



Australian Government

AHCILM305A Work with an Aboriginal Community or organisation

Release 1

AHCILM305A Work with an Aboriginal Community or organisation

Modification History

Release	TP Version	Comments
1	AHC10v5	Initial release. Supersedes and is not equivalent to AHCILM303A

Unit Descriptor

This unit covers the process of operating in an Aboriginal Community or organisation while demonstrating an awareness of Aboriginal identity, history and spirituality.

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. The unit applies to participants working in and with Aboriginal communities and organisations and is also applicable to the work of repatriation workers and anthropologists.

Licensing/Regulatory Information

No licensing, legislative, regulatory or certification requirements apply to this unit at the time of endorsement.

Pre-Requisites

AHCILM306A Follow Aboriginal cultural protocols

Employability Skills Information

This unit contains employability skills

Elements and Performance Criteria Pre-Content

Elements describe the essential outcomes of a unit of competency.

Performance criteria describe the performance needed to demonstrate achievement of the element. Where bold italicised text is used, further information is detailed in the required skills and knowledge section and the range statement. Assessment of performance is to be consistent with the evidence guide.

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
1. Define Australian history from an Aboriginal cultural and Community perspective	<p>1.1 Major characteristics of the social structures of Aboriginal societies are determined</p> <p>1.2 Impacts on Aboriginal social structures following European colonisation are identified</p> <p>1.3 Examples of resistance to European colonisation are recorded</p> <p>1.4 Positive and negative effects of European colonisation are documented</p> <p>1.5 Various approaches and resources which can be employed in order to identify cultural authorities for specific Country and Community are determined</p> <p>1.6 Contemporary Aboriginal social, economic and political trends are researched in the context of Community life</p>
2. Summarise actions of governments to deal with the effects of European colonisation on Aboriginal people	<p>2.1 Major legislation and/or policy directions of governments that affect Aboriginal people are identified</p> <p>2.2 Legal parameters relating to Aboriginal land ownership, acquisition and management are defined</p> <p>2.3 Impacts of laws and/or policies on social structures of Aboriginal peoples are documented</p>
3. Outline strategies for working with Aboriginal organisations and people	<p>3.1 Differences in relation to working as an Aboriginal person (or non-Aboriginal person) within Aboriginal and non-Aboriginal communities and organisations are acknowledged and considered</p> <p>3.2 Aboriginal ways of working are identified</p> <p>3.3 Potential conflicts are recognised</p> <p>3.4 Strategies for minimisation of conflicts are identified and implemented</p>
4. Operate effectively in a job role working with an Aboriginal Community or organisation	<p>4.1 Aboriginal cultural protocols are observed according to Community and/or organisational guidelines and procedures</p> <p>4.2 Community traditions and customs are respected according to workplace policies and procedures</p> <p>4.3 Productive relationships are built and maintained within the Aboriginal Community and organisation</p> <p>4.4 Mutual respect is created and given as evidenced by effective engagement and shared outcomes with the Community and/or organisation over time</p> <p>4.5 Feedback on personal work performance, interpersonal ways of relating and adherence to Aboriginal cultural protocols is valued and obtained</p>

Required Skills and Knowledge

Required skills include:

Ability to:

- gather information about Aboriginal and non-Aboriginal social structures
- summarise actions of governments to deal with the effects of European colonisation
- deal with personal negative responses/reactions in a positive way
- implement strategies that support the concept/implementation of Aboriginal management (principles)
- understand and engage effectively in mediation and conflict resolution
- operate effectively within an Aboriginal Community or organisational job role
- 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
- apply sustainable environmental practices
- apply workplace health and safety requirements

Required knowledge includes:

Knowledge of:

- Aboriginal history, cultural values and interpersonal and Community protocols
- authentic and authoritative sources for Aboriginal cultural information, material and expression able to be accessed and shared
- Aboriginal communities and social structures
- Aboriginal cultural customs and heritage
- history of British society and dispossession in Australia
- Aboriginal history and impact of European colonisation
- legislation and its impact on Aboriginal communities
- Cultural and Heritage Legislation or relevant NPWS legislation

