

# Launch Pad: Camden's social care career progression pathway

## Introduction and purpose

- Camden values its social care workforce and aims to support all social workers to expand their knowledge and experience through tailored learning opportunities and high-quality coaching and mentoring so that they can develop their practice and progress along their chosen career path.
- Camden's career progression pathway **Launch Pad** provides a framework for social work career development and progression where requirements for learning, experience and standards of practice for progressing to the next stage are clearly set out and so that social workers can take control of their individual career pathway.
- The pathway aims to provide transparency in decision making with regards to the social worker's journey from ASYE into management, setting out the learning and development opportunities that are on offer to help them take each step and realise their potential.

## Standards informing the pathway

Each step on the pathway is informed by and linked to the Professional Capabilities Framework which provides the structure for career progression, and the practice standards set out in the Knowledge and Skills Statements that social workers need to work towards as evidence of being ready to take the next step.

The pathway also incorporates the ethos and practice standards of the Camden Model of Social Work, using Continuing Professional Development as the driver for advanced learning and progression within the pathway.



## Launch Pad: The Camden framework for social work career development and progression pathways

Level	Objective	Requirements	Learning offer
<p>Newly qualified social worker Level 3, Zone 2 PCF level 5 (ASYE) <a href="#">pcf-asye.pdf (basw.co.uk)</a></p>	<p>Building the foundations of professional knowledge, skills and expertise</p>	<p>Registered social worker (NQSW) with a social work qualification via BA, MA, apprenticeship or other route</p>	<ul style="list-style-type: none"> <li>• ASYE programme including core social work training offer and assessment of practice</li> <li>• Protected case loads</li> <li>• Intensive supervision</li> <li>• Coaching and mentoring from experienced practitioners</li> <li>• Systemic practice with families modules</li> </ul>
<p>Social worker Level 4, Zone 1 PCF level 6 (Social worker) <a href="#">pcf-social-worker.pdf (basw.co.uk)</a></p>	<p>Consolidating practice and applying knowledge and experience to interactions with families</p>	<p>Completed AYSE or minimum of 1 year PQE/level 6 PCF</p>	<ul style="list-style-type: none"> <li>• Relevant training from the core social work training offer</li> <li>• Opportunity to do MSC in Advanced Practice or consolidation module (dependent on financial resources)</li> <li>• Practice Educator Award (PEPS 1&amp;2)</li> <li>• Systemic practice with families modules</li> </ul>
<p>Advanced social worker Level 4, Zone 1 PCF level 7 (Experienced social worker) <a href="#">pcf-exp-social-worker.pdf (basw.co.uk)</a></p>	<p>Exploring and developing specialist knowledge and expertise and developing supervisory and managerial skills</p>	<ul style="list-style-type: none"> <li>• 3 years PQE/level 7 PCF</li> <li>• Evidence to providing support to colleagues and modelling good practice</li> <li>• Specialist field experience holding complex cases including court work</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant training from the core social work training offer</li> <li>• Training for aspiring managers programme</li> <li>• Practice Educator Award (PEPS 1&amp;2)</li> </ul>

		<ul style="list-style-type: none"> <li>• Evidence of developing specialist knowledge</li> <li>• Undertaken systemic practice with families modules</li> </ul>	<ul style="list-style-type: none"> <li>• Opportunities to be involved in research</li> <li>• Systemic practice with families modules</li> </ul>
<p>Team manager Level 5, Zone 1 PCF level 8 (Advanced social worker) <a href="#">pcf-adv-social-worker.pdf</a> <a href="#">(basw.co.uk)</a></p>	<p>Consolidating management skills and developing leadership skills</p>	<ul style="list-style-type: none"> <li>• 6-7 years PQE/ level 8 PCF</li> <li>• 2-3 years supervisory experience</li> <li>• Practice Educator award stage 2 or equivalent experience of coaching, mentoring or supporting junior staff</li> <li>• Understanding of managing budgets, workforce and performance issues and complaints</li> <li>• Understanding of quality assurance processes</li> </ul>	<ul style="list-style-type: none"> <li>• Further management training</li> <li>• Opportunities for project work</li> <li>• Deputising for service managers</li> <li>• Development of policy and service improvement</li> <li>• Budget management</li> <li>• Conferences and external events relevant to specialist area</li> </ul>
<p>Service manager Level 5, Zone 2 PCF level 9 (Strategic social worker) <a href="#">pcf-strat-social-worker.pdf</a> <a href="#">(basw.co.uk)</a></p>	<p>Consolidating strategic management and leadership skills and contributing to the development of service area</p>	<ul style="list-style-type: none"> <li>• 4-5 years experience in a team manager role/level 9 PCF</li> <li>• Evidence of managing service development and improvement</li> <li>• Evidence of working in partnership with safeguarding agencies</li> <li>• Working strategically with safeguarding partners</li> </ul>	<ul style="list-style-type: none"> <li>• Development opportunities around coaching and leadership programmes</li> <li>• Opportunities for project work</li> <li>• Deputising for Head of service</li> <li>• Development of policy and service improvement</li> </ul>

