



Australian Government

Department of Education, Employment and Workplace Relations

AHCILM405A Develop work practices to accommodate cultural identity

Release: 1

AHCILM405A Develop work practices to accommodate cultural identity

Modification History

Not Applicable

Unit Descriptor

Unit descriptor	This unit covers developing work practices to accommodate cultural identity and defines the standard required to: outline effects of current work related issues for indigenous communities and individuals; determine the impacts of competing factors on self esteem/identity; design work practices to accommodate cultural identity; incorporate elements to boost self esteem of indigenous workers; respond to workplace issues where work practices are poorly aligned to cultural identity.
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Application of the Unit

Application of the unit	This unit applies to those whose job involves accommodating cultural identity and recognising the role that history has had in shaping cultural identity in relation to working within an indigenous community or organisation.
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Licensing/Regulatory Information

Not Applicable

Pre-Requisites

Prerequisite units		

Employability Skills Information

Employability skills	This unit contains employability skills.
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Elements and Performance Criteria Pre-Content

Not Applicable

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA

ELEMENT	PERFORMANCE CRITERIA
1. Investigate government policies and practices relating to indigenous peoples since European settlement	1.1. The intentions of government policies and practices since European settlement are outlined. 1.2. The effects of these policies and practices on Aboriginal and Torres Strait Islander communities are summarised. 1.3. How these policies and practices affected own community and/or family are outlined.
2. Identify changes that have occurred in indigenous societies	2.1. Government policies operating since European settlement are summarised and documented. 2.2. The changes that have occurred to Aboriginal and Torres Strait Islander societies as a result of policies and practices, the responses and the views of indigenous groups are outlined. 2.3. The impacts of these changes on the indigenous community and/or family are described.
3. Outline effects of current work related issues on indigenous societies	3.1. Key work related issues that impact on Aboriginal and Torres Strait Islander societies today are defined. 3.2. The people involved in key issues are described and recorded. 3.3. The community views on issues are summarised and recorded. 3.4. Methods of addressing the keys issues are summarised. 3.5. The future outcomes and/or resolutions for these issues are predicted.
4. Determine the impacts of competing factors on self esteem/identity	4.1. Events/occurrences in everyday life that give rise to feelings of both positive and negative self-esteem are described. 4.2. Elements which affect self-esteem are listed. 4.3. How these elements impact on self are described and recorded. 4.4. Positive strategies for dealing with impacts on self-esteem/identity are developed.
5. Design work practices to accommodate cultural identity	5.1. Work practices, which enhance individual's morale, are defined and implemented. 5.2. Elements which affect self-esteem in work environments are incorporated into the work practices. 5.3. Staff are consulted in the preparation and design of these work practices according to community and organisational protocols and guidelines.

ELEMENT	PERFORMANCE CRITERIA
	5.4. Positive strategies for dealing with impacts on self-esteem/identity are developed.

Required Skills and Knowledge

REQUIRED SKILLS AND KNOWLEDGE

This section describes the skills and knowledge required for this unit.

Required skills

- investigate government policies and practices relating to indigenous peoples since European settlement
- identify changes that have occurred in indigenous societies
- synthesise changes that have occurred in indigenous societies
- outline effects of current work related issues
- determine the impacts of competing factors on self-esteem/identity
- design work practices to accommodate cultural identity
- 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

- indigenous communities and protocols
- cultural customs and heritage
- connections between self-esteem, identity, community and work
- indigenous history
- legislation and policies impacting on indigenous communities and organisations
- key work issues
- work practices.

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	<p>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:</p> <ul style="list-style-type: none"> • outline effects of current work related issues for indigenous communities and individuals • determine the impacts of competing factors on self esteem/identity • design work practices to accommodate cultural identity • incorporate elements to boost self esteem of indigenous workers • respond to workplace issues where work practices are poorly aligned to cultural identity.
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 practices may include:	<ul style="list-style-type: none"> • selection procedures • promotion procedures • enforcement of legislation and regulations • consultative or participative mechanisms • cultural and intellectual property rights • training processes • work ethic

RANGE STATEMENT

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| | <ul style="list-style-type: none">• procedures and policies of the workplace. |
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Unit Sector(s)

Unit sector	Indigenous land management
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Co-requisite units

Co-requisite units		

Competency field

Competency field	
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