

Key Points: The Expert Reference Group

Adult Social Care Nursing
Workforce Development Project

1 ASCW key skills include empathy, problem-solving, resilience, and effective communication



2 ASCW key knowledge includes care standards, infection control, EDI, and cultural understanding.

3 Staff support in their learning through induction, peer support, mentorship, and strong leadership



4 Support for staff is vulnerable due to funding reviews



5 Learning culture should be ingrained in organisations to enhance staff skills and foster ongoing learning



6 Knowledge gaps include mental health, cultural awareness, staff well-being and resilience, as well as legal and ethical issues

7 Training needs to be engaging, and the assessment of it inclusive. Reflective practice is one way to embed learning



8 E-learning is often used to overcome training location issues

9 Training needs to be accredited for portability



10 Funding for training is complex and limited

11 Access to and uptake of apprenticeship courses are limited due to the ambiguity of funding and the perceived time commitment required away from the workplace.



12 Modular learning helps to space out learning and not overwhelm students, as it provides flexibility.

[Full report available on the Project website](#)



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