Modification history

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| Release | Comments |
| Release 1 | This version released with Agriculture, Horticulture and Conservation and Land Management Training Package Version 8.0. |

| AHCILM3X05 | Work with an Aboriginal and/or Torres Strait Islander Community or organisation |
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| Application | This unit of competency describes the skills and knowledge required to work with an Aboriginal and/or Torres Strait Islander Community or organisation while demonstrating an awareness of Aboriginal and/or Torres Strait Islander identity, history and spirituality.  All work is performed according to Community guidelines and cultural protocols.  This unit applies to individuals who work under broad direction and use discretion and judgement in the selection and use of available resources.  No occupational licensing, legislative or certification requirements are known to apply to this unit at the time of publication |
| Prerequisite Unit | AHCILM3X06 Develop awareness of Aboriginal and or Torres Strait Islander cultural safety and protocols |
| Unit Sector | Indigenous Land Management (ILM) |

| Elements | Performance Criteria |
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| Elements describe the essential outcomes. | Performance criteria describe the performance needed to demonstrate achievement of the element. |
| 1. Define Australian history from an Aboriginal and/or Torres Strait Islander cultural and Community perspective | 1.1 Determine major characteristics of the social structures of a specific Aboriginal and/or Torres Strait Islander Community  1.2 Identify impacts on Aboriginal and/or Torres Strait Islander social structures following European colonisation  1.3 Record examples of resistance to European colonisation  1.4 Document positive and negative effects of European colonisation  1.5 Determine various approaches and resources which can be employed in order to identify cultural authorities for specific Country and Community  1.6 Research contemporary Aboriginal and/or Torres Strait Islander social, economic and political trends in the context of Community life |
| 2. Outline strategies for working with Aboriginal and/or Torres Strait Islander organisations and people | 2.1 Acknowledge and consider differences in working within Aboriginal and/or Torres Strait Islander and non- Aboriginal and/or Torres Strait Islander Communities and organisations  2.2 Identify Aboriginal and/or Torres Strait Islander ways of working  2.3 Recognise potential conflicts  2.4 Identify and implement strategies for minimisation of conflicts |
| 3. Operate effectively in a job role working with an Aboriginal and/or Torres Strait Islander Community or organisation | 3.1 Observe Aboriginal and/or Torres Strait Islander cultural protocols according to Community and organisational guidelines and procedures  3.2 Respect Community traditions and customs  3.3 Build and maintain productive relationships within the Aboriginal and/or Torres Strait Islander Community and organisation  3.4 Create and give mutual respect as evidenced by effective engagement and shared outcomes with the Community and organisation over time  3.5 Obtain and value feedback on personal work performance, interpersonal ways of relating, and adherence to Aboriginal and/or Torres Strait Islander cultural protocols |

| Foundation Skills  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. | |
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| Skill | Description |
| Reading | * Interpret, analyse and extract information from a range of sources including legal documents, policies and procedures |
| Oral Communication | * Use culturally appropriate verbal and non-verbal communication |

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| Unit Mapping Information | | | |
| Code and title current version | Code and title previous version | Comments | Equivalence status |
| AHCILM3X05 Work with an Aboriginal and/or Torres Strait Islander Community or organisation | AHCILM305 Work with an Aboriginal Community or organisation | Updated unit code and title to include Torres Strait Islander people Minor changes to Application  Minor changes to Elements and Performance Criteria Added Foundation Skills Revised Performance Evidence to express assessment in terms of frequency  Revised Knowledge Evidence  Revised Assessment Conditions to include Assessor requirements | Equivalent |

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| Links | Companion Volumes, including Implementation Guides, are available at VETNet:  https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72. |

| TITLE | Assessment requirements for AHCILM3X05 Work with an Aboriginal and/or Torres Strait Islander Community or organisation |
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| Performance Evidence | |
| An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.  There must be evidence that the individual has at least once:   * worked within and between Aboriginal and/or Torres Strait Islander and non-Aboriginal and/or Torres Strait Islander social structures * demonstrated empathy and respect in working with Aboriginal and/or Torres Strait Islander Communities and organisations * built effective and productive working relationships with Aboriginal and/or Torres Strait Islander people and Communities. | |

| Knowledge Evidence |
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| 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:   * Aboriginal and/or Torres Strait Islander history, cultural values and interpersonal and Community protocols * social structures of the Aboriginal and/or Torres Strait Islander Community * Aboriginal and/or Torres Strait Islander cultural customs and heritage of local Communities * key aspects of Aboriginal and/or Torres Strait Islander history and impact of European colonisation on Community and individuals. |

| Assessment Conditions |
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| Assessment of the skills in this unit of competency must take place under the following conditions:   * physical conditions: * skills must be demonstrated on Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions * specifications: * access to relevant legislation/codes of practice * access to relevant organisation's policies and procedures * relationships: * local Community Elders and/or Custodians.   Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards. In addition, the following specific assessor requirements apply to this unit:   * Assessment must be undertaken by a workplace assessor who has expertise in this unit of competency and who is: * an Aboriginal and/or Torres Strait Islander Elder and/or Custodian   or:   * accompanied by, or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols. |

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