Career Pathways & CPD Framework
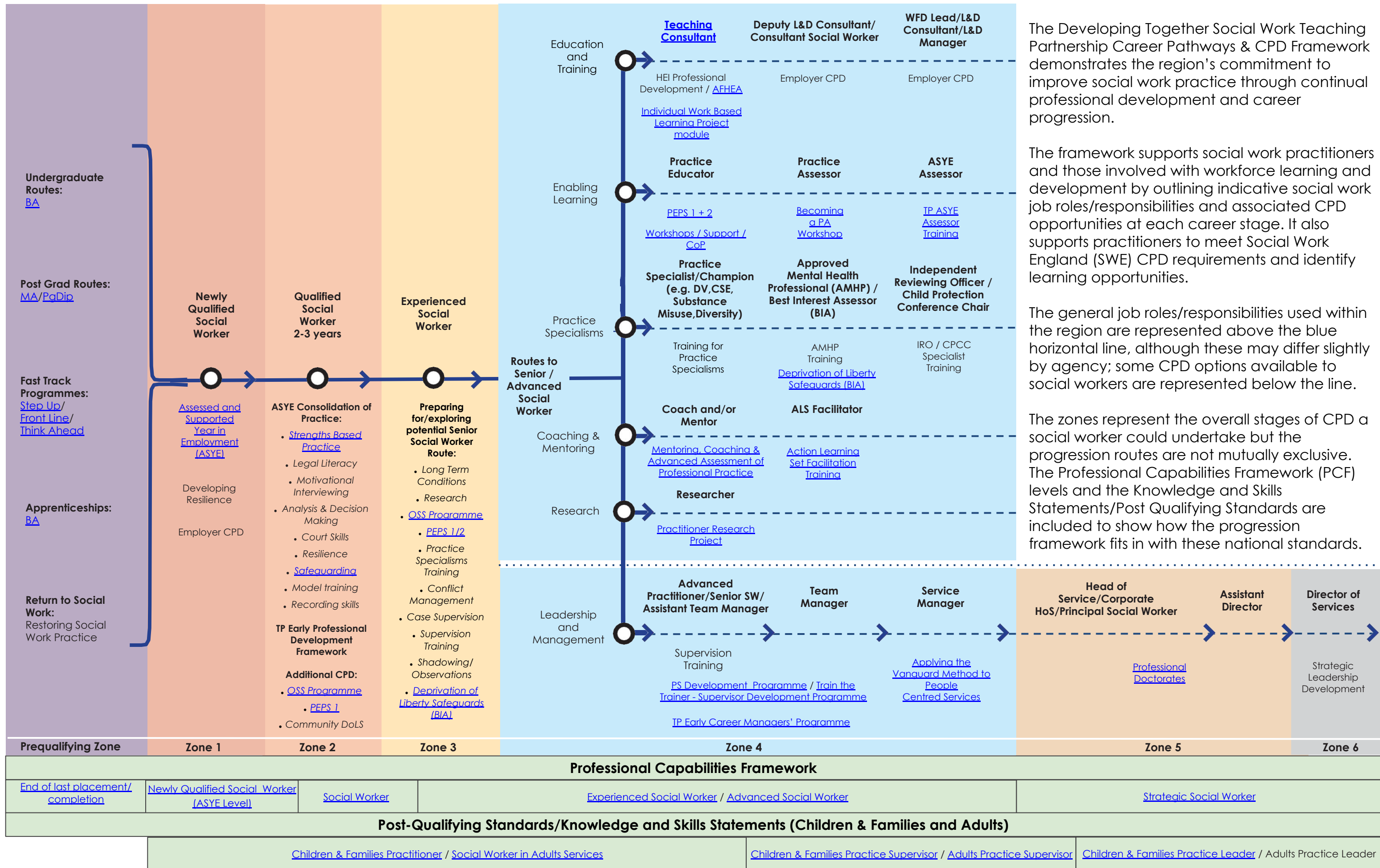
DEVELOPING TOGETHER
SOCIAL WORK
TEACHING PARTNERSHIP

The Developing Together Social Work Teaching Partnership Career Pathways & CPD Framework demonstrates the region's commitment to improve social work practice through continual professional development and career progression.

