

Supporting your Career Progression



Entry into Social Work

All
pathways
supported
by a
qualified
Practice
Educator
or
equivalent

Social Work Early Career Framework (ECF)

ASYE1 – 12 month programme

ASYE2 – 12 month programme

Social Worker – Social Worker (Advanced) Readiness Programme - 12 month programme

Extensive training offer
Additional support from an

SWPL

Grade 9

What you need:

Social Work Qualification & Registration.

Relevant Experience in CiN, CP, CLA and court work as you progress through your ECF.

£36,648 - £41,418

Social Worker (Advanced) /Senior Practitioner

Priority Access to Practice Educator Programme

Aspiring SWPL programme
Aspiring Team Manger

Programme

Specialism training e.g.

MAIVIC / Parent Assess

Grade 10

What you need:

Evidenced completion of

your ECF

Experience of progressing

complex CiN/CP/CLA &

Court work

Ability to work with

autonomy

£42,403 - £46,464

Social Work Practice Lead (SWPL)

Access to the Aspiring Team Manager Programme

Links to the PSW

ASYE assessor training

Training to support training delivery and reflective supervision lead.

Team Manager / IRO / ICC

SCC internal management training and development

Access to external training e.g.
West Midlands Leadership and
Frontline Leadership
Programmes

Access to Aspiring District Lead Programme (subject to availability)

An identified 'buddy' to support first 6 months in post

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Deputy District Lead / IRO-ICC Lead

Access to external training e.g West Midlands leadership and Frontline Leadership Programmes

Ability to request consideration for specialist training

Specialist identified lead for an area of specified work

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Head of Service / District Lead

Access to external training e.g West Midlands Leadership and Frontline Leadership Programmes

An identified 'buddy' to support your first 6 months in post

Grade 11

What you need:

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Completion of Practice Educator

Experience of developing and delivering training

Experience of mentoring students / NQSWs and SWs

£47,420 - £51,515

Grade 12

What you need:

Experience of assessing, training and supporting Social Workers

Detailed knowledge of CP / CLA / CiN and Court procedures

Supervisory experience

£52,571 - £56,766

Grade 13

What you need:

Experience of working as a Team Manager or IRO/ICC

Supervisory Experience

Strength in training, support and delivery

Strong managerial skills

£57,872 - £62,306

Grade 14

What you need:

Demonstratable experience in Leadership and management

Substantial Children and Families Service related knowledge

£66,225 - £71,041

At least 3 years post qualification

At least 4 years post qualification

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At least 5 years post qualification



All information correct at time of writing 2023/24 (subject to change dependent upon business needs)