



Gofal Cymdeithasol **Cymru**
Social Care **Wales**

Consolidation programme for newly qualified social workers - your questions answered

Frequently asked questions about the Consolidation
Programme for newly qualified social workers

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Frequently asked questions about the Consolidation Programme for newly qualified social workers

What is the Consolidation Programme?

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Social workers who qualified in Wales on or after 1 April 2016, and who continue to practice in Wales, must complete the Consolidation Programme within their first three-year registration period. The programme must be one we've approved.

The Consolidation Programme forms part of [The first three years in practice framework](#), which aims to support social workers as they make the transition from graduate to competent practitioner.

The Consolidation Programme allows newly qualified social workers to consolidate and further develop their knowledge and skills in three core areas.

- applying analysis during assessments to inform practice
- working collaboratively with people who receive care and support, carers and other professionals
- practice and applying professional judgement in increasingly complex situations.

Why is the Consolidation Programme important?

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Continuing professional development and learning is a professional responsibility of social workers. The Consolidation Programme establishes a culture and expectation of career-long learning and development for the social work profession.

This is particularly important for newly qualified social workers at the start of their careers, as they transition from student to qualified professional. This involves using core professional knowledge and skills in practice and taking on more complex work in specialist areas. The Consolidation Programme supports learning and development during this crucial phase.

Who is the Consolidation Programme for?

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The Consolidation Programme is aimed at newly qualified registered social workers and must be carried out during their first three years of registration, while they're practising as a social worker. These roles involve carrying out social work tasks that draw upon the knowledge and skills featured in the [National Occupational Standards for Social Work](#).

The Consolidation Programme is suitable for someone who has recently qualified as a social worker and is working in a role where they're carrying out social work tasks. Newly qualified social workers should only start the programme when they take up a social work post.

The Consolidation Programme, or parts of it, may also be relevant to other social workers, such as those returning to practice after a break or those working in the UK for the first time. But, this would need to be based on an assessment of the person's learning needs and would need the agreement of their employer and a relevant learning provider.

What about social workers qualifying in other UK countries?

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We recognise equivalent and comparable post-qualifying achievements in England, Scotland and Northern Ireland for the purposes of renewing registration. But, employers and social workers may decide that parts of, or all

the Consolidation Programme need to be done, to meet the learning needs of social workers who qualified in one of the other UK countries.

Social workers may also need to carry out additional learning about language, legislation and policies in Wales.

When will newly qualified social workers be expected to carry out the Consolidation Programme?

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The Consolidation Programme will typically be carried out in the second or third year of social work practice, before newly qualified social workers renew their registration. This will build on and complement their development in their first year.

Newly qualified social workers can only enrol on the programme once their manager or employer is happy that they've successfully completed their first year in practice and/or induction and are ready to progress to the Consolidation Programme.

Where will the Consolidation Programme take place?

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Social work employers work with universities to provide two approved consolidation programmes in Wales. They are:

- Porth Agored, in association with the University of Wales Trinity Saint David
- Consortiwm Y De Consolidation Programme, provided by the University of South Wales and Cardiff Metropolitan University.

The university where the newly qualified social workers carry out the programme will vary, depending on the arrangements their employers make.

A large part of the programme takes place in the workplace. The programme is assessed using a range of work-based evidence, including direct observation of practice.

What happens when a newly qualified social worker completes the Consolidation Programme?

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The newly qualified social worker will gain credits at Level 6 of the Credit and Qualifications Framework for Wales.

These credits contribute towards newly qualified social workers' post-registration [continuous professional development requirements](#).

When completed, the newly qualified social worker can [renew their registration](#).

What happens if a newly qualified social worker doesn't successfully complete the Consolidation Programme by the time they need to renew their registration?

Show

Social workers who qualify after 1 April 2016 can only renew their registration after three years if they've successfully completed the Consolidation Programme.

If a social worker hasn't successfully completed the programme by the time they need to renew their registration, we'll consider evidence of extenuating circumstances. If agreed by the Registrar, we may extend the registration period.

How is the quality of the Consolidation Programme monitored?

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We approve every Consolidation Programme, and the programmes must meet national requirements. We'll continue to monitor and review the programmes after they've been approved to make sure they still meet these requirements.

How does a newly qualified social worker access the Consolidation Programme if they're employed by a local authority?

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Usually, a newly qualified social worker would speak to their manager or supervisor about the Consolidation Programme.

They can also contact the workforce development team in the local authority where they work.

How does a newly qualified social worker access the consolidation programme if they're NOT employed by a local authority?

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Some agency workers will need to pay for and arrange the consolidation programme themselves. They can find out more from their agency.

If a newly qualified social worker is employed by a not-for-profit organisation or private company, they should ask their manager about accessing the programme.

They can also contact the workforce development team in the local authority where they work for information.

How do I stay up to date with other social work education developments in Wales?

Show

You can [visit our website](#), which is updated regularly.