



Australian Government

CHCCDE022 Work to empower Aboriginal and/or Torres Strait Islander communities

Release: 1

CHCCDE022 Work to empower Aboriginal and/or Torres Strait Islander communities

Modification History

Not applicable.

Application

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

It recognises that the improvement of the health and wellbeing status of Aboriginal and/or Torres Strait Islander people must include attention to physical, spiritual, cultural, emotional and social wellbeing, 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 or Territory legislation, Australian standards and industry codes of practice.

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

Pre-requisite Unit

Nil

Competency Field

Community Development

Unit Sector

Community Services

Elements and Performance Criteria

ELEMENTS

Elements describe the essential outcomes

1. Apply community

PERFORMANCE CRITERIA

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

1.1. Identify the role of Aboriginal and/or Torres Strait Islander

- development frameworks and models to Aboriginal and/or Torres Strait Islander context.
2. Work in a culturally safe manner.
3. Work with Aboriginal and/or Torres Strait Islander people to apply strategies and policies which deal with identified issues and priorities.
- services and organisations within the community.
- 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 as priorities.
- 1.3. Support Aboriginal and/or Torres Strait Islander people in achieving access and equity to services.
- 1.4. Establish and maintain networks with agencies and community services to support and empower Aboriginal and/or Torres Strait Islander people and communities.
- 2.1. Acknowledge 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 according to organisational policies and procedures in order to support service delivery and personal wellbeing.
- 2.4. Work safely within own responsibility and competence and in line with community protocols, organisational policies and procedures and regulatory requirements.
- 2.5. Identify existing strengths within the Aboriginal and/or Torres Strait Islander people and communities and work to build on these.
- 3.1. Identify aspects of organisational 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. Use available opportunities to advocate on behalf of Aboriginal and/or Torres Strait Islander people and communities.
- 3.5. Maintain confidentiality of personal information according to organisational policies and procedures.
- 3.6. Support Aboriginal and/or Torres Strait Islander people and communities to advocate and lobby on issues of importance to them.

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| 4. Evaluate own culturally safe work practices. | 4.1. Evaluate service delivery against desired outcome. |
| | 4.2. Ensure participation of Aboriginal and/or Torres Strait Islander people in the evaluation. |
| | 4.3. Revise strategies as required based on evaluation. |

Foundation Skills

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

Unit Mapping Information

Supersedes and is equivalent to CHCCDE006 Work to empower Aboriginal and/or Torres Strait Islander communities.

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 CHCCDE022 Work to empower Aboriginal and/or Torres Strait Islander communities

Modification History

Not applicable.

Performance Evidence

Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:

- work collaboratively with Aboriginal and/or Torres Strait Islander people, families and communities to support and empower the community to identify their own priorities and develop strategies to address them on at least one occasion
- review 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 on at least one occasion.

Knowledge Evidence

Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:

- Aboriginal and/or Torres Strait Islander programs and services:
 - national, State or Territory and regional policies
 - national Aboriginal and/or Torres Strait Islander peak organisations and available resources
- cultural safety protocols for working with Aboriginal and/or Torres Strait Islander people and communities
- key health and social determinants for Aboriginal and/or Torres Strait Islander communities
- relevant aspects of the community services and health care system, including access to benefits
- community development as a social change strategy
- strategies for advocating on behalf of Aboriginal and/or Torres Strait Islander people and communities
- principles and practices of community development approaches and frameworks:
 - asset-based
 - rights-based
 - needs-based
 - gap-based
- organisational policies and procedures for:
 - reporting
 - work health and safety

- confidentiality of personal information
- evaluation of service delivery.

Assessment Conditions

Skills must be demonstrated in the workplace or in a simulated environment that reflects workplace conditions.

Assessment must ensure:

- access to facilities, equipment and resources that reflect real working conditions and model industry operating conditions and contingencies
- access to organisational policies and procedures
- opportunities for engagement with community stakeholders including Aboriginal and/or Torres Strait Islander people.

Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors.

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.

Links

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