



Adult Social Care Nursing Workforce Development -Practitioners Voices



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



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.



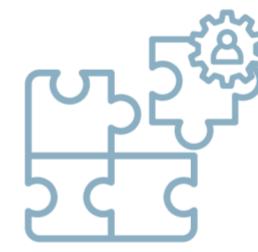
6 Not all ASCWs and managers understand potential career progression



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



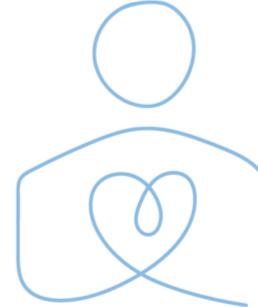
8 Skill gaps include the use of new technology and equipment, communication skills, cultural awareness, mental health, and leadership



9 Development-focused support enhances care quality.



10 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



References

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Timeline

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