



Australian Government

Department of Education, Employment and Workplace Relations

CHCNET3B Develop new networks

Release: 1

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Modification History

Not applicable.

Unit Descriptor

Setting up formal networks which will benefit the organisation and the clients.
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Application of the Unit

Not applicable.

Licensing/Regulatory Information

Not applicable.

Pre-Requisites

Not applicable.

Employability Skills Information

Not applicable.

Elements and Performance Criteria Pre-Content

Not applicable.

Elements and Performance Criteria

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| Element | Performance Criteria |
|---|--|
| 1 1. Develop and maintain appropriate networks | <p>1.1 Organisational, professional and Individual networking needs are identified, prioritised and appropriate new networks are established as required to meet client needs and organisational objectives</p> <p>1.2 Significant cultural practices, needs and traditions are incorporated into the networking strategy and its development</p> <p>1.3 Strategies to develop effective new networks are implemented in consultation with key people and in accordance with organisational objectives</p> <p>1.4 Information about new network is made available to other staff and others as appropriate</p> <p>1.5 Processes for engaging relevant community members in collection and dissemination of information are developed and implemented as appropriate to ensure effective operation of the network</p> |
| 2 2. Reflect social and cultural awareness in developing and maintaining networks | <p>2.1 Potential discrimination or culturally based obstacles to effective networks are identified and strategies to avoid them are developed and implemented</p> <p>2.2 Cultural differences and diversity are valued as a resource in networks and integrated into practices, relationships and strategies wherever relevant</p> <p>2.3 Where individual relationships interfere with the effective operation of networks, timely remedial action is taken in accordance with organisational procedures, to ensure maximum benefit to clients</p> <p>2.4 Effectiveness and relevance of networks is regularly evaluated against organisational goals and client needs in consultation with key people, and appropriate modifications are made as necessary</p> |

- 2.5 Evaluation of the effectiveness of networks includes consideration of issues related to cultural expectations, client needs and organisation's philosophy

Required Skills and Knowledge

Not applicable.

Evidence Guide

The Evidence Guide identifies the critical aspects of assessment, and the essential knowledge and skills to be demonstrated to confirm competency in this unit. The Evidence Guide is an integral part of the assessment of competency and it should be read carefully in conjunction with the Range Statement, elements and performance criteria.

Critical aspects of assessment:

Networks developed meet the needs of the organisation and its clients.

Essential knowledge:

Power relationships within and between organisations

The values and limitations of networks

The dynamics of networks

Processes of initiating and supporting community development planning

Strategic planning

Existing relevant networks

Lobbying in the context of organisational protocols

Essential skills:

Negotiation

Reporting and record keeping

Lobbying

Dealing with diverse and/or specific cultural groups

Resource implications:

Access to appropriate workplace where assessment can be conducted, or

Simulation of realistic workplace setting for assessment

Consistency in performance:

Assessment may include observations, questioning and evidence gathered from the workplace

Assessment may take place on one occasion

Context of assessment:

This unit is most appropriately assessed in the workplace or in a simulated workplace and under the normal range of workplace conditions. This may include the use of languages other than English and alternative communications systems.

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Range Statement

The Range Statement explains the scope and context of the unit of competency allowing for differences between workplaces. The scope of variables chosen for training and assessment requirements will depend on the particular work situation.

Formal networks may include:

- Key people
- Local organisations
- Interest and support groups
- Lobby groups
- Regional specialist and peak associations
- Advisory committees
- Associations
- Businesses
- Law enforcement agencies
- Government ministers/departments

Networks may serve the purpose of:

- Achieving corporate objectives
- Accessing the services and resources of other organisations
- Promotion of organisation and/or programs
- Strategic planning
- Encouraging coordination amongst organisations and workers
- Enhancing service delivery

Networking needs may be as a result of, or leading to:

- New government policies
- New or reviewed strategic plan
- New organisations/services starting up
- Restructuring of organisation
- Enhanced service delivery
- Funding imperatives

Strategies for the development of new networks may include:

- Liaison with relevant government, community, business and other representatives
- Participating and managing formal network committees
- Negotiating with relevant organisations for network participation
- Liaison with other network organisations

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Unit Sector(s)

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