

February 2018

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ASET

The Work Based and Placement Learning Association
The Burton Street Foundation
57 Burton Street
Sheffield S6 2HH

0114 234 5197
aset@asetonline.org
@ASETOnline

STOP PRESS

Hot footing it from Fridays's 2018 NUE Awards we bring you news of the key Awards winners below. Congratulations to all the winners, and especially to ASET Trustee Emily Timson and her team at University of Leeds who won 2 awards.



*L to R: Sarah Flynn, Emily Timson and Debbie Siva-Jothy
Trending on Twitter at the #NUE Awards*

aset@asetonline.org www.asetonline.org

Work Based Learning for International Students

Colin Turner

ASET Trustee, Head of the School of Engineering and Professor of Engineering Education, Ulster University

In January's e-Bulletin Susannah examined the role of Erasmus+ and other initiatives in offering ways to place our students in other countries.

Another area of increasing interest is how we build work-based learning opportunities for international students in programmes at our Universities.

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Such students are eager for work placements, not only for the academic benefits that we all understand, but because they allow them to offset the normally higher international fees.

At least for now, this is relatively straightforward for incoming EU students, or those covered by Erasmus+, but handling other International students, covered by [Tier 4](#) restrictions is still possible, and sought after by these students.

It is permissible to have work-based learning placements within companies for Tier 4 students, provided that these placements are an assessed and integral part of the programme (one cannot achieve the award without undergoing the placement). Furthermore, the placement cannot be more than a given proportion (33% or 50% depending on the precise details) of the length of the programme. There can be no interruption of studies. Of course, you should consult the [official guidance](#) carefully with the help of appropriate teams before undertaking such a programme. You may also find the [UK Council for International Student Affairs](#) (UKCISA) website a helpful resource for prospective students; this website also covers arrangements for [EEA](#) and Swiss Nationals.

Under these circumstances, it is permitted for International students to undertake full time work on their Tier 4 visa, provided that the University reports the placement to the Home Office and the student abides by the other conditions of the visa.

Despite this available pathway, Universities may consider there are significant logistical issues in supporting these placements, or the associated administration. In particular if there are issues in robust visa reporting this kind of approach may not be useful. In such cases it may be worth considering other ways of building work-based learning into the curriculum.

For instance, a partner company might provide an industrial problem to be considered within the University's normal class arrangements, perhaps supplemented with visits to the company.

While this route does not offer the full depth and richness of embedded work-based placements, it may offer a simpler and more controlled way of adding this to the curriculum. Building group work into such problem-based learning, may compensate for the absence of time in industry to a small degree.

Another approach might be to offer these two outcomes; a dedicated placement time in industry, or a work-based learning module within the University but informed by industry. In this way the appeal and advantage to the students can be maximised.

Colin

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Government Review of Post-18 Education and Funding Announced

Last week the Government announced their Review of Post-18 Education and Funding, the terms of reference for which can be found [here](#). With a proclaimed focus on; choice and competition across a joined-up post-18 education and training sector, a system that is accessible to all, delivering the skills our country needs, and value for money for graduates and taxpayers the Review which will no doubt become known as the Augar Review – after its chair – has a busy year ahead. As usual, excellent analysis of the Review is available from the WonkHE blog site;



here <http://wonkhe.com/blogs/the-major-review-of-post-18-education/>

and, in more detail here

<http://wonkhe.com/blogs/eight-category-mistakes-in-the-debate-around-the-funding-review/>.

What might the implications be for those of us interested in placements and employability development? More than ever, the focus will be on the purpose of education being to provide the next generation of the workforce. Music to the ears of employability professionals? Well no, not from my perspective. Education should broaden horizons, inspire learning, challenge thinking, foster creativity and prepare you for the next stage of your life. Through doing this you develop the workers of the future, ready to tackle jobs that don't exist yet, develop skills that are undefinable, in industries or careers different to that which we have now. This is what makes you employable, not a single intervention in terms of a skills module, or a placement. We must ensure this vision doesn't get lost in a single pursuit of favouring typical courses that underpin the Government's Industrial Strategy.

