

January 2012

## Introducing ASYE

This is the first in a series of briefings which will provide information about the development stages and implementation of the Assessed and Supported Year in Employment (ASYE). The programme is due to be implemented in September 2012.

ASYE was recommended by the Social Work Task Force in their final report. Skills for Care and the Children's Workforce Development Council (CWDC) are supporting the Social Work Reform Board (SWRB) in developing proposals for ASYE based on the existing newly qualified social worker (NQSW) frameworks.

The initial briefings will be themed and provide answers to questions focussing on four key aspects of the programme: Assessed, Supported, Year and Employment.

## Focus on... Supported

Most employers of social workers are already supporting their newly qualified staff through the NQSW frameworks which are being delivered by CWDC and Skills for Care.

Once the ASYE has been implemented, NQSWs will continue to be supported through:

- Regular supervision – a frequency has been proposed in the ASYE detailed proposals paper and in the Social Work Reform Board Standards for Employers and Supervision Framework.
- Workload management – we've been asking if the sector thinks that the ASYE should specify a reduction of workload by 10%.
- A professional development plan – in many places employers have integrated this requirement with their own appraisal systems.
- Time for learning and development.

## Building on what works

Together, through the NQSW frameworks, we've learnt a great deal about how this support is provided, which will be equally important for ASYE. We are building on this knowledge by undertaking site visits with some of the employers who are working with us to develop the ASYE assessment model. They are helping us find out more about how they are supporting social workers through the NQSW programmes. We also have independent national evaluations of NQSW commissioned by Skills for Care and CWDC.

Employers have told us:

- They are meeting supervision requirements using a range of individual and group methods.
- Action learning and other group based activity has supported reflective practice and met identified learning needs.
- They have identified the skills and resources needed to give NQSWs the right level and quality of supervision and support. Both CWDC and Skills for Care currently have schemes offering training in supervision skills for managers and supervisors.

## Your questions answered

**Q. When will ASYE be delivered?**

A. The Social Work Reform Board has recommended that the ASYE should succeed the existing NQSW programmes from September 2012. We will support employers, students and the profession to understand and implement the changes.

**Q. How does the ASYE link to the Professional Capabilities Framework (PCF)?**

A. The Professional Capabilities Framework (PCF) applies to all social workers in all roles and settings, including independent social workers. It helps to shape social work from the point at which an individual applies to a social work qualifying programme, through advanced levels to principal social worker. The PCF sets out the capabilities that a newly qualified social worker should be using in their day to day work as they progress through their assessed and supported year in employment.

**Q. Why are you using both terms – NQSW and ASYE?**

A. We are referring to the Newly Qualified Social Worker (NQSW) as the individual who will be undertaking the Assessed and Supported Year in Employment (ASYE).

**Q. How can I be confident that employers will keep to the Standards for Employers and Supervision Framework?**

A. The Employer Standards and Supervision Framework have been endorsed by national employer representatives and many employers are already embedding them. Local Government Association (LGA) have agreed to promote the standards and framework across the sector. Skills for Care and CWDC are also actively involved in this process.

**Q. What is the suggested frequency for supervision in the ASYE?**

A. Once a week for the first six weeks; once a fortnight for the first six months; and at least monthly thereafter.