

Adult Social Care Nursing Workforce Development -Practitioners Voices



BUCKINGHAMSHIRE
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RSPH
ROYAL SOCIETY FOR PUBLIC HEALTH
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Buckinghamshire
Health & Social
Care Academy



Research Question

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

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)

Introduction

Workstream 2

- ✓ A qualitative exploration of learning and training experiences of entry-level adult social care staff and managers of care facilities and care organisations using focus groups.
- 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.

Result & Discussion

Method

Research Design

This workstream had a qualitative design and consisted of eight focus groups with ASCW and managers.

Participants

25 Adult social care workers across 6 focus groups and 7 managers across 2 focus groups

Data Collection

- 11 question topic guide was used based on the key points from the literature scope and expert reference group workshops
- All focus groups were conducted online and transcripts recorded

Data Analysis

Framework analysis was used (7,8) and produced 11 key points from 5 main themes.

Find us

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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5. Skills for Care. Buckinghamshire-Summary - skills for care, 2023
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).

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Timeline

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