Children's Workforce Development Council

From national to local

Working with employers to support social work retention

Sue Brook

CWDC's social work programme

Working with employers since 2008 to tackle the key challenges in securing a workforce that can deliver high quality social work for children and families

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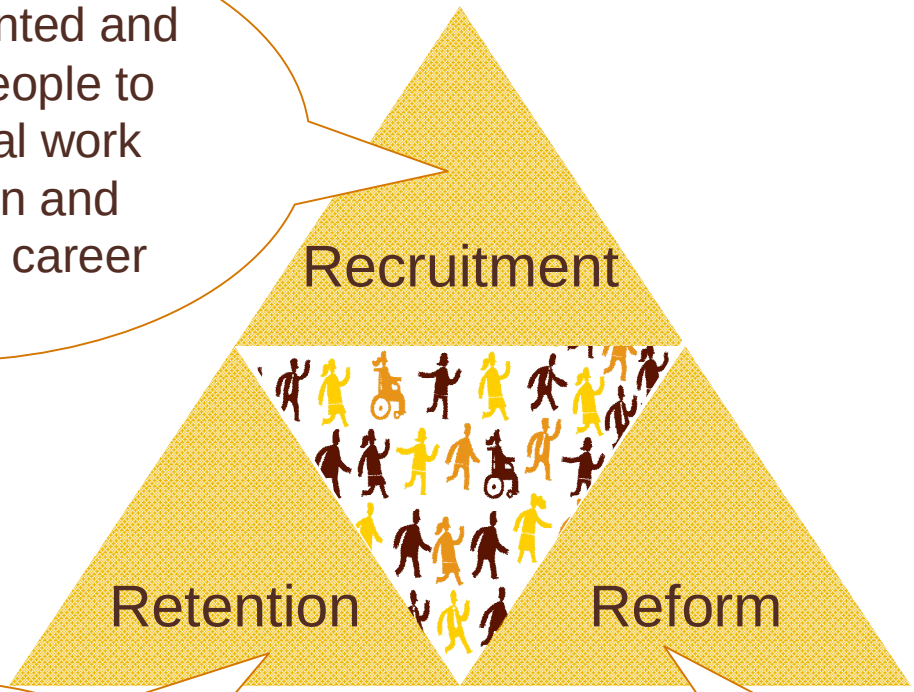
Children's Workforce Development Council

Attracting talented and committed people to choose social work with children and families as a career



Supporting talented and committed social workers to develop their careers

Supporting employers to reshape their social work teams

Our programme includes

- National activities to support local recruitment
- Working with employers to test out new approaches
- Ingredients for local recruitment and retention strategies

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Supporting talented and committed social workers to develop their careers

- **NQSW programme** - NQSWs supported through supervision to work towards clear outcome statements; funding and support for employers; training for supervisors
- **Early professional development programme** – next step after NQSW; outcome statements; focus on applying research and safeguarding; funding and support; training for supervisors
- **Support for frontline and team managers**
- **Advanced Social Work Professional Status** – recognises excellence in practice by assessment against professional standards
- **Peer support** to enable middle and senior managers to learn from each other about leading change in social work delivery

ASWP status

- The standards and assessment process is designed to highlight and recognise excellent practice
- There is a quality assured national assessment process which is the same for all candidates, whatever their background or current employment.
- Candidates demonstrate how in recent and current practice they consistently meet and set the highest standards of their profession
- Once assessed and met the standards they will be awarded the Advanced Social Work Professional status

ASWP Standards

The ASWP standards describe the skills, knowledge and behaviours expected of an ASWP when working with children and young people, their mothers, fathers or carers, immediate colleagues and other professionals.

- The standards are grouped as follows:

- Direct work with children and young people, their mothers, fathers & carers
- Knowledge and understanding
- Analysis, judgement and decision-making
- Collaboration and teamwork
- Leadership
- Professional development

Further information is available at

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www.cwdcouncil.org.uk/social-work