

UNIT CODE	CHCDIS019
UNIT TITLE	Facilitate ongoing skills development using a person-centred approach
APPLICATION	<p>This unit describes the performance outcomes, skills and knowledge required to plan, implement and review formal and informal ongoing skills development, in collaboration with a person with disability and incorporate into the person's individualised plan.</p> <p>This unit applies to workers in varied disability contexts. Work performed requires a range of well developed, person-centred skills where some discretion and judgement is required and workers will take responsibility for their own outputs.</p> <p>The skills in this unit must be applied in accordance with Commonwealth and State/Territory legislation, Australian standards and industry codes of practice.</p> <p>No occupational licensing, certification or specific legislative requirements apply to this unit at the time of publication.</p>
PREREQUISITE UNIT	Nil
COMPETENCY FIELD	Nil
UNIT SECTOR	Disability Support

ELEMENTS	PERFORMANCE CRITERIA
<i>Elements describe the essential outcomes</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Identify individual skill development needs.	<p>1.1 Work with the person with disability to identify their skill development needs using a person-centred approach.</p> <p>1.2 Document identified skill development needs according to organisational policies and procedures.</p> <p>1.3 Identify skills development opportunities in collaboration with the person, their family, carer or others identified by the person, for inclusion in the individualised plan.</p> <p>1.4 Consult with the person to make referrals to other staff or specialist services according to the person's needs.</p>

2. Plan person-centred, ongoing skill development.	<p>2.1 Use appropriate communication techniques to engage the person in identifying learning goals.</p> <p>2.2 Work with the person to identify learning strategies and opportunities to address their goals.</p> <p>2.3 Develop formal ongoing skills development activities using a person-centred approach in conjunction with the person with disability and colleagues.</p> <p>2.4 Document ongoing skills development in the person's individualised plan according to organisational policies and procedures.</p>
3. Implement person-centred, ongoing skills development strategies.	<p>3.1 Work with the person with disability to implement ongoing skills development strategies in a manner that is respectful, motivating and empowering.</p> <p>3.2 Inform and support colleagues and others involved in service provision to implement person-centred ongoing skills development in line with the person's individualised plan.</p> <p>3.3 Work with the person to facilitate access and utilise equipment and resources required to enable the learning process.</p> <p>3.4 Document outcomes in the person's individualised plan according to organisational policies and procedures.</p>
4. Evaluate skills development and review plan.	<p>4.1 Monitor the person's development and provide feedback to the person, their carer or others identified by the person regarding progress towards objectives and goals.</p> <p>4.2 Work with the person to evaluate effectiveness of ongoing skills development using the person's records and update plan to meet changing needs of the person.</p> <p>4.3 Consult with the person to identify opportunities for ongoing skill development.</p>
5. Identify and implement incidental learning opportunities to enhance skills development.	<p>5.1 Work with the person to identify situations that can act as informal learning opportunities and encourage learning.</p> <p>5.2 Promptly provide constructive advice to the person with disability, their family, carer or others identified by the person in a format that can be understood.</p> <p>5.3 Provide encouragement when the person takes initiative in learning situations.</p> <p>5.4 Work with the person to adapt support to encourage experiential learning and development.</p>

FOUNDATION SKILLS	
<i>Foundation skills essential to performance are explicit in the Performance Criteria of this unit of competency.</i>	
UNIT MAPPING INFORMATION	CHCDIS009 Facilitate ongoing skills development using a person-centred approach.
LINKS	Companion Volume Implementation Guide

TITLE	Assessment Requirements for CHCDIS019 Facilitate ongoing skills development using a person-centred approach.
PERFORMANCE EVIDENCE	<p>Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:</p> <ul style="list-style-type: none"> ■ developed, implemented and monitored ongoing skills development, using a person-centred approach, for at least three people with disability, two in simulation and one in the workplace, including: <ul style="list-style-type: none"> ○ identifying skills development needs and opportunities and identifying learning goals, in collaboration with the person ○ using positive approaches that are motivating and empowering and demonstrate respect for the person's rights ○ monitoring development and providing feedback to the person regarding progress towards goals ○ identifying and implementing incidental learning opportunities ○ updating individualised plans and completing reports and documentation according to organisational policies and procedures.

KNOWLEDGE EVIDENCE	<p>Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:</p> <ul style="list-style-type: none"> ■ key aspects of current practices, philosophies and theories, including: <ul style="list-style-type: none"> ○ human rights framework for service delivery ○ competency and image enhancement as a means of addressing devaluation ○ strengths-based practice ○ active support ○ person-centred practice ○ rightful place in community ○ self-determination ○ systemic and structural issues impacting service and choice ■ local community education opportunities and their potential use in capacity building ■ assessment processes relating to ongoing skills development ■ relevant services and resources available to people with learning needs ■ organisational policies and procedures for: <ul style="list-style-type: none"> ○ documenting information ○ evaluating and updating plans.
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ASSESSMENT CONDITIONS	<p>All aspects of the performance evidence must have been demonstrated using simulation prior to being demonstrated in the workplace, as outlined in the performance evidence.</p> <p>Assessment must ensure access to:</p> <ul style="list-style-type: none">■ facilities, equipment and resources that reflect real working conditions and model industry operating conditions and contingencies■ recognised assessment and planning tools■ organisational policies and procedures■ individualised plans and any equipment outlined in the plans■ opportunities for engagement with people with disability. <p>Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors.</p>
LINKS	Companion Volume Implementation Guide