The market is likely to be pushed to produce a range of course for students, so that age old argument about *academic*, *vocational* or *technical* pathways will be back with a vengeance. Perhaps this will push through the diversification ministers are known to favour in terms of more degrees through colleges and private providers not universities, more apprenticeships and accelerated degrees. We are all familiar with speaking to our students about the talent pipeline, and the earlier and earlier points at which companies are looking to first engage with students through insight schemes, internships and placements – well ahead of graduate jobs. Maybe we will see that pipeline elongate even more.

Finally, it is the strong emphasis that is being placed on *value for money* and *return on investment* that perhaps affects us most. By linking the cost of delivery of a course to the earnings potential through the Longitudinal

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Educational Outcomes data some courses and disciplines could be hit hard. Many of these have vocationalism and employability at their core. The WonkHE analysis highlights agriculture, creative arts and mass communications; if these are not subjects that graduates need in an uncertain future world of work then I'm not sure what are.

Increased interest in the LEO data and the results of the almost inevitable subject level Teaching Excellence and Student Outcomes Framework (TEF), will bring into sharper focus the need for graduates to enter highly-skilled employment on graduation, and for their earnings to rise steadily delivering that magic *return on investment*. We will be challenged to ensure that our support enables, or rather more frighteningly guarantees, that to happen.

But it's a challenge we're all up for, right? As a community of practitioners, I know no better group of people, none more committed to providing opportunities that enable students to succeed in their goals.

Bring it on.

Sarah Flynn, ASET Chair

NUE Awards 2018 – where were you?

Trending at No.2 on Twitter last Friday - the NUE Awards were certainly the place to be. Another inspiring event showcasing and rewarding all the great work happening in the sector.

And, in case you haven't heard yet, the winners were.....



University Awards

Best University Placement Service (Over 100 Placements)

Finalists in this category were;

De Montfort University, Business and Law Placements Team

Lancaster University Management School

University of Huddersfield, School of Art, Design and Architecture Placement Unit

University of Sussex, Careers and Employability Centre, Placements Team

Huge Congratulations to **ASET Trustee, Emily Timson** and her winning team at:

University of Leeds, Faculty of Engineering Employability Team



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Best University Placement Service (Under 100 Placements)

Finalists in this category were;

De Montfort University, Arts, Design and Humanities Placement Team

University of Birmingham, Year in Industry Team

University of Dundee Careers Service, The Internship Team

University of Worcester, Worcester Business School

And the Winners:

University of Essex, Social Sciences Employability Team



Best University Careers/Employability Service

Finalists in this category were;

University of Bristol, Law School

De Montfort University, Careers and Employability Service

University of Greenwich, Business School Employability Office

Swansea University, School of Management

Congratulations to:

University of Reading Careers Service and Henley Business School



Most Improved Commitment to Employability

Finalists in this category were;

Bath Spa University, Placement Service

Coventry University, UK Work Experience Team

University of Sheffield, Faculty of Engineering Employability Team

University of Greenwich, Employability and Careers Service

And the award went to **ASET Trustee, Emily Timson** and her team at:

University of Leeds, Faculty of Mathematics & Physical Sciences Employability Team



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Outstanding Contribution to Work Experience

*“There are many unsung heroes in our sector, colleagues who work tirelessly to give their students a great experience, and we are delighted to sponsor the **Outstanding Contribution to Work Experience Award** to acknowledge these efforts”*



Sarah Flynn, ASET Chair

Finalists in this category were;

Frances Trought - Pearson College London

John Watkins - University of Law

Kate Chambers - Newcastle University

Katherine Cameron - University of Edinburgh

Sarah Flynn was delighted to be able to present the award for this category to :

Dr Julie Udell - University of Portsmouth



Best Collaboration between a University and Employer

Finalists in this category were;

De Montfort University and Enterprise Rent-A-Car

Sheffield Hallam University and Grand Heritage Hotels

University of Southampton and Roke Manor Research

University of Lincoln and Siemens

And the award winners were:

University of Leicester and FDM Group



You could see your team here next year if you make an early start thinking about your entry for the 10th year of the NUE Awards in 2019.

