DRAFT Sustainable Social Work Pathways: Tauwhiro Ararau 2025-2028 – Government's Social Worker Workforce Strategy to collectively address sustainability challenges facing Aotearoa New Zealand's social worker workforce

Our Challenge

Our Vision

Our Goal

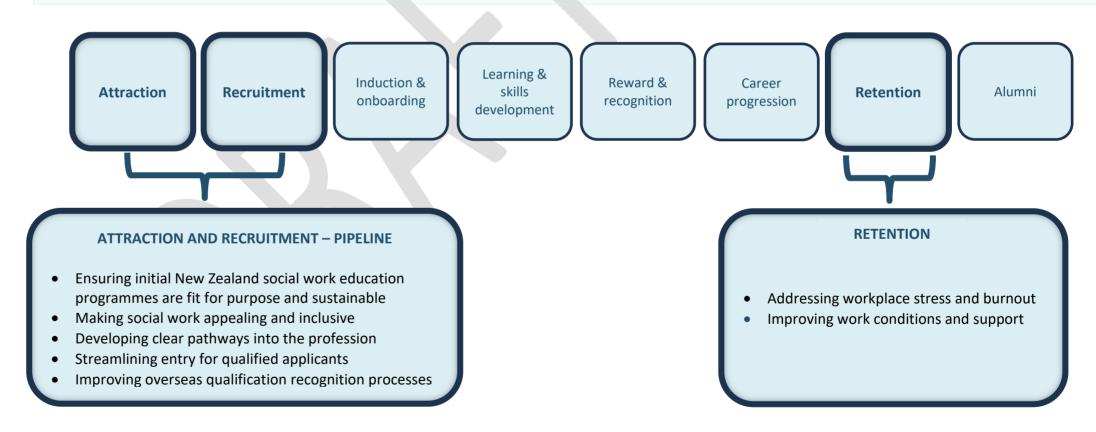
Key areas of focus

Examples of what we want to achieve and what needs to happen

We know we have challenges across all elements of the Workforce Lifecycle, from attraction and recruitment, through to learning and skills development, career progression and retention. Put simply we have a social worker workforce sustainability crisis that no single agency can solve alone.

For Aotearoa New Zealand to have enough social workers, with the right skills, knowledge and competencies in the right place, at the right time and at the right cost, to support New Zealanders to lead happier, healthier and more productive lives.

To support a sustainable, competent and safe, culturally responsive social worker workforce to deliver high-quality social work services to those New Zealanders that need them most.



Building from the foundation of Current Actions

Cross Government Agency and multiple stakeholder actions

Several initiatives are already underway to achieve the vision for our social worker workforce. Initial focus will be in attracting new social workers into the profession and using support activities to retain the current workforce.

Examples of Current Actions underway

- Targeted recruitment pilots at Oranga Tamariki
- Inclusion of social work in the Allied Health Report
 - Inclusion of social work in the Health Workforce Plan
 - Funded targets for New Entry to Specialist Practice Programme in Mental Health and Addictions Services.