

Key Points:

Practitioners Voices

Adult Social Care Nursing
Workforce Development Project

1 Funding and time constraints are the primary barriers to further training



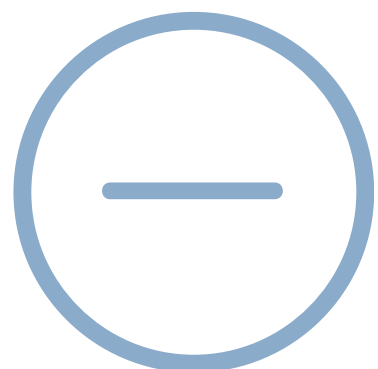
2 Learning culture is vital for both staff confidence and care quality

3 ASCW overall have limited work satisfaction



4 Support and recognition positively influence work satisfaction

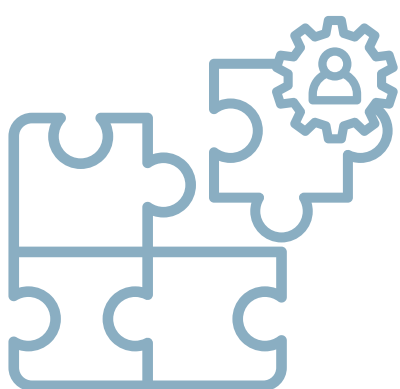
5 Low wages, insufficient resources and heavy workloads negatively impact work satisfaction.



6 Not all ASCWs and managers understand potential career progression

7

Communication between managers and ASCW regarding career progression and aspirations is inadequate.

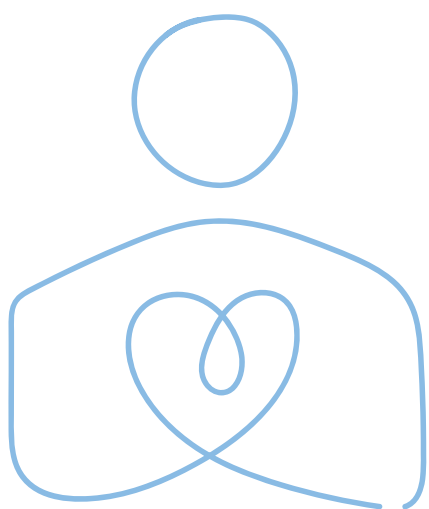
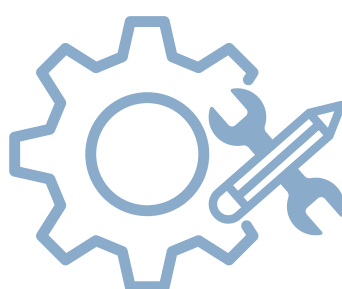


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Skill gaps include the use of new technology and equipment, communication skills, cultural awareness, mental health, and leadership

9

Development-focused support enhances care quality.

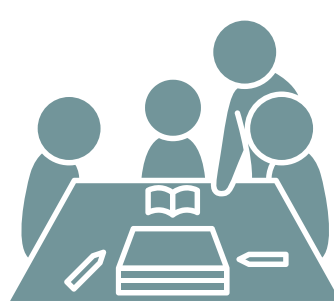


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Both managers and ASCW view workforce well-being as crucial and suggest that counselling, mental health training, and stress management can help.

11

ASCW prefer face-to-face learning for practical skills



Full report available on the Project website



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