

Asylum Aid & Justice Together Initiative –

Training and supervision for OISC caseworkers in delivering complex asylum, human rights and trafficking casework – Call for Expressions of Interest

Asylum Aid is partnering with the Justice Together Initiative to provide in depth training for OISC Level 2 advisers who want to deliver complex casework at OISC Level 2 and 3, particularly in complex asylum, human rights and trafficking cases.

We are seeking expressions of interest from organisations who want to support their OISC advisers to gain increased confidence and expertise in working in more complex asylum, human rights and trafficking cases.

Overview

We can offer an intensive programme of training and support for up to **4 advisers** on each of **3 training programmes** – a total of 12 trainees.

We offer in-depth training for advisers, shadowing opportunities, intensive legal supervision, monthly group clinical supervision, and peer support groups. The programme is delivered through a mix of in person and remote methods.

Our vision is that by working in partnership with organisations across England and Wales we can support the development of a more sustainable advice sector, with more capacity to provide complex advice and to develop advice services.

What is being offered?

Each trainee will receive:

- A 4-week intensive training programme in asylum, human rights and trafficking law, practice and procedure delivered through a mix of in person and remote training
- 4 weeks spent shadowing experienced immigration and asylum caseworkers
- 4 weeks being shadowed in your casework and receiving intensive supervision support from one of our experienced supervisors, including review of all written work and in person and remote shadowing of client appointments
- 12 weeks of remote supervision including review of all written work and weekly 1:1 supervision meetings
- Fortnightly peer support meetings throughout the programme to establish a network of peers to whom trainees can turn for ongoing support and advice to discuss complex cases both during and after completing the programme

- Ongoing 2nd tier support with supervisor accessible by phone and online to discuss tricky cases for a further 6 months
- Access to the Refugee Action Frontline Immigration Advice Project online forum to raise queries and share learning with other OISC advisers
- Monthly group clinical supervision (online) for 12 months to reduce risks of vicarious trauma and burnout

We are able to contribute to travel and accommodation expenses for in person training, shadowing, supervision and peer support meetings. The costs of monthly group clinical supervision will also be covered for 12 months for each cohort.

Partner organisations will benefit from:

- Access to training materials and resources for their organization through the [Frontline Immigration Advice Project](#) ('FIAP') and those developed specifically for this training programme by Asylum Aid
- Other advisers employed at the organization can participate in online training sessions
- As trainees grow in confidence and experience they will be encouraged and supported to share their learning within their organisations, and may bring complex case queries to the supervisor on behalf of colleagues
- Trainees will be supported to work with their organisations to develop quality procedures and processes to ensure the quality of advice provision across the organization

When will this happen?

We aim for the first group of trainees to begin training in July 2023, with the intensive training, shadowing and supervision support continuing for 6 months. Second-tier support and group clinical supervision will be accessible for 12 months from the start of the programme.

We expect the second group to begin training in spring 2024 and the third group in late 2024 or early 2025.

Who is this programme for?

- OISC registered not for profit organisations providing advice in areas where there is limited specialist provision at OISC level 2 and above ('advice deserts')
- Migrant- and community-led organisations which are either Justice Together Initiative Grant Partners or members of FIAP, or are willing to join FIAP.
- Advisers who have obtained OISC Level 2 qualification but want to grow their confidence and expertise to deliver advice at level 2, especially in more complex asylum, human rights and trafficking cases.

Commitment

Trainees will need to commit to:

- Fully participate in the training, including 4 weeks intensive training and 4 weeks spent shadowing other advisers
- Attending all 1:1 supervision sessions, peer support group meetings and clinical supervision
- Sharing their learning and experience, as well as training materials and other resources, with colleagues in their organisation
- Actively participating in the FIAP online forum
- Helping their organization to develop good practice procedures
- Work with us and our learning partner to evaluate and learn from the pilot

Organisations need to be able to commit to:

- Allowing trainees the time and space to participate in the training, shadowing and supervision programmes, including making arrangements to ensure any ongoing casework can be covered during the training and shadowing periods
- Joining FIAP and working with FIAP
- Working with the trainee to develop good practice procedures
- Work with us and our learning partner to evaluate and learn from the pilot

How to apply

Please send an Expression of Interest of no more than 2 A4 pages telling us about your organization, the communities you work with and the proposed trainee's reasons for wanting to participate in the programme, and a copy of their CV. You should also address the following criteria against which your application will be scored:

Essential criteria:

- Not for profit organization registered with the OISC at level 2 or above by the time that the training starts
- Trainees must also be registered with OISC at level 2 or above by the time that the programme starts
- Based in any region of England or Wales

Other criteria:

We will use these criteria to prioritise applications. You do not have to score highly on every single point but we will use this to prioritise applications:

- Organisational and trainee commitment to ensuring that trainee is able to commit time and energy to the training programme, and to embedding the good practice and learning from the programme across the advice provision within the organization
- Organisation led and/or informed by people with lived experience of the UK immigration system and/or community-led
- Based and working in an area where there is limited free specialist immigration advice provision, particularly in relation to asylum, human rights and trafficking work

- Commitment to developing provision of end-to-end casework and representation for people making asylum, human rights and/or trafficking claims

The Expression of Interest must be supported by the Chief Executive Officer or equivalent who must confirm that the proposed trainee is employed by the organization and that they will be given the time to attend the training and shadowing and other elements of the programme.

Expressions of interest should be submitted by 31 March 2023 by email to Alison Pickup at alison.pickup@asylumaid.org.uk

Interviews with prospective trainees and a manager from the organization will be held online between 11-13 April 2023

Selected trainees/organisations will be notified of the offer to participate in the programme by 21 April 2023