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ASYE

As a Newly Qualified Social Worker (NQSW) you are at the start of your journey within the Social Work Profession. The Assessed and Supported Year in Employment (ASYE) is designed to help NQSWs develop their skills, knowledge and capability and strengthen professional confidence.



Halton's Social Work Academy

Pre-requisites before this stage

The ASYE programme is the bridge between being a NQSW and a career in Social Work. In Halton it combines a personalised programme of development, support and professional discussion with monitoring and assessment against the relevant standards of the Knowledge and Skills Statements (KSS) and Professional Capabilities Framework (PCF).

The programme will provide you with the opportunity of having access to regular, focused support during your first year in employment, enabling you to meet the required standards as well as equipping you with the knowledge, tools and competence to develop into an effective, successful social worker. Over this next year it's expected you'll consolidate the learning from your degree by developing your knowledge and experience in your employment setting.

Over the course of your first year in Halton you'll benefit from:

- Reflective supervision
- Reduced workload
- Personal development
- Protected time for personal development
- Quarterly progress reviews
- ASYE workshops
- One to one support sessions from Halton's ASYE co-ordinator

In order to start the ASYE programme in Halton you will need to have completed a Social Work qualification and be registered with Social Work England.

How to evidence you have completed this stage

Once you have reached the 12 month stage of the ASYE you will have completed your Critical Reflection Log (CRL) evidencing your progression. You will be invited to a final assessment panel who will review your development and will make the formal decision about whether you've successfully completed your ASYE.

The Panel is made up of your line managers, your ASYE assessor, the service manager of the Social Work academy and an external moderator who is provided by our local Higher Education Institute. The role of the panel will be to evaluate the standard of evidence produced; provide a statement confirming the evidence within the CRL and confirm the satisfactory outcome of the academic assignment (including within the CRL).

How to evidence in practice

Your practice will be observed throughout the 12 month ASYE programme by your line manager and your designated ASYE assessor.

You will record your development within your CRL which will formulate evidence of your progression.

Your progression will be reviewed every three months (throughout the ASYE programme) and support will be adapted to suit your individual learning and development needs.

PCF

Professional development is a key aspect of social work, and the Professional Capabilities Framework (PCF) and Post Qualifying standards (PQS) provide a framework for social workers to review their capabilities throughout their career.

Progression requirements

In order to progress through to the next stage of your career you will need to have fully completed the ASYE programme.

The ASYE programme is reviewed at the 12 month stage evidenced by a Critical Reflection log alongside your assessors reflective review.

Links to resources - Click or scan the QR codes to explore more



Professional Capabilities Framework - ASYE



Post-Qualifying Standard -
knowledge and skills statement for
child and family practitioners



ASYE - Halton Borough Council's
Guidebook for Newly Qualified
Social Workers



ASYE - Standards



Social Work Teaching Partnerships



Social Work Teaching Partnerships
Critical Reflection Log



Research in Practice



Tri-X - Procedures



Training Internally -
Halton Adult Learning Course List



CPD Spreadsheet
for partners