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Student Awards

Best Placement Student

Elizabeth Pescud

Deloitte

Best Intern

Ryan Hale

Arriva

Best Student Contribution to an SME

Jordan Campbell

Huhtamaki

Best Brand Manager – NEW AWARD for 2018

Tom Moyce

Enterprise rent-a-car

Best University Society:

University of Leeds

Women in Leadership Society

Employer Awards

Best Recruitment Marketing Campaign

M&S

Submitted by AIA Worldwide

Best Diversity Initiative in Work Experience

Civil Service Fast Stream

Best Short-term Insight Scheme

L’Oreal

Best SME Undergraduate Employer

ProspectSoft

Headline Awards

Top Medium-sized Undergraduate Schemes

1st place Moore Stephens

2nd place Tui

3rd place Barnett Waddingham

Top 100 Undergraduate Employers

1st place Goldman Sachs

2nd place CMS

3rd place J.P.Morgan

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ASET Annual Conference 2018

The Placement and Employability Professionals' Conference

4-6th September 2018

Future-proofing Placements: Sharing Success and Inspiring Innovation #ASET18

University of Nottingham, Jubilee Campus

ASET conferences are renowned for being participatory and for providing delegates with many opportunities to find out about new initiatives, projects and good practice, and this year will be no exception. Conference 2018 will consider our role in Future-proofing Placements, sharing and reflecting upon success, but also inspiring innovation for the future. Conference will include keynote presentations, discussion sessions on the conference theme, and updates from ASET on the pressing issues our delegates need to know about.

Conference will focus on:

- What will employability and the world of work look like in the future?
- What are the success stories and how do we learn from them?
- How will innovation in our learning spaces and technology influence our work?
- What are the challenges of diversification in the range of work based and placement learning opportunities?
- How do we as professionals remain vocationally current and fit for the future?



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Call for Papers

Contributions are invited under any placement or employability related topic, though in order to provide a framework for the conference, submissions around the main conference theme will be prioritised. Presenter discount is available for full conference bookings. You may submit a synopsis for a contribution under any of the following categories:



Workshops

Workshop sessions will be approximately 45 minutes long and should be designed to be participatory in nature - the presentation element of the workshop should be no longer than 20 minutes, allowing for discussion and activities to follow.



Research papers

Sessions for research papers will be approximately 45 minutes long and any presentation element of the session should be no longer than 30 minutes to allow for colleagues to ask questions and discuss the research presented.



Posters

Posters are welcome for display in the main circulation area, where conference refreshment breaks will be hosted. Delegates will be invited to vote to award a prize for the best poster.

Contributions should be submitted via the **ABSTRACT SUBMISSION FORM** available, together with terms and conditions, from www.asetonline.org/events/annual-conference/.

Deadline : **Friday 18th May 2018**

Free 2018 ASET Conference place #ASET17 Water Bottle Challenge

Just 4 more weeks to tweet your #ASET17 Water Bottle Challenge photo and you could win a free place at this year's 25th anniversary conference.

All entries to be tweeted by 31st March 2018.

Are you ready for the #ASET17 Water Bottle Challenge?



Tweet us a photo of your conference water bottle in a creative, cool or far-flung destination to @ASETOnline using #ASET17 and you could win a FREE conference place for 2018

Photos must be tweeted before 31st March 2018, ASET will select a winner, all decisions are final

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Staff Development Workshops

Kicking off our programme of workshops for 2018, the Risk Assessment and Due Diligence session has been FULLY BOOKED for several weeks. We are now looking at options to run the session again this year and will keep you posted with location and dates as soon as they are confirmed. ALL our courses are open for booking, so don't miss out on your place if you are thinking about coming along you can book online now. Workshops are either at Student Central, Malet Street London, or in Leeds at the newly refurbished Cloth Hall Court, part of Leeds Beckett University.

Find out more about each session below, and check out our introductory videos from Nicola. Workshops at a glance...

