

Social Work Degree Apprenticeship

Applicant Guidance

2024 / 25



Get in touch with us at SocialWork.Apprenticeships@cambridgeshire.gov.uk

Introduction to Social Work



We're delighted you are interested in applying to join our Social Work Apprenticeship programme. It is a wonderful opportunity to work in one of our friendly Adult Social Care Teams whilst completing the BA (Hons) Social Work Apprenticeship and qualifying as a Social Worker.

We have 20 Adult Social Work Apprenticeship positions available across our Community Teams starting in January 2025. This will offer you a unique opportunity to study for a fully funded social work degree with our partner University of East Anglia (UEA), while working for the Council. Once you complete your apprenticeship, you will progress onto our Newly Qualified Social Worker programme, which provides a further 12 months of development and support.



Introduction to Social Work



Through the 3-year apprenticeship programme you will gain experience of working in a range of social work settings within the council, and develop a range of social work values, knowledge and skills that are required to support people of Cambridgeshire who have Care and Support needs.

Your learning will be developed through a programme of work experience, academic study, reflective spaces and practice placements. You will be supported by an academic team at UEA, mentors within your team and a dedicated team of Adult Social Care Development Practice Leads within the Council, who will work alongside you during the 3-year programme. You will attend regular teaching sessions, workshops, seminars and tutorials.

Great Social Workers support the people of Cambridgeshire to live fulfilling, healthy, safe and independent lives through timely support that is most suited to their needs and in Cambridgeshire this is important to us as we're committed to being, greener, fairer and more caring. We demonstrate this through our values of Collaborative Accountable, Respectful and focused on Excellence.

If you are looking to start your career in Social Work, then this could be the career opportunity for you.

We are looking for people who are passionate about making a difference in the lives of vulnerable adults and are eager to learn and grow in the field of social work

Introduction to Social Work



If you decide to take this route – known as the Social Work Degree Apprenticeships – you will be working towards becoming a qualified Social Worker from your first day. The starting salary is £32,076 and as your career in Social Work progresses, you'll have the potential to earn up to £40,958. This means, you can gain a professional degree, that you don't have to pay for, while working and progressing as a highly valued Social Work colleague.

Our Apprentices receive practical on-the-job training alongside academic theory and knowledge and all whilst earning a competitive salary.

This is a structured three-year programme, after successful completion you are awarded a degree in BA Hons in Social Work at no cost to yourself. This opportunity represents an investment in you of a £24,000 degree, fully funded by Cambridgeshire County Council.

A bit about Cambridgeshire County Council



Cambridgeshire is a great place to work and live with a diverse population, an urban centre in Cambridge, historic Isle of Ely, Huntingdon and St Ives as well as more rural landscapes.

We have a vision for Cambridgeshire as a place, and ambitions that describe what we will do to make that happen. This is set by our elected members and may change as the political administration changes over time.

Our Vision is: “Create a greener, fairer and more caring Cambridgeshire”

Our strategic ambitions are:

- Ambition 1 - Net zero carbon emissions for Cambridgeshire by 2045, and our communities and natural environment are supported to adapt and thrive as the climate changes.
- Ambition 2 – Travel across the county is safer and more environmentally sustainable
- Ambition 3 – Health inequalities are reduced
- Ambition 4 - People enjoy healthy, safe and independent lives through timely support that is most suited to their needs
- Ambition 5 - People are helped out of poverty and income inequality

A bit about Cambridgeshire County Council



- Ambition 6 - Places and communities prosper because they have a resilient and inclusive economy, access to good public services and social justice is prioritised
- Ambition 7 - Children and young people have opportunities to thrive.

You can read our full strategic framework [here](#)

Underlying this vision and any future ambitions that may be set is our description of how we work every day to achieve those outcomes, and how it will feel to be working for the council in the next four years and this is where our values come in.

Our values complement our vision, and will remain consistent, so that we are all clear on how we do our jobs, what it feels like to work here, and how we would describe what others should expect of us and what we should expect of our colleagues.

