



Capability Statement

Supporting government, corporate and community clients in bridging the cultural gap since 2008.

At Corporate Culcha we work collaboratively with our clients to establish quality projects and programs which are culturally appropriate and complement the organisation's business objectives.



Capability Statement

Corporate Culcha

Corporate Culcha is First Nations-owned and operated and since commencing operations in 2008, has grown from a business focused on cultural awareness and workforce development to now delivering a broader range of services and products which assist organisations to successfully engage and work with First Nations Australians in urban, regional and remote locations. At Corporate Culcha we work collaboratively with our clients to establish quality projects and programs which are culturally appropriate and complement the organisation's business objectives.



Explore

Explore and investigate ways to improve your programs and service delivery to First Nations communities and people, through our research and evaluation expertise.



Educate

Educate your workforce about diversity and inclusion, First Nations cultures and history to build and enhance respectful relationships and partnerships within and outside of your business.



Engage

Engage with your business and workforce to facilitate and develop partnerships, sustainable procurement and employment strategies in collaboration with First Nations communities and external service providers.



Innovate

Innovation is at the forefront of Corporate Culcha's approach - we develop and deliver products and services using the latest IT and digital technology resulting in time and cost savings for business.

Corporate Culcha works nationally with many of the country's top companies, state and federal government departments, educational institutions, organisations and industry.

Some of our clients



Capability

Our extensive suite of products and experienced First Nations and non-Indigenous personnel supports the enhancement of organisational cultures to be more inclusive of and accessible to First Nations people.

Our main business activities include:

- Cultural awareness and competency
- eLearning
- First Nations workforce mentoring programs
- Reconciliation Action Plan support
- Job Readiness training programs
- Research and evaluation
- Indigenous business procurement workshops and planning
- Remote community training

Our Strengths



First Nations-owned and operated



The majority of our employees and consultants are First Nations



We deliver projects in remote, rural and urban environments



Extensive experience working with corporate Australia, federal and state government, not for profits and First Nations organisations.



Proven track record in development of Reconciliation Action Plans, First Nations employment and engagement strategies, First Nations workforce mentoring programs and national research and evaluation projects.



Our First Nations Cultural Awareness and Diversity workshops and eLearning products are the most used by corporate Australia.



Extensive experience coaching and supporting corporate Australia to develop First Nations procurement across their supply chain.

Area of Operation and Supply

Corporate Culcha is situated on the border between Northern NSW and the Gold Coast, QLD, however our consultants are located around the country and we operate nationally in remote, regional and urban locations. Through the delivery of our varied projects we have developed an extensive network of clients and partners who support our efforts in the development of Aboriginal and Torres Strait Islander businesses and communities.

Experience

Corporate Culcha prides itself in delivering projects on time and within budget. We establish and maintain robust communications strategies throughout our projects to ensure contracts are delivered according to the needs of our clients. Our clients are happy to refer us for ongoing business within their organisations or with their collaborators and/or competitors.

Our CEO

Paul Dodd

Paul is the CEO, Director and Principal Consultant of Corporate Culcha, who identifies as a Bundjalung man, the traditional Aboriginal language group of his mother. Paul has a Bachelor Degree in Aboriginal Community Management and Development from Curtin University.



Paul Dodd

Prior to establishing Corporate Culcha, Paul worked with state and federal government departments in senior management positions. He has worked with Oxfam on community development projects with Indigenous people in New Zealand, Guatemala, Mexico, America and Canada.



Our Team (from Left): Margaret Saunders, Mark Watego, Tracy Ritson, Tracey Mickley, Melanie Jolliffe, Shani Dodd, Marc Daley, Paul Dodd, Paul Bird, Vanessa Ring.

Leading Projects

2011 - 2012: \$3.9 million FaHCSIA contract to deliver accredited and non-accredited Indigenous mentoring training and support services to CDEP Mentors and Community Development Officers across remote WA, NT and QLD. Key performance indicators set by the FaHCSIA were exceeded in all cases.

2012: Evolution Mines and DEEWR - Corporate Culcha developed and delivered an Indigenous Employment Strategy on behalf of DEEWR and Evolution Mining.

2013: Digital Switchover Training Services for the Department of Broadband, Communications and the Digital Economy. Corporate Culcha's team adapted and delivered a train-the-trainer program for Digital Switchover Local Community Contacts and Switchover Field Supervisors.

Wilson Security: Develop and deliver Wilson Security's national Indigenous Employment Plan, including research of and engagement with Indigenous businesses and organisations capable of supporting the success of the plan in locations throughout Australia.

