



Australian Government

CHCCDE006 Work to empower Aboriginal and/or Torres Strait Islander communities

Release: 1

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Modification History

Release	Comments
Release 1	This version was released in <i>CHC Community Services Training Package release 2.0</i> and meets the requirements of the 2012 Standards for Training Packages. Significant changes to performance criteria New evidence requirements for assessment including volume and frequency requirements Significant changes to knowledge evidence

Application

This unit describes the skills and knowledge required to work with Aboriginal and/or Torres Strait Islander community clinics or in mainstream services that will empower that community.

This unit of competency supports the recognition, protection and continued advancement of the inherent rights, cultures and traditions of Aboriginal and/or Torres Strait Islander peoples.

It recognises that the improvement of the health and well-being status of Aboriginal and/or Torres Strait Islander people must include attention to physical, spiritual, cultural, emotional and social well-being, community capacity, self-determination and governance.

Its application must be culturally sensitive and supportive of traditional healing and health, knowledge and practices.

The skills in this unit must be applied in accordance with Commonwealth and State/Territory legislation, Australian/New Zealand standards and industry codes of practice.

Elements and Performance Criteria

Elements define the essential outcomes

1. Apply community development frameworks and models to Aboriginal and/or Torres Strait Islander context

Performance criteria describe the performance needed to demonstrate achievement of the element.

1.1 Identify the role of relevant Aboriginal and/or Torres Strait Islander services and organisations

1.2 Engage Aboriginal and/or Torres Strait Islander people and communities in decision making that relates to the delivery of services that they have determined a priority

1.3 Support Aboriginal and/or Torres Strait Islander people in achieving access and equity to services

1.4 Establish and maintain networks with relevant agencies and associated community services to support and empower Aboriginal and/or Torres Strait Islander individuals and communities

2. Work in a culturally safe manner

2.1 Consider and respect local community values, cultural beliefs and gender roles when working with Aboriginal and/or Torres Strait Islander people

2.2 Apply cultural safety protocols in implementing government policies, undertaking research and data collection and working with Aboriginal and/or Torres Strait Islander people

2.3 Identify cultural factors that may produce stress and have a potential to impact own work practices and report to organisation as appropriate to support service delivery and personal well being

2.4 Work safely within own responsibility and competence and in line with community protocols, organisation policies and regulatory requirements

2.5 Identify the strengths that exist within the Aboriginal and/or Torres Strait Islander people and communities and work to build on these

3. Work with Aboriginal and/or Torres Strait Islander people to apply strategies and policies which deal with identified issues and prioritises

3.1 Identify aspects of organisation service strategies, policies, bodies and resources relevant to work in Aboriginal and/or Torres Strait Islander communities

3.2 Apply strategies and policies to address identified priorities of Aboriginal and/or Torres Strait Islander people and communities

3.3 Document barriers to access and equity in relation to Aboriginal and/or Torres Strait Islander and mainstream services

3.4 Take available opportunities to advocate on behalf of Aboriginal and/or Torres Strait Islander people and/or communities

3.5 Maintain confidentiality of client information

3.6 Support Aboriginal and/or Torres Strait Islander People and/or communities to advocate and lobby on issues of importance to them

4. Evaluate own culturally safe work practises

4.1 Involve Aboriginal and/or Torres Strait Islander people in the evaluation

4.2 Evaluate service delivery against desired outcome

4.3 Revise Strategies based on evaluation with appropriate engagement of Aboriginal and/or Torres Strait Islander people.

Foundation Skills

The Foundation Skills described those required skills (language, literacy and numeracy) that are essential to performance.

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

Unit Mapping Information

No equivalent unit

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5e0c25cc-3d9d-4b43-80d3-bd22cc4f1e53>

Assessment Requirements for CHCCDE006 Work to empower Aboriginal and/or Torres Strait Islander communities

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Performance Evidence

The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the job role. There must be demonstrated evidence that the candidate has at least once:

- worked collaboratively with a range of Aboriginal and/or Torres Strait Islander individuals, families and communities to support and empower the community to identify their own priorities and developed strategies to address them
- reviewed own work practices to ensure current strategies, programs and models build on strengths to address Aboriginal and/or Torres Strait Islander priorities and support community participation and control in a culturally safe manner

Knowledge Evidence

The candidate must be able to demonstrate essential knowledge required to effectively complete tasks outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the work role. This includes knowledge of:

- Aboriginal and/or Torres Strait Islander programs and services, including:
 - national, state/territory and regional Aboriginal and/or Torres Strait Islander strategies, policies, joint planning bodies relevant to a range of community services
 - national Aboriginal and/or Torres Strait Islander peak organisation and their state/territory affiliates
 - resources available nationally, locally and at the state/territory level
- work practice, current strategies, programs and models that address Aboriginal and/or Torres Strait Islander issues and support community control

- Aboriginal and/or Torres Strait Islander community perceptions of major issues affecting them and underlying causes, including perceptions of non-Aboriginal and/or Torres Strait Islander people relating to major Aboriginal and/or Torres Strait Islander issues and underlying causes
- key health and social statistics (national, state/territory and/or regional) for Aboriginal and/or Torres Strait Islander people compared to those of non-Aboriginal and/or Torres Strait Islander population, including:
 - life expectancy
 - infant mortality rates
 - alcohol and other drug (AOD) statistics
 - housing ratio rates
 - rate and severity of unintentional injuries
- national and local Aboriginal and/or Torres Strait Islander history
- social, cultural, political and environmental determinants and strategies to address Aboriginal and/or Torres Strait Islander health status
- barriers to improving well-being and health status
- lifestyle and behavioural determinants of Aboriginal and/or Torres Strait Islander welfare and strategies to address them
- relevant aspects of the community services and health care system, including access to benefits
- community development as a social change strategy, including:
- traditional community development approaches:
 - needs-based
 - gap-based
- principles and practices of contemporary community development approaches and techniques for mobilisation in relation to:
 - asset-based (ABCD)
 - rights-based

Assessment Conditions

Skills must have been demonstrated in the workplace or in a simulated environment that reflects workplace conditions. Where simulation is used, it must reflect real working conditions by modelling industry operating conditions and contingencies, as well as, using suitable facilities, equipment and resources.

Assessors must satisfy the Standards for Registered Training Organisations (RTOs) 2015/AQTF mandatory competency requirements for assessors.

In addition, 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 community services worker or:

- accompanied by an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community

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