

PRACTICE LEARNING HUB

ASYE and Early Career Practice

Group Session Guide for ASYE Leads and Practice Educators

Intended audience	ASYE leads, practice educators, university tutors and team managers running early-career group sessions
Estimated time	60-minute group session (15 minutes preparation)
Sector	All sectors
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Intended use

This resource is for learning, reflection and discussion. It is not legal advice and does not replace local policies, statutory guidance or supervision.

Please do not discuss or record identifiable details about people, families, colleagues or live cases when using this resource.

About this session

This 60-minute group session uses Kayleigh Rose Evans' early-career videos as a springboard for honest peer discussion about confidence, transitions and sustaining yourself in the first years of practice. It works for ASYE cohorts, student groups and early-career forums.

Videos and resources are on the page: kayleighroseevans.com/asye-early-career.html.

Learning outcomes

- Normalise the challenges of early-career practice through peer discussion
- Identify personal confidence patterns and support networks
- Build practical strategies for workload, supervision and wellbeing
- Strengthen peer relationships within the cohort

Tone matters here

Early-career practitioners can feel exposed in group settings. Keep the session warm, normalising and strengths-focused. This is peer support, not performance management.

Keep discussion general - no identifiable details about people, families, colleagues or live cases.

60-minute session plan

Time	Activity
0-5 min	Welcome and framing: everyone in this room is learning at pace. Ground rules: honesty welcome, no judgement, nothing identifiable.
5-20 min	Watch the chosen video (advice for new social workers, or sector transitions - pick what fits your cohort).
20-30 min	Pairs: what resonated? What is one thing you wish someone had told you before you started?
30-45 min	Group harvest: collect 'things we wish we had known' on a flipchart. This list belongs to the cohort - consider typing it up and sharing it.
45-55 min	Individual: complete the 'Where am I now?' confidence scale from the reflection pack. Then pairs: one pattern you noticed, one supervision question you will take forward.
55-60 min	Close: one word for how you are leaving. Signpost the reflection pack, CPD planner and the wellbeing tools at kayleighroseevans.com .

Discussion prompt bank

1. What surprised you most about the transition from training to practice?
2. What does 'good enough' look like in your first year - and who decides?
3. When did you last ask for help? What made it easier or harder?
4. What is one habit that is already serving you well?
5. What would you tell a student starting their final placement tomorrow?

Facilitator tips

- Share something human of your own early-career experience first - it gives the group permission.
- Watch for comparison anxiety: emphasise that cohort members are on different journeys in different teams.
- If workload distress surfaces strongly for an individual, follow up one-to-one afterwards rather than in the group.

Professional standards this resource supports

Mapping is indicative, to help you evidence CPD and connect the learning to professional frameworks.

Social Work England professional standards	Standard 3 (be accountable for the quality of my practice), Standard 4 (CPD), Standard 5 (act safely, respectfully and with professional integrity)
Professional Capabilities Framework (PCF)	Professionalism; Critical reflection and analysis; Professional leadership (peer support)
ASYE	Supports the reflective and developmental expectations

of ASYE programmes - check local programme requirements

Using this with your team?

If your team, authority or university is using this resource, Kayleigh would love to hear how. Your feedback shapes future materials.

Share feedback: kayleighroseevans@gmail.com

To invite Kayleigh to deliver a live session linked to this resource, visit kayleighroseevans.com and use the speaking enquiry contact.