

CONDUCT COMMUNITY EMPOWERMENT

UNIT CODE: COD/OS/SW/CR/02/6/A

UNIT DESCRIPTION

This unit specifies the competencies required to conduct community empowerment. It involves identifying community needs, determining the target group, developing empowerment plan, carrying out community mobilization, acquiring empowerment resources and carrying out community empowerment. It also entails evaluating empowerment programmes, preparing community empowerment report and conducting follow ups.

ELEMENTS AND PERFORMANCE CRITERIA

ELEMENT,	PERFORMANCE CRITERIA
These describe the key outcomes which make up workplace function.	These are assessable statements which specify the required level of performance for each of the elements. <i>Bold and italicized terms are elaborated in the Range</i>
1. Identify community needs	1.1 <i>Community leadership structures</i> are identified as per SOPs. 1.2 Introductory meetings with the community are conducted as per the organisation policy. 1.3 A needs assessment plan and tools are developed as per the organisation policy. 1.4 A needs assessment is conducted as per the organisation policy.
2. Determine the target group	2.1 A consultative meeting with the community is conducted as per the organisation policy. 2.2 <i>Selection criteria tool</i> is developed in consultation with the community as per the organisation policy. 2.3 Selection of the participant is carried out as per the selection criteria. 2.4 Confirmation of the target group is carried out as per the organisation policy
3. Develop empowerment plan	3.1 Relevant <i>stakeholders</i> are identified as per the needs of the community. 3.2 Stakeholders meeting is conducted to discuss the empowerment plan as per the

	<p>organisation policy.</p> <p>3.3 A time frame is formulated as per the plan</p> <p>3.4 Strategies and interventions are developed as per the empowerment plan.</p> <p>3.5 Inputs of the plan of the plan are identified as per the organisation policy.</p> <p>3.6 Outputs of the plan are identified as per organisation policy.</p> <p>3.7 Gather Results are gathered as per the organisation policy.</p> <p>3.8 The indicators are identified as per the results gathered.</p>
4. Carry community mobilization	<p>4.1 Community planning meeting is conducted as per SOPs.</p> <p>4.2 Share The empowerment plan is shared as per SOPs.</p> <p>4.3 Role allocation is carried out as per the empowerment plan</p>
5. Acquire empowerment resources	<p>5.1 Available resources are assessed as per the organisation policy.</p> <p>5.2 Resource gaps are identified as per SOPs</p> <p>5.3 Resources are acquired as per the organisation policy.</p>
6. Carry out community empowerment plan	<p>6.1 Community empowerment plan is executed as per organisation policy</p> <p>6.2 Empowerment programs are monitored as per the organisation policy.</p> <p>6.3 Community empowerment report is prepared as per SOPs.</p>
7. Conduct follow up	<p>7.1 An impact assessment is conducted as per SOPs</p> <p>7.2 The impacts are documented as per SOPs</p> <p>7.3 Information is disseminated as per organisation policy.</p>

RANGE

This section provides work environments and conditions to which the performance criteria apply. It allows for different work environments and situations that will affect performance.

VARIABLE	RANGE
1. community leadership structures may include but not limited to:	<ul style="list-style-type: none">• religious leaders• political leaders• women leaders• youth leaders• person with disability• children
2. Selection criteria tool may include but not limited to:	<ul style="list-style-type: none">• Gender• Age• Vulnerability• Literacy levels
3. Stakeholders may include but not limited to:	<ul style="list-style-type: none">• donors• community members• government• non-governmental organization• well wishers

REQUIRED SKILLS AND KNOWLEDGE

This section describes the skills and knowledge required for this unit of competency.

Required Skills

The individual needs to demonstrate the following skills:

- Presentation
- Interpersonal relation
- Boundary setting
- Facilitation
- Training
- Planning and prioritization
- Empathy
- Self-awareness
- Report writing
- Critical thinking
- Persuasion
- Team work

- People management
- Coordination
- Organizational
- Decision making
- Emotional intelligence
- Basic counselling

Required knowledge

The individual needs to demonstrate knowledge of:

- Social welfare policies
- Human behaviour and social environment
- Social work practices and interventions
- Social research and research methods
- Legal aspects in child welfare
- Human growth and development
- Child welfare programmes
- Nutrition and food supply
- Basic counselling and psychology
- Rehabilitation programs
- Statistics
- Economics
- Basic accounting
- Digital literacy

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EVIDENCE GUIDE

<p>1. Critical aspects of Competency</p>	<p>Assessment requires evidences that the candidate:</p> <p>1.1 Demonstrated the ability to identify community leadership structures.</p> <p>1.2 Demonstrated ability to develop a needs assessment plan and tools.</p> <p>1.3 Demonstrated ability to conduct a needs assessment</p> <p>1.4 Demonstrated ability to develop selection tools and criteria.</p> <p>1.5 Demonstrated ability to develop an empowerment plan</p> <p>1.6 Demonstrated ability carry out community mobilization.</p> <p>1.7 Demonstrated ability to identify resource gaps.</p> <p>1.8 Demonstrated ability to acquire empowerment resources.</p> <p>1.9 demonstrated ability to implement community empowerment plan</p> <p>1.10 Demonstrated ability to conduct an impact assessment.</p> <p>1.11 Demonstrated ability to document impacts</p> <p>1.12 Demonstrated ability to share information</p>
<p>2. Resource Implications</p>	<p>The following resources MUST be provided:</p> <p>2.3 Assessment tools</p> <p>2.4 Organization policies and procedures</p> <p>2.5 A fully equipped simulated office</p> <p>2.6 Maps censors data</p>
<p>3. Method of Assessment</p>	<p>Competency may be assessed through:</p> <p>3.1 Written or oral questions</p> <p>3.2 Observation</p> <p>3.3 Third party report</p> <p>3.4 Project</p> <p>3.5 Interview</p> <p>3.6 Review of portfolios</p>
<p>4. Context for Assessment</p>	<p>Competency may be assessed:</p> <p>4.1 On-the-job</p> <p>4.2 Off-the –job</p> <p>4.3 During Industrial attachment</p>
<p>5. Guidance information for assessment</p>	<p>Holistic assessment with other units relevant to the industry sector, workplace and job role is recommended.</p>