



**THINK  
AHEAD**

**Building the Mental health  
workforce: social work  
Philippa Mariani, CEO**

# Our social work programme

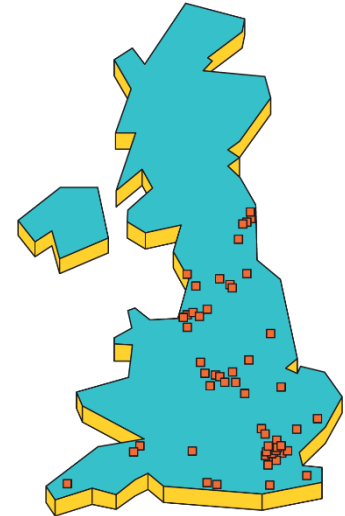
**22,000+ applications**  
**820+ people recruited**



**5+ years ranked in**  
**Times Top 100**  
**graduate employers**



**60% NHS Trusts**  
**30% Local Authorities**



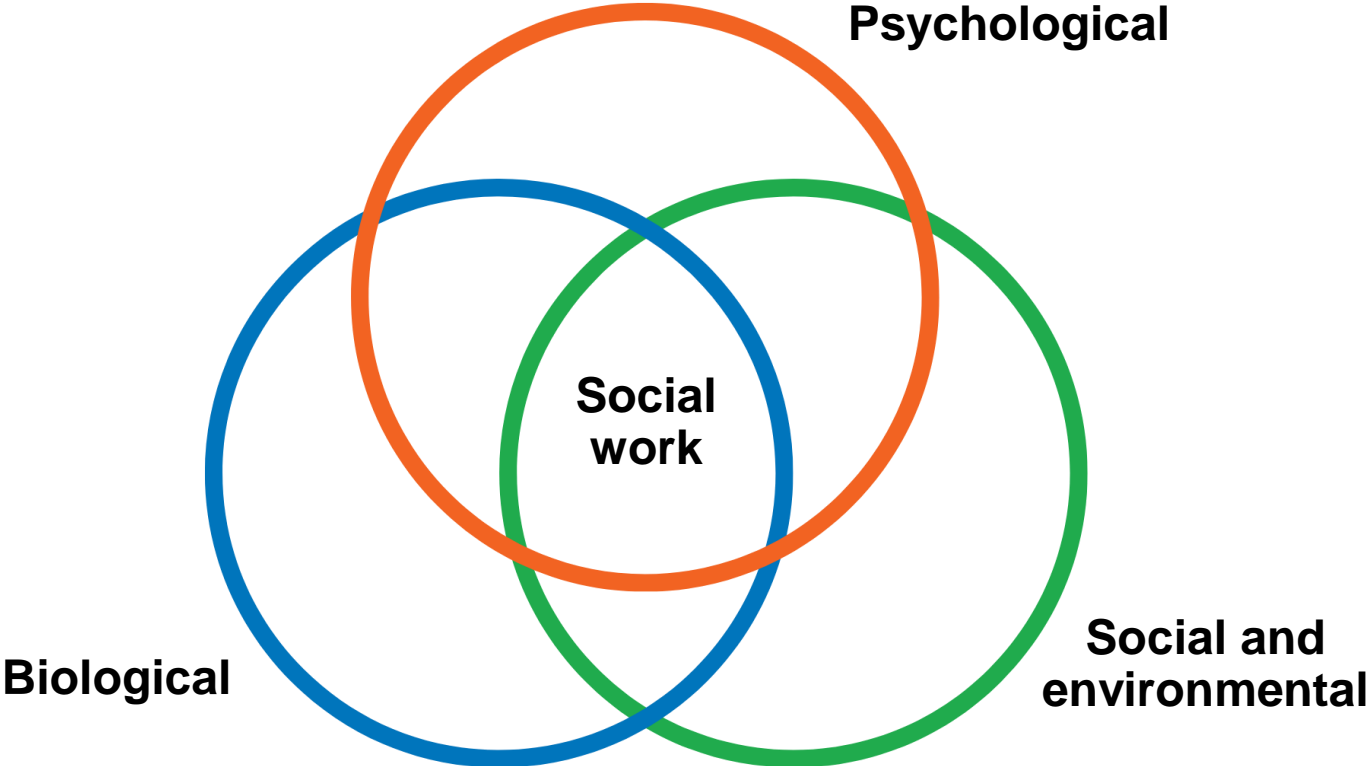
# Summer Institute





**I wanted to be a mental health social worker because a social worker can give a voice to someone who hasn't been heard before**

**Amy, 2022 Trainee**



**Levi is a mental health social worker in Manchester**



“As a social worker, you make ruffle a few feathers along the way, but you quickly learn that you have to stand up and speak out to get the job done. It’s not always easy, but it’s incredibly rewarding.”

**Paddy is a mental health social worker in London**



“My role is to help people identify what recovery means for them personally and how best to achieve it. For many it’s about taking small steps, and setting realistic goals, and I can help them bring about the changes they would like to see in their lives.”



***My social worker, Guy, helped by listening to me without judgement. He encouraged me to talk and make sense of what I was feeling, and I started seeing myself through his eyes. Strangely, he didn't think I was a loser but someone with untapped potential.***

**Matthew, service user**



## The Future

A graphic for 'Recruitment' featuring a white box with a 3D effect. The left vertical edge is orange, and the bottom horizontal edge is red.

**Recruitment**

A graphic for 'Retention' featuring a white box with a 3D effect. The left vertical edge is yellow, and the bottom horizontal edge is green.

**Retention**

A graphic for 'Skills & Progression' featuring a white box with a 3D effect. The left vertical edge is light teal, and the bottom horizontal edge is a darker teal.

**Skills &  
Progression**

A graphic for 'Visible & embedded' featuring a white box with a 3D effect. The left vertical edge is blue, and the bottom horizontal edge is a darker blue.

**Visible &  
embedded**

## Recruitment

**Promote social  
work role**

**Promote and  
expand training  
routes**

**Be competitive**

**Challenge  
misconceptions**

## Retention challenges – our own social work network

**85% of our network are concerned about pay**

**70% want to see improvements to workplace culture**

**65% want to be able to work flexibly**

**80% told us they want caseloads to reduce**

**70% talked about poor technology making their job harder**

## Skills and Progression

**Leadership**

**MH education for  
all social workers**

**Clear career  
pathways**

**Tech and digital  
skills**

## Social work identity and visibility

**Social approach  
fully embedded**

**MH social workers  
in more settings**

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AHEAD**

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