A bit about Cambridgeshire County Council



Our values are:



We are Collaborative, Accountable, Respectful, and focussed on Excellence

We are proud to serve the diverse communities of Cambridgeshire and want our workforce to be reflective of this diversity, which we firmly believe benefits our colleagues, the organisation and our communities. If you don't meet every single requirement in the job role but think this could be you, please don't be put off. We are committed to building a workplace that is compassionate and inclusive as well as diverse, so if you think you could be a good candidate for this role please consider applying and contact us at SocialWork.Apprenticeships@cambridgeshire.gov.uk if you have any questions.

A bit about Cambridgeshire County Council



Our Equality, Diversity and Inclusion Strategy, along with our employee network 'IDEAL' and self-organised peer support groups help us to foster an inclusive, supportive and safe working environment where people feel valued, respected, and empowered. We collect relevant diversity data for monitoring as part of the recruitment process to understand the diversity of our applicants and monitor any trends throughout the recruitment processes so that we can take meaningful action.

We are proud to be a Disability Confident Employer. We fully support providing reasonable adjustments throughout our recruitment process, as well as when you join us, and we encourage candidates to contact the Hiring Manager, whose details can be found in the advert, to discuss any adjustment needs. Some examples of adjustments could include additional time to complete an assessment or printing a document on pastel coloured paper with larger font size and line spacing. We would value talking about what might be possible to enable you to join us and thrive, so if there is something that would help you to do your best during your journey with us, please get in touch.

Let's hear from one of our apprentice Social Workers



Cara De-Cadenet,

Social Worker (Integrated Degree) Level 6

Job title: Social Worker

Team: Learning Disability Partnership (Adult Social Care)

When did you start working in the field of social work?

I began my journey in the field of social work by working in various teams as an Adult Support Coordinator. In June 2020, I moved to the Learning Disability Partnership Team and started my Social Work Degree in January 2023.

Let's hear from one of our apprentice Social Workers



What motivated you to pursue a career in social work?

My motivation for pursuing a career in social work stems from wanting to make a positive impact on individuals. I am a compassionate and empathetic individual which fits well into the role of a Social Worker. My experience in working in various teams has fuelled my passion for helping vulnerable individuals, building positive relationships and contributing to the well-being of the individuals I work with.

How did you initially enter the field of social work?

I entered the field of social work by first completing my Health and Social Care Level 2 and Level 3. Obtaining a degree was the next step in pursuing my career as a social worker.

What were you doing before you started working in social work?

Let's hear from one of our apprentice Social Workers



Before transitioning into social work, I gained valuable experience as a support worker/carer in various settings, including community, residential and supported living settings. This hands-on experience gave me a practical understanding of the challenges faced by vulnerable individuals.

Did your previous experiences influence your decision to pursue social work?

My previous experiences as a support worker/carer in a variety of settings significantly influenced my decision to pursue a career in social work. These experiences provided firsthand insights into the challenges faced by individuals in various contexts, motivating me to seek a role where I could have a more comprehensive impact on the well-being of individuals I work with.

Having a half-brother in foster care played a personal role in my decision to pursue a career in social work, as it likely heightened my awareness of the importance of supportive and compassionate interventions when working with vulnerable individuals.

Let's hear from one of our apprentice Social Workers



How have you found the experience of working as a social worker in your current role?

In my main role as an Adult Support Coordinator, this closely aligns with the role of a social worker. I find the role highly rewarding. Each day brings different challenges and opportunities, allowing me to make a positive impact on individual's lives and supporting them to make decisions.

As a student social worker, the experience of observing and reflecting on my practice has been enjoyable. This phase not only enhances my understanding, but also provides valuable insights into the practicable aspects of social work.

Can you walk us through some of your daily tasks and responsibilities?

In my role as Adult Support Coordinator, my daily tasks include completing adult social care assessments, completing reviews, completing personalised care and support plans, completing mental capacity assessments, addressing safeguarding concerns, completing referrals to other teams, liaising with families and liaising with care providers. I also participate in meetings and collaborate with other professionals.

Let's hear from one of our apprentice Social Workers



In my role as an Apprentice Social Worker, my daily tasks include attending joint visits, attending joint meetings, observing/learning, reflecting on my practice, building professional relationships and adhering to ethical standards. [The Professional Capabilities Framework](#) and Social Work England set out the expectations for Social Work Students at different stages of their career.

What has been the most rewarding aspect of your career in social work so far?

The most rewarding aspect of my career in social work is the continuous learning and improvement of my practice. Advocating for individuals, promoting their voices and ensuring they are heard has also been rewarding.

