

Social Care & Support Social Worker Progression Pathway

	PCF Framework Level	Means of assessment	Available training and development	Timescale
LEVEL 2	NEWLY QUALIFIED SOCIAL WORKER (ASYE LEVEL)	Completion of Assessed & Supported Year in Employment (ASYE) portfolio of evidence is submitted for moderation	Completion of Assessed & Supported Year in Employment (ASYE) programme for all Newly Qualified Social Workers (NQSW). Social Care & Support training for practitioners	12 months to complete (pro rata for part time staff)
Social Worker can demonstrate the skills and capabilities required to meet the Social Worker level of the PCF				
LEVEL 2	SOCIAL WORKER	Capabilities assessed against the Social Worker level of the PCF & KSS	Social Care & Support training for practitioners	It is expected that most will reach this level following a minimum of 18 months post qualification experience
To progress to Level 3, Social Worker can demonstrate the skills and capabilities required to meet the experienced social worker level of the PCF and has Operations Manager authorisation				
LEVEL 3	EXPERIENCED SOCIAL WORKER	Capabilities assessed against the experienced Social Worker level of the PCF & KSS	Optional Mentoring, Supervision and Assessment in Practice (previously 'Enabling Others' - Stage 1) Practice Teaching and Education (previously Teaching and Assessing for Professional Practice (TAPP)- Stage 2)	Practitioners may take different timescales to reach consistent capabilities required of an experienced social worker level of the framework, but it is expected that most will reach this level and have substantial post qualifying experience of 3 years and over

To progress to Level 4, Social Worker can demonstrate skills and capabilities are consistently at the advanced social worker level of the PCF and has Operations Manager authorisation.

	PCF Framework Level	Means of assessment	Available training and development	Timescale
LEVEL 4	ADVANCED SOCIAL WORKER	Capabilities assessed against the Advanced Social Worker level of the PCF & KSS	Optional Practice Educator Professional Standards (PEPS) Step up to management Chartered Management Institute (CMI) Team Leader Approved Mental Health Professional (AMHP) training	Practitioners will have substantial post qualifying experience of 3 years and over.

To Progress to Level 5, Social Worker is to practice as an Approved Mental Health Professional (AMHP) and will participate on the AMPH rota when required. Social Worker is consistently working at the experienced social worker level of the PCF.