



Adult Social Care Nursing Workforce Development

A literature scope

Introduction

- Workstream 1
An initial brief literature scope using grey literature and publicly available peer-reviewed papers from England and the UK to understand the current situation in adult social care (ASC).
- 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 Question

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

Method

Research Design

A scoping review of grey and academic literature relating to adult social care in England and Buckinghamshire

Data Collection

- A hand review of grey literature identified 77 documents for analysis.
- A PubMed scope search "adult social care" UK and "adult social care" training, identified 10 documents.
- Documents included peer-reviewed articles, government reports, care provider and training provider information.

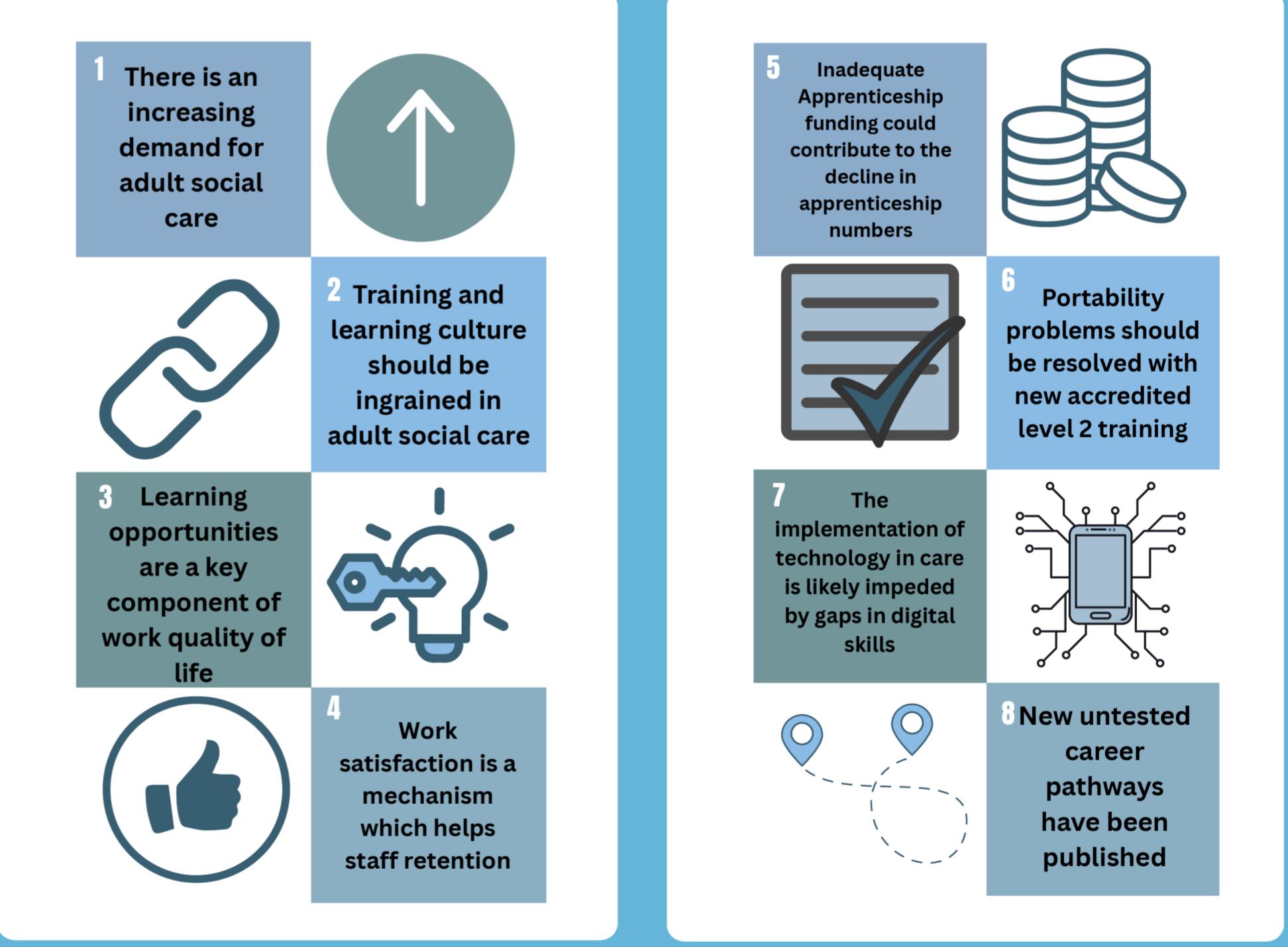
Data Analysis

A framework approach was used to analyse the data (7).

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



Next steps

- Engage with practitioners and ASC sector experts on the topics raised in this literature scope
- Find up-to-date details of reports from the project on the website found here



References

- Skills For Care. The state of the adult social care sector and workforce in England 2023
- Skills for Care. A Workforce Strategy for Adult Social Care in England. 2024 Jul
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- Skills for Care. Buckinghamshire-Summary - skills for care, 2023
- Buckinghamshire Council. Better Lives Strategy. 2025
- Torraco RJ. Writing Integrative Literature Reviews: Using the Past and Present to Explore the Future. Vol. 15, Human Resource Development Review. SAGE Publications Ltd; 2016. p. 404-28.

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Timeline

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