Would you recommend a career in social work to someone considering it?

Yes! This profession offers an opportunity to make meaningful impact on the lives of individuals. Despite the challenges of social work, it provides personal and professional satisfaction due to being able to contribute to positive change and support those in need.

The Apprenticeship Programme



Overview

Our Social Work Apprenticeship is being delivered in partnership with the University of East Anglia (UEA).

Social work is a practical and ethical profession that makes a difference in people's lives. UEA's Social Work Degree Apprenticeship has been developed in partnership with councils to educate and support individuals with relevant experience to become first-rate social work professionals.

Social work involves assisting and working with people of all ages, races, disabilities, class, economic statuses, sexuality, gender, faith, and belief (including working with relatives and carers), in a wide range of settings, for example mental health, physical disabilities, learning disabilities, child and adult safeguarding.

Social Work Apprentices will play a vital role in helping individuals and their families achieve their goals.

Completion of the programme will prepare Apprentices for a successful career in this rewarding field and enable successful graduates to apply to become registered as a Social Worker with Social Work England.

The Apprenticeship Programme



Course Details

All aspects of our programme will be mapped against the Social Work (Integrated Degree) Apprenticeship standards and the British Association of Social Work's Professional Capabilities Framework. Our programme will also be accredited by Social Work England.

The 3-year apprenticeship programme will support Apprentices to develop their knowledge, skills and values through a combination of university led learning and work-based learning within the local authority, including time in both Adult Social Services and Children's Services. Apprentices will be supported throughout the programme by an academic advisor and workplace mentors.

Apprentices will spend year 1 in their substantive team, in year 2 and 3 they will have placements totalling 170 days. The course is split into 9 compulsory modules.

The Apprenticeship Programme



Module titles are as follows:

Year 1

Becoming a Social Work Apprentice

This module will introduce you to aspects of the historical, legal, political and social contexts within which social workers practice. It will help form the foundation for the programme. This is the first of three modules drawing on work-based learning that draws on the apprentice's experiences in the workplace.

Overview of the programme - BA

Year 1	Year 2	Year 3
January 2025 - December 2025	January 2026 - December 2026	January 2027 - December 2027
3 x 40 credit modules	3 x 40 credit modules	3 x 40 credit modules
Becoming a Social Work Apprentice	Psychosocial Development Across the Lifespan	Developing Specialist Practice
Social Sciences and Social Work	Becoming a Professional Social Worker, Level 1 Placement	Becoming a Professional Social Worker, Level 2 Placement
Law, Diversity and Social Work Practice	Law, Social Policy and Social Work	Dissertation

The Apprenticeship Programme



Social Sciences and Social Work

The module introduces apprentices to key theories and concepts in social sciences that underpin social work practice. Apprentices will be encouraged to comprehend, evaluate, and compare the major perspectives in psychology, sociology and social theory and begin to use these for understanding the situations that social workers come across in their work with children, families and adults.

Law Diversity and Social Work Practice

This module introduces apprentices to the legal knowledge needed by social workers. Apprentices will be encouraged to think about how issues of personal and political power arise in social work practice and through legislation. The module will introduce apprentices to specialist social work practice with children and families, adults, mental health, and disability.

The Apprenticeship Programme



Year 2

Psychosocial Development Across the Lifespan

This module introduces psychosocial developmental theory and research. The module also provides apprentices with the opportunity to develop observational skills, as well as apply theories, through undertaking a young child observation to highlight the significance of early life. Apprentices will have opportunities to develop their understanding of human growth and behaviour across the lifespan and will learn how to use these models to understand real life situations.

Becoming a Professional Social Worker. Level 1 Placement.

Apprentices will be introduced to basic social work skills and will be expected to develop them under close supervision while in an assessed placement situation. Apprentices will be expected to demonstrate an ability to relate to, and empathise with, people with lived experience; to observe, collect information, and form an assessment and intervention plan appropriate to the placement level, in partnership with the service user; and to record and evaluate their work.

The Apprenticeship Programme



Law, Social Policy and Social Work Practice

This module builds on the apprentices' legal knowledge gained in year one and introduces social policy concepts, to enable them to make sense of social work practice in its wider policy and legal context in order to use law confidently in practice. There will be focus on themes of human rights, individual freedom and choice, public welfare, social workers' powers and duties, the grounds for state intervention in family life are negotiated in practice.

