



Australian Government

AHCILM405 Develop work practices to accommodate cultural identity

Release: 1

AHCILM405 Develop work practices to accommodate cultural identity

Modification History

Release Number	TP Version	Comments
1	AHCv1.0	Initial release

Application

This unit of competency describes the skills and knowledge required to develop work practices to accommodate cultural identity.

This unit applies to individuals who demonstrate autonomy, judgement and limited responsibility in known or changing contexts.

No occupational licensing, legislative or certification requirements are known to apply to this unit at the time of publication.

Pre-requisite Unit

Nil.

Unit Sector

Indigenous Land Management (ILM)

Elements and Performance Criteria

Element	Performance criteria
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
1. Investigate government policies and practices relating to Indigenous peoples since European settlement	1.1 Outline the intentions of government policies and practices since European settlement 1.2 Summarise the effects of these policies and practices on Aboriginal and Torres Strait Islander Communities 1.3 Outline how these policies and practices affected Community or family
2. Identify changes that have occurred in Indigenous societies	2.1 Summarise and document government policies operating since European settlement 2.2 Outline the changes that have occurred to Aboriginal and Torres

Element	Performance criteria
	Strait Islander societies as a result of policies and practices, the responses and the views of Indigenous groups 2.3 Describe the impacts of these changes on the Indigenous Community or family
3. Outline effects of current work related issues on Indigenous societies	3.1 Define key work related issues that impact on Aboriginal and Torres Strait Islander societies today 3.2 Describe and record the people involved in key issues 3.3 Summarise and record Community views on issues 3.4 Identify methods of addressing the keys issues 3.5 Predict the future outcomes or resolutions for these issues
4. Determine the impacts of competing factors on self-esteem and identity	4.1 Describe events and occurrences in everyday life that give rise to feelings of both positive and negative self-esteem for Indigenous personnel 4.2 Identify elements which affect self-esteem 4.3 Describe and record how these elements impact on self-esteem 4.4 Develop positive strategies for dealing with impacts on self-esteem and identity
5. Design work practices to accommodate cultural identity	5.1 Define and implement work practices which enhance individual's morale 5.2 Incorporate elements which affect self-esteem in work environments into the work practices 5.3 Consult staff in the preparation and design of these work practices according to Community and organisational protocols and guidelines 5.4 Develop positive strategies for dealing with work practices that impact on self-esteem and identity

Foundation Skills

Foundation Skills essential to performance are explicit in the performance criteria of this unit of competency.

Range of Conditions

Unit Mapping Information

This unit is equivalent to AHCILM405A Develop work practices to accommodate cultural identity.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72>

Assessment Requirements for AHCILM405 Develop work practices to accommodate cultural identity

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Performance Evidence

The candidate must be assessed on their ability to integrate and apply the performance requirements of this unit in a workplace setting. Performance must be demonstrated consistently over time and in a suitable range of contexts.

The candidate must provide evidence that they can:

- outline effects of current work related issues for Indigenous Communities and individuals
- determine the impacts of competing factors on self-esteem and 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

Knowledge Evidence

The candidate must demonstrate knowledge of:

- Indigenous Communities with whom the organisation works, and their protocols
- cultural customs and heritage
- connections between self-esteem, identity, Community and work
- Indigenous history of particular Communities
- legislation and policies impacting on Indigenous Communities and organisations
- strategies to support development of workers' self-esteem and identity

Assessment Conditions

Assessment must comply with Community protocols and be supported by Elders and Custodians of Country.

Assessors must satisfy current standards for RTOs.

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