



WM SOCIAL CARE

• International Recruitment Hub •

International Recruitment Bulletin

Issue Number: 3

WHAT'S NEW?

Welcome to our May E-Bulletin. Here we share updates and resources around International Recruitment to support care providers and local authorities across the West Midlands.

As the current Regional International Recruitment project and funding for adult social care concludes in June, our commitment to supporting international recruits and care providers remains strong. We're actively shaping post-June support strategies with the Department of Health and Social Care and hope to bring you more news about this very soon.

In this month's E Bulletin we bring fresh guidance on tackling modern slavery, which is now available via the IR Hub, and share two new Webinar dates in our series along with information about our new FAQs covering legal and HR challenges. You can stay tuned for easy access to these resources on the IR Hub.



2024/25 INTERNATIONAL RECRUITMENT FUND



Department of Health & Social Care

On the 9 May 2024 the Department of Health and Social Care published the International recruitment fund for the adult social care sector 2024 to 2025, which is a prospectus setting out requirements for next year's international recruitment programme for which England's regions are required to submit funding proposals.

We will be in a position to share more about our response to this in our E-Bulletin next month. Meanwhile you can find more information about the support fund for regional partnerships [here](#).

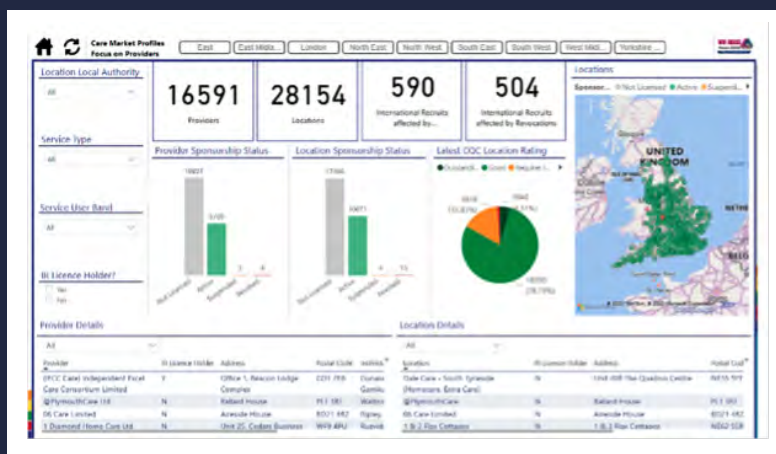
Working in partnership

Directors of
adass
adult social services
West Midlands

 **WM Employers**

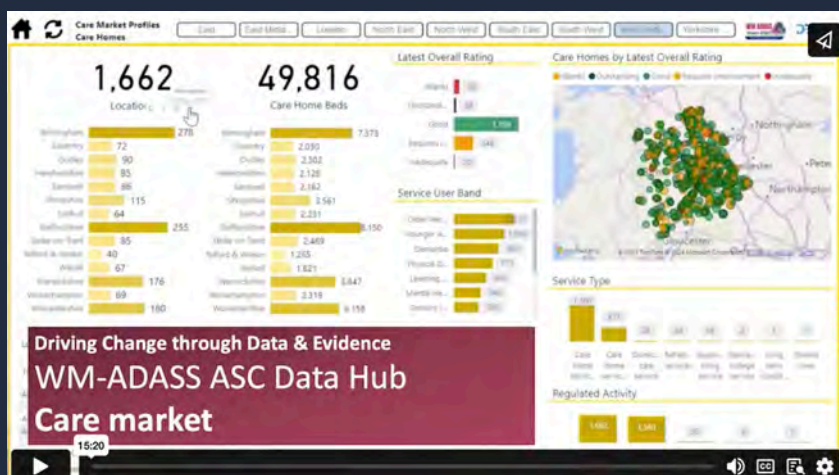
INTERNATIONAL RECRUITMENT DASHBOARD

As part of our commitment to making International Recruitment a success, WM-ADASS has developed an International Recruitment Dashboard to support local authorities and care providers with adherence to legislation, sponsorship regulation and ethical recruitment.



The aim is to increase awareness of the extent and spread of International Recruitment activity and provide a tool for contingency planning. The Dashboard provides an overview of CQC-registered providers who are also licenced sponsors. It uses information that is in the public domain, matching details from the UKVI published 'daily list' of licenced sponsors with CQC's published Active Directory.