Evidence Guide

<p>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.</p>	
<p>Overview of assessment</p>	
<p>Critical aspects for assessment and evidence required to demonstrate competency in this Unit</p>	<p>The delivery and assessment of training of this unit must comply with Community protocols and be carried out in consultation with and in participation with Traditional Owners and/or Elders and Custodians of that specific Country.</p> <p>Candidates must demonstrate evidence of the ability to:</p> <ul style="list-style-type: none"> • work within and between Aboriginal and non-Aboriginal social structures • apply an understanding of the perceptions and impacts of government action to deal with the effects of European colonisation within Aboriginal communities • demonstrate empathy and respect in working with Aboriginal communities and organisations • build effective and productive working relationships with Aboriginal people and communities
<p>Context of and specific resources for assessment</p>	<p>Assessment events must be contextualised to meet the needs of the particular group, including:</p> <ul style="list-style-type: none"> • an Aboriginal Community, educational or workplace setting • involvement of people approved by cultural authorities and/or Traditional Owners of the relevant local Community • candidates who have gained relevant knowledge and skills through their life experience
<p>Method of assessment</p>	<p>A range of assessment methods should be used to assess competency in following Aboriginal cultural protocols. The following examples are appropriate for this unit:</p> <ul style="list-style-type: none"> • observation of the candidate relating to and engaging Aboriginal persons and Aboriginal Community • direct questioning combined with third-party workplace reports of on-the-job performance

	<ul style="list-style-type: none"> • verbal or written questioning • observation of work conducted in Aboriginal Community and/or organisation • evaluation of the outcomes of work conducted in Aboriginal Community and/or organisation <p>Assessment methods should closely reflect workplace demands and the needs of particular client groups (consider the requirements of different age groups, clients with English as a second language, clients with disabilities, remote library users, etc.).</p>
<p>Guidance information for assessment</p>	<p>Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended, for example:</p> <p>AHCILM306A Follow Aboriginal cultural protocols</p> <p>AHCILM404A Record and document Community history</p> <p>Assessment for this unit should comprise a combination of theory and practical application. Both aspects of assessment are best conducted on Country for this unit.</p>

Range Statement

<p>The range statement relates to the unit of competency as a whole. It allows for different work environments and situations that may affect performance. Bold italicised wording, if used in the performance criteria, is detailed below. 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) may also be included.</p>	
<p><i>Strategies</i> may include:</p>	<ul style="list-style-type: none"> • ideas for ‘breaking the ice’ at first meetings • ways to demonstrate respect for cultural authority • ways of educating oneself about Aboriginal cultural protocols • discussing ideas with bi-culturally competent others • undertaking Aboriginal language courses • spending time in an Aboriginal Community
<p><i>Aboriginal cultural protocols</i> may include:</p>	<ul style="list-style-type: none"> • gender roles in relation to knowledge and cultural practices • information sensitivity and access • appropriate information transfer • negotiations with local Aboriginal Community about information transfer • cultural diversity • natural resources and their importance for economy, religion, spirituality, art, environment, values, beliefs and lore/law. • rights and responsibilities associated with cultural knowledge, story, song, Site, and ceremony • interpersonal ways of relating • the talking of Community politics • repatriation of artefacts • issues of ownership (clans/nations) • ownership of intellectual property • acknowledging participation and ownership • communicating about cultural material • displaying cultural material • handling cultural material • identifying appropriate people to be consulted • occasions when consultation is required • ways in which consultations should be conducted
<p><i>Work</i> may include:</p>	<ul style="list-style-type: none"> • a variety of forms of interaction with Aboriginal people and Community • presentations • consultations

	<ul style="list-style-type: none">• research• mentoring• consulting• recording• sharing knowledge• writing reports
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Unit Sector(s)

Indigenous land management