

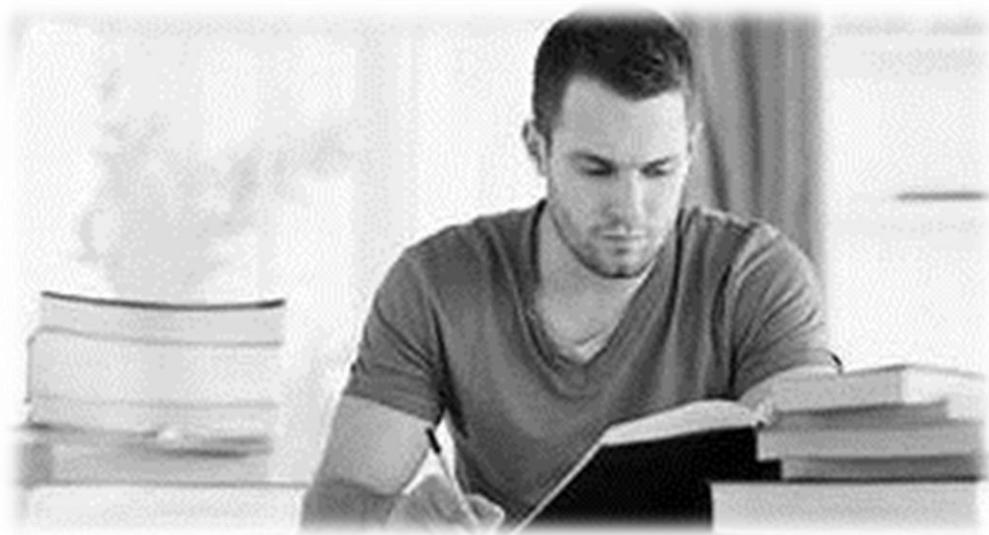
Social work degree apprenticeship
Session for HEIs to hear what London social work
employers want.
February 27th 3pm

**London employers supported by London ADASS,
PSW network, London Councils & Skills for Care**

How we got to where we are now

- ▶ Working group meetings (formed from discussions at the Pan London SWEN and consisting of social work leads from LAs adults and child & families and PVI across London) have been taking place since February 2018
- ▶ Working group ideas were presented to adults ADASS event with PSWs and apprenticeship leads on 18.10.18
- ▶ Agreement at Dec 18 working group meeting to pursue employer collaboration pan London
- ▶ Workshop of social work leads facilitated by London Councils, London ADASS PSW network and Skills for Care held on 16.1.19
- ▶ Meeting of core group on 14th Feb 19 to plan for meeting the HEIs and agree next steps around tendering & procurement of programmes
- ▶ All HEIs who currently have a relationship with London boroughs for social work programmes invited to the meeting on 27.2.19 along with a representative group of employers

What the opportunity of offering a social work apprenticeship means to my LA



We want the social work degree apprenticeship to:

- ▶ Be led by employers as this is a work based learning route to the qualification.
- ▶ Be a bespoke programme not just a minor modification of an existing degree programme.
- ▶ Be high quality, of a standard comparable to the usual degree programme with parity of esteem.
- ▶ Be a partnership approach – i.e. involving employers in all aspects such as design, selection, delivery and assessment.
- ▶ Be innovative - using new approaches and technology.
- ▶ Be planned properly to ensure it meets our needs – that may mean it takes longer to start than anticipated, but we want to get it right for the first cohort not rush into a poorly planned programme.
- ▶ Be a collaborative pan London approach which enables apprentices to come together, even if on different programmes.
- ▶ Use the language of apprentice and not student & avoid using terms like placement

Initial assessment and selection. We Want.....

- ▶ A joint approach between the HEI and employers not two separate processes.
- ▶ To get the balance between enabling wider accessibility to the degree whilst not setting people up to fail.
- ▶ Fair and transparent selection processes with clear criteria
- ▶ Assessment based on values, skills and potential using learning from what's worked (e.g. Step Up)
- ▶ People with lived experience involved in the process.

