



# 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 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)



## 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).

## KEY FINDINGS

1 There is an increasing demand for adult social care



2 Training and learning culture should be ingrained in adult social care

3 Learning opportunities are a key component of work quality of life



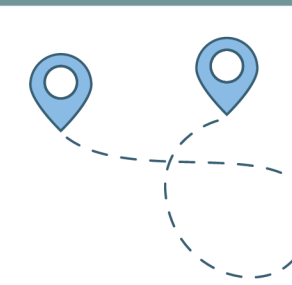
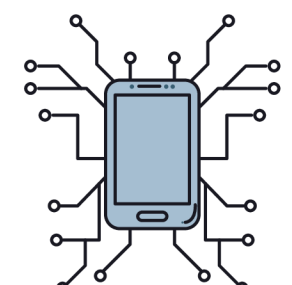
4 Work satisfaction is a mechanism which helps staff retention

5 Inadequate Apprenticeship funding could contribute to the decline in apprenticeship numbers



6 Portability problems should be resolved with new accredited level 2 training

7 The implementation of technology in care is likely impeded by gaps in digital skills



8 New untested career pathways have been published

## 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

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
4. Skills for Care. Care homes without nursing in the adult social care sector 2023/24
5. Skills for Care. Buckinghamshire-Summary - skills for care, 2023
6. Buckinghamshire Council. Better Lives Strategy. 2025
7. 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.

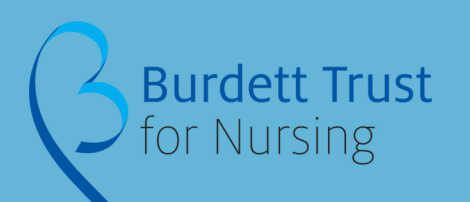
## Project team

BNU: Prof. Karen Buckwell-Nutt  
Honey-Anne Greco

BHSCA: Juliet Anderson  
Korinne Leney

RSPH: Nelly Araujo  
Samantha King  
Iveta Liu  
Aaron Mansfield

## Funded by



## Timeline

December 2024 - March 2025