



The RCT Social Work Academy

In RCT, we strongly believe in 'growing our own' Social Workers. We currently offer three training routes for staff who want to commence their Social Work journey:

- Certificate of Higher Education In Social Care Practice (Wales)- 1 Year Course via Open University. (Equivalent to year 1 of the degree)
- City & Guilds Social Services Practitioner award. 2 Year Course via Bridgend College. (Equivalent to year 1 of the degree)
- Sponsorship on to the three year, fully funded Open University Social Work Degree.

Internal Sponsorship Opportunities

Career Begins

- Apprentice/ Support Worker
- Intervention Worker
- Assessor Care Manager/ Care & Support Practitioner

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Working With Schools/Colleges

- Careers fairs
- Careers carousels
- Workshops
- Mock interviews
- Ambassador talks
- Speed networking – meet the employer

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Training & Development Programme

This programme has been developed by an experienced management team, to support practitioners who are interested in pursuing a social work career, to build skills, knowledge and confidence and to focus on preparation for the university application and interview.

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First Year in Practice

All Newly Qualified Social Workers have access to our comprehensive 'First Year in Practice' programme. This includes a First Year in Practice plan drawn up with the Workforce Development Team and your manager to look at levels of supervision, support and workloads. The plan will be reviewed 6-monthly and then annually as part of Continuous Professional Education and Learning (CPEL).

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CPEL (years 2&3)

Within the first three years of practice, social workers will be funded to complete the Consolidation Programme to enable them to re-register with Social Care Wales. Social Workers can re-claim their Registration fees from RCT. Our Social Workers have access to an extensive training calendar and undertake regular training to support their development.

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Practice Educator Programme

The programme enables you to acquire knowledge and skills in relation to supervising and assessing Social Work students to develop their Practice. It also contributes to continuing professional development and provides excellent evidence post-registration training and learning as well as a wonderful opportunity to be part of developing the future of Social Work in Wales.

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Ongoing Career Prospects

- Career progression after first three years to Experienced Social Worker.
- Opportunities to progress in to management roles or specialist areas of Social Work.

Additional Information

Working With Schools/Colleges

- Our Regional Workforce Engagement Officer works closely with children from year 6 all the way through to sixth form and college students to promote the Social Care/Work sector. This is funded by the SCDWP Grant.
- The sessions and talks are delivered at the request of Careers Wales colleagues and teachers.
- In RCT we currently have 26 Ambassadors, 12 in Adult's Services, 14 in Children's Services.

Career Begins

- We have expanded the number of Apprenticeship Opportunities in both Children's & Adult's Services.
- In Children's Services, we have Assessor Care Manager and Child Care Support Worker posts, which are able to participate in the training and development programme in preparedness to study the Social Work Degree.

Training & Development Programme

- This programme is for those who are interested in pursuing a Social Work Career to build skills, knowledge and confidence and to focus on preparation for the university application and interview. It is also useful for those who are not interested in undertaking the qualification, to enhance their practice, skills and knowledge to equip them to meet the demands of the role.
- The programme offers a combination of formally delivered training sessions in areas of practice relevant to the role, informal workshops and reflective sessions. The training is sourced via in house training department provision and some of the sessions or workshops are delivered by representatives from different departments within Children's Services.

Internal Sponsorship Opportunities

- Both the Certificate of Higher Education In Social Care Practice (Wales) and the City & Guilds Social Services Practitioner award are accepted by the Open University as being equivalent to the first year of the Social Work Qualification.
- The Open University Social Work Degree is open to internal staff members in support roles, who have worked for the organisation for over 18 months and meet the university entry requirements. This degree runs for the duration of three years and consists of placements.

Additional Information

First Year in Practice

- The First Year in Practice programme is delivered by the Student Workforce Development Co-ordinator, who will draw up and agree an Individual Learning Plan with the manager, which is reviewed after 6 months. This involves building on existing skills and identifying learning needs, Support arrangements and training.
- Mandatory Training courses must be completed in the first year, such as, Safeguarding Adults, Safeguarding Children, Substance Misuse and Domestic Abuse.
- Additional support will be available via:
 - Full access to the RCT training calendar
 - Monthly workshops for Newly Qualified Social Workers – currently looking at Court etiquette, staying safe, building resilience, working with difficult to engage families etc.
 - Additional training for Consolidation Programmes including support and information workshops.

CPEL (years 2&3)

- Mandatory completion within 3 years to re-register. Newly qualified social workers can enrol on the programme once they have successfully completed their first year in practice and are ready to progress to the Consolidation Programme.
- The programme builds on the learning undertaken within the qualifying programme and focusses on embedding core professional knowledge and skills within practice.
- Within RCT, you are able to access the Programme via Cardiff Met University or University of South Wales.

Practice Educator Programme

- The Enabling Practice Learning Programme is delivered by Cardiff Met University.
- This Award, as well as promoting your own professional standing, contributes to continuing professional development and provides excellent evidence of post-registration training and learning as well as providing a wonderful opportunity to be part of developing the future of social work in Wales.
- The programme enables you to acquire knowledge and skills in relation to supervising and assessing social work practice at either qualifying or post qualifying levels.
- In RCT, Practice Educators receive a £500 payment.

Ongoing Career Prospects

- In RCT, Social Workers have access to our dedicated in-house Learning and Development Centre, which actively supports practitioners at each level to maintain their skills and Continuous Professional Development.
- There are also opportunities to progress in to management roles and/or specialist areas of Social Work.