Year 3

Developing Specialist Practice Knowledge

This module is an opportunity for apprentices to advance their specialist knowledge of working with Children and Families, Older People, Mental Health and Disability. It includes 30 Skills Development days.

Becoming a Professional Social Worker 2. Level 2 Placement

Apprentices build upon their understanding of professional social work and their Level 1 placement experiences and begin to develop their competence by dealing with more complex situations.

The Apprenticeship Programme



Dissertation Module

The dissertation is an extended piece of writing which enables apprentices to explore in depth an issue of concern to social workers. There is a free choice of topic, subject to the approval of the Module Leader and Co-Tutor.



The Application Process



We are looking forward to receiving your application to join our Apprentice Social Worker cohort, the next part of this guide will help you with your application and support you to prepare for our assessment centre.

Application Process

Step 1

Do your homework before starting your application, read this guidance pack, watch our You Tube clips, we have two short clips for you to watch, the first looks at the [Journey into Social Work](#) and the second introduces you to our [Adult Social Care Teams](#), and finally make sure you book onto one of our drop-in sessions:

During our online drop-in sessions, you'll be able to meet some of the teaching staff from the University of East Anglia and colleagues from across the council. This will give you an opportunity to hear more about the programme and working for the Council.

The Application Process



We have 2 sessions for you to attend: Please click on the link to book a space for your preferred session:

[Wednesday 14th August 4-5pm](#)

[Wednesday 21st August 7-8pm](#)

Step 2

Contact us at SocialWork.Apprenticeships@cambridgeshire.gov.uk if you have any questions or need any support

Step 3

Complete your application online, be sure to answer all the questions as fully as possible and spend some time thinking through your supporting statement to ensure it covers the 3 key areas we would like to know about you.

These are:

- Tell us about your work or life experience that brings you to apply to become a Social Work Apprentice
- What skills do you have and what skills do you hope to develop to become a Social Worker

The Application Process



- What do you think someone with care and support needs would most value in a Social Worker?

Ask a friend or family member to read your application through and check your application for you before you submit and make sure you get your application to us before the closing date of **Midnight on 25th August 2024**.

Step 4

Our colleagues will be undertaking initial shortlisting on 29th August, we'll be in touch as soon as possible after this, to let you know the outcome.

Step 5

We'll be in touch to let you know if you have been successful in going through to the next stage. Shortlisted candidates will be invited to complete a University Written test: this will be sent out to candidates on Friday 30th August, and you will be required to complete and return this to us by Friday 6th September. Full instructions for this task will be included when this is sent to you.

The Application Process



Step 6

If you were successfully shortlisted at Step 4, you will also receive an invite to our interview and assessment centre: You will be invited to attend a half-day session either during the morning or afternoon of **9th, 10th, 12th or 13th September**, we would encourage you to hold these dates in your calendar for now, so that you have good availability to attend your assessment centre. Once you receive your invitation you will be able to select your preferred time and date from those available on the Recruitment Hub portal, however as we are anticipating a high number of applicants, we encourage you to select and confirm your slot as soon as possible, to enable you to have widest selection to choose from.

The assessment centre and interview will take place at Stanton House, Huntingdon, Cambridgeshire. This part of the process will be in two parts; a group exercise followed by a panel interview, the panel will include some County Council Employees, University of East Anglia Representatives and people with experience of needing care and support.

The assessment and interview are a great opportunity for you to get to know us and ask any questions you may have, it is also your opportunity to share with us, your skills, experiences, values and interests. It's natural to feel

The Application Process



a bit nervous, but please be assured that everyone supporting the assessment and interview wants you to be able to demonstrate your potential to be a brilliant social worker and will be trying to make the experience as comfortable and reassuring for you as possible.

Step 7

After the assessment and interviews are complete, university colleagues and council colleagues will review all the applicants to decide who to offer the 20 available places to. As part of this decision, they'll be looking at who has most strongly demonstrated their potential to be a Social Worker and their suitability to undertake a Social Work Degree Apprenticeship. Following these decisions, offer letters will be issued in early October, if you are unsuccessful, please don't be too disheartened, it's a brilliant achievement to make it to the assessment and interview stage, and we would encourage you to request feedback as this will support you with any future applications.

