Modification history

|  |  |
| --- | --- |
| Release | Comments |
| Release 1 | This version released with AHC Agriculture, Horticulture and Conservation and Land Management Training Package Version 9.0. |

| AHCCCF5X4 | Support group and community change management processes |
| --- | --- |
| Application | This unit of competency describes the skills and knowledge required to support group and community change management processes.  The unit applies to individuals who apply specialised skills and knowledge to support change management processes in a group and community context. These individuals take personal responsibility and exercise autonomy in undertaking complex work. They analyse and synthesise information and analyse, design and communicate solutions to sometimes complex problems.  No licensing, legislative or certification requirements apply to this unit at the time of publication. |
| Prerequisite Unit | Nil |
| Unit Sector | Community Coordination and Facilitation (CCF) |

| Elements | Performance Criteria |
| --- | --- |
| Elements describe the essential outcomes. | Performance criteria describe the performance needed to demonstrate achievement of the element. |
| 1. Identify changes occurring at group and community levels | 1.1 Identify changes at group and community level due to voluntary initiatives  1.2 Identify changes due to legislative requirements |
| 2. Identify potential impacts and reactions to change and initiatives to support change | 2.1 Identify potential impact of changes and reactions at group and community level  2.2 Identify cultural and sector perspectives and viewpoints to address different reactions to change  2.3 Identify change management initiatives required to support the implementation of change in the group or community |
| 3. Facilitate change management processes | 3.1 Distribute information related to the changes in terms that assist understanding and acceptance  3.2 Assist the group to develop understanding of change, to manage reactions and respond to change  3.3 Encourage group to develop and implement a plan to address change and its impacts |

| 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. | |
| --- | --- |
| Skill | Description |
| Reading | * Identify and interpret information regarding group and community legislative changes |
| Oral communication | * Initiate discussions with group, using clear language and standard industry terminology to discuss, respond and plan for change |

|  |  |  |  |
| --- | --- | --- | --- |
| Unit Mapping Information | | | |
| Code and title current version | Code and title previous version | Comments | Equivalence status |
| AHCCCF5X4 Support group and community change management processes | AHCCCF504 Support group and community changes in resource management | Changes to unit title and application  Major and minor changes to performance criteria  Foundation skills added  Major and minor edits to performance and knowledge evidence and assessment conditions | Not equivalent |

|  |  |
| --- | --- |
| 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 AHCCCF5X4 Support group and community change management processes |
| --- | --- |
| 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 supported group and community change management processes on at least one occasion and has:   * identified required or impending changes and potential impacts on group or community * developed change management strategies to deal with potential change issues * distributed information about changes and provided advice and response to queries * facilitated the group through a process of change. | |

| Knowledge Evidence |
| --- |
| 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:   * change management theories at individual and group level * local networks and groups * community viewpoints and cultures. |

| Assessment Conditions |
| --- |
| Assessment of skills must take place under the following conditions:   * physical conditions: * a workplace setting or an environment that accurately represent workplace conditions * relationships: * group members.   Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards. |

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