

ASYE best practice forum

11 January 2023

Facilitated by Skills for Care Locality Managers Selena Docherty and Mike Bailey

Introduction and agenda by Selena Docherty

The ASYE quality assurance refresh – Dawn Scully Surrey CC

There will be a refresh of the ASYE quality assurance process, and there is currently a working group made up of workforce leads and ASYE coordinators from different organisations across the country. Brief bullets as to what it will include are below:

- National evaluation criteria+ suggestion on what can include
- Tightening up the whole process
- Need to see ASYE programmes have a cycle of continuous improvement
- Recognise improvements needed/self-evaluate

There will be a series of events planned for March and April to go into more detail about the templates, criteria and what will be required for monitoring.

Mental Health Pan London Trusts ASYE pilot – Katie Lander East London Foundation Trust

There are 250 social workers in Mental Health teams and CAMHS across the pilot trusts.

- Mapped ASYE provision across London Trusts
- Limited understanding across Trusts
- Wanted Mental Health content in the ASYE programme
- Social work forums and monthly reflection practice support the evidence collection
- Economies of scale, employers involved contribute to a comprehensive training programme
- 10 training sessions now, all Mental Health specific
- Pilot completed 2022, evaluation included an increase in NQSWs recruited, retention rate improvement & reduced agency spend. Started with 11 NQSWs October 2021 increased to 55 October 2022
- All ASYE assessors need to be internal and versed in Mental Health
- Want to standardise induction, post ASYE support - developing programme for year 2 as often people leave, workshops on assessment skills and support writing
- Care Act and MCA surgeries

- Internal and external moderation panel, Trust and LA
- Mentor/buddies they want introduce to this programme
- All examples related to ombudsman examples and MH examples
- Will include MH social workers employed by LA

Info session Trauma Informed Practice Training – Katie Lander

- HEE developed specifically for Social Work on trauma informed care
- 3 e-learning modules (45 minutes) and 4 half day face-to-face zoom or teams
- Recognise role trauma can impact on an individual
- e-learning through HEE website and SfC co-ordinating face-to-face (face-to-face info to be on SfC website)
- Roll out over next 6 months
- Pick and mix approach can attend 1 or all
- Piloted in Luton and Bedford and will choose a month to launch training with SfC, launched London and SE first
- Roll out date late spring early summer

From ASYE to Management Jan Wlansienko and Davina Quinlan LB Ealing

- ASYE brought accountability through evidence of work, kept continuing after programme
- Include question about PCFs, around value, knowledge and skills
- Keep using similar format after ASYE
- Students become practice educators
- Good retention of NQSWs because of the career opportunities
- Social work team work closely with training team
- Very well supported by training team
- Had a strong team available to support ASYEs
- Had buddy
- Benefitted from shadowing exposed to different styles of practice
- PDP crucial
- Benefitted from protected case load

- ASYE support groups across services
- Managing students helped
- PEPS award
- 2nd year encourage SW to do practice educator award and become NQ support, encouraged post-grad training, encourage ongoing learning, management training as well,
- Advanced year -2nd year of learning, accredited learning Kings College London focused on career progression and PDP so can work towards targets and do PEPs. What want to specialise in (used the words 'Advanced Year' as opposed to 'Second Year')

Skills for Care updates – Selena Docherty

- Funding for adults (portal closes end Jan 23 payments by end of March latest.
- Portal for next year open late spring/summer
- Estimate above what you are going to do, can always take away
- New survey to come out on ASYE. We want feedback on all areas of ASYE

Future topics for ASYE Best Practice Forum

- Exemplars of refresh documents
- Overall look at what people are doing at onward programmes
- KSF self audit for NQSW
- Let's explore years 2/3 more in next sessions