Yorkshire & Humber Region
ASC International Recruitment Fund

29th July 2024

Market Support and Training Package

Yorkshire Humber ASC International Recruitment Fund

An introduction to ASC International Recruitments

29 July 24 – 11.00-12.00

Sheffield Care Association

Overview of IR in the ASC sector



SHEFFIELD CARE ASSOCIATION

HERITAGE OAKS HEALTHCARE

NATIONAL CAREassociation
The voice of the nation's independent care sector



PALMS ROW
Health Care

Background – Nicola Richards

- Worked in ASC 26 years
- I am MD & Owner of 2 nursing homes in Sheffield – Palms Row HC
- I founded Sheffield Care Association to support local providers
- I am MD of Heritage Oaks Healthcare – local agency
- I am board director of the National Care Association
- I founded Support Social Care Heroes (NFP) in the pandemic

This presentation is based on my own experience as a provider Palms Row Healthcare

- I am an SME – 2 services employing over 100 full/part time staff
- I will give an overview of the process not detailed as lots of guidance and toolkits are available
- Happy to help & support any provider after this session
- Contact details: nicola@palmsrow.co.uk

PALMS ROW Health Care

ASC Workforce – what do we know

- The adult social care sector is struggling to recruit staff.
- The sector is also struggling to retain staff. Low rates of pay as well as challenging working terms and conditions – particularly for staff on the front line – all contribute to high turnover rates.
- Improving recruitment and retention are even more important given the predicted increase in demand for adult social care. Skills for Care estimates that due to the growth of the population aged 65 and above, the sector may need 440,000 extra roles by 2035.
- It is therefore vitally important for adult social care to have a short, medium and long-term workforce plan.



- Within my own services particularly during the pandemic we lost valuable staff members and I have struggled to fill these posts locally

The state of the adult social care sector and workforce in England

Key findings, 2022/23

Download PowerPoint

The information in this report comes from Skills for Care's workforce estimates. Total posts and filled posts on this page refer to the whole adult social care sector. All the other figures refer to the 1.52m posts in local authorities, the independent sector and filled posts working for direct payment recipients (adult social care related posts in the NHS are not included in these).

1.79m
Total posts
Up 0.5% since 2021/22

1.635m
Filled posts
Up 1% since 2021/22

152,000
Vacant posts
Down 7% since 2021/22

Starter rate

33.0%
in 2022/23
Up from 31.2% in 2021/22

Turnover rate

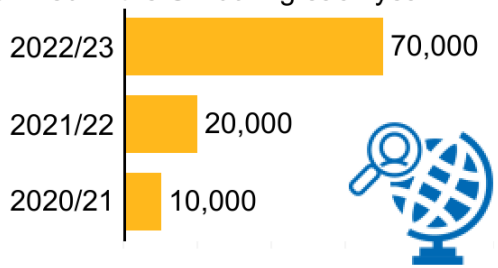
28.3%
in 2022/23
Down from 28.9% in 2021/22

Vacancy rate

9.9%
in 2022/23
Down from 10.7% in 2021/22

International recruitment

Estimated number of people starting direct care providing roles in the adult social care independent sector having arrived in the UK during each year



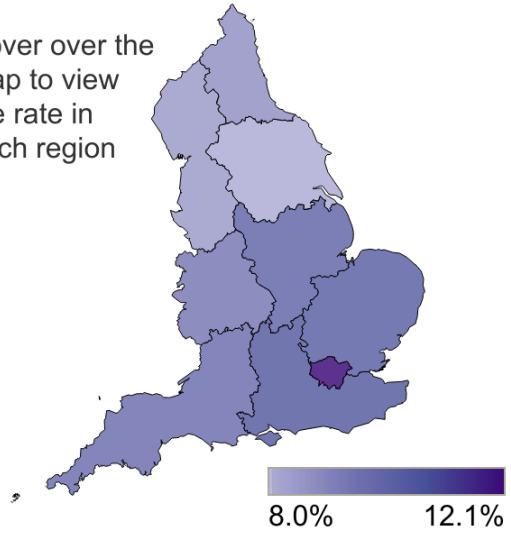
Care worker real term median hourly pay

(independent sector)

March 2023
£10.11

down 35p from March 2022

Hover over the map to view the rate in each region



To view up to date monthly information on how the adult social care workforce has changed since March 2023, press the button to go to our monthly tracking dashboards

Press here to go to Monthly Tracking

Is International Recruitment for me ?