BOOK ONLINE

Date	Location	W'shop No.	Title
06-Mar	Cloth Hall Court, LEEDS	1	Risk Assessment and Due Diligence (RADD) FULLY BOOKED
13-Mar	Cloth Hall Court, LEEDS	2	Supporting Students with Disabilities on Placement (SSDP)
22-Mar	Cloth Hall Court, LEEDS	3	An Introduction to Work Placement Management (IWPM)
25-Apr	Student Central, LONDON	4	Placements for Graduates, Post Grads and PhD Students (PGrad)
10-May	Cloth Hall Court, LEEDS	5	Innovation in Placement Assessment (IPA)
16-May	Cloth Hall Court, LEEDS	6	Placements with SMEs (SMEs)
22-May	Student Central, LONDON	7	Promoting Placements (PP)
13-Jun	Cloth Hall Court, LEEDS	8	Developing Overseas Placements (DOP)
26-Jun	Student Central, LONDON	9	Widening Participation and Placements (WPP)
11-Jul	Student Central, LONDON	10	From Placements to Employability (PI-Emp)

- FULLY BOOKED Risk Assessment and Due Diligence (RADD) [find out more](#) FULLY BOOKED**
Tuesday 6th March (10am-4pm) Cloth Hall Court, Leeds Beckett University, LEEDS
£175 ASET members/£250 non-members

In 2010 ASET published a Good Practice Guide with advice on how to implement the new, risk based approach to Health and Safety, resulting from the release of new policy guidance from UCEA in 2009. The revised and updated edition of the ASET Good Practice Guide for Health and Safety for Student Placements was released in September 2016.

This publication is part of a series of ASET Good Practice Guides including the ASET Good Practice Guide for Work Based and Placement Learning in Higher Education (September 2013), which was designed to support practitioners in meeting the expectations of the QAA Quality Code.

Discussions across the sector have raised concerns about managing the risk assessment and due diligence processes associated with placement provision in Higher Education.

- Are you confident in your risk assessment processes before placement?
- Do you know what you should be doing in terms of due diligence?
- Do you realise the extent of the university's legal liability for all of this?

This workshop will explain the philosophy behind the both sets of guidance, particularly focusing on establishing manageable, proportionate and appropriate risk assessment and due diligence processes for placement provision. It is

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aimed at university staff who work with student placements / work experience, whether new to the position or experienced, whether academic or administrative, wanting a refresher and update.

~~Last day for booking on this workshop is Monday 26th February~~ **FULLY BOOKED**

2. **Supporting Students with Disabilities on Placement (SSDP)** [find out more](#)

Tuesday 13th March (10am – 4pm) Cloth Hall Court, Leeds Beckett University, LEEDS
£175 ASET members/£250 non-members

The aim of this interactive workshop is to provide advice and guidance on the support of disabled students to those working in work experience, work based learning and placement roles, as well as encouraging dialogue and discussion amongst delegates.

The following topics will be covered:

- An overview of the Equality Act; how does it help disabled placement students and how can you help employers interpret and understand what the Act means?
- Guidance on assisting students with disclosure in the recruitment process. Should they disclose or not? If so, how and when should they disclose?
- Case study examples to highlight placement success stories
- Further resources and support available to students and employers, and others involved in the placement

Last day for booking on this workshop is Monday 5th March

3. **An Introduction to Work Placement Management (IWPM)**

Thursday 22nd March (10am-4pm) Cloth Hall Court, Leeds Beckett University, LEEDS
£175 ASET members/£250 non-members

This introductory session on the broad topic of work placement management will provide guidance for the support of work placements by practitioners. Participants will be furnished with a basis from which they can develop their own

Delegates attending this workshop will be the first to receive our NEW TOOLKIT to accompany the ASET Good Practice Guide for Supporting Students with Disabilities on Placement.

plans and manage the day-to-day problems likely to be faced in their jobs. This is aimed at work placement managers, officers, administrators and academic placement tutors, particularly those with little experience, who are new to their role, about to be appointed, or those wanting a refresher course. This session is designed to introduce all the fundamental aspects of working in the field. The workshop is intended to be flexible and responsive to participants' needs and interests and therefore emphasis may vary between topics. As well as opportunities for

discussion and dialogue, the workshop will also enable time to network with other delegates too.

Last day for booking on this workshop is Wednesday 14th March

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4. **Placements for Graduates, Postgraduates and PhD students (PGrad)**

Wednesday 25th April (10am-4pm) Student Central, Malet Street, LONDON
£175 ASET members/£250 non-members

Placements traditionally rooted at undergraduate level, placements and internships are now more widely available than ever, becoming increasingly embedded in the employability agendas and strategies of a greater number of HE providers than ever before. This one day, interactive workshop, will look at ways to engage those audiences – graduates, postgraduates and PhD students – as well as prospective employers too, and our facilitators will create opportunities for discussion, networking and sharing of good practice from delegates' institutions.

