



PART OF THE HELEN BAMBER GROUP

ASYLUM AID & JUSTICE TOGETHER INITIATIVE

Call for Expressions of Interest: Training and supervision for OISC caseworkers in delivering complex asylum, human rights, and trafficking casework (Cohort 2)

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 level 2 advisers to gain confidence and expertise in working in more complex cases as part of our second programme intake.

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 a peer support network. 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 in two 2-week blocks via a mix of in person and remote sessions
- Opportunities to shadow experienced immigration and asylum caseworkers and have written work and casework shadowed by an Asylum Aid Supervisor over an 8-week period
- 12 weeks of intensive supervision including review of all written work and weekly 1:1 supervision meetings (combination of in-person and online) with an Asylum Aid Supervisor
- Ongoing 2nd tier support with an Asylum Aid Supervisor accessible by phone and online to discuss tricky cases for a further 6 months
- Access to 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

- 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 organisation through the [Frontline Immigration Advice Project](#) (FIAP) and those developed specifically for this training programme by Asylum Aid
- Potential for additional advisors from the organisation to 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 Asylum Aid 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 organisation
- Thematic reflections from group clinical supervision will be shared with managers to enable organisations to learn about how to support staff and avoid burnout and vicarious trauma

Programme feedback to-date

Training and programme content

"I've been to training before where you're given the theoretical framework, but this was so grounded in practice. We'd have the theory but then there would be a real practical grounding in what that looked like. No question was too small, we were never made to feel silly for asking anything."

"With the supervision we made an arrangement with my manager to work on selected cases in areas I hadn't worked on before. I hadn't done any deportation cases and I hadn't done any appeals. I was a bit hesitant, but my manager and Asylum Aid supervisor agreed, so I did cases on both with the Asylum Aid supervision. And I tell you, it was a game-changer. These are new areas for me, but now I have started doing representations for deportation cases and lodging the appeals. It's a real move on for me."

"The group clinical supervision was a new one on me, but I'm surprised that I've really enjoyed it. It's forced or allowed us to think about looking after ourselves. I'm quite a private person but it's helped me knowing that others are feeling similarly about the pressures. It's a funny one – I don't register anything has changed during the session, but a few days later I always feel better."

"The trainer is so warm and human. Though obviously they have just decades of experience, you always feel there is no wrong question, no assumptions made. Sometimes solicitors can come across as a bit arrogant, but this training was the antithesis of that. It's been such a constructive

learning environment.”

What trainees have gained

“100% this is worth the investment of time. It’s changed everything for me as an advisor. I’d encourage anybody to do it who needs more confidence.”

“I feel that this has been a pivotal moment in my career. It’s been a total game changer – it’s given me confidence, it’s given me a network, I feel like I’m part of something. And obviously it’s been demanding but the flexibility shown and the support we’ve had from everybody has allowed it, and made it so worth it.”

“This has helped with my feeling of imposter syndrome. I now know and understand that there are multiple ways of doing something. I’ve had a lot of further submissions and family reunion cases coming up and I feel so much more confident in terms of writing my representations”

“I feel so much more confident and knowledgeable now. I feel because of the training I can run a case from the start without constantly having to ask questions or get reassurance. Before I had to be closely supervised all the time, but with this I don’t need to check in – my in house supervisor is happy for me to send things off, and I have to check far less.”

When will the programme happen?

We are currently nearing the end of training /supervision with our first cohort of four trainees and are looking to commence the second cohort of training from April 2024. We hope to begin cohort 2 after the Easter school holidays, with the intensive training, shadowing and supervision starting on 15th April 2024 and 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 third group to begin training 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, 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 and above, 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 (in two x 2-week blocks, with 4-5 hours of training per day) and commit to participating in shadowing opportunities over an 8-week period, including preparing for each shadowing opportunity and discussing with the supervisor afterwards
- Attending all 1:1 supervision sessions, peer support network 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 organisation 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 and working with FIAP
- Working with the trainee to develop good practice procedures
- Work with Asylum Aid 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 organisation, 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 organisation 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 the following criteria to assess your application. You do not have to score highly on every point, but we will use this to prioritise applications:

- Organisational and trainee commitment to ensuring that trainee can 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 organisation
- 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 ('advice deserts')
- 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 position at your organisation. They must confirm that the proposed trainee is employed by the organisation and that they will be given the time to attend the training and shadowing and other elements of the programme.

A programme information event will take place on Friday 12th January 2024 at 13:00 via Zoom for potential participants and organisations to learn more about the programme, hear feedback from current trainees and ask any questions. Expressions of interest

should be submitted by Wednesday 31st January 2024 by email to Susie France (susie.france@asylumaid.org.uk).

Interviews with prospective trainees and a manager from the organisation will be held online between Monday 12th and Friday 16th February 2024.

Selected trainees/organisations will be notified of the offer to participate in the programme by Thursday 29th February 2024.