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## **One Minute Guide:**

### **Assessed and Supported Year in Employment (ASYE)**

#### **What is it?**

The Assessed and Supported Year in Employment (ASYE) is a national one year employer based programme for Newly Qualified Social Workers (NQSWs), open to employers across all sectors. It provides a programme of support, development and assessment that is designed to strengthen the skills, knowledge, capability and confidence of NQSWs, and is certificated by The College of Social Work.

#### **Why are we doing it?**

In line with other good practice models of professional development (such as teaching and nursing) it is recognised that NQSWs in their first year of employment are in need of significant support, and opportunities for ongoing growth and development. The ASYE also introduces an element of final assessment, ensuring that social workers are supported to reach the required standards of practice at the end of their first year, in line with the Professional Capabilities Framework (PCF). The aim is for this to ultimately result in robust social work practice and better outcomes for children, young people and families.

#### **When is it happening?**

The programme began in September 2012, although NQSWs can join in upon appointment anytime within the first two years of qualification. The programme is essentially in operation every day of the NQSWs first year of practice, with opportunities to evidence their capability through their day to day work, frequent reflective supervision, observations of practice, regular reviews against the PCF and opportunities for targeted training and development.

#### **Where is it happening?**

NQSWs are currently undertaking the ASYE across Children's Services and Adults Social Services in Redbridge. As this is a National Programme, ASYE programmes are happening across the country. The Redbridge programme is being delivered in Partnership across North East London, as part of the North East London Social Work Development Partnership, with more than thirty NQSWs currently included in the programme.

#### **Who are the key players?**

The programme has been developed by The College of Social Work, the Department for Education and Skills for Care, against the Social Work Reform Board's (SWRB) Employer Standards and Supervision Framework.

The North East London Social Work Development Partnership consists of seven London boroughs - Redbridge, Barking & Dagenham, Havering, Waltham Forest, Newham, Hackney and Tower Hamlets. There are also five higher education institutes - Royal Holloway University of London, London Metropolitan University, University of East London, Middlesex University and Havering College in the Partnership.

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