Strait Islander people, their cultures, stories and histories is integral and fundamental to a healthy and respectful affiliation.

Focus area

Respect directly relates to the CVGT Employment Strategic Priorities; “Partnerships for employment solutions”, and “Equipped and prepared people to deliver service excellence”, and “Connected and resilient communities”.

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Conduct a review of cultural learning needs within our organisation.	February 2025, February 2026	Manager People and Culture
	• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	February 2025	General Manager Strategy and Communication and P&C
	• Develop, implement, and communicate a cultural learning strategy document for our staff.	February 2025	Manager People and Culture
	• Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	February 2025	General Manager Strategy and Communication

Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander people by observing cultural protocols.	• Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2025	General Manager Strategy and Communication
	• Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	February 2025	General Manager Strategy and Communication
	• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	August 2026	General Manager Strategy and Communication
	• Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	August 2026	General Manager Strategy and Communication
	• Undertake an annual audit of all site locations to determine all appropriate cultural artefacts that are in place.	December 2024 and December 2025	General Manager Strategy and Communication
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• RAP Working Group to participate in an external NAIDOC Week event.	First week July 2025, 2026	RAP Champion
	• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	February 2025	Manager People and Culture
	• Promote and encourage participation in external NAIDOC events to all staff.	First week July 2025, 2026	General Manager Strategy and Communication

Opportunities

CVGT Employment recognises and celebrates the respected influence that Aboriginal and Torres Strait Islander people and communities can have when we work toward achieving and maintaining diversity and inclusivity in the workplace. CVGT Employment upholds and appreciates the specialised experiences, skills, and knowledge, that Aboriginal and Torres Strait Islander people bring to our organisation. We are committed to a positive and meaningful presence of Aboriginal and Torres Strait Islander people in the life of CVGT Employment.

Focus area

Opportunities directly relates the CVGT Employment Strategic Priorities; “Partnerships for employment solutions”, and “Planned growth and strong performance”, and “Connected and resilient communities”.

Action	Deliverable	Timeline	Responsibility
8. Develop and implement a strategy to strengthen employee capacity to provide culturally safe services to program participants.	• Mentor CVGT employees on supporting CVGT participants to seek meaningful employment by providing culturally safe support to participants seeking meaningful employment.	August 2026	First Nations Coordinator
	• Mentor CVGT participants on their journey to seek meaningful employment.	August 2026	First Nations Coordinator
	• Raise awareness and understanding of employees on the invisible and visible barriers that CVGT participants may experience.	August 2026	First Nations Coordinator
	• Engage with and invite Aboriginal and Torres Strait Islander staff/ stakeholders to consult on strategy to strengthen employee capacity to provide culturally safe services to program participants.	August 2026	First Nations Coordinator

Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2025	Manager People and Culture
	• Deliver the Indigenous School Based Apprenticeship and Traineeship program in partnership local secondary schools.	December 2025	Manager Apprenticeships and Traineeships
	• Engage with, and invite Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	December 2025	Manager People and Culture
	• Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	December 2025	Manager People and Culture
	• Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	December 2025	Manager People and Culture
	• Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	December 2025	Manager People and Culture

Action	Deliverable	Timeline	Responsibility
10. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	December 2024	CFO
	• Investigate Supply Nation membership, or alternate Indigenous Business platforms, directories or Business Fairs.	August 2025	CFO
	• Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	August 2025	CFO
	• Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	December 2024	CFO
	• Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	December 2025	CFO

Governance

CVGT Employment is preparing to measure the impact our work has on the communities we work within. We are committed to working with Aboriginal and Torres Strait Islander people and communities to sustain positive outcomes that meets their needs, we will report on, and evaluate our work to gain insight and maintain continuous improvement.

Focus area

Governance directly relates to the CVGT Employment Strategic Priorities; “Partnerships for employment solutions”, and “Equipped and prepared people to deliver service excellence”, and “Connected and resilient communities”.

Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	3rd Wednesday every second month 2024, 2025 & 2026	RAP Champion
	• Establish and apply a Terms of Reference for the RWG.	September 2024	RAP Champion
	• Meet at least four times per year to drive and monitor RAP implementation.	3rd Wednesday every second month 2024, 2025 & 2026	RAP Champion



Aunty Rhonda Penney guides the kids to create a colourful masterpiece at the 2023 BDAC Family Day!

Action	Deliverable	Timeline	Responsibility
12. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	February 2025 February 2026	General Manager Strategy and Communication
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	Quarterly at October 2024; February 2025; April 2025; July 2025; October 2025; February 2026; April 2026; July 2026	General Manager Strategy and Communication
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.	Quarterly at October 2024; February 2025; April 2025; July 2025; October 2025; February 2026; April 2026; July 2026	General Manager Strategy and Communication
	• Appoint and maintain an internal RAP Champion from senior management.	August 2024	General Manager Strategy and Communication

Action	Deliverable	Timeline	Responsibility
13. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	Annually June 2025; June 2026	General Manager Strategy and Communication
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	Annually 1 August 2024; 1 August 2025	General Manager Strategy and Communication
	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	Annually 30 September 2024; 30 September 2025	General Manager Strategy and Communication
	• Report RAP progress to all staff and senior leaders quarterly.	Quarterly at October 2024; February 2025; April 2025; July 2025; October 2025; February 2026; April 2026; July 2026	General Manager Strategy and Communication
	• Publicly report our RAP achievements, challenges and learnings, annually.	Annually December 2024; December 2025; December 2026	General Manager Strategy and Communication
	• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	April 2026	General Manager Strategy and Communication
	• Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	August 2026	General Manager Strategy and Communication
	14. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	August 2025



Showcasing our First Nations artwork by Clinton Edwards, which captures the spirit and passion of the CVGT Employment team. L-R: Jason Russell, Clinton Edwards, and Aunty Rhonda Penney.



Contact details

Mark Little

General Manager
Strategy and
Communication

0409 510 740

mlittle@cvgt.com.au



Call
132 848

cvgt.com.au