We will be sharing more information about the International Recruitment Dashboard in our June E-Bulletin but if you have any questions in the meantime please email: data@wm-adass.org.uk



The Dashboard has been adopted by DHSC as a model of good practice and is now in use across all regions of the UK.

It has a limited distribution, with UKVI agreeing to the use of their data by regional International Recruitment programme teams and by Local Authority Commissioners who may become involved in handling enquiries from workers affected by sponsorship licence revocations.

This could involve local conversations between Local Authority staff and licenced sponsors about potential vacancies where 'displaced workers' might be considered for local redeployment opportunities.

[Click here to find out more](#)

INTERNATIONAL RECRUITMENT HUB

Modern Slavery

NEW GUIDANCE ON TACKLING MODERN SLAVERY

West Midlands Employers have published a new guide for care providers across the West Midlands: 'Modern Day slavery: Ensuring Compliance with Overseas workers Employment Rights and Safety.'

With a belief prevention is better than cure, this guide provides information on what Modern Day Slavery is, a little about the legislation itself and how to spot the signs of Modern Day Slavery.

For more information and to download a copy of the guide please visit the International Recruitment Hub.



WM SOCIAL CARE

• International Recruitment Hub •

Modern Day slavery

Ensuring Compliance with Overseas workers
Employment rights and Safety

Prevention
is better
than cure



In partnership with
adass directors of
adult social services
West Midlands
WMEmployers

NEWS FLASH

Calling all CQC registered providers: 6 weeks left of FREE Legal & HR Services, with Lester Aldridge

Legal Firm Helpline: 01202 786 107

Email: WMIRHelpline@la-law.com

Get your questions answered

West Midlands Employers will provide two open forums for CQC Registered Care Providers and Local Authorities to speak with a legal expert from law firm, Lester Aldridge.

Here you can get insight and guidance on International Recruitment & HR related issues. Registration is required.

When:

11th June 2024, 10:00-11:15am

27th June 2024, 10:00-11:15am

Location:

Microsoft Teams

[Click here to register in advance](#)

IR LEGAL WEBINARS

Webinar: CLICK here to register to attend https://www.surveymonkey.com/r/Z3TZ7PP		SESSION 2
<p>An overview of international recruitment</p> <ul style="list-style-type: none"> An update of recent and upcoming changes to the rules for recruiting overseas staff. An overview of the international recruitment sponsorship process. Some tips around ethical recruitment. 	9th May 2024, 10am-11:15am	
<p>Sponsorship management focus (covering the SMS and Right to Work)</p> <ul style="list-style-type: none"> Guidance on using the Sponsorship Management System, an online tool, to manage your sponsorship licence and certificates of sponsorship. A review of Right to Work duties and discussion about what needs to be done when undertaking Right to Work checks. 	23rd May, 10am-11:15am	
<p>Overseas Recruitment: Compliance focus</p> <ul style="list-style-type: none"> An overview of duties as a sponsor after employment starts. Tips on how to integrate overseas staff into organisations. What costs can be recovered if an international recruit's employment ends. 	6th June, 10am-11:15am	
<p>Managing and retaining overseas staff</p> <ul style="list-style-type: none"> Managing and retaining overseas staff, including responsibilities and compliance. Informing UK Visa and Immigration (UKVI) after recruiting overseas workers. 	13th June, 10am-11:15am	
<p>Managing unconscious bias in international recruitment:</p> <ul style="list-style-type: none"> An overview of effective recruitment practices. Tips and tricks for interviewing objectively. 	20th June, 10am-11:15am	

We are re-running all of our legal series webinars throughout May and June for those who missed Session 1.

The next webinar is on the 23rd May, 10am-11:15am. It focuses on Sponsorship Management and will provide

- Guidance on using the Sponsorship Management System, an online tool, to manage your sponsorship licence and certificates of sponsorship
- A review of Right to Work duties and discussion about what needs to be done when understanding Right to Work Choices

Please register by 5pm, on Wednesday to secure your place.

We have received some great feedback about the webinars. One Care Provider said, *“The Webinar was extremely useful in allowing me to understand more about the legalities around International Recruitment. I learnt a lot and it was incredibly helpful to be able to ask the legal expert questions at the end. I will definitely be signing up to attend more.”*

LOCAL GRANT PROJECTS

Shining a Spotlight on Sandwell's Welfare Hub

Sandwell Metropolitan Borough Council created Sandwell Welfare Hub, a collaborative effort involving 20 agencies and services, to tackle concerns surrounding the unethical recruitment of international workers in the adult social care sector.

