



# Adult Social Care Nursing Workforce Development Expert Reference Group



## Research Question

What is the current situation in England and Buckinghamshire in adult social care (ASC)

## Introduction

- ✓ Workstream 3  
A series of workshops will be conducted with an invited group of expert stakeholders in Adult Social Care in Buckinghamshire to discuss the key skills needed and the career pathways for adult social care workers (ASCW).
- ✓ There are 1.84 million social care sector posts, of which 131,000 are vacant (9.9% vacancy rate) (1). National statistics show that between 19 and 27% of the current workforce consists of staff who are over the age of 55 and will retire in the next 10 years (2,3,4).
- ✓ In Buckinghamshire, of the 13,500 adult social care sector posts, 1,100 were vacant in 2023 (9.9% vacancy rate) (5). This indicates the need for adult social care workers (ASCW) to meet the expected growth of older adults.

## Research Objectives

- ✓ To understand adult social care nursing workforce training needs and provision, develop needs, and identify barriers, particularly entry-level early career requirements.
- ✓ To gather evidence to support the social care agenda in Buckinghamshire (6) through 4 workstreams
- ✓ A joint venture between Buckinghamshire New University (BNU), Buckinghamshire Health and Social Care Academy (BHSCA), and the Royal Society of Public Health (RSPH)

## KEY FINDINGS

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

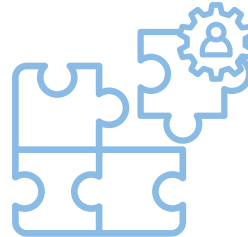


2 ASCW key knowledge includes care standards, infection control, EDI, and cultural understanding.

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



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



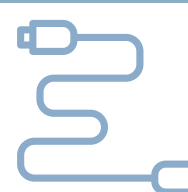
9 Training needs to be accredited for portability



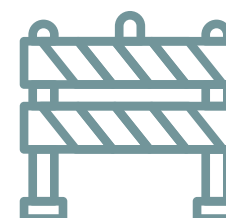
11 Access to and uptake of apprenticeship courses are limited due to the ambiguity of funding and the perceived time commitment required away from the workplace.



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



10 Funding for training is complex and limited



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

## Next steps

- ✓ Effective time management, motivation, and access to institutional resources are critical for successful thesis completion.
- ✓ Find up-to-date details of reports from the project on the website found here



## References

1. Skills For Care. The state of the adult social care sector and workforce in England 2023
2. Skills for Care. A Workforce Strategy for Adult Social Care in England. 2024 Jul
3. Skills for Care. Care homes with nursing in the adult social care sector 2023/24
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6. Buckinghamshire Council. Better Lives Strategy. 2025
7. Spencer, L. et al. (2003) Quality in Qualitative Evaluation: A framework for assessing research evidence.
8. Gale, N.K. et al. (2013) "Using the framework method for the analysis of qualitative data in multi-disciplinary health research," BMC Medical Research Methodology, 13(1).

