



# Somerset Assessed and Supported Year in Employment (ASYE) Programme

Somerset takes pride in its offer to Newly Qualified Social Workers (NQSWS). We have been running a specific NQSW scheme in line with government guidelines since its inception in 2009 as part of the Task Force recommendations. This changed to the Assessed and Supported Year in Practice (ASYE) in 2012.

We offer a training programme specifically designed to support you in your role as a newly qualified social worker. Through your participation in this programme and with the support network we put in place for all our NQSW's, we aim to develop your skills, knowledge and capability and strengthen your professional confidence to ensure that you have a sound foundation on which to build your children's social work career in Somerset.

We will provide you with access to regular and focused support during your first year of employment as part of a discreet ASYE team. Peer teams of ASYE's are coached and mentored by advanced level consultant social workers who will provide you with close direction, a high level of support and coaching and mentoring throughout the year.

The ASYE programme is mandatory for all NQSWS in Somerset. You will receive national certification on your successful completion of the programme.

We are serious about evidence based practice and access to high quality learning and development opportunities. In addition to your training programme you will have direct access to Research in Practice, offering on-line resources for self-directed learning eg. articles, webinars, videos, practice and research tools under specific topic headings.

You will also receive a Community Care Inform licence giving access to an online information tool designed specifically to support professionals working within Children's Services. Both of these services support you to record your CPD (Continued Professional Development) in line with registration guidelines.

We know that good reflective supervision is key to your successful development. NQSW's receive weekly supervision for the first six weeks, then fortnightly for six months and monthly thereafter. Supervision is with your Consultant Social Worker and alternated with the Team Manager. Both will be involved in your workload allocation, support and line management. There are also monthly supervision groups with a Consultant Social Worker in your area.

We have committed to reducing caseloads in Somerset and NQSWS start with 50% of the caseload of a more experienced social worker starting with around 5-7 children building up to about 14 at the end of the first year. Your cases will increase in complexity as you gain more experience and you will have the opportunity to joint work cases with more experienced workers. You will have 10% of your time dedicated for training and development. This could be direct training, portfolio preparation, self -directed research and reflection.





# Somerset Assessed and Supported Year in Employment (ASYE) Programme

The diagram below shows the support network we have put in place to help you to meet the ASYE Professional Capabilities Framework and the Knowledge and Skills Statement for child and family social work within your first 12 months of being a newly qualified social worker.



You will be required to complete a portfolio of evidence throughout your first year which links to your 12 month probationary period. We use the Record of Progressive Assessment and Critical Log which is nationally recommended and you can find examples of this on the Skills for Care Website.

You will be assessed against the Knowledge and Skills Statement (KSS) for child and family social work. It sets out what the government expects all child and family social workers to be able to do at the end of their first year employment. The Knowledge and Skills framework runs alongside the Professional Capabilities framework and the Standards of Proficiency from the Health Care Professionals Council (HCPC).