

Child & Family Social Work

**Assessed & Supported Year in
Employment (ASYE) Market
Engagement Event**



Agenda

14:00 – 14:10

Introductions

14:10 – 14:30

ASYE presentation

- **Background and current programme**
- **Future programme**

14:30 – 14:45

Commercial Approach & Social Value

14:45 – 15:25

Breakout groups

15:25 – 15:55

Breakout groups feedback

15:55 – 16:10

Q&A

16:10 – 16:15

Next steps and close

How the session will run

- **Presented by DfE Policy and Commercial Teams**
- **Inform you. Inform us**
- **Session will be recorded and slide pack shared**
- **Muted and cameras off**
- **Questions in the chat, answer session at the end**
- **There are no wrong questions and we may not have all the answers**

Why are we planning for this procurement?

- Existing contract & grant expires March 2022 and provides an opportunity to build on successes.
- Continue to support (future) newly qualified social workers as they transition from their initial training to first year of practice.
- Stakeholder feedback suggests that the level of support ASYE participants receive is variable and standards fluctuate across employers. Opportunity to address those variances as part of this potential new procurement.
- Procurement of new ASYE programme dependent on approval of funding.

Wider context –

The Care Review is due to complete in Spring 2022 is expected to set future policy direction for Children's social care. We would like to work closely with the successful contractor(s) on how we can best respond to the recommendations.

What is ASYE?

The ASYE is a programme that provides newly qualified social workers with extra support during their first year of practice as a social worker.

The ASYE programme:

- **aims to develop the skills, knowledge and professional confidence of a newly qualified social worker in their first year of practice.**
- **is open to all newly qualified social workers employed in the public, private and voluntary sectors in England.**
- **is based on the Post Qualifying Standards (PQS) – for those social workers who work in child and family social work.**
- **lasts for one year (in theory).**
- **is not a mandatory programme.**

ASYE – Introduction cont'd

How is the ASYE programme delivered?

- Employers responsible for the day-to-day administration, implementation and assessment of the scheme.

Requirements of employers for delivery the ASYE programme

To provide their newly qualified social workers participating in the programme with:

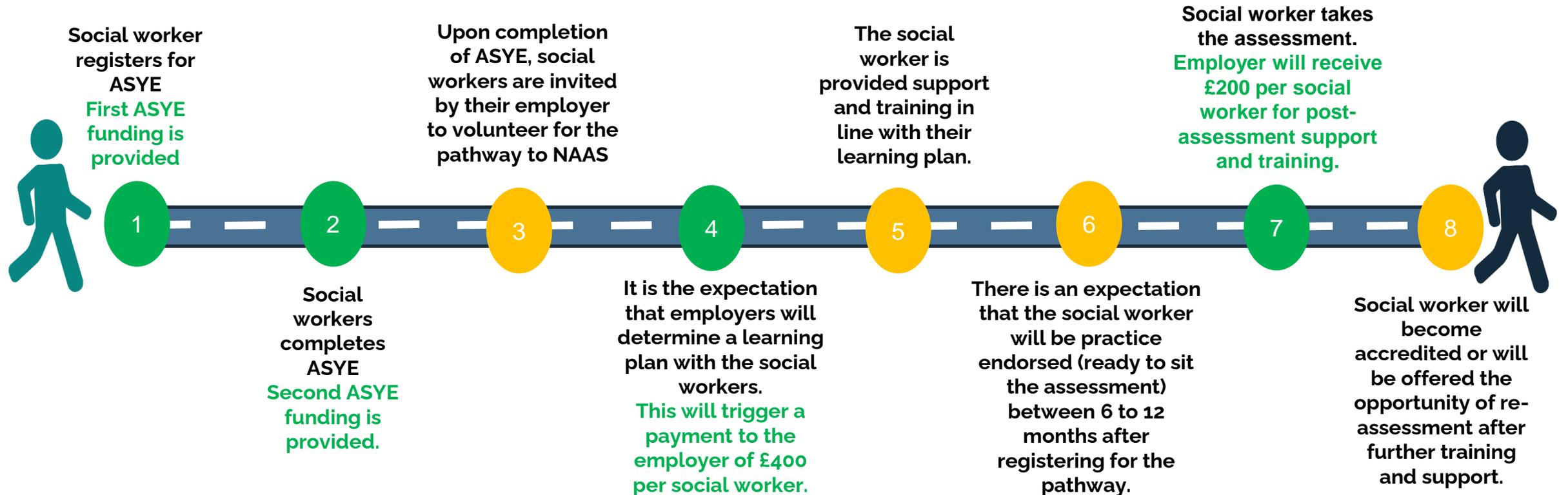
- Regular supervision
- A learning agreement and personal development plan
- Opportunities for time off to enable the newly qualified social worker to meet their training needs
- Reduced workload
- Regular reviews of progress, leading to a final assessment which should take place on a date which is a minimum of 12 months after commencement on the programme

Funding provided for the ASYE programme

- £2,000 funding to employers for each participating social worker, up to a max 2,800 participants per year.
- Distributed in two equal instalments – one at the start of the programme and one upon completion (regardless of success or fail).
- This funding should be spent on supporting the newly qualified social worker.

