

Brighton and Hove City Council

Assessed and Supported Year in Employment (ASYE)

The council's Assessed and Supported Year in Employment (ASYE) aims to ensure that you have the best possible start to your social work career and that you are fully supported and benefit from a range of training and development opportunities in your first year with us.

Induction can make a significant difference to the quality of social work practice and the experience of families in our City. It provides you with a bridge from initial, qualifying training to establishing yourself as a confident and competent practitioner. It will provide you with a firm foundation of skills and knowledge and form the basis for career-long professional development.

It is underpinned by the Professional Capabilities Framework which sets out the key skills and knowledge that you should aim to achieve as an NQSW by the end of your first year in practice.

Your Induction Year will comprise of a number of different elements which include:

- An ASYE Induction Year Agreement Meeting attended by you, your line manager and the programme co-ordinator (see below)
- Brighton and Hove City Council Welcome Sessions
- Work based initial induction including shadowing opportunities and visits to local agencies
- Initial weekly supervision for 6 weeks then fortnightly supervision of ninety minutes
- A work-place mentor who is a qualified social worker
- A protected caseload
- 20% of your time will be ring fenced to enable you undertake training and development activities across the year
- A monthly NQSW Practice Development Group
- In-House training events included in the Core Skills and Knowledge Programme
- Undertaking Post-Qualifying 15 credit "Developing Professional Practice in Children's Services Module" at Sussex University (see below)
- Probationary reviews at 10, 22 and 46 weeks to review your progress and ongoing development needs
- At least two direct observations of your practice by your line manager and one by another professional during the year
- Completion of a portfolio to chart development during the year
- A meeting at the end of the year to consider your ongoing professional development needs with your supervisor and team manager.

Induction Year Agreement Meeting

Your initial training and development needs will be identified at the Induction Year Agreement Meeting. This will set out a series of learning objectives for your ASYE and how these will be met.

The aim will be to build on the skills and strengths you achieved on your qualifying training and identify any gaps and areas for development.

The learning objectives agreed could be met through a range of activities including completion of in-house training courses, shadowing and co-working with colleagues, visits to other services, allocation of particular cases and attendance at the Practice Development Group.

Your training needs will be reviewed by yourself and your line manager at all your probationary reviews. At this meeting your objectives will be reviewed and any gaps or new priorities identified and how these will be addressed.

At the end of your ASYE, your training needs will be reviewed once again at the End of Year Meeting. This will consider your achievements and set new objectives for your 2nd and 3rd year of social work practice.

Consideration will also be given at that time to progression on to the post-qualifying Specialist Award, Brighton and Hove's Early Professional Development programme and other relevant training qualifications.

Details of the Post-Qualifying 15 credit "Developing Professional Practice in Children's Services Module" at Sussex University

You will be supported to undertake further accredited post qualifying training at the University of Sussex.

The module will run in Spring 2017 and you must have successfully completed your 22 week Probationary review before you can undertake it.

Requirements include:

- a 3000 word reflective case study
- a 1500 word critical career review reflecting on your journey in your first year in practice
- a range of feedback from services users, children, carers and professionals

The module includes six taught sessions and reflective discussion groups where candidates present cases.

You will need to submit your portfolio in July 2017 and you must complete and pass this module in order to successfully complete the Assessed and Supported Year in Employment. This means that you will not be able to complete your ASYE before August 2017.