



STORIES OF CHANGE

FIRST NATIONS TRAFFIC MANAGEMENT

First Nations Traffic Management is a strong Aboriginal-owned and run business that employs and supports Aboriginal people in construction throughout Victoria and New South Wales. The business was founded by Yorta Yorta man, Peter O'Brien, and Gunditjmara man, Lionel Dukakis. They are based in Nunawading in the eastern suburbs of Narm (Melbourne), on Wurundjeri Country. First Nations Traffic Management's long-term dream is to expand and promote their business nationally. When this happens, this could see more people from the community employed, trained, and supported.

First Nations Traffic Management have a Labour Hire arm as well as a First Nations employment agency arm, called Mob Jobs. They have a unique and supportive social procurement policy. Lionel and Peter have worked to develop a supportive environment by providing strong support systems for employees.

This includes providing money management guidance for long-term goals such as renting a property, getting a car loan, and more. This is done through support, training, and a First Nations' way of working. The business has employed ex-offenders, people who have never had a job and victims of domestic violence, all with success due to the environment they provide for employees.

TENDER WRITING SUPPORT

First Nations Traffic Management had previously applied for smaller tenders but were moving into applications for larger projects and therefore larger tender application processes. These larger tender applications had been unsuccessful, and First Nations Traffic Management had received little feedback from potential clients. This caused them to seek Community First Development's support in developing their next tender; specifically, someone who could provide constructive advice as well as mentor and support them to develop a highly competitive tender.



Senior Community Development Officer, Jackson, Peter O'Brien, and Bill Armstrong AO (former Community First Development Co-Chair) at Community First Development's event in Victoria.

Senior Community Development Officer, Jackson, was able to connect First Nations Traffic Management with experienced volunteer Paul. Paul has experience in professional writing and facilitating learning environments, making him the preferred volunteer for this project.

Paul was able to support the project over one week, mentoring and working closely with First Nations Traffic Management via multiple online meetings to develop a tender application. Paul was able to work flexibly and efficiently, making himself available over a very short period of time.

TENDER APPLICATION - SUCCESS!

In late May 2023, First Nations Traffic Management submitted a very strong tender application and were appreciative of the support Paul and Community First Development provided. The process took months to finalise, but Peter and Lionel recently got in contact with Community First Development to advise that their tender application was successful and that it was the largest contract they had ever received! This is a fantastic result for First Nations Traffic Management and will support their goal to expand and ability to provide employment and support to more people within the First Nations communities of Victoria and NSW.

Through this project, Peter and Lionel have strengthened their knowledge around developing competitive tenders and now have a template to support future applications.

“ [Volunteer] Paul suggested we show how we reached the previously completed contracts’ KPI’s for this tender, which ended up being a big selling point. We use this tender as a template now. ”

PETER O'BRIEN, FOUNDER AND DIRECTOR



Joel (Mob Jobs), Peter O'Brien and Lionel Dukakis (Founders and Directors of First Nations Traffic Management) presenting at Community First Development's event in Victoria

“ Well with the help of Community First Development, this has given us a great platform when completing new tenders. We now approach tender writing differently since Community First Development has shown us the best way to approach them. ”

This will allow us to expand and change more lives.

PETER O'BRIEN AND LIONEL DUKAKIS, FOUNDERS AND DIRECTORS, FIRST NATIONS TRAFFIC MANAGEMENT

NEXT STEPS

First Nations Traffic Management are continuing their unique and supportive business model in NSW where new opportunities are available. They are also focusing on completing the contractual obligations for their successful tender application in Victoria. Community First Development is ready to provide support if First Nations Traffic Management decide they require assistance in the future.

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