- ▶ We'd be interested in exploring preparation programmes / pre-apprenticeship pathways.



Apprenticeship programme design. We Want...

- ▶ To discuss how the 20% off the job learning time will be delivered for a work based programme not tied to academic years in the same way. *What elements will be delivered by the HEI and what by employers?*
- ▶ Front loaded blocks at the start of the programme.
- ▶ A lengthy and thorough work based induction into the social work role and expectations (yearly apprenticeship induction)
- ▶ No more than 1 day a week out of work learning
- ▶ Balance between apprentices spending time in the HEI environment also employers being involved in the delivery of module content,
- ▶ Utilising knowledge and skills of practice experts & apprentices learning in other workplaces.
- ▶ To discuss how apprentices would or wouldn't be mixed in with other students and how this would be handled



Apprenticeship programme learning methods

- ▶ We want to explore how the necessary modules will be delivered as in addition to the traditional approach and access to all the usual resources we expect:

Greater use of interactive technology e.g. facilitated eLearning sessions, podcasts, webinars, live broadcasts

Strong partnerships with research bodies e.g. Ripfa / Rip, Community Care Inform

Employer input into the teaching (planned and recognised appropriately) and also academics into practice opportunities

Support for apprentices to come together e.g. peer learning / peer support / reflective sessions e.g. action learning sets / enrichment days. Also use of social media for peer group support and communication

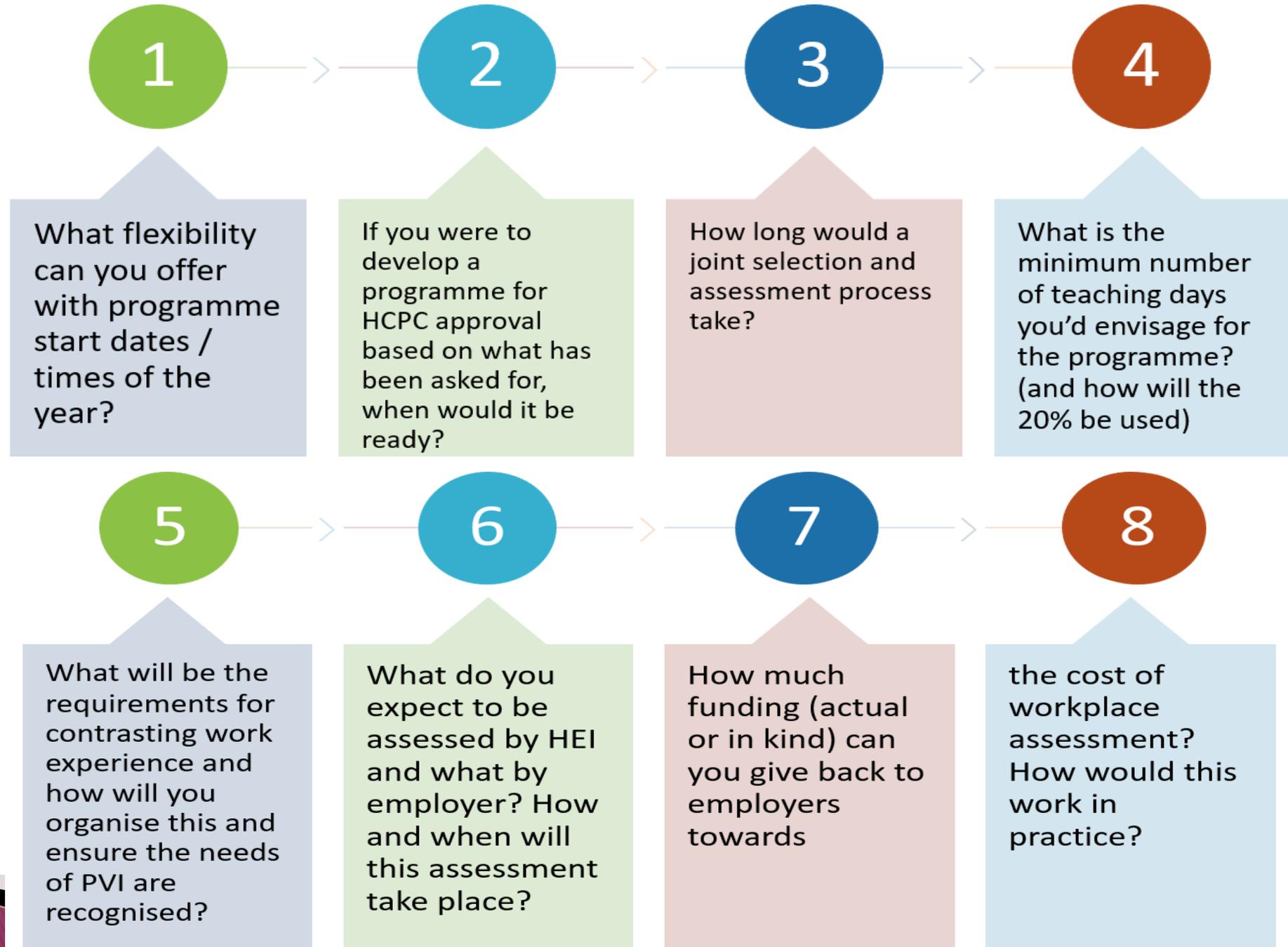
We want input into how best to deliver each aspect of the programme, ensuring local priorities are addressed

