



Australian Government

Department of Education, Employment and Workplace Relations

CHCCD412B Work within a community development framework

Release: 1

CHCCD412B Work within a community development framework

Modification History

Not Applicable

Unit Descriptor

Descriptor

This unit describes the knowledge and skills required to work within a community development framework

A community development framework may include a range of methods designed to strengthen and develop communities by enhancing individual and group capacity to confidently engage with community structures and to address problems and issues

Application of the Unit

Application

Application of a community development framework may be undertaken within the scope of or in conjunction with a range of work roles/areas in the community services industry including specific areas of service delivery, community education activities and working with groups to address issues

Licensing/Regulatory Information

Not Applicable

Pre-Requisites

Not Applicable

Employability Skills Information

Employability Skills

This unit contains Employability Skills

Elements and Performance Criteria Pre-Content

Elements define the essential outcomes of a unit of competency.

The Performance Criteria specify the level of performance required to demonstrate achievement of the Element. Terms in italics are elaborated in the Range Statement.

Elements and Performance Criteria

ELEMENT

PERFORMANCE CRITERIA

1. Operate within a community development framework

- 1.1 Reflect a current working knowledge and understanding of community development vision and mission in work undertaken
- 1.2 Reflect through *work*, a commitment to working with communities to resolve their issues through enhancing skills, accessing appropriate support and working with others in the community who share concerns and issues
- 1.3 Underpin work with a commitment to the *principles of community development*
- 1.4 Demonstrate understanding of the interrelationships of the needs and rights of the individual, the family, the community and society
- 1.5 Reflect through work, a demonstrated understanding of the impact of current and changing social, political and economic contexts
- 1.6 Work in a manner which reflects the impact of worker's own value base and values within a community development framework

ELEMENT**PERFORMANCE CRITERIA**

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|----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2. Distinguish between private and public issues arising in community development work | 2.1 Employ appropriate interpersonal skills to hear individual stories and distinguish between private and public issues
2.2 Identify the individual's willingness to engage in a public process to bring about change and facilitate the move from private concern to public action
2.3 Provide <i>appropriate referrals</i> to assist people to deal with personal issues
2.4 Ensure all work reflects and meets duty of care responsibilities |
| 3. Work with groups to achieve <i>community development outcomes</i> | 3.1 Contribute to analysis of community needs
3.2 Identify shared community needs within the public <i>group processes</i>
3.3 Identify <i>appropriate strategies</i> with the group in order to ensure community issues are addressed
3.4 Identify community structures and resources available to groups to maximise outcomes for groups
3.5 Provide advice and information to groups and individuals as required to ensure they are fully informed about relevant issues and opportunities |
| 4. Work effectively with diversity in the community | 4.1 Ensure all work reflects a commitment to the principles of access and equity
4.2 Ensure all work reflects respect and understanding of individual differences
4.3 Ensure all work reflects recognition of the positive contribution of diversity in the community
4.4 Adapt inclusive work processes that enhance people's participation |

Required Skills and Knowledge

REQUIRED SKILLS AND KNOWLEDGE

This describes the essential skills and knowledge and their level required for this unit.

Essential knowledge:

It is critical that the candidate demonstrate knowledge of:

- Own biases related to community development
- Relevance of the work role and functions to maintaining sustainability of the workplace, including environmental, economic, workforce and social sustainability
- Strategies for addressing individual differences
- Principles and practices of community development work, including:
 - structural disadvantage and inequality,
 - social justice and human rights,
 - empowerment
 - recognition of personal and public political process
 - commitment to peoples' participation
- Work models within a community development framework, including:
 - social action
 - advocacy
 - locality development work
 - brokering connections between communities and systems
 - community needs analysis / research

The candidate must also be able to demonstrate relevant knowledge required to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the identified work role, such as knowledge of:

- Recognition of the value of process, including as an outcome:
 - respecting and valuing local knowledge and skills
 - mutuality

Essential skills:

It is critical that the candidate demonstrate the ability to:

REQUIRED SKILLS AND KNOWLEDGE

- Elicit a story from individuals, to test common understandings and to facilitate agreement on actions to be followed based on information and assistance provided by the worker
- Review and modify own work practice within a community development framework

