

Our Journey of Relearning:

Research identifies many ways to support the early career social worker. The challenge is not what to do. The challenge is identifying: **Possible solutions that can be meaningfully implemented within real world conditions.**

Academic research highlights a range of potential interventions that span systemic, organizational and individual levels. These are potential interventions grouped in related categories. All interventions require an investment, but which of these require low investment with a high return?

Delegated Power to Front Line Workers

Reward Creative Decision Making

Promote Employee Innovation

Mission/Vision Aligned with Practice

Structural Investment in Wages and Supports

Autonomous Structures

Focus on Mental Health

Incentives for Retention

Participatory Leadership

Structural Policies

Non-Profit Management in Theory and Practice

Monitor Long Term Impacts of Crisis

Training to Identify at Risk Staff

Active Reflective Supervision

Build Individual Resilience

Build Organizational Resilience

Understanding Available Resources

Reflective Practice and Safe Spaces

Formal Mentorship

Reflective Mentorship

Support Relational Safety

Identify Barriers to Resilience

Increased Funding

Enforceable Caseload Limits

Structural Investment in Mental Health

Empowerment Based Governance

Trauma Informed Culture

Address Root Causes not Symptoms

Structural Policies

Constructive Organizational Management

Work/Life Balance

Structural Investment in Wages and Supports

Foster Ethical Cultures

Invest in Management Competency Training

Invest in Supervisor Training

Identify Social Worker Pull Factors

Understanding Sociological Theory of Practice

Mistakes and Successes are Development Tools

Manage for the Non-Profit

Invest in Continual Learning

Partnership Building

Communication Skills Training

Career Professional Development