

Key Information for Line Managers with NQSW's within their teams

What is the ASYE?

For Newly Qualified Social Workers (NQSW's), there is a national framework in place known as the Assessed and Supported Year in Employment (ASYE). The aim of the ASYE is to ensure that NQSWs receive consistent support in their first year of employment so that they are able to become confident, competent social work professionals. NQSWs are expected to be appropriately inducted, supervised, trained and supported throughout their ASYE in order that they develop and excel in their role.

The ASYE is a twelve month, employer-led programme of support and assessment against the Knowledge and Skills Statement for social workers in adult services. Participation in the ASYE supports NQSW's to consolidate their degree, learning and develop capability and strengthen their professional confidence in an employment environment.

The NQSW is expected to:

- Undertake the ASYE and participate fully in the review/ assessment and supervision process
- Attend all mandatory training sessions
- Demonstrate and evidence their progressive professional development throughout their first year in practice

The Line Manager

NETWORK

The NQSW must attend monthly reflective practice groups and attend all training sessions as part of the ASYE programme

DEVELOP

The NQSW will be allocated an ASYE assessor who will provide regular, structured and reflective supervision (weekly for the first 6 weeks, fortnightly for the first 6 months and monthly thereafter)

The NQSW will be provided with 10 mental health focused training sessions over the course of the ASYE year, attendance is mandatory

PROTECT

Gradual caseload - by end of the ASYE - 90% of average of experienced Social Workers in the team

10% of time set aside for development (half a day a week) offering a range of development activities

The NQSW is not to be allocated conditionally discharged service users

In the first three months the NQSW will shadow s.42 enquiries and within the first 6 months must complete the Enquiry Officer Training and start to be involved/ take a lead with s.42 enquiries