In addition, the candidate must be able to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the identified work role

These include the ability to:

- Apply appropriate communication and interpersonal skills relevant to work area
- Demonstrate application of skills in:
 - research
 - needs analysis and assessment in a community context
 - relevant literacy standards and skills necessary to meet reporting requirements of work area
 - reflective listening
 - referral
- Recognise and act upon opportunities to enhance sustainability in the workplace

Evidence Guide

EVIDENCE GUIDE

The evidence guide provides advice on assessment and must be read in conjunction with the Performance Criteria, Required Skills and Knowledge, the Range Statement and the Assessment Guidelines for this Training Package.

Critical aspects for assessment and evidence required to demonstrate this unit of competency:

- The individual being assessed must provide evidence of specified essential knowledge as well as skills
- This unit will be most appropriately assessed in the workplace or in a simulated workplace and under the normal range of workplace conditions
- It is recommended that assessment or information for assessment will be conducted or gathered over a period of time and cover the normal range of

EVIDENCE GUIDE

workplace situations

- Access and equity considerations:*
- All workers in community services should be aware of access, equity and human rights issues in relation to their own area of work
 - All workers should develop their ability to work in a culturally diverse environment
 - In recognition of particular issues facing Aboriginal and Torres Strait Islander communities, workers should be aware of cultural, historical and current issues impacting on Aboriginal and Torres Strait Islander people
 - Assessors and trainers must take into account relevant access and equity issues, in particular relating to factors impacting on Aboriginal and/or Torres Strait Islander clients and communities
- Context of and specific resources for assessment:*
- This unit can be assessed independently, however holistic assessment practice with other community services units of competency is encouraged
 - Resources required for assessment include access to a workplace or to an environment that accurately simulates the workplace
- Method of assessment may include:*
- Observation of work activities, simulation and/or role play
 - Written tasks
 - Relevant formal and informal education/training courses
 - Case studies and scenarios
 - Interviews/questioning
 - Role plays

Range Statement

RANGE STATEMENT

RANGE STATEMENT

The Range Statement relates to the unit of competency as a whole. It allows for different work environments and situations that may affect performance. Add any essential operating conditions that may be present with training and assessment depending on the work situation, needs of the candidate, accessibility of the item, and local industry and regional contexts.

Work in the industry includes:

- Paid work
- Unpaid work
- Voluntary

Principles of community development include:

- 'People-centred' developmental approach to work that may be civil, political, economic, social or cultural
- Commitment to participatory democracy,
- Commitment to peoples' participation,
- Empowerment
- Justice (commutative, distributive and social), and human rights
- Reciprocity and mutuality
- Recognition of personal and public political process,
- Recognition of the value of process, including as an outcome
- Respecting and valuing local knowledge and skills,

Ethical practices include those relating to:

- Financial management
- Information collection, storage and dissemination
- Operation of community and other organisations
- Professional relationships

Group processes and models include:

- Community action

RANGE STATEMENT

Community development outcomes may include:

- Building capacity to address problems in the community and to strengthen community structures
- Community facilities
- Community planning
- Community projects
- Consultative and planning committees
- Enhanced community capacity
- Enhanced community skills
- Enhanced social capital
- Increased capacity of groups and individuals to engage with political and community structures
- Increased community self confidence in public activity
- Inter-community collaboration
- Meeting community needs
- New or improved service delivery
- Other outcomes identified by the community or the group
- Policy changes

Appropriate course of action may include:

- A public response/meeting
- Conducting a specific project
- Development of a program
- Establishment of organisational arrangements
- Group action

Appropriate referrals may include

- Not part of agency mandate
- Private matters
- Public matters that are already being addressed elsewhere

RANGE STATEMENT

Areas of difference and diversity include:

- Culture and cultural practices relating to:
 - religion/spiritual observances
 - family relationships
 - status/protocol
 - ceremonies/celebrations
 - prohibition/taboos
- Language
- Social, economic, physical and health issues

Unit Sector(s)

Not Applicable