Last day for booking on this workshop – Tuesday 17th April

5. **Innovation in Placement Assessments (IPA)**

Thursday 10th May (10am-4pm) Cloth Hall Court, Leeds Beckett University, LEEDS
£175 ASET members/£250 non-members

There's more than one way to....assess a placement. From moving visuals, PDPs and journals, to written artefacts and peer assisted assessment, posters and presentations, our trainers will facilitate discussion and exploration around contemporary, relevant and authentic methods of assessment for placements and work based learning programmes. In this participative workshop, delegates will be invited to engage in discussion and dialogue on the topic including issues such as:

- What are you assessing?
- Who is involved in the assessment?
- Is it fit for purpose?
- How can/do you encourage your students to engage in reflective practice?

There will also be opportunities for networking with delegates.

Last day for booking on this workshop is Wednesday 2nd May

6. **Placements with SMEs – engaging and supporting employers and students (SMEs)**

Wednesday 16th May (10am-4pm) Cloth Hall Court, Leeds Beckett University, LEEDS
£175 ASET members/£250 non-members

Engaging with small and medium sized enterprises (SMEs) can be an effective way of generating new and more varied placement opportunities for students. However, considering that many SMEs do not have formal internships or year-long placements, or may not have considered taking on a student/graduate before, there can be barriers that make engagement difficult. In addition, how many of your students are keen to apply for roles with SMEs or understand the value that such experiences can offer? This participative, staff development workshop aims to explore:

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- sources and means by which to locate suitable SMEs
- methods for engaging with SMEs (marketing the benefits of taking on students)
- ideas to overcome student disengagement
- service level agreements or contracts to have in place
- how to make life easier for SMEs: things to do before, during and after internships and placements

Last day for booking on this workshop is Wednesday 9th May

7. Promoting Placements (PP)

Tuesday 22nd May (10am-4pm) Student Central, Malet Street, LONDON
£175 ASET members/£250 non-members

Who do you need to promote placements to? Current students? Prospective students (and their parents)? Employers based locally, nationally or overseas? Academic colleagues? For placement practitioners, our approach to promoting placements and the range of professional services we offer, needs to be adapted to our audiences, of which there are many. Better promotion can lead to a raised profile for placements within and beyond your institution, enhanced student engagement and/or more placement opportunities being made available to your students by employers. As social media and technology evolve, we also need to think about innovative ways to market placements to these audiences.

In this workshop, our facilitators will; discuss techniques you can consider to promote placements; will encourage your participation to share your experiences and engage in active dialogue; and will facilitate networking opportunities.

Last day for booking on this workshop – Monday 14th May

8. Developing Overseas Placements (DOP)

Wednesday 13th June (10am-4pm) Cloth Hall Court, Leeds Beckett University, LEEDS
£175 ASET members/£250 non-members

Graduate employers want students with multicultural awareness, flexibility, adaptability and who are robust enough to deal with business on a global scale. International placements enable students to develop these highly transferable employability skills yet Higher Education providers can find the development and management of these placements daunting. Topics such as insurance, health and safety and visas have the potential to detract from the positive benefits which such placements can offer the parties in these partnerships. Issues relating to visiting students whilst overseas on placements and managing students' expectations are prevalent too. This highly interactive one-day workshop, led by experienced placement practitioners, will guide you through these areas and many more, with examples being shared and discussed. The day will also include sound networking opportunities with other delegates and course leaders, as well as the chance to share experiences and good practice in this field.

Last day for booking on this workshop – Tuesday 5th June

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9. Widening Participation and Placements (WPP)

Tuesday 26th June (10am-4pm) Student Central, Malet Street, LONDON
£175 ASET members/£250 non-members

Discussions surrounding widening participation and the social mobility of our students are perennially on the agenda, nationally, in the HE sector. For those of us on the ground, what can we do, practically, to increase the take up of placements by students from a range of disadvantaged backgrounds? How can we reach out to and better engage students with employability and to support the development of their social capital? Furthermore, what solutions can we share to engage employers in order to further these broad aims?

In an interactive day of participation and dialogue, our course leaders will facilitate discussions on ways to support the employability of disadvantaged students and ways to overcome challenges and barriers to participation in placements. Delegates will have the opportunity to network and to build their own tool-kit of ideas and suggestions to take back to their institutions.