Step 8

Once you have confirmed you would like to accept a place on our apprenticeship programme, we will begin pre-employment checks and references, this will include a full enhanced DBS check.

The Application Process



Step 9

We look forward to welcoming our successful applicants, who will join Cambridgeshire County Council on 6th January 2025. Your 5-day university induction programme will begin on Monday 20th January 2025. During this 5-day programme you will be required to attend the university's campus, which is located at University of East Anglia, Norwich Research Park, Norwich, Norfolk, NR4 7TJ. You will have the option to either stay within the university campus or travel each day, for both options for all expenses will be paid for by the Council.

After your induction you will attend teaching days every Wednesday throughout the programme, and these will be delivered in one of the council's locations within Cambridgeshire.

Entry Criteria

To be eligible for and successful on this programme and to become one of our brilliant Social Workers we are looking for individuals who:

- are motivated and can demonstrate the skills and knowledge for entry to the social work degree as set out by British Association of Social Workers (BASW) [Point of entry to training](#)

The Application Process



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- have direct experience of working or volunteering with children & families or adults with care and support needs or have lived experience of receiving or providing care and support.
 - have achieved English and Maths at GCSE grade C/4 or above, or an approved equivalent such as functional skills level 2.
 - have you been ordinarily resident in the UK or the British Overseas Territories, or the Crown Dependencies for the last 3 years
 - have a full driving licence and use of a vehicle or can confirm that you can plan to travel for work across the county if you do not have a vehicle. The Council is committed to making reasonable adjustments so whilst this job requires the jobholder to drive, your application will still be considered if you are unable to drive due to a disability
 - can show your original certificates and identification documents for a DBS at enhanced level and Right to Work in the UK.

Frequently Asked Questions



Expectations of being a Social Worker

We are looking for confident and dynamic individuals who enjoy making a difference in their local community, are curious and spot things that others might not see, enjoy building relationships and who like to explore possibilities. We are interested in candidates who are motivated to support the people of Cambridgeshire to live fulfilling, healthy, safe and independent lives through timely support that is most suited to their needs.



Who are Cambridgeshire County Council?

Cambridgeshire County Council is the upper tier authority covering the county of Cambridgeshire (except Peterborough which is a unitary authority in its own right)

Frequently Asked Questions



We work closely with our five district Councils: Cambridge City Council, East Cambridgeshire District Council, Fenland District Council, Huntingdonshire District Council, and South Cambridgeshire District Council. Our local government partners also include our 260 town and parish councils, the Cambridgeshire and Peterborough Combined Authority (a mayoral combined authority), and the Greater Cambridge Partnership (a partnership formed between the County Council, Cambridge City, South Cambridgeshire District Council and the University of Cambridge to deliver the City Deal for Greater Cambridge).

The council holds elections every four years when residents vote for the 61 councillors who represent them in our 59 divisions. The most recent election was held in May 2021.

The Cambridgeshire County Council workforce is led by our Chief Executive and the Chief Officers who form the membership of the Corporate Leadership Team, we are arranged into 5 directorates focusing on delivery of services. These are:

- Adults, Health and Commissioning
- Children, Education and Families,
- Finance and Resources,

Frequently Asked Questions



- Place and Sustainability
- Strategy and Partnerships

We employ around 4,600 colleagues and amongst the many services we deliver as a council, part of our important work includes supporting around 7,700 adults aged 18+ who receive long-term social care fully or partially funded by the County Council. You can read more about what we do in our strategic framework [here](#) and in the 'A bit about Cambridgeshire County Council' section of this guidance.

What is the recruitment process?

Full details are set out in 'The Application Process' section of this guidance, in summary the process consists of:

- Step 1 - researching the opportunity and attending one of our online drop-in sessions
- Step 2 – contacting us if you have any questions or need support. Email SocialWork.Apprenticeships@cambridgeshire.gov.uk
- Step 3 – complete your online application, invest time in explaining why you are a good candidate for this opportunity and ensuring your answer covers the 3 key areas and make sure you submit it before the closing date: **Midnight on 25th August 2024**
- Step 4 - Shortlisting takes place on 29th August

Frequently Asked Questions



- Step 5 – we'll be in touch to notify you if you have been successful and if so, invite you to undertake a written test.
- Step 6 – You'll be invited to an assessment and interview, make sure you follow the instructions to confirm your preferred time and date.
- Step 7 – Offer letters will be sent to Successful applicants in early October.
- Step 8 – Pre employment checks commence
- Step 9 – The apprenticeship programme and you role with Cambridgeshire County Council commences on 6th January 2025

What are the eligibility criteria?