ASYE pathway to NAAS

What is the ASYE pathway to NAAS?



The current role of the contractor in the ASYE programme

- **Contractor is responsible for the operational management of the ASYE programme.**
- **This includes:**
 - **Management and disbursement of grant funding to employers**
 - **Registration of new employers**
 - **Providing certificates of completion to ASYE participants**
 - **Engaging with the social work sector to provide information and guidance on the ASYE programme to employers**
 - **Supporting and facilitating networks for newly qualified social workers and ASYE supervisors to facilitate feedback on the programme**
 - **Investigating and resolving customer queries or complaints**
 - **Identifying, recommending and supporting improvements and changes to the programme**
 - **Reviewing the quality and delivery of local programmes through a quality assurance framework**

Outcomes

Our desired outcomes are to ensure:

- Every newly qualified social worker who participates in the programme receives a good, quality ASYE experience.
- Employers are supported to develop, implement and share best practice for the delivery of the ASYE programme.
- Effective local delivery of the ASYE programme and that participants receive the support expected for receipt of the funding.
- Management and disbursement of grant funding is distributed to employers in an efficient and effective manner.

Needs of the programme:

- We know that the ASYE programme is highly valued within the sector, as demonstrated by the high take up and sector feedback, and that central support is successful in raising standards.
- However, we also know through stakeholder engagement that the level of support participants receive is variable. Standards fluctuate across employers and not all ASYE participants receive a good-quality ASYE experience.
- Given the positive evaluations we've had on the impact of ASYE, our focus going forward is on continuing to drive up those standards to ensure participants receive the best possible experience, as we know that being and feeling supported in early career has a significant impact on retention.
- Quality assurance and continuous improvement of the programme is therefore key – what additional mechanisms we can put in place to monitor the effectiveness of the programme, and assure and improve the quality of the support received.

Commercial Approach

We have an idea of how we want to procure the service

- Single contract
- Single supplier / group of suppliers
- 2 year (+2 year)

Indicative Procurement Timeline

Market
Engagement July
2021

ITT published
Summer 2021

Delivery
Commences
April 2022

Consortium and LLP opportunities

Consortium

- Time consuming to set up
- Allows you to share skills and experience
- Consortium approach may allow for shared development costs e.g. the pooling of "back office" costs.
- Risk and liability spread across the member organisations.
- Different working cultures coming together
- Lead Contractor
- Legal agreement

We recommend specialist advice is taken

A Limited Liability Partnership

- Widely used by professional firms
- Fast registration/ low registration fee
- Only 2 members required to form UK LLP
- New members can be admitted, and members removed
- It is a profit-making enterprise
- Profits not retained within the business
- Each partner pays tax on their share of profits
- Suitable structure for general partners who want legal protection from liabilities

Social Value

Social Value is about added value

The additional value in the delivery of a contract where a wider community or public benefit can be created extending beyond the value of the contract itself.

Procurement Policy Note 06/20 - Taking account of social value in the award of central government contracts

- From 1 January 2021 , a minimum weighting of 10% of the total score for social value will be applied in a procurement
- Applies to procurements covered by the Public Contracts Regulations 2015,
- **Applies to all central government departments.**



