Australian Government

Department of Education, Employment and Workplace Relations

AHCILM303A Work in an Indigenous community or organisation

Release: 1

AHCILM303A Work in an Indigenous community or organisation

Modification History

Not Applicable

Unit Descriptor

Unit descriptor	This unit covers the process of operating in an indigenous community or organisation while demonstrating an awareness of Aboriginal and Torres Strait Islander identity, history and spirituality, and defines the standard required to work within and between indigenous and non-indigenous social structures, apply an understanding of the perceptions and impacts of government action to deal with the effects of European colonisation within indigenous communities, and demonstrate empathy and respect in working with indigenous communities and organisations.

Application of the Unit

Application of the unit	This unit is normally carried out within own area of responsibility. It requires some judgement and discretion, and would be carried out under minimal supervision within enterprise guidelines. Note: Delivery and assessment against this competency standard must comply with community protocols and guidelines and be supported by elders and custodians of country.

Licensing/Regulatory Information

Not Applicable

Pre-Requisites

Prerequisite units		

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

AgriFood Skills Australia

ELEMENT	PERFORMANCE CRITERIA
1. Gather information about indigenous and non-indigenous social structures	1.1. Major characteristics of the social structures of Aboriginal and Torres Strait Islander societies are determined. 1.2. Main characteristics of the social structure of British society (1770-1790) are defined. 1.3. Impacts on indigenous social structures following European colonisation are identified. 1.4. Examples of resistance to European colonisation are recorded. 1.5. Positive and negative effects of European colonisation are documented.
2. Summarise actions of governments to deal with the effects of European colonisation on indigenous people	2.1. Major legislation and/or policy directions of governments that affect Aboriginal and Torres Strait Islanders are identified. 2.2. Legal parameters relating to indigenous land ownership, acquisition and management are defined. 2.3. Impacts of laws and/or policies on social structures of indigenous peoples are documented.
3. Outline responses of indigenous peoples	3.1. Responses by communities relating to social impacts of European colonisation are identified. 3.2. Influences and trends affecting indigenous peoples' responses are determined. 3.3. The source of influences and trends affecting indigenous peoples' responses is identified. 3.4. Positive responses for the maintenance of indigenous peoples' culture and/or growth of culture are recorded. 3.5. Personal responses to these trends are related.
4. Operate within an indigenous community or organisation	4.1. Cultural protocols are observed according to community and/or organisational guidelines and procedures. 4.2. Community traditions and customs are respected and reflected in workplace policies and procedures.

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

- gather information about indigenous and non-indigenous social structures.
- summarise actions of governments to deal with the effects of European colonisation
- outline responses of indigenous peoples
- operate within an indigenous community or organisation
- use literacy skills to read, interpret and follow organisational policies and procedures, follow sequenced written instructions, record accurately and legible information collected and select and apply procedures for a range of tasks
- use oral communication skills/language competence to fulfil the job role as specified by the organisation, including questioning techniques, active listening, clarifying information and consulting with supervisors as required
- use numeracy skills to estimate, calculate and record routine workplace measures
- use interpersonal skills to work with and relate to people from a range of cultural, social and religious backgrounds and with a range of physical and mental abilities.

Required knowledge

- indigenous communities and social structures
- indigenous cultural customs and heritage
- history of British society and dispossession in Australia
- indigenous history and impact of European colonisation
- legislation and its impact on indigenous communities.

AgriFood Skills Australia

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: • work within and between indigenous and non-indigenous social structures • apply an understanding of the perceptions and impacts of government action to deal with the effects of European colonisation within indigenous communities • demonstrate empathy and respect in working with indigenous communities and organisations.
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.	
Work may include:	• working within any indigenous community or organisation.

Unit Sector(s)

Unit sector	Indigenous land management

Co-requisite units

Co-requisite units		

Competency field

Competency field	

AgriFood Skills Australia