- It is not a quick fix
- It is a serious commitment
- Corporate responsibilities are on you

Questions to think about if you cannot answer YES you may not be ready …

- Do you have real funded vacancies £23,200 (min p.a)
- Do you have the right capacity to support the whole process (compliance, recruitment, support etc)
- Are you/your organization committed to making it work – Becoming a sponsor is a serious commitment

Why do overseas staff wish to work in the UK ?

- Better pay and conditions
- Career development
- Training opportunities
- Welcome culture and friendly communities
- Want to establish a life in the UK
- Working in care in the UK is well respected
- And many more



My Journey in IR

- I applied to be an approved sponsor in 2016 but abandoned the IR process due to resource
- In the pandemic we applied and became an approved sponsor
- We utilised the support of a visa specialist

- **They can apply for or process CoSs for you or support this to do yourself**
- **Make you aware of the steps to take & remind you of compliance**
- **Prepare and support you during a Home Office Inspection**
- **WE KNOW THERE IS A NEED FOR IR FOR THE FORSEEABLE FUTURE**

Tip – Ensure you use a credible advisor, do your homework !
Consider your email address when on the approved sponsor list !



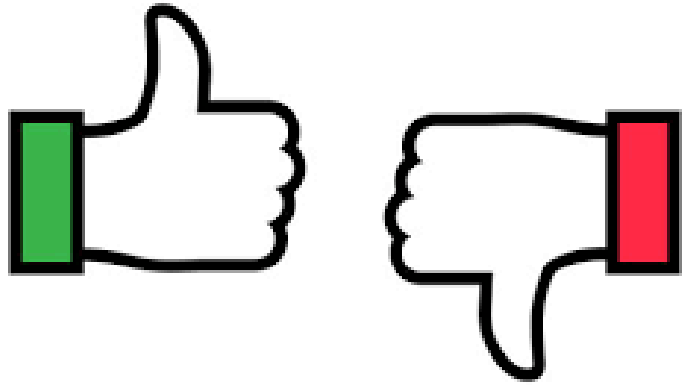


What care do I need to take ?

- **Understand responsibilities – compliance, recruitment, ongoing responsibilities**
- **Ensure Managers, admin & HR staff are aware of their responsibilities – rates of pay, hours etc**
- **Consider the length of the recruitment process**
- **Consider what you will offer to support staff – flights, training, accommodation etc**
- **Consider cultural differences & pastoral support**
- **Start small this will make it easier for you**

Pros & Cons

- A loyal, committed workforce
- Skilled workforce and transferable skills
- Higher retention rates & reduced turnover
- Staff referrals (family & friends)
- Reduction in agency costs
- Continuity of staff
- Flexibility
- Eager to progress

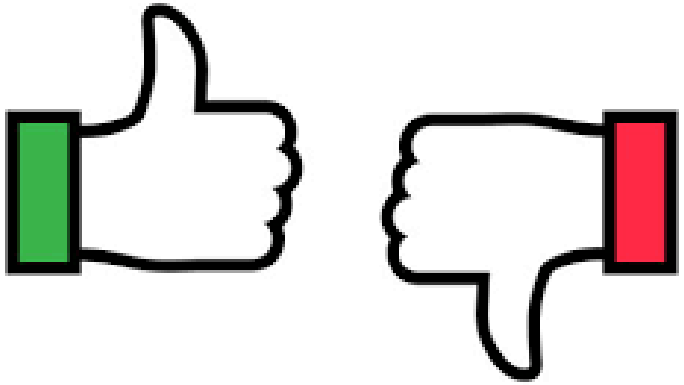


Our experience so far

- We have successfully recruited 7 staff members and more coming through the programme
- All of these were already based here in the UK
- Invest in peer support from the start
- The process took approximately 6 to 8 weeks
- More IR support and advice than ever before

