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CHCCDE022M Work to empower Aboriginal and/or Torres Strait Islander communities

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# Modification History

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| --- | --- |
| Release | Comments |
| Release 1 | Supersedes and is not equivalent to CHCCDE022. Minor changes to wording in the Application, Elements, Performance Criteria and Performance Evidence.  Major changes to Knowledge Evidence and Assessment Conditions. |

# Application

This unit describes the skills and knowledge required to work with Aboriginal and/or Torres Strait Islander community clinics or in mainstream services that empower that community.

This unit of competency supports the recognition, protection and continued advancement of the rights, cultures and traditions of Aboriginal and/or Torres Strait Islander peoples.

It recognises that the improvement of the health and wellbeing of Aboriginal and/or Torres Strait Islander peoples must include attention to physical, spiritual, cultural, emotional and social wellbeing, community capacity, self-determination and governance.

Its application must be culturally sensitive and supportive of traditional healing and health, knowledge and practices.

The skills in this unit must be applied in accordance with Commonwealth and State or Territory legislation, Australian standards and industry codes of practice.

No occupational licensing, certification or specific legislative requirements apply to this unit at the time of publication.

# Pre-requisite Unit

Nil

# Competency Field

Community Development

# Unit Sector

Community Services

# Elements and Performance Criteria

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| ELEMENTS | PERFORMANCE CRITERIA |
| Elements describe the essential outcomes | Performance criteria describe the performance needed to demonstrate achievement of the element. |
| 1. Apply community development frameworks and models to Aboriginal and/or Torres Strait Islander context | 1.1 Identify the role of Aboriginal and/or Torres Strait Islander services and organisations within the community  1.2 Engage Aboriginal and/or Torres Strait Islander peoples and communities in decision-making that relates to the delivery of services that they have determined as priorities  1.3 Support Aboriginal and/or Torres Strait Islander peoples in achieving access and equity to services  1.4 Establish and maintain networks with agencies and community services to support and empower Aboriginal and/or Torres Strait Islander peoples and communities |
| 2. Work in a culturally responsive manner | 2.1 Acknowledge and respect local community values, cultural beliefs and gender roles when working with Aboriginal and/or Torres Strait Islander peoples  2.2 Apply cultural responsiveness protocols in implementing government policies, undertaking research and data collection, and working with Aboriginal and/or Torres Strait Islander peoples  2.3 Identify cultural factors that may produce stress or impact own work practices, and report according to organisational policies and procedures to support service delivery and personal wellbeing  2.4 Demonstrate safe work practices within scope of own responsibility and competence, and in line with community protocols, organisational policies and procedures, and regulatory requirements  2.5 Identify existing strengths within the Aboriginal and/or Torres Strait Islander peoples and communities and work to build on these |
| 3. Work with Aboriginal and/or Torres Strait Islander peoples to apply strategies and policies which deal with identified issues and priorities | 3.1 Identify aspects of organisational service strategies, policies, bodies and resources relevant to work in Aboriginal and/or Torres Strait Islander communities  3.2 Apply strategies and policies to address identified priorities of Aboriginal and/or Torres Strait Islander peoples and communities  3.3 Document barriers to access and equity in relation to Aboriginal and/or Torres Strait Islander and mainstream services  3.4 Advocate on behalf of Aboriginal and/or Torres Strait Islander peoples and communities  **DRAFT**  3.5 Maintain confidentiality of personal information according to organisational policies and procedures  3.6 Support Aboriginal and/or Torres Strait Islander peoples and communities to advocate and lobby on issues of importance to them |
| 4. Evaluate own culturally responsive work practices | 4.1 Evaluate service delivery against desired outcome  4.2 Involve Aboriginal and/or Torres Strait Islander peoples in the evaluation  4.3 Revise strategies based on evaluation |

# Foundation Skills

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

# Unit Mapping Information

Supersedes and is equivalent to CHCCDE006 Work to empower Aboriginal and/or Torres Strait Islander communities.

# Links

Companion Volume implementation guides are found in VETNet - <https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5e0c25cc-3d9d-4b43-80d3-bd22cc4f1e53>

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Assessment Requirements for CHCCDE022M Work to empower Aboriginal and/or Torres Strait Islander communities

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# Performance Evidence

Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:

* work collaboratively with Aboriginal and/or Torres Strait Islander peoples, families and communities to support and empower the community to identify their own priorities and develop strategies to address them on at least one occasion
* review own work practices to ensure current strategies, programs and models build on strengths to address Aboriginal and/or Torres Strait Islander priorities and support community participation and control in a culturally responsive manner on at least one occasion.

# Knowledge Evidence

Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:

* Aboriginal and/or Torres Strait Islander programs and services:
* national, State or Territory and regional policies
* national Aboriginal and/or Torres Strait Islander peak organisations and available resources
* concepts of cultural responsiveness and associated protocols that include inclusivity, awareness, safety and competence and how these impact community services and health context, and its relationship with Aboriginal and/or Torres Strait Islander peoples and communities
* historical, social, political and economic challenges affecting Aboriginal and/or Torres Strait Islander people and their engagement with community services and health systems, including:
* impact of colonisation
* loss of land and culture

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* racism and discrimination
* past and present power relations
* key health and social determinants for Aboriginal and/or Torres Strait Islander communities
* relevant aspects of the community services and health care system, including access to benefits
* community development as a social change strategy
* strategies for advocating on behalf of Aboriginal and/or Torres Strait Islander peoples and communities
* principles and practices of community development approaches and frameworks:
* asset-based
* rights-based
* needs-based
* gap-based
* organisational policies and procedures for:
* reporting
* work health and safety
* confidentiality of personal information
* evaluation of service delivery.

# Assessment Conditions

Skills must be demonstrated in the workplace or in a simulated environment that reflects workplace conditions.

Assessment must ensure:

* access to facilities, equipment and resources that reflect real working conditions and model industry operating conditions and contingencies
* access to organisational policies and procedures
* opportunities for engagement with community stakeholders including Aboriginal and/or Torres Strait Islander peoples.

In addition, the training and assessment must be co-designed with an Aboriginal and/or Torres Strait Islander controlled organisation.

Assessors must satisfy the current Standards for Registered Training Organisations (RTOs)/AQTF mandatory competency requirements for assessors.

In addition, assessment must be undertaken by an assessor who has expertise in this unit of competency and who is:

* an Aboriginal and/or Torres Strait Islander person, or
* accompanied by an Aboriginal and/or Torres Strait Islander organisation or recognised member of community.

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