Apprentice Assessment & support. We Want....

- ▶ Clarity about how assessment will be done: what the HEI will do and what the work based practice educator will do
- ▶ The practice educator should play a pivotal role not just in the assessment of the apprentice but in all aspects – they should be utilised from the start of the programme & be involved in selection, enabling the learning of the apprentice and delivering reflective supervision as well as assessment
- ▶ To discuss how much of the Levy payment can be returned to employers to cover the cost of the work based assessment by the practice educator and what other reciprocal arrangements can be offered.
- ▶ Clarity about the roles and expectations of others involved in the workplace assessment and support such as line manager, team members, partner agencies, coaches, mentors etc
- ▶ To discuss how and when practice assessment will be done – as there are no placements will it be similar to the ASYE's 3 monthly assessment process?



Questions we'd like answers to



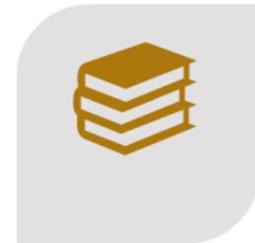
Some more questions we'd like answers to



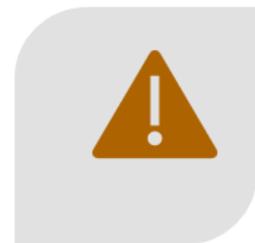
How will you ensure assessment methods are suitable for those who may not have an academic background?



How will you design a programme to ensure an apprentice can take their annual leave entitlement?



How will you ensure equal quality and parity of esteem between the apprenticeship programme and the traditional degree programme?



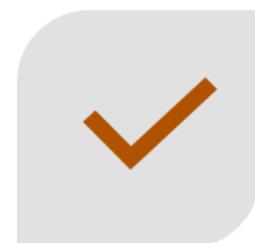
How will issues such as long-term sick leave, maternity leave, the apprentice wants to drop out / pause / delay, personal circumstances changing and failing be dealt with?



How will any disconnect between practice and academic competency be resolved?



How will the communication channels between all involved from both HEI and employer be set up to work effectively?



How will apprentices with additional needs be supported between employer and HEI?

What questions do you have for us?



Next steps

A steering group is being established of employer reps from each London sub area and teaching partnership, across adults and child and family and with PVI organisations represented

The group will oversee work to develop a tender for procuring programmes

The group will continue to be supported in this work by London ADASS, London councils and other organisations who can offer specific help and advice.

HEIs will be informed when details have been confirmed

Thank You everyone