Supporting International Recruits affected by exploitative recruitment

October 10th, 2023, the Sandwell Welfare Hub opened its doors to over 50 dedicated professionals and volunteers, alongside 69 skilled care workers from various agencies. The event served as a vital source of support and guidance for individuals affected by exploitative recruitment practices.

Attendees were provided with a comprehensive range of services, including:

- Housing and health assistance
- Immigration guidance
- Exploitation screenings
- Immediate relief measures such as food and clothing vouchers

The event shed light on the harsh realities encountered by international recruits, with many facing significant financial burdens. 95% attendees assessed by West Midlands Care Association (WMCA) possessed the skills and qualifications necessary for employment in the care sector, emphasising the untapped potential within this group.

The impact of the Sandwell Welfare Hub extended far beyond the provision of essential services. It provided a platform for International Recruits to share their experiences and seek solutions to their challenges. One individual said, "I have never experienced this level of support and care in the UK. I am overwhelmed with gratitude."

The event highlighted significant challenges persist with many International Recruits disclosing that despite initially being promised work, their hours were drastically reduced over time, leading to financial insecurity.

The Welfare Hub exemplifies the transformative power of community collaboration and targeted support initiatives in addressing pressing social issues. By amplifying voices, addressing vulnerabilities, and fostering resilience, Sandwell paves the way for a more inclusive and equitable future for all.

Identifying and reporting unethical practice

In conjunction with the Sandwell Welfare Hub, Sandwell Metropolitan Borough Council developed a comprehensive guide to combat potential instances of modern slavery within domiciliary care agencies. This guide facilitates the identification, reporting, and resolution of concerns related to exploitative practices within the sector.

1. Reporting Concerns

The guide emphasises the prompt reporting of suspicions or concerns of modern slavery within domiciliary agencies. Key agencies to notify include the Slavery and Human Trafficking Operational Partnership (SHOP), involving local partners such as the Gangmasters Labour Abuse Authority (GLAA), Police, HMRC, immigration

2. Extended Agency Engagement

In addition to core SHOP partners, the guide highlights the involvement of extended agencies, including Adult Social Care (ASC) and Children's Social Care (CSC) Commissioning Teams, the UK Sponsorship Team, Employment Agency Standards Inspectorate (EAS), Care Quality Commission (CQC), and Jobs Aware.

3. Follow-Up and Investigation

Upon receiving concerns, agencies initiate investigations as needed, including meetings, interviews, site visits, and evidence gathering to assess validity.

Agencies collaborate to ensure a coordinated response, sharing information, conducting joint investigations, and developing action plans to address issues.

4. Support and Victim Care

Potential victims received appropriate support and care, with referrals to the National Referral Mechanism (NRM) and activation of local victim pathways.

LOCAL GRANT PROJECTS

Introducing the Displaced Workers Register for CQC Adult Care Providers

We're pleased to announce the introduction of an initiative, introduced by West Midlands Care Association (WMCA), aimed at supporting both care providers and local authorities in supporting displaced international recruits within the adult care sector.

We know there are thousands of skilled international adult social care workers, across the West Midlands – they have been left without work because their employer has had their sponsorship license revoked.



What is the Displaced Workers Register?

This is a platform designed to facilitate connections between care providers who have a valid sponsorship licence and local authorities grappling with workforce revocations, where care homes lose their right to sponsor international recruits.

This initiative seeks to support international recruits by streamlining the process of matching international recruits, who have been displaced and who need jobs to available positions and ultimately helping to improve the consistency and quality of care in the West Midlands.

How Does it Work?

- Care providers, with a valid Sponsorship Licence, can register their availability through the Displaced Workers Register portal.
- Local authorities dealing with revocations can also submit details, outlining the number of international recruits effected in their area.

How Can You Get Involved?

WMCA are actively seeking input from local authorities. Whilst the platform is yet to go live, you can visit the preview version at <https://www.proud2.care/displaced> to familiarise yourself with its functionality and features. WMCA will keep you posted with further updates.

International Recruitment: Displaced Individuals Register