We are looking for individuals who:

- are motivated and can demonstrate the skills and knowledge for entry to the social work degree as set out by British Association of Social Workers (BASW) [Point of entry to training](#)

Frequently Asked Questions



-
- have direct experience of working or volunteering with children & families or adults with care and support needs or have lived experience of receiving or providing care and support.
 - have achieved English and Maths at GCSE grade C/4 or above, or an approved equivalent such as functional skills level 2.
 - have been ordinarily resident in the UK or the British Overseas Territories, or the Crown Dependencies for the last 3 years
 - have a full driving licence and use of a vehicle or can confirm that you can plan to travel for work across the county if you do not have a vehicle. The Council is committed to making reasonable adjustments so whilst this job requires the jobholder to drive your application will still be considered if you are unable to drive due to a disability
 - can show your original certificates and identification documents for a DBS at enhanced level and Right to Work in the UK.

What happens at the Assessment Centre

Frequently Asked Questions



The assessment centre and interview will take place at Stanton House, Huntingdon, Cambridgeshire. This part of the process will be in two parts; a group exercise followed by a panel interview, the panel will include some County Council Employees, University of East Anglia Representatives and people with experience of needing care and support.

The assessment and interview are a great opportunity for you to get to know us and ask any questions you may have, it is also your opportunity to share with us, your skills, experiences, values and interests. It's natural to feel a bit nervous, but please be assured that everyone supporting the assessment and interview wants you to be able to demonstrate your potential to be a brilliant social worker and will be trying to make the experience as comfortable and reassuring for you as possible.

What is the minimal residency criterion?

To be eligible for apprenticeship funding applicants are required to meet a minimum residency criterion of 3 years within the UK or the British Overseas Territories, or the Crown Dependencies.

Will I be expected to work nights and or weekends?

Frequently Asked Questions



Full time posts are for a 37-hour week, which can be worked flexibly in agreement with your manager. Our typical working hours for social work apprentices are Monday and Friday 9-5pm depending on the needs of the team. Some teams offer weekend working with paid enhancements, should you be matched to one of these teams this will be discussed with you.

Where will I be based?

We have opportunities in several locations throughout Cambridgeshire and will work with you to find a location that meets your needs. Travel is a key part of the role of a social worker, and spending time in the communities you are working with is an important aspect of a social workers job, so you may find you do not need to attend your base every day.

How long is the probationary period?

You will have a 6-month probationary period, with a 3-month review.

What is an Apprenticeship?

Frequently Asked Questions



An apprenticeship is a real job with training which meets an approved national standard. It is a way for individuals to earn while they learn, gaining valuable skills and knowledge in a specific job role. Through their apprenticeship, apprentices gain the technical knowledge, practical experience and wider skills they need for their immediate job role and future career. The apprentice gains this through a wide mix of learning in the workplace, formal off the job training and the opportunity to practise new skills in a work environment. Apprenticeship training is fully funded via the apprenticeship levy and there is no cost to the individual.

How Do Apprenticeships Work?

An apprenticeship works through a combination of on and off the job training and working through a set programme of study. You will carry out your job whilst at the same time learning to improve your knowledge and skills and progress to becoming a fully qualified social worker. You will be fully supported throughout the apprenticeship, by your line manager, your social care practice development lead who will support you through work to develop your skills and understanding and your university, who will lead on your academic teaching and formal assessments.

What is an End Point Assessment (EPA)?

Frequently Asked Questions



The final stage of an apprenticeship is for you to undertake an End Point Assessment at the end of your apprenticeship to confirm your ability to apply the knowledge, skills and behaviours to your role. The End Point Assessment takes place once you, your line manager and your university have agreed that you are ready to take the assessment.

