Modification history

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

AHCOCM3X05	**Work with an Aboriginal and/or Torres Strait Islander Community or organisation**
Application	This unit of competency describes the skills and knowledge required to work with an Aboriginal and/or Torres Strait Islander Community or organisation while demonstrating an awareness of Aboriginal and/or Torres Strait Islander identity, histories and spirituality. All work is performed according to local Community guidelines and cultural protocols. No licensing, legislative or certification requirements apply to this unit at the time of publication
Prerequisite Unit	AHCOCM3X06 Follow Aboriginal and or Torres Strait Islander cultural protocols
Unit Sector	On Country Management (OCM)

Elements	Performance Criteria
Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
1. Define Australian history from an Aboriginal and/or Torres Strait Islander cultural and Community perspective	1.1 Determine major characteristics of the social structures of a specific Aboriginal and/or Torres Strait Islander Community 1.2 Identify impacts on Aboriginal and/or Torres Strait Islander social structures following British colonisation 1.3 Record examples of resistance to British colonisation 1.4 Document positive and negative effects of British colonisation 1.5 Examine various approaches which can be undertaken to identify Cultural authorities for specific Country and Communities 1.6 Research contemporary Aboriginal and/or Torres Strait Islander social, economic and political trends in the context of Community life
2. Outline strategies for working with Aboriginal and/or Torres Strait Islander organisations and peoples	2.1 Acknowledge and consider diversity when working within Aboriginal and/or Torres Strait Islander Communities and organisations 2.2 Identify and document Aboriginal and/or Torres Strait Islander methods of communication and working 2.3 Research and document cultural protocols in the local Community 2.4 Recommend strategies with supervisor following consultation and research outcomes
3. Operate effectively in a job role working with an Aboriginal and/or Torres Strait Islander Community or organisation	3.1 Apply Aboriginal and/or Torres Strait Islander cultural protocols according to Community and organisational guidelines and procedures 3.2 Build and maintain genuine relationships within the Aboriginal and/or Torres Strait Islander Community and organisation 3.3 Reciprocate mutual respect through effective engagement and shared outcomes with the Community and organisation over time 3.4 Obtain feedback on personal work performance from supervisor

Foundation Skills	
This section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria.	
Skill	**Description**
Reading	• Interpret, analyse and extract information from a range of sources including legal documents, policies and procedures
Oral Communication	• Use culturally appropriate verbal and non-verbal communication

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
AHCOCM3X05 Work with an Aboriginal and/or Torres Strait Islander Community or organisation	AHCILM305 Work with an Aboriginal Community or organisation	Updated unit code and title to include Torres Strait Islander people Minor changes to Application Minor changes to Elements and Performance Criteria Added Foundation Skills Revised Performance Evidence to express assessment in terms of frequency Revised Knowledge Evidence Revised Assessment Conditions to include Assessor requirements	Equivalent

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

TITLE	Assessment requirements for AHCOCM3X05 Work with an Aboriginal and/or Torres Strait Islander Community or organisation

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 worked with an Aboriginal and/or Torres Strait Islander Community or organisation at least once and has:
- researched and documented Aboriginal and/or Torres Strait Islander history since British colonisation and its effect on a local Community and individuals
- reflected on own assumptions and bias
- sought feedback on own performance
- used interpersonal skills to demonstrate empathy and respect in working with Aboriginal and/or Torres Strait Islander Communities and organisations
- communicated with Aboriginal and/or Torres Strait Islander people with an awareness of local cultural protocols
- built effective and productive working relationships with Aboriginal and/or Torres Strait Islander people and Communities.

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 history, cultural values, and interpersonal and Community protocols
- stereotypes, conscious and unconscious bias in the workplace
- social structures of the Aboriginal and/or Torres Strait Islander Community
- Aboriginal and/or Torres Strait Islander cultural customs and heritage of local Communities
- key aspects of Aboriginal and/or Torres Strait Islander history and impact of British colonisation on Community and individuals
- feedback on personal performance may include:
  - interpersonal ways of communicating including sharing of information
  - adherence to Aboriginal and/or Torres Strait Islander cultural protocols.

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:
  - access to relevant legislation/codes of practice
  - access to relevant organisation's policies and procedures
- 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.

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