		<ul style="list-style-type: none"> <li>• Providing professional leadership across the service</li> </ul>	<ul style="list-style-type: none"> <li>• Opportunity to effect cultural change</li> <li>• Conferences and external events relevant to specialist area</li> </ul>
<p>Head of service Level 6, Zone 2 PCF level 9 (Strategic social worker) <a href="#">pcf-strat-social-worker.pdf</a> <a href="#">(basw.co.uk)</a></p>	<p>Providing strategic oversight for the development of service areas and strengthening multi-agency cooperation to deliver corporate plans</p>	<ul style="list-style-type: none"> <li>• 3 years management experience in a service manager role/level 9 PCF</li> <li>• Demonstrable experience of strategic management of services and workforce development</li> <li>• Working strategically with partner agencies and other agencies to implement corporate plans</li> <li>• Providing professional leadership across the directorate</li> </ul>	<ul style="list-style-type: none"> <li>• Conferences and events for professional development</li> <li>• Deputising for the Director</li> <li>• Development of service provision</li> <li>• Representing the division in multi-agency arena</li> </ul>

## The stages of career development:

Camden's career pathway **Launch Pad** provides details of the learning and development objectives and the learning and development support social workers can expect in order to support them to move on to the next step in their career.

The overall career progression is:

<b>ASYE</b>	Following the ASYE programme to develop practice in a safe and supported environment
<b>Social worker</b>	Consolidating practice through experience and knowledge
<b>Advanced Social Worker</b>	Developing own practice and specialisms and supporting the practice of others through consultation and support
<b>Team manager</b>	Developing and consolidating management and supervisory skills to support staff performance and service delivery on a team basis
<b>Service manager</b>	Developing strategic management skills and supporting staff performance and service delivery on a service basis;
<b>Head of Service</b>	Strategic oversight of service and workforce development, quality assurance of practice and delivery and liaison with corporate structures

## Mechanism for progression

### *From newly-qualified to level 2 social worker*

All newly-qualified social workers joining Camden will follow the ASYE programme for 12 months to allow them to further develop the required skills and knowledge to enhance their practice within a safe and supportive environment.

At the end of the programme, social workers will have their practice assessed by a practice assessor and will need to demonstrate, using evidence from their practice portfolio, that they have met the PCF and KSS for social work status.

The final assessment report for all ASYEs will be passed to the Progression Panel in order to quality assure assessor's reports and ratify their recommendations on whether the social worker has met the PCF and KSS requirements.

It should be clearly recorded from the outset if a newly qualified social worker is not progressing as expected and robust steps taken by the Practice Educator, supported by the Professional Social Work Educator, to improve practice.

However ASYEs may challenge recommendations made by the Practice Educator and assessor in the final report if it is likely that the social worker will not pass their probation period.

### ***Social worker to Advanced Social Worker***

Decisions on progression to Advanced Social Worker will be made at the Progression Panel following a submission of a portfolio of work by the social worker to evidence that they have met the criteria under the PCF and KSS for advanced social worker.

Social workers wishing to be considered should discuss this in supervision with their supervisor and identify an area of expertise or a specific learning objective that will enable them to demonstrate that they have reached the requirements for Advanced Social Worker status.

Advice can be sought from the Professional Social Work Educator on suitable learning objectives that can be linked to the Professional Capabilities Framework and how these can be achieved through training and other learning activities.

The social worker and supervisor should draw up a schedule of planned learning activities and either the supervisor or an Advanced Social Worker should act as mentor and help the social worker to put together a portfolio of work as evidence of reaching the criteria to present to the Panel.

### **Appointment to managerial roles**

Appointment to the position of team manager and upwards will be by an interview panel convened for each vacant position that becomes available. Candidates will only be considered for the position if they can provide evidence that they meet the requirements both for strategic social worker under the PCF and as set out above and can meet the person specification for the position applied for.

All shortlisting and interviewing documentation will be aligned with the PCF and KSS requirements and these will be used to judge whether a social worker has fulfilled the criteria for appointment at that level following interview.