The framework supports social work practitioners and those involved with workforce learning and development by outlining indicative social work job roles/responsibilities and associated CPD opportunities at each career stage. It also supports practitioners to meet Social Work England (SWE) CPD requirements and identify learning opportunities.

The general job roles/responsibilities used within the region are represented above the blue horizontal line, although these may differ slightly by agency; some CPD options available to social workers are represented below the line.

The zones represent the overall stages of CPD a social worker could undertake but the progression routes are not mutually exclusive. The Professional Capabilities Framework (PCF) levels and the Knowledge and Skills Statements/Post Qualifying Standards are included to show how the progression framework fits in with these national standards.

Prequalifying Zone

Undergraduate Routes:
BA

Post Grad Routes:
MA/PgDip

Fast Track Programmes:
Step Up/
Front Line/
Think Ahead

Apprenticeships:
BA

Return to Social Work:
Restoring Social Work Practice

Zone 1 — Newly Qualified Social Worker

Assessed and Supported Year in Employment (ASYE)

Developing Resilience

Employer CPD

Zone 2 — Qualified Social Worker 2-3 years

ASYE Consolidation of Practice:
- *Strengths Based Practice*
- *Legal Literacy*
- *Motivational Interviewing*
- *Analysis & Decision Making*
- *Court Skills*
- *Resilience*
- Safeguarding
- *Model training*
- *Recording skills*

TP Early Professional Development Framework

Additional CPD:
- *OSS Programme*
- *PEPS 1*
- *Community DoLS*

Zone 3 — Experienced Social Worker

Preparing for/exploring potential Senior Social Worker Route:
- *Long Term Conditions*
- *Research*
- *OSS Programme*
- *PEPS 1/2*
- *Practice Specialisms Training*
- *Conflict Management*
- *Case Supervision*
- *Supervision Training*
- *Shadowing/ Observations*
- *Deprivation of Liberty Safeguards (BIA)*

Zone 4 — Routes to Senior / Advanced Social Worker

Education and Training

Teaching Consultant	Deputy L&D Consultant/ Consultant Social Worker	WFD Lead/L&D Consultant/L&D Manager
HEI Professional Development / AFHEA	Employer CPD	Employer CPD
Individual Work Based Learning Project module		

Enabling Learning

Practice Educator	Practice Assessor	ASYE Assessor
PEPS 1 + 2	Becoming a PA Workshop	TP ASYE Assessor Training
Workshops / Support / CoP		

Practice Specialisms

Practice Specialist/Champion (e.g. DV,CSE, Substance Misuse,Diversity)	Approved Mental Health Professional (AMHP) / Best Interest Assessor (BIA)	Independent Reviewing Officer / Child Protection Conference Chair
Training for Practice Specialisms	AMHP Training	IRO / CPCC Specialist Training
	Deprivation of Liberty Safeguards (BIA)	

Coaching & Mentoring

Coach and/or Mentor	ALS Facilitator
Mentoring, Coaching & Advanced Assessment of Professional Practice	Action Learning Set Facilitation Training

Research

Researcher
Practitioner Research Project

Leadership and Management

Advanced Practitioner/Senior SW/ Assistant Team Manager	Team Manager	Service Manager
Supervision Training		Applying the Vanguard Method to People Centred Services
PS Development Programme / Train the Trainer - Supervisor Development Programme		
TP Early Career Managers' Programme		

Zone 5

Head of Service/Corporate HoS/Principal Social Worker	Assistant Director
Professional Doctorates	

Zone 6

Director of Services
Strategic Leadership Development

Professional Capabilities Framework

End of last placement/ completion	Newly Qualified Social Worker (ASYE Level)	Social Worker	Experienced Social Worker / Advanced Social Worker	Strategic Social Worker

Post-Qualifying Standards/Knowledge and Skills Statements (Children & Families and Adults)

Children & Families Practitioner / Social Worker in Adults Services	Children & Families Practice Supervisor / Adults Practice Supervisor	Children & Families Practice Leader / Adults Practice Leader