Covid-19
Recovery



Wellbeing



Equal
Opportunity



Fighting
Climate
Change



Tackling
Economic
Inequality

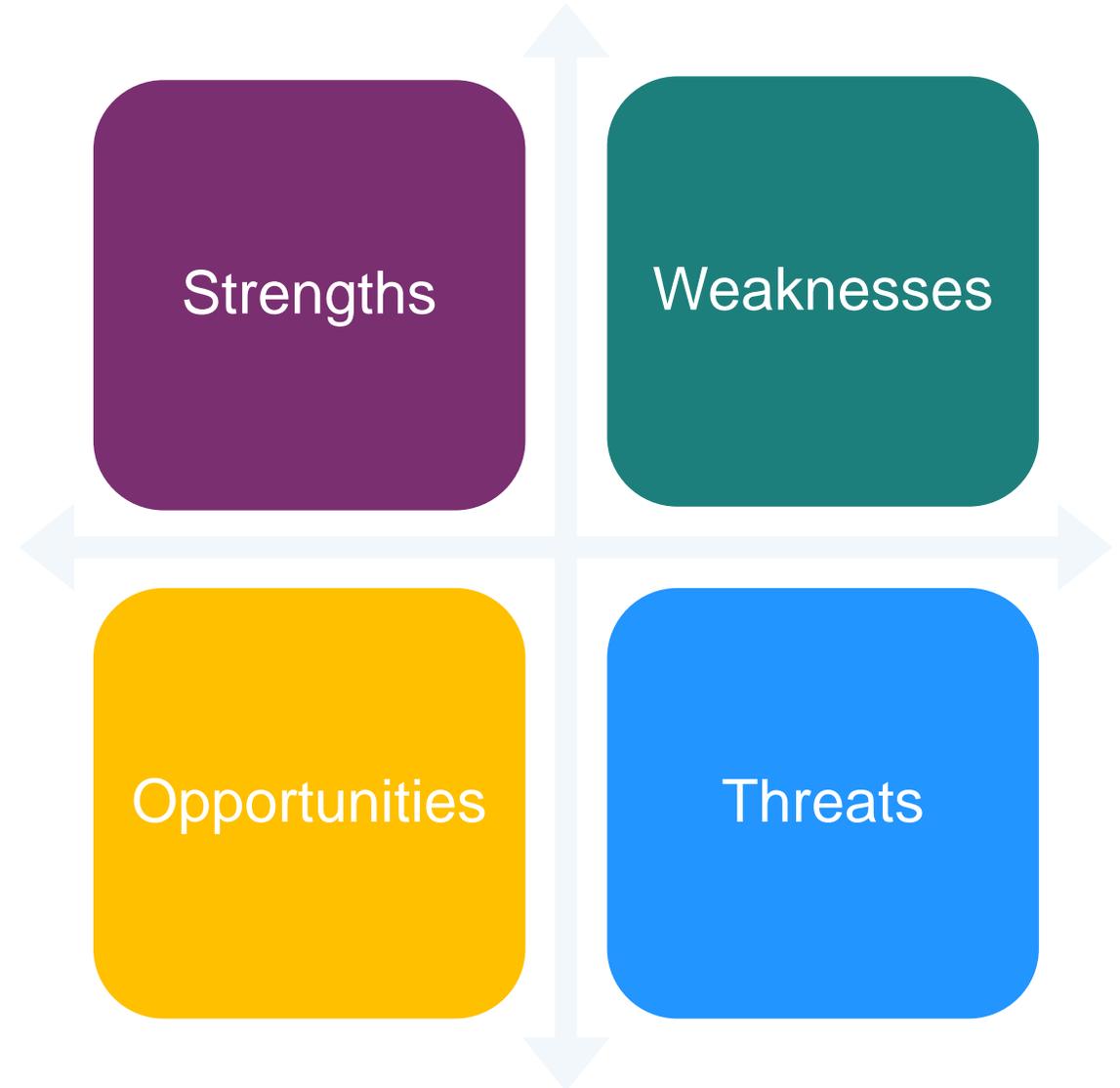
What are our needs going forward?

- We know that the ASYE programme is highly valued within the sector, as demonstrated by the high take up and sector feedback, and that central support is successful in raising standards.
- However, we also know through stakeholder engagement that the level of support participants receive is variable. Standards fluctuate across employers and not all ASYE participants receive a good-quality ASYE experience.
- Given the positive evaluations we've had on the impact of ASYE, our focus going forward is on continuing to drive up those standards to ensure participants receive the best possible experience, as we know that being and feeling supported in early career has a significant impact on retention.
- Quality assurance and continuous improvement of the programme is therefore key – what additional mechanisms we can put in place to monitor the effectiveness of the programme, and assure the quality of the support received.

Breakout Groups

We want to make it easy for you put a strong bid together.

- Tell us about your experiences of helpful specifications – what worked well?
- What issues have you faced previously that made responding to a specification difficult? How can we avoid those?
- What are the strengths, weaknesses, opportunities and threats associated with the proposed approach?



Feedback from Breakout Groups



Questions



Next Steps

- **1-2-1 bookable sessions**
- **After the event please email: DfE.ASYE@education.gov.uk**
- **Register on Jaggaer to access slides, Q&As, break out views, tender documents, ask questions: <https://education.app.jaggaer.com>**
- **Background: [Assessed and supported year in employment - GOV.UK \(www.gov.uk\)](http://www.gov.uk)**

[Assessed and supported year in employment for newly qualified social workers - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

Thank you