

Modification history

Release	Comments
Release [1]	This version released with Agriculture, Horticulture and Conservation and Land Management Training Package Version [1.0] .

AHCILM510	Plan for successful cultural practice at work
Application	This unit of competency describes the skills and knowledge required to plan for culturally appropriate work practices that enable Aboriginal and non-Aboriginal practitioners to be successful in their chosen field of work or vocation. This unit applies to individuals who manage an organisation's cultural diversity plans and directions. No occupational licensing, legislative or certification requirements are known to apply to this unit at the time of publication
Prerequisite Unit	Nil
Unit Sector	Indigenous Land Management (ILM)

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Analyse essential features of Aboriginal families and cultures	1.1 Access and review information about Australian Aboriginal history up to the present time 1.2 Research concepts such as Dreaming, connection to Country and other Aboriginal beliefs 1.3 Identify traditional and contemporary social structures of Aboriginal families and societies 1.4 Research elements of Aboriginal societies and use to inform interactions with Aboriginal people
2. Review changes to Aboriginal societies since European settlement	2.1 Research and document colonisation and the impacts on Aboriginal peoples 2.2 Identify racist behaviours and the impact that these have had on Aboriginal peoples 2.3 Analyse personal responses to information about the positive and negative effects of colonisation 2.4 Conduct and analyse research into the impacts of colonisation, settlement and government policies on Aboriginal cultural practices
3. Identify government efforts to address continuing effects of colonisation	3.1 Investigate and analyse various policies implemented by governments in Aboriginal affairs 3.2 Identify the processes involved in government consultation with Aboriginal people, Communities and organisations 3.3 Evaluate effects of government policies in Aboriginal affairs and their implementation processes on Communities 3.4 Investigate and evaluate effectiveness of a chosen government policy through Community consultation 3.5 Develop strategies for addressing any public perception of 'special treatment' for Indigenous peoples in relation to the chosen policy in consultation with Community

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
4. Apply understanding of Aboriginal cultural protocols and identity to daily work routines	4.1 Identify features of Aboriginal identity and personal cultural maintenance 4.2 Analyse and use how these features are expressed in daily work life to inform workplace relationships and interactions 4.3 Identify and analyse the obligations of cultural maintenance in relation to a work issue 4.4 Apply allowances for absences due to family/seasonal cultural practices and bereavement 4.5 Work through and deal with workplace conflicts in culturally appropriate ways 4.6 Develop possible strategies for cultural maintenance in work and the workplace
5. Plan culturally appropriate work practices	5.1 Develop a vision and workplace goals for own work 5.2 Identify and discuss common culturally inappropriate work practices 5.3 Develop strategies to change these practices collaboratively 5.4 Develop an implementation and evaluation plan for the strategies 5.5 Propose ways in which Aboriginal practitioners can effect change to create greater cultural awareness in the workplace

Foundation Skills	
<i>This section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria.</i>	
Skill	Description
[Skill]	<ul style="list-style-type: none"> • [Style to be applied is SI Bullet List 1 • Use sentence case (i.e. commence with upper case) for each bullet point but do not put a full stop at the end • See <i>Guidelines</i> for the skills to be described, the order in which to list them and hints on writing descriptions
[Skill]	<ul style="list-style-type: none"> • SI Bullet List 1 • SI Bullet List 1
[Style to be applied in left column is SI Text]	<ul style="list-style-type: none"> • SI Bullet List 1 • SI Bullet List 1]

Unit Mapping Information			
Code and title current version	Code and title previous version	Comments	Equivalence status
[SI Text]	[SI Text]	<p>[SI Text For equivalent or no equivalent units include detail of the work undertaken.</p> <p>For newly created add the following statement: The unit has been created to address a skill or task required by industry that is not covered by an existing unit</p> <p>For a deleted unit add the following statement: The unit is deleted as the skill or task is no longer required by industry]</p>	<p>[Equivalent OR Not equivalent OR Newly created OR Deleted]</p>

Links	Companion Volumes, including Implementation Guides, are available at VETNet: [Insert hyperlink for the training package]. See Guidelines for developing training package products for directions on how to find the right hyperlink
--------------	--

TITLE	Assessment requirements for AHCILM510 Plan for successful cultural practice at work
Performance Evidence	
<p>An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.</p> <p>There must be evidence that the individual has xxx:</p> <ul style="list-style-type: none"> • plan for culturally appropriate work practices to enable Aboriginal and non-Aboriginal practitioners to be successful in their chosen field of work or vocation • demonstrate comprehensive understanding of the essential features of Aboriginal families and culture applied in workplace relationships • apply practices in the workplace aimed at sustaining Aboriginal cultural maintenance • plan culturally appropriate work practices. 	
Knowledge Evidence	
<p>An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:</p> <ul style="list-style-type: none"> • practices in the workplace aimed at sustaining Aboriginal cultural maintenance • culturally appropriate work practices • history and impacts of European invasion and subsequent government policies on Aboriginal and Torres Strait Islander peoples • the concept of cultural maintenance • Aboriginal cultural protocols and identify as they apply to the workplace. 	
Assessment Conditions	
<p>Assessment of the skills in this unit of competency must take place under the following conditions: If any of the first level dot points do not apply to this unit, then please delete the point completely, e.g. if no interactions are needed with people at all, then you would delete the relationships point and second level points.</p> <ul style="list-style-type: none"> • [physical conditions:] <ul style="list-style-type: none"> • [e.g. skills must be demonstrated in [a commercial kitchen/a racing stable/veterinary practice/vineyard] or an environment that accurately represents workplace conditions] • [resources, equipment and materials:] <ul style="list-style-type: none"> • [e.g. live horses] • [e.g. use of specific tools] • [e.g. use of specific items of personal protective equipment] • [specifications:] <ul style="list-style-type: none"> • [e.g. use of specific workplace documents such as policies, procedures, processes, forms] • [e.g. use of manufacturer's operating instructions for specific equipment, machinery, etc.] • [e.g. access to specific safety data sheets] • [e.g. use of workplace instructions/job specifications/client briefs] • [access to specific legislation/codes of practice] • [relationships: Assessment must comply with Community protocols and be supported by Elders and Custodians of Country.] <ul style="list-style-type: none"> • [e.g. client(s), customer(s)] • [e.g. team member(s), supervisor(s)] • [timeframes: (include only if time is an essential assessment condition)] <ul style="list-style-type: none"> • [e.g. according to time specified in job sheet] • [e.g. within a specific time period] • [final point only ends with a full stop.] <p>Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.</p>	

Assessment Conditions	
<p>Delete the following if there are no additional assessor requirements. [In addition, the following specific assessor requirements apply to this unit:</p> <ul style="list-style-type: none">• SI Bullet List 1• SI Bullet List 1:<ul style="list-style-type: none">• SI Bullet List 2.]	
Links	Companion Volumes, including Implementation Guides, are available at VETNet: [Insert hyperlink for the training package]. See Guidelines for developing training package products for directions on how to find the right hyperlink