

<b>Title of your good practice/case study (one short line what it is about)</b>
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<i>Collaborative ASYE Induction: Strengthening Support Across Services</i>
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A good practice example showcasing how feedback from NQSWs led to a jointly delivered ASYE induction between adult and children's services, enhancing consistency and peer connection.
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<b>More detail of your good practice/case study</b>
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<b>If your good practice is about a person/people please share more about them and what they've done.</b>
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<b>If your practice is about an activity(s) or process please tell us more about this activity(s)/ process and what it involved.</b>
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<b>What difficulties (if any) did you overcome and how did you do this?</b>
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East Riding of Yorkshire Council has developed a comprehensive and collaborative ASYE induction programme that spans three weeks, designed to support Newly Qualified Social Workers (NQSWs) as they transition into practice.
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Now coming up to its second year of collaboration between Adults and Children's Services, the programme was co-designed by ASYE leads from both service areas following a full evaluation of feedback from previous cohorts.
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This feedback, gathered through extensive and continual consultation, highlighted the need for a more unified and consistent induction experience, with opportunities for cross-service learning and peer connection. In response, the leads undertook detailed planning, research, and organisation to create a timetable that reflects the evolving needs and priorities of NQSWs across both services.
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The induction begins with a strong foundation in Week 1, where NQSWs are welcomed by Principal Social Workers and service leaders. The week includes an overview of the ASYE programme and portfolio, team-building activities, and workshops focused on Equality, Diversity and Inclusion (EDI), wellbeing, and professional standards. Participants explore their professional identity and the transition from student to practitioner, using frameworks such as the Professional Capabilities Framework (PCF), Knowledge and Skills Statement (KSS), and Social Work England (SWE) standards. The week also includes supervision workshops and reflective sessions on law, theory, and models of practice.
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Week 2 deepens the focus on legal and ethical practice. NQSWs engage in sessions covering key legislation, including the Equality Act, Human Rights Act, Care Act, Children Act 1989 covering both Public and Private Law and Mental Capacity Act.
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Workshops are delivered by practitioners and experts in subject areas from across ERYC such as the local authorities legal team, and includes topics such as carers' support and culturally informed practice. The week also incorporates specific workshops for ASYE assessors and team managers to learn more about the
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ASYE Programme, as well as protected study time and team-based learning days, allowing NQSWs to consolidate their learning in their respective teams.

In Week 3, the programme shifts towards integration and planning. NQSWs develop their understanding of roles and responsibilities across Adults and Children's Services and meet social workers from various teams. The final sessions include a recap of the induction, reflective evaluation, and the completion of Professional Development Plans. The remaining days are spent within teams to embed learning and build relationships.

This co-designed induction model reflects a commitment to collaborative working, responsive planning, and high-quality support for NQSWs. It ensures that new practitioners begin their careers with a strong foundation, clear expectations, and a sense of belonging across the wider social work community.

**What has been the positive impact of this for the ASYE programme, NQSWs, assessors, wider workforce, your organisation, or people who draw on care and support?**

The collaborative redesign of the ASYE induction programme for 2025 hope to have several positive impacts across the board—for the ASYE programme itself, NQSWs, assessors, the wider workforce, the organisation, and ultimately for people who draw on care and support.

For the ASYE programme, the co-designed induction hope to bring greater structure, consistency, and relevance. By integrating feedback from previous cohorts and involving both Adults and Children's Services in planning, the programme now reflects the realities of practice more accurately and supports a smoother transition for NQSWs.

For Newly Qualified Social Workers, the induction offers a more inclusive and supportive start to their careers. It helps them build confidence, understand expectations, and connect with peers across service areas. The emphasis on wellbeing, supervision, and reflective practice ensures they feel valued and prepared, reducing anxiety and promoting professional growth.

Assessors benefit from a clearer framework and shared understanding of the induction content, which supports more consistent supervision and assessment.

The joint delivery also fosters collaboration between assessors in different service areas, encouraging shared learning and best practice.

The wider workforce will gain from having better-prepared NQSWs who are more confident, reflective, and knowledgeable about both adults' and children's services. This contributes to stronger team dynamics and a more cohesive organisational culture.

For the organisation, the induction reflects a commitment to listening, learning, and improving. It demonstrates responsiveness to staff feedback and a proactive

approach to workforce development. This helps attract and retain talent, supports professional standards, and aligns with strategic goals around quality care and workforce growth.

Finally, for people who draw on care and support, the impact will be felt through improved practice. NQSWs who are well-inducted are more likely to build trusting relationships, apply legislation and theory effectively, and deliver person-centred, strengths-based support. This leads to better outcomes and a more positive experience of social care.

As a result, social workers will feel informed in working across the lifespan, equipped with a strong knowledge base, and confident in identifying signs, knowing where to signpost, and how to respond appropriately.

**Supporting quote(s) (Please add quotes from members of your team/people who you support about this person/activity/process)**

Our ASYE program has been really well received. We make sure our NQSW's have an opportunity to meet with our heads of service, me as PSW and directors early into the program to build relationship and help them understand how we all work together and play an important role in the delivery of adult social care.

The combined offer with children's has been really positive, peer support has been widened, staff have met colleagues and built relationships with others that they may not have usually met, and an understanding of the roles of social work across the full life span is understood which means our NQSW's work more effectively, think family and ensure that they recognise people's rights and in areas they don't normally practice in.

It has been a great use of resources and also promotes equity for both our adult and children's NQSW's. The outcomes have been fantastic, we have had feedback from managers that the NQSW's are more confident and competent in their roles. We see fantastic quality portfolios, wonderful feedback from service users and carers and I have noticed an increase in confidence particularly related to leadership and social work identity.

Feedback from NQSW's:

*'This session provided lots of opportunities to liaise with colleagues in children's services, encouraged creative thinking and offered new perspectives on effective communication.'*

*'This session has provided clarity on the ASYE programme for adults social services and the expectations'*

*'I now have a better understanding of professional identity and accountability. Great slides and content provided, very useful to have X as guest speaker.'*

*'Really useful session, would recommend for next year's ASYE cohort'*

<b>Organisation name</b>
East Riding of Yorkshire Council – Adult Social Care
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