

UNDERSTANDING AND SUPPORTING THE NEEDS OF NQSWs

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ADMISSIONS AND SELECTION

A PARTNERSHIP APPROACH

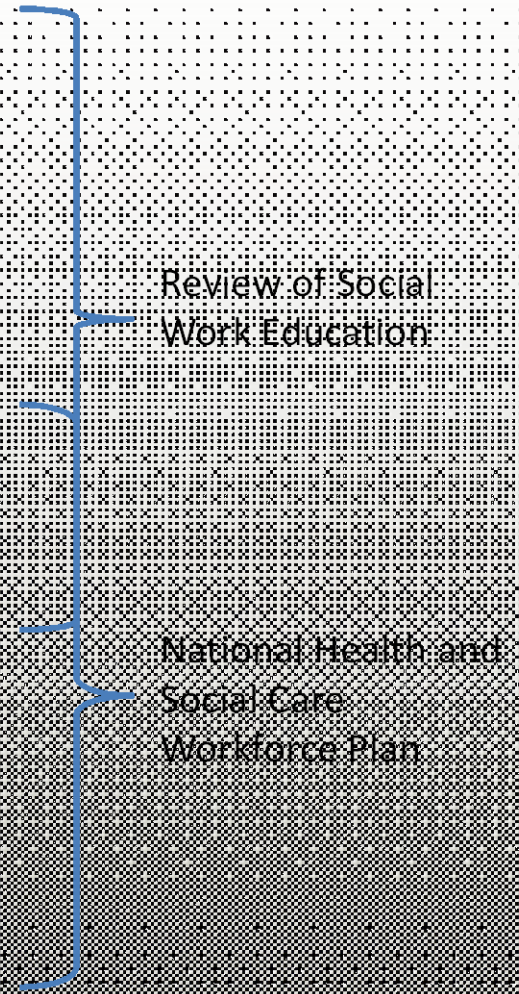
REVISED FRAMEWORK AND STANDARDS

A SUPPORTED, ASSESSED YEAR FOR NQSW

CONTINUOUS PROFESSIONAL LEARNING

IMPROVED CAREER PATHWAYS

A FRAMEWORK IN PRACTICE FOR SOCIAL WORKERS





RECOMMENDATION 6: CAREER PATHWAYS

- To develop proposals for enhanced career pathways within social services, recognising the context of the developing multidisciplinary, integrated workforce environment.
- To work with workforce and service regulators to ensure they are empowered to enable and support recruitment, career progression and flexibility in the workforce of the future, including through categories of registration.



RECOMMENDATION 7: TRAINING & EDUCATION

- To develop training and education proposals that will better enable a flexible, confident and competent workforce with relevant and appropriate qualifications.
- To develop a professional framework for practice in social care and social work, including advanced practice.
 - Link framework to the Scottish Credit Qualifications Framework
 - Link framework to recent review of Social Work Education
 - Undergraduate to Advanced practice



ADDRESSING THE RECOMMENDATIONS

Career Pathways

- Developing a resource shows the diverse range of career opportunities available and also highlights the potential for a long term career within social services.
- Review evidence sources to identify barriers and issues in career pathways.
- Exploration of approaches/ initiatives to improve access/entry into the sector.

Training & Education

- Desk based review of existing social work/professional frameworks.
- Commission research into post-qualifying social work training & education.
- Commission research into the skills, qualifications and competencies required in the integrated work environment.

Engagement and involvement with stakeholders



NQSW 2021

- 5 year longitudinal study, SSSC, UoD, GCU
- Develop a national (Scottish) picture of how newly-qualified social workers (NQSWs) experience and navigate their first years in practice.
- Mixed methods: online survey, in-depth interviews, focus groups and observation.

Research findings

Supervision

- a more protected and balanced approach extending beyond case management to incorporate critical reflection and discussion
- supervision to be safe and structured space where NQSWs feel listened to and trusted
- need for opportunities for critical discussions
- need for mentoring.