2014: Development and delivery of the Indigenous Employment and Engagement Plan for The Northwest Rail Link, Sydney.

2014 - 2015: Department of Environment - deliver Research and Evaluation project capturing the Indigenous values in relation to water resources in six bioregions across Victoria, NSW and QLD.

2019 - 2020: The NSW Department of Transport engaged Corporate Culcha to undertake an evaluation of their Aboriginal Career Development Mentoring Program to determine its effectiveness, fitness for purpose and make recommendations for improvements.

2021 - 2024: Corporate Culcha is contracted by the Department of Employment and Workplace Relations (DEWR), in partnerships with the Australian Literacy and Numeracy Foundation (ALNF) and My Pathway to deliver an innovative Language Literacy Numeracy and Digital skills Pilot in Doomadgee community, QLD. Value \$3.5 million.

2022: Corporate Culcha is engaged by the Attorney General's department to develop an Indigenous Cultural Safety framework, perform a cultural safety audit of all training AGD offers and conduct an Indigenous culture Learning Needs Analysis for the department.

2023: Moree Plains Shire Council (MPSC) selected Corporate Culcha to begin the journey with council to develop a RAP, commencing with an engagement process with local Aboriginal Communities of Moree, Mungindi, Toomelah & Boggabilla to identify their needs for demonstrated **RESPECT, RELATIONSHIPS & OPPORTUNITIES** in collaboration with the MPSC.

2025: Corporate Culcha is engaged by Nyirringgulung Rise to develop and deliver Job Readiness programs with First Nations employees and job seekers on Jawoyn traditional land. Corporate Culcha's training introduces participants to the world of work, teaching vital knowledge about workplace culture, managing work life balance and skills for working in a western environment.

We expanded our First Nations Mentoring programs to include ANZ, Santos, South32 and the Indigenous Land and Sea Corporation. These programs are proven to support career development and improve retention and job satisfaction for First Nations employees.

Ongoing Since

2008: Corporate Culcha designs and delivers over 100 face-to-face cultural awareness programs annually, each individually tailored to the client.

2013: Development and delivery of customised First Nations Cultural Awareness eLearning programs to Westpac, Commonwealth Bank, BP, Airservices Australia, BAE Systems, Veolia Water, IAG, Origin, Geoscience Australia, NSW Office of Environment & Heritage, Uniting Care Community. Deliver subscription eLearning services to: Australian Indigenous Education Foundation, Carinity, Community Sector Banking, UnitingCare Mental Health, Carers QLD, Ernst & Young, Horizon Housing, the City of Whittlesea.

2015: Support the development and delivery of Reconciliation Actions Plans nationally with clients such as Cummins, Toll Group, Teacher's Mutual Bank, Asthma Australia and the Casino Food Co-op.

2016: Development and delivery of Indigenous Procurement specialist workshops for Procurement Managers of BP in Melbourne, Origin nationally and BAE Systems in Adelaide. The workshop supports procurement specialists to navigate the Commonwealth Government's Indigenous Procurement Policy and facilitate identification and engagement with Indigenous business.

2021: Corporate Culcha's Joint Venture entity, the National Wellbeing Alliance, is contracted by the National Indigenous Australians Agency to deliver a \$25 million Aboriginal Mental Health First aid remote training rollout nationally.

Corporate Culcha is engaged by South32 to provide ongoing face-to-face Cultural Awareness training, working with Team Leaders and staff to become Mentors to their First Nations workforce and coaching of South32 Indigenous Liaison Manager. Subsequently, South32's Indigenous Liaison Manager was jointly awarded 2023 Exceptional Indigenous Person in Queensland Resources Award.

Insurances

- Public Liability to \$20 million.
- Professional Indemnity to \$10 million.
- NSW Workcover (icare).

Panel Memberships and Partnerships

- PM&C - Indigenous Employment Program and Indigenous Economic Program Panel
- DEWR - Research and Evaluation Panel
- PM&C- Collaborative Evaluation and Research Panel (CERP)

Awards and Certification

- Supply Nation Certified since 2010
- Supply Nation's Certified Supplier of the Year, 2010
- Supply Nation's Supplier Diversity Partnership of the Year, 2012
- Supply Nation finalist Supplier of the Year 2024
- Member of iDiC (Indigenous Defence Consortium)
- Reconciliation Australia Cultural Awareness provider
- Registered on ICN Gateway
- Registered with Ariba
- Pre-qualified for work with resource, construction and defence sector businesses

Company Details

Principal Contacts

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Operations Manager | Vanessa Ring

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