

Career Discussions Analysis

- **Theme one: Do Social Workers want to stay at CEC?**
 - 80% of respondents said yes
 - 52% raised issues with being supported to stay, particularly around progression and development opportunities.
 - 33% said they felt well supported
- **Theme two: Can they see opportunities to progress? Is the route clear?**
 - Respondents mainly said the route was clear but identified barriers eg.
 - Routes other than management?
 - Development is not always accessible
 - Staff turnover and high caseloads prevent development
 - Several respondents identified wanting an advanced practitioner route
- **Theme Four: What are the categories for aspiration?**
 - There was a range of aspiration at all levels
 - Several ambitions around specialist or advanced practice

Theme 3: What are the gaps in skills, knowledge, experience, CPD?

Categories	Gaps identified at all grades
Relationships and effective direct work	Direct work tools especially for younger children
Communication	Makaton, PEX NLP
Child Development	Attachment and trauma Therapeutic attachment Attachment theory and Neuroscience (practical)
Adult mental ill health, substance misuse, domestic abuse, physical ill health and disability	Co-working links/shadowing Adult mental health assessment
Abuse and neglect of children	Paedophile behaviours Threshold & risk Progression in safeguarding
Child and family assessment	Tools of assessment Sibling assessments Parenting assessment – good practice CAF training
Analysis, decision making, planning and review	Risk Care planning – joint working
The law and family and youth justice systems	Interview training – ABE – legislation around cared for children Formatting court documents Law – Disability – Family Effective use of rights research Court statements & skills Youth justice experts training Case law
The role of supervision	Mentoring and supervision training Reflective supervision
Organisational Context	Negotiating internal relationships in co-working context Roles of other agencies and links Links with research departments Managing potential interagency conflict
Practice Education	