Research findings

Professional learning and development

- Wanted more formal learning and more protected opportunities for self-directed learning.
- Support for a richer culture for learning.
- Allocated casework that demonstrates attention to identified development needs.
- Need greater consistency in content, depth and structure.
- Balance of provision of structured learning and individual identification of own developmental needs.



NQSW–SUPPORTED AND ASSESSED FIRST YEAR IN PRACTICE

- Current system of PRTL requires replacement.
- To develop a sustainable programme to meet the developmental and learning needs of NQSWs.
- To be deliverable and to be maintained by employers.
- Design will be developed in partnership and based on evidence – from pilots and research findings.

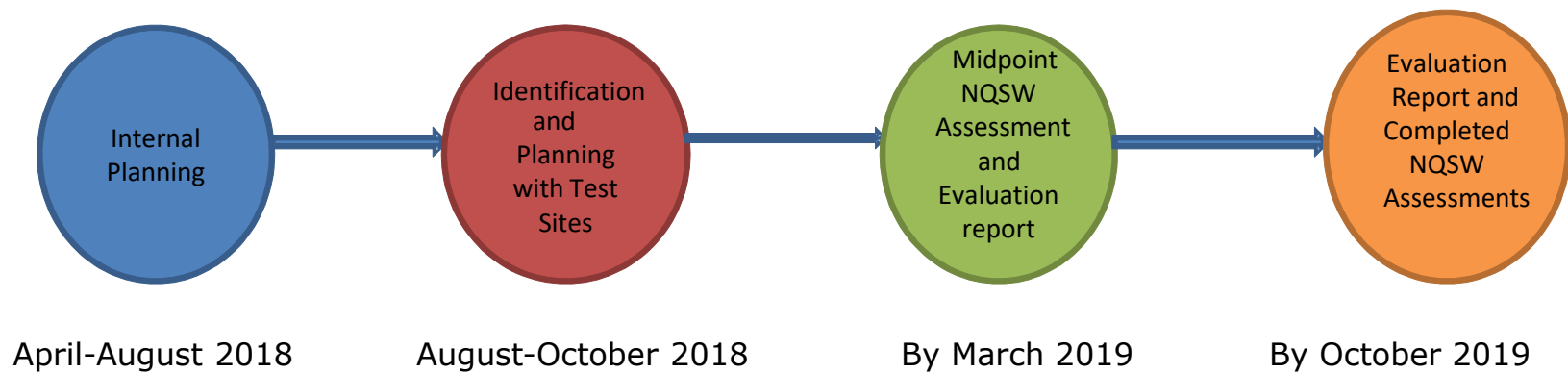


.... Continued!

- To create greater consistency of NQSW experiences across Scotland.
- Support the professional identity of social workers.
- Bring greater parity with other professional disciplines.

PILOT SITES

- Learning Network West
- Aberdeenshire
- Angus
- Several LAs to provide additional data





BENCHMARK STANDARDS FOR NQSWs

Situated within a framework of ethical principles:

- Social justice.
- Respecting diversity.
- Human rights and dignity.
- Self-determination.
- Partnership, participation and co-production.
- Honesty and integrity.



6 STANDARDS

1. Developing confidence and competence in the process of assessment using critical thinking skills and analysis to inform professional judgement and decision making.
2. Collaborating effectively with service users and others to plan, implement and evaluate interventions.
3. Positively promoting the wellbeing, support and protection of children and adults at risk of harm.



6 STANDARDS

4. Developing competence and confidence in the professional social work role and in managing complexity in professional decision making; drawing on research, evidence and best practice.
5. Demonstrating the habits of a practitioner-researcher through routine continuous learning and enquiry with which to encourage and support the learning of others.
6. Demonstrating the necessary level of resilience to meet the demands of the job and to achieve a good work/life balance.



ASSESSMENT STRATEGY

- Formative assessment and interim review.
- Summative assessment to evidence development and meeting of the NQSW Standards.
- Different approaches and tasks within pilot sites.
- Assessment within settings and verification by SSSC.



REFLECTIONS/QUESTIONS

THANK YOU