



Australian Government

Assessment Requirements for AHCOCM405 Develop work practices to accommodate cultural identity

Release: 1

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Modification History

Release	Comments
Release 1	This version released with Agriculture, Horticulture and Conservation and Land Management Training Package Version 9.0.

Performance Evidence

An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.

There must be evidence that the individual has developed work practices to accommodate cultural identity for a workplace on at least one occasion and has:

- communicated with Aboriginal and/or Torres Strait Islander People to determine current work-related issues for Communities and individuals
- determined the impacts of competing factors on cultural identity
- designed work practices to accommodate cultural identity
- established culturally safe workspaces
- incorporated elements to review the culturally safe workplace and organisation
- responded to workplace issues where work practices are poorly aligned to cultural identity.

Knowledge Evidence

An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:

- Aboriginal and/or Torres Strait Islander Communities with whom the organisation works, and their cultural protocols
- principles of self-determination
- methods of communication with Aboriginal and/or Torres Strait Islander Communities including:
 - verbal and non-verbal
 - listening
 - appropriate questioning
- methods of documenting information gathered from Aboriginal and/or Torres Strait Islander Community members including:
 - formal written documentation

- recording via electronic means
- developing organisational procedures and processes
- connection between local Community and the working environment
- Aboriginal and/or Torres Strait Islander history in local Communities
- legislation and policies impacting Aboriginal and/or Torres Strait Islander Communities and organisations
- strategies to support development of workers' self-determination and cultural identity.

Assessment Conditions

Assessment of the skills in this unit of competency must take place under the following conditions:

- physical conditions:
 - skills must be demonstrated on Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions
- specifications:

specific legislation/codes of practice relevant to gathering and documenting information on Aboriginal and/or Torres Strait Islander Communities and organisations

- relationships:
 - local Community Elders and/or Custodians.

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards. In addition, the following specific assessor requirements apply to this unit:

- Assessment must be undertaken by a workplace assessor who has expertise in this unit of competency and who is:

an Aboriginal and/or Torres Strait Islander Elder and/or Custodian or:

- accompanied by, and/or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols.

Links

Companion Volumes, including Implementation Guides, are available at VETNet: - <https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72>