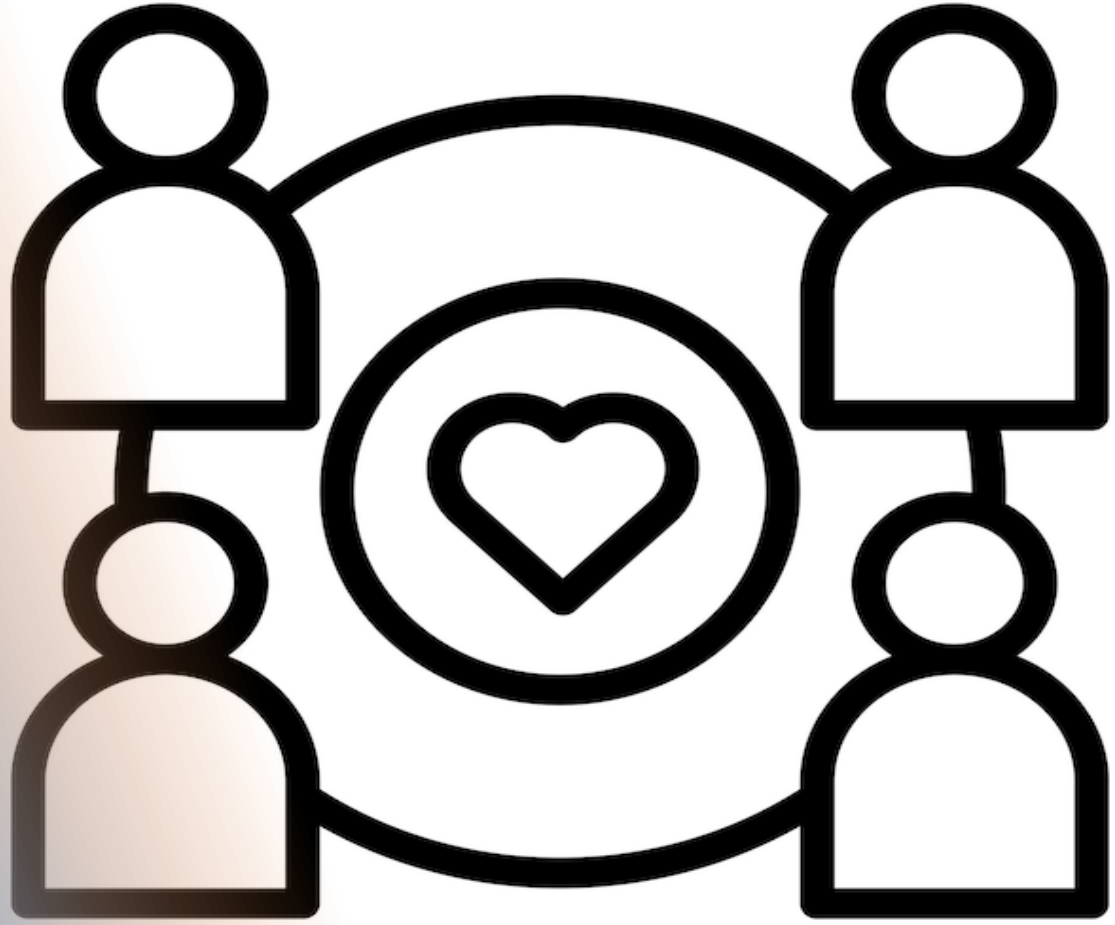
Pros & Cons

- More time and investment and they may still leave
- Cultural differences requiring more support
- Increased legal requirements and responsibility
- Additional workload on existing staff
- Unethical recruitment and bad PR for slavery & trafficking



Our experience so far

- Initially the financial outlays impacted on cashflow of the business but with bursary support this alleviates some of this
- Nervousness amongst the management and admin team on the process so we paid for an advisor to hold our hand through this
- Still a gap with more pastoral support in ASC so work closely with your ICB/LA etc
- Ensure you follow ethical & moral recruitment process and work with ethical partners



Resources & Toolkits

- Local Government Association's Bite-Size guide to overseas recruitment
- Immigration Advice Service's Recruiting Care Staff from Overseas guidance
- NHS Employers' Ethical Recruiters List
- NHS Employers' Top Tips for Working with Agencies
- NHS Employers' Code of Practice FAQ
- Skills for Care's International Recruitment hub
- Government code of practice for international recruitment
- Government guidance for international recruits
- National Care Forum's International Recruitment guides

So many valuable resources to access to make it easier !

Support Networks for Managers & Workers

- Contact local & national associations and alliance groups
- Utilise ICB & LA working groups
- Utilise registered manager networks – ie Skills for Care
- Utilise local & national WA groups/Facebook groups for advice
- Create peer support and buddy groups amongst your organization and others if possible
- Watch out for cultural events hosted by partners ie ICB



Any Questions ?

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