AHCCCF410A Support individuals in resource management change processes

Release: 1

AHCCCF410A Support individuals in resource management change processes

Modification History

Not Applicable

Unit Descriptor

Unit descriptor	This unit covers supporting individuals in resource management change processes and defines the standard required to: assess the resource management change and its potential impact on individuals; predict issues that are likely to arise from change, based on community feedback and statistical information; provide information and support to individuals and families facing resource management changes; review the methodology and effectiveness of support to improve support services for resource management change.

Application of the Unit

Application of the unit	This unit applies to persons who provide support for a person or business to change their management of resources within the context of the program.

Licensing/Regulatory Information

Not Applicable

Pre-Requisites

Prerequisite units		

Employability Skills Information

Employability skills	This unit contains employability skills.

Elements and Performance Criteria Pre-Content

Not Applicable

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA

ELEMENT	PERFORMANCE CRITERIA
1. Identify change processes	1.1. Changes that will impact individuals' and families' business operations and private lives are identified to assess their impact. 1.2. Impacts are assessed in terms of the degree of impact on businesses and personal lives.
2. Conceptualise impact of changes	2.1. Discussions are initiated with individuals and families to identify their life-style, values and views on resource management and program issues to identify potential for change. 2.2. Potential difficulties individuals and families may have in implementing change in their business and private lives are identified. 2.3. Appropriate information and support approaches that address potential difficulties and are inclusive of cultural and equity are identified as part of change process.
3. Implement support techniques	3.1. Information is obtained to support individuals and families facing change. 3.2. Information is provided in appropriate format and context to support individuals and families considering the change. 3.3. Individuals and families are given positive encouragement and support as they consider and implement change. 3.4. Support approach and information given is provided in a culturally sensitive and equitable manner. 3.5. People are invited to seek additional assistance and provided with avenues of assistance where this will assist in their management of change.
4. Review support outcomes	4.1. Results of support provided are progressively assessed in terms of resources spent, change achieved and potential for further change. 4.2. Support approach is modified in light of results.

Required Skills and Knowledge

REQUIRED SKILLS AND KNOWLEDGE
This section describes the skills and knowledge required for this unit.

REQUIRED SKILLS AND KNOWLEDGE

Required skills

- identify change processes
- conceptualise impact of changes
- conduct informal discussions/interviews
- develop networks
- implement personal support techniques and processes
- review support outcomes
- use literacy skills to read, interpret and follow organisational policies and procedures, develop sequenced written instructions, record accurately and legibly information collected and select and apply procedures to a range of tasks
- use oral communication skills/language competence to fulfil the job role as specified by the organisation including questioning, active listening, asking for clarification, negotiating solutions and responding to a range of views
- use numeracy skills to estimate, calculate and record routine and more complex workplace measures and data
- use interpersonal skills to work with others and relate to people from a range of cultural, social and religious backgrounds and with a range of physical and mental abilities.

Required knowledge

- relevant rural business practices and best practice within local context
- local natural resource management issues
- community lifestyle and practices, some with impact on natural resources
- relevant approaches to different cultures
- change management theory and practices
- action learning approaches
- networks of assistance.

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, range statement and the Assessment Guidelines for the Training Package.	
Overview of assessment	
Critical aspects for assessment and evidence required to demonstrate competency in this unit	The evidence required to demonstrate competency in this unit must be relevant to workplace operations and satisfy holistically all of the requirements of the performance criteria and required skills and knowledge and include achievement of the following: - assess the resource management change and its potential impact on individuals - predict issues that are likely to arise from change, based on community feedback and statistical information - provide information and support to individuals and families facing resource management changes - review the methodology and effectiveness of support to improve support services for resource management change.
Context of and specific resources for assessment	Competency requires the application of work practices under work conditions.　Selection and use of resources for some worksites may differ due to the regional or enterprise circumstances.

Range Statement

RANGE STATEMENT	
The range statement relates to the unit of competency as a whole.	
Change processes may include:	a range of contexts covering business practice to conserve natural resources in both personal living and organisational activities.

Unit Sector(s)

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Unit sector	Community coordination and facilitation

Co-requisite units

Co-requisite units		

Competency field

Competency field	

Approved

AgriFood Skills Australia