End Point Assessments are appropriate to each apprenticeship and may take the form of exams, projects, presentations and professional discussions. You will be advised of this at the very start of the apprenticeship, and you will be supported all the way through to ensure that you are ready when the time comes.

What support will be available to me?

To help you on the journey you will have support from the apprenticeships team, your university, your line manager and your dedicated Social Care Practice Development Lead.

The Apprenticeships Team:

- Are on hand for advice anytime: apprenticeships@cambridgeshire.gov.uk
- Can connect you with other apprentices for peer support

Frequently Asked Questions



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- Take your feedback or concerns about your university and discuss them during contract review meetings

Your university:

- Will engage with you from the very start of the apprenticeship and will be part of the assessment process when you apply for a place
- Will work with you and your line manager to put together a training plan that suits your needs and the needs of the business.
- Will set work in line with the agreed training plan and work with you to achieve your milestones
- Will have regular reviews and coaching sessions with you to check on progress and consolidate your learning
- Will guide you through the apprenticeship all the way to the end
- Will provide health and wellbeing support if required
- Will make any adaptations to the programme that may be needed either from the outset or during the programme

Your line manager:

Frequently Asked Questions



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- Will engage with the learning programme from the start
 - Will help you to implement what you have learnt
 - Will enable you to attend and participate in your off the job training
 - Will support your apprenticeship journey with work-based projects and tasks
 - Will support you with your health and wellbeing as you move through the programme
 - Will set goals and objectives

Your Social Care Practice Development Lead:

- Will share their knowledge and experiences with you
- Will provide advice, guidance, feedback and assessment of your progress throughout the 3 years
- Reflective supervision
- Will act as a sounding board for ideas and action plans
- Will offer encouragement and support and celebrate success
- Will support personal development and wellbeing

Frequently Asked Questions



How many places are available?

20 places are available, and if you're successful you'll be joining one of our brilliant teams in Adult Services, in Cambridgeshire County Council

Can I work part-time whilst on this apprenticeship?

To complete the programme within the timescales, we encourage apprentices to work full time, in line with national apprenticeship rules, full time apprenticeships are employed for a minimum of 30 hours per week.

What will the apprenticeship study days look like?

These will be the equivalent of one working day per week (a minimum of 6.5 hours), these will typically be on Wednesdays but may be spread across the week and will be for the full duration of the apprenticeship. There will be a combination of workshops, online teaching, tutorials and self-directed learning. Apprentices will also need to undertake self-directed study in their own time.

Where will the classroom sessions be held?

Frequently Asked Questions



The Induction week will be hosted at University of East Anglia, Norwich Research Park, Norwich, Norfolk, NR4 7TJ, you have the choice to stay on site or commute to Norwich each day.

After the induction week, ongoing learning sessions will be held at Huntington Library for the first year and subsequent years will be arranged across council locations.

What are the expectations for staying in the council after qualification?

Cambridgeshire County Council wishes to retain the skills, knowledge and experience of those who have completed the apprenticeship programme and there is an expectation to stay with CCC for at least two years post qualifying. One of these years will be undertaking our Assessed and Supported Year in Employment programme for Newly Qualified Social Workers which will provide further development opportunities and support as you begin practicing as a registered social worker.

What qualification do you come out with?

With the Apprenticeship you will come out with a BA (Hons) in Social Work with the inclusion of apprenticeship in the title of the qualification. You will be able to register as a social worker on completion of the qualification

Frequently Asked Questions



If I applied previously, do I need to submit another application for this year?

Yes. Applications are assessed on a year-by-year basis and the assessment process may differ depending on the provider (university). You can use updated content from your previous applications if you wish though.

What happens if I go on maternity or long-term sick leave?

You would pause the apprenticeship programme and pick up at an agreed time once you return. If you are absent for more than four weeks, for whatever reason, this pause/deferral may be a requirement by the provider.

How often will I have to study?

The apprenticeship includes off the job training/learning, which means you will be in taught sessions or studying for the equivalent of one working day (a minimum of 6.5 hours per week) per week until the end of the degree.

Frequently Asked Questions



I've already started a self-funded social work degree – could I transfer the credits I've already gained if I were successful in joining the apprenticeship?

This would need to be decided, on a case-by-case basis, by the provider.

What is the pay scale for an apprentice Social Worker?