Last day for booking on this workshop – Monday 18th June

10. From Placements to Employability (PI-Emp)

Wednesday 11th July (10am-4pm) Student Central, Malet Street, LONDON
£175 ASET members/£250 non-members

Perhaps you have expertise in supporting placement students but are now being asked to become involved in curriculum design and development more broadly associated with employability? Or you have experience in your subject based curriculum but are new to placements and employability? Do you know what you might do differently if you were assessing a first year undergraduate placement compared to a Masters level placement? Single interventions, like the sandwich placement, are no longer sufficient in terms of determining employment success on graduation – we must consider the whole student experience. We will contrast employability in the curriculum with employability through the curriculum i.e. how broader teaching, learning and assessment strategies throughout a programme can impact on employability. The intended outcome of the session is to enable you to use your experience and expertise from placement activities to work with your colleagues in your own institutions to appropriately embed placement and other employability related activities in the curriculum.

Last day for booking on this workshop is Wednesday 4th July

[BOOK ONLINE](#)

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Bespoke Workshops

We are pleased to be able to offer ASET member institutions the option for a bespoke workshop session, specifically tailored to your needs. This can be a cost effective choice for your team and we can work with you either as part of an ongoing team building programme or as a one-off refresher or introductory session.

- *Are you undergoing a department/team restructure?*
- *Have you been set a new challenge that you need support with?*
- *Would your team benefit from a refresher?*
- *Are you sure best practice is being followed across your institution?*
- *Do you need help to look at a fresh approach?*

If you would like to talk about ideas for a **bespoke workshop**, contact Debbie at the ASET Office aset@asetonline.org. Full [pricing details](#) are available on our website.

Making the most of Membership

Are you making the most of your ASET membership?
Did you know, ASET Membership:

- Covers ALL members of staff for the calendar year
- Entitles members to discount on [workshop](#) and [conference bookings](#)
- Offers FREE attendance at [Regional hub meetings](#)
- Enables you to be part of an invaluable community of placement expertise. ASET is a welcoming supportive space for all placement staff, where members can rely on their ASET network to resolve issues – our [ASET LinkedIn](#) group for Placement and Employability Professionals is a growing network of more than 1100 individuals
- Career development opportunities through getting involved with an ASET Working Group, or becoming a Trustee
- Exclusive access to apply for ASET Bursaries
- Exclusive access for your students to enter the Student Competition and win cash prizes
- If you have colleagues who would like to be on our mailing list and receive these regular updates on news from the world of placements, please direct them to us at the ASET office aset@asetonline.org and if you would like to know who the key ASET contact at your institution is, please get touch.



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WIL AFRICA 2018

Our international colleagues at the South African Society for Cooperative Education, **SASCE**, will be hosting the 3rd WIL Africa conference on 18-20 July 2018 at the Coastlands Convention Centre, Umhlanga, Durban, South Africa, and are inviting ASET members to contribute:

“The WIL AFRICA Conference is the Africa’s premier event focusing on Work-Integrated Learning, partnerships between industry and educational institutions and all forms of learning and training in the work place. We invite colleagues to present papers or workshops at this conference.

*The theme this year, is “**WIL: Policy to Implementation**”*

Papers on the following sub-themes are invited:

- *WIL successes, challenges and creative solutions;*
- *Integrated perspective to enhancing employability and entrepreneurship;*
- *Decolonization and WIL curriculum”*

ASET Toolkits

ASET Toolkits to accompany the ASET Good Practice Guides are available for download from the [ASET website](#) as follows:

ASET Good Practice Guide for Work based and Placement Learning in Higher Education – Toolkit **AVAILABLE NOW**

ASET Good Practice Guide for Supporting Students with Disabilities on – Toolkit **COMING SOON**

ASET Good Practice Guides are also available for download from the [ASET website](#) , and to order in hardcopy (£3 per copy) from the ASET office using the [Publications Order form](#).

And Finally

The next ASET members’ e-Bulletin for 2018 will be issued w/c 26th March. Please forward your news/copy to aset@asetonline.org by Friday 16th March.

Debbie Siva-Jothy aset@asetonline.org www.asetonline.org