Developing Together Social Work Teaching Partnership. Logic Model 2021 – 2023

To leverage the strengths of our partners to create the UK's leading pre and post qualifying social work education community, capable of attracting, developing and retaining the best and brightest social workers in the country.

Pre-Qualifying	-
Activities	

Pre-Qualifyina -Outcomes

Recruitment -**Activities**

Retention & Practice Recruitment -Development -**Outcomes Activities**

Retention & Practice Development -**Outcomes**

Maintain entry requirements/enhanced POI tests, involving practitioners and PLEs

Implement academic

shadowing of practice

Maintain the Teachina

Involve PLEs in curriculum

Deliver employability skills

Strengthen placement QA

processes, transferring

recommendations and

Oversee placement

Placement Allocation

the HEI's OSS training

practice (CoP)

provision, coordinated at

Ensure new OSS complete

Consultant model for

practitioner input in

design and delivery

sessions to final year

teachina

students

learninas

Meetings

good quality, well trained social workers in the area

Improve awareness of vacancies within the TP. making it easier for experienced staff to progress

Enough local talent to fill experienced / leadership roles within the TP

Strategies for recruiting

aood social workers are

increasingly joined up

Reliable pipeline of KU

students into NQSW

positions within the TP

practitioners have a

better attachment to

Region is a desirable

place to work for

CPD Framework, illustratina progression routes and L&D opportunities

Embed Career Pathways &

Facilitate development of new PQ / CPD options for practitioners

Increase number of CPD Passport opportunities

Deliver joint events/training, informed by practice development needs

Embed the post-ASYE Early Professional Development Framework

Deliver the Early Career Managers' Programme for new social work managers

Improve training and support offer to ASYE Assessors and develop a CoP

Support organisations to become Trauma Informed through research/training

Analyse workforce and national data to understand key drivers for retention

Taraet social worker resilience through a 'Wellbeing' agenda

Maintain regional pool of coaches, facilitatina external coach-coachee matches

Create a new strategy to involve practitioners in research

Social worker retention improves within our partner agencies

Employers can articulate career pathways to their practitioners and can offer appropriate L&D to support their progression

Social workers feel they have a clear career pathway to progress

Social workers receive an increased volume and improved quality of CPD opportunities, including specialist subject support and opportunities to consolidate their knowledge

CPD/PQ offer is increasinally joined up and coordinated across partners

Improved support and consolidation of learning in years 2-3 post qualifying

Those on the ASYE are better supported

Social workers have opportunities for project work to build on existing achievements and encourage a culture of organisational learning

Social workers have access to leadership and management development opportunities and improved leadership and management skills

Social workers have the necessary skills to maintain and look after their wellbeing

The region 'role models' equality. diversity, inclusion, trauma informed practice and wellbeing

Greater collaboration across Children & Families and Adult Social Work - a 'Think Family' culture and approach

Reliable supply of

Improve the quality of social work education & teachina

Students are better prepared for interviews and to enter employment

Students have auality placements with skilled PEs and OSSs

Those entering the profession are practice ready

TP agencies provide vast majority of placements

All students have at least 1 statutory placement

Increase focus on Equality, Diversity and Inclusion, linked to ADASS priorities and the WRES

Host careers fairs / open evenings for employers, with final year students

Provide BA and MSW students with internships

Manage delivery of Step Up to Social Work

Support alternative entry routes to the profession e.g. Apprenticeship, Fast Track PaDipSW

Sell the benefits of working within our region (linked to Retention & Practice Development initiatives)

NQSWs / experienced social workers

Students and

local employers

The region 'role models' equality, diversity, inclusion, trauma informed practice and wellbeing

IDENTITY / BRAND / REPUTATION PRINCIPLES

programme Share progression, Continue delivery of PE development workshops/conference to and network PEs/OSSs/PAs, developing opportunities, an ongoing community of

Develop regional identity via Social Media and other and resources platforms

Promote achievements both internally and to key regulatory and professional bodies e.g. SWE, BASW,

Be innovative. creative and ambitious, positioning the TP as a 'trailblazer'