Our apprentice social workers commence on £32,076

Will apprentices be able to receive pay increments during the three years?

Where an apprentice meets the council's requirements for an increment, this will be given as normal during the apprenticeship.

What happens after I finish my apprenticeship?

Following successful completion of your Social Work Degree Apprenticeship, you will register with Social Work England and can practice as a registered social worker. You will also be enrolled onto our Assessed and Supported Year in Employment (ASYE), which is one year programme specifically for newly qualified social workers and will support you to deepen your practice and understanding of Social Work

Frequently Asked Questions



What are the ongoing career progression opportunities?

After you have completed your ASYE Programme, you will have the opportunity to undertake a number of specialist routes and post qualifying modules including Practice Education, Best Interests Assessor, or Approved Mental Health Professional, you could also explore opportunities to develop your management and supervision of colleagues and move into a Senior Social Worker or Team Manager Position.



Frequently Asked Questions



What is a DBS check?

A Disclosure and Barring Service (DBS) check enables us to check if you have criminal record and if there is anything recorded for you which would cause concern about your suitability to work with vulnerable adults or children.

What are the key dates?

Important dates to remember are:

- Closing dates for submitting your application: **Midnight on 25th August 2024**
- Invitations for the written test and Assessment Centres issued: **Friday 30th August 2024**
- Assessment Centre dates: **9th, 10th, 12th or 13th September 2024**
- Offers issued: **Early October 2024**
- Start date with Cambridgeshire County Council: **6th January 2025**
- University Induction: **Monday 20th January 2025**

Useful links

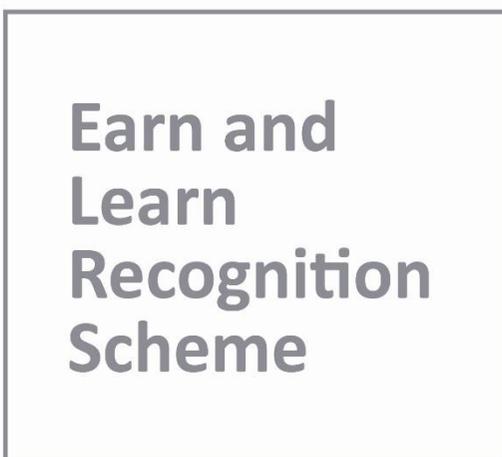


Book to attend the online drop-in session on Wednesday 14 th August 4-5pm	CCC Apprentice Social Work drop-in session Tickets, Wed, Aug 14, 2024 at 4:00 PM Eventbrite
Book to attend the online drop-in session on Wednesday 21 st August 7-8pm	CCC Apprentice Social Work drop-in session Tickets, Wed, Aug 21, 2024 at 7:00 PM Eventbrite
Watch our You Tube clip: The journey into Social Work	https://youtu.be/GT0vDdpQYko
Watch our You Tube clip: Meet our Adult Social Care Team	https://youtu.be/pE612Zmteqk
Read more about Cambridgeshire County Council's vision and strategic ambitions	Business Plan Section 1 Strategic Framework 2023 to 2028 - Refresh for 2024 to 2025.pdf (cambridgeshire.gov.uk)
BASW Point of entry to training	https://new.basw.co.uk/training-cpd/professional-capabilities-framework/point-entry-training
Read the Social Work Degree Apprenticeship Standard	Social worker (integrated degree) / Institute for Apprenticeships and Technical Education
Find out more about the University of East Anglia's school of Social Work	https://www.uea.ac.uk/about/school-of-social-work

Useful links



Find out more about apprenticeships	https://www.apprenticeships.gov.uk/apprentices/about-apprenticeships
Everything you need to know about Apprenticeships	What is an Apprenticeship Amazing Apprenticeships
DBS Checks	Quick Guide to DBS Checks.pdf (publishing.service.gov.uk)
Read more about ASYE for Newly Qualified Social Workers	ASYE (skillsforcare.org.uk)



Cambridgeshire became the first County Council to be awarded 'Silver' membership of The 5% Club's 2023-24 Employer Audit Scheme.

This award recognises the Council's significant contribution to the continued development of all its employees through "earn & learn" schemes such as Apprenticeships, Graduate Schemes and Sponsored Students Course Placements.

We hope you to decide to apply for this apprenticeship opportunity