



Australian Government

Assessment Requirements for CHCECD007 Maximise participation in work by people with disability

Release: 1

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Modification History

Release	Comments
Release 1	This version was released in <i>CHC Community Services Training Package release 3.0</i> and meets the requirements of the 2012 Standards for Training Packages. Significant changes to the elements and performance criteria. New evidence requirements for assessment including volume and frequency requirements. Significant changes to knowledge evidence. Supersedes CHCDIS509E

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 evidence that the candidate has:

- researched and documented potential employment opportunities for people with disability
- assisted at least 3 people with disability gain employment, including:
 - assessing needs of both the employer and the job seeker
 - making suitable matches based on assessment of needs and job analysis
 - addressing all information needs and WHS issues both for the workplace and the job seeker
- used effective communication skills and strengths-based person-centred approaches
- undertaken a process of making reasonable adjustments to at least 2 jobs to meet the specific needs of both people with disability and employers.

Knowledge Evidence

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

- legal and ethical considerations (national, state/territory) for delivering employment services, and how these are applied in organisations:

- codes of practice
- discrimination
- duty of care
- equal employment opportunity (EEO)
- privacy, confidentiality and disclosure
- policy frameworks – current approaches to disability employment
- records management
- specific legislation, relevant deeds and their application to disability employment services contracting, including:
 - disability services Acts
 - role as delegate of the Commonwealth
- work role boundaries – responsibilities and limitations
- work health and safety – potential issues and risks associated with different types of work and different types of disability
- history and recent developments in disability:
 - social versus medical model of service
 - institutionalised versus person-centred, self-directed model of support
- social constructs of disability and the impact of own attitudes on working with people with disabilities
- principles of:
 - empowerment
 - rights-based approaches
 - person-centred practices
 - strengths-based approaches
 - self-advocacy
 - active support
 - active listening
 - social justice, and the importance of knowing and respecting each person as an individual
- types of disability, and their broad impact in relation to employment, including:
 - acquired brain injury
 - autism spectrum disorder
 - cognitive disability
 - developmental delay
 - intellectual disability
 - mental or psychiatric disability
 - neurological impairment
 - physical disability
 - sensory disability
 - speech or language disability

- sources of information on the labour market and employment opportunities
- current and emerging labour market characteristics, including:
 - current and projected skills shortages
 - local labour market information, including industry make up, employment growth areas, skills in demand
 - vacancy reporting
 - unemployment and job seeker data
 - recruitment analysis
- ways of supporting employment for people with disability, including:
 - making reasonable adjustments or disability-specific accommodations
 - re-design of jobs
 - information and training for others in the workplace
 - information and training for the person with disability
 - ongoing support options
- incentives and other assistance available to employers and workers
- industrial relations information relevant to employment services and disability, including:
 - awards and their application
 - individual contracts
 - registered agreements
 - wage/salary systems relating to employment for people with disability
 - role of industrial parties – unions, employer organisations, industrial commissions
- communication techniques that support relationship building and collaboration, including:
 - active listening
 - rapport-building
 - negotiation.

Assessment Conditions

Skills must have been demonstrated in the workplace or in a simulated environment that reflects workplace conditions. The following conditions must be met for this unit:

- use of suitable facilities, equipment and resources, including:
 - employer and job seeker information
 - labour market information
 - assessment tools
 - organisation policies and procedures
- modelling of industry operating conditions, including:
 - scenarios that involve interactions with real people
 - scenarios that involve problem-solving.

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

Links

Companion Volume implementation guides are found in VETNet -

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