



NAVIGATING THE WORLD OF CARE TOGETHER



Issue 5 - August 2024

Launch of Dedicated Telephone Lines

Implementing Dedicated Telephone Lines for International Recruitment in Adult Social Care: Addressing Displaced Recruits in the East Midlands.

As the adult social care sector in the East Midlands faces growing challenges, particularly with high numbers of displaced recruits, the implementation of dedicated telephone lines for international recruitment offers a promising solution. This initiative aims to streamline communication, support displaced recruits, and strengthen the workforce to meet the increasing demands for care.

The Need for Dedicated Telephone Lines

The East Midlands has become a hub for international recruits seeking employment in the adult social care sector. However, many face significant barriers, including housing insecurity, visa complications, and limited access to resources. These challenges contribute to workforce instability and gaps in care services. To address these issues, dedicated telephone lines are being introduced to enhance recruitment efforts and provide displaced recruits with the support they need.



"The introduction of dedicated telephone lines is a critical step in improving communication with international recruits," **says Melanie Weatherley MBE, our Project Lead - East Midlands Recruitment Hub.** "This initiative will not only help us attract skilled professionals but also ensure that displaced recruits receive the guidance and assistance they need to secure stable employment."



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Launch of Dedicated Telephone Lines cont.

How the Telephone Lines Will Work

The new telephone lines are designed to make the recruitment process more accessible, efficient, and supportive for international candidates. Here's how they will work:

1. Direct Access to Recruitment Teams:

- Candidates can connect directly with our recruitment teams, bypassing the delays and uncertainties that often come with online applications. This ensures quicker responses and more personalized interaction

2. Dedicated Support for Displaced Recruits:

- Special attention will be given to displaced recruits who may face additional challenges. The telephone lines will offer guidance on accessing local services, legal advice, and financial assistance programs, helping them secure stability and employment.

Benefits for the Adult Social Care Sector

By implementing these dedicated telephone lines, the adult social care sector in the East Midlands stands to benefit in several ways:

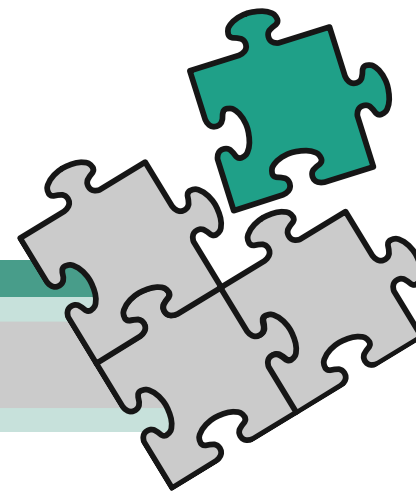
- **Improved Recruitment Efficiency:** The ability to communicate directly with candidates will streamline the recruitment process, reducing the time it takes to fill vacancies and ensuring that the right talent is brought on board quickly.
- **Enhanced Candidate Experience:** By offering a more personalised and supportive recruitment process, we can attract and retain skilled professionals who are committed to providing quality care.
- **Stronger Workforce Stability:** Providing displaced recruits with the support they need to secure stable employment will reduce turnover rates and help maintain a consistent and reliable workforce.
- **Meeting Demand for Care Services:** With a more robust recruitment process in place, care providers will be better equipped to meet the growing demand for services, ensuring that vulnerable adults receive the care they need.

Contact Us
01522 303308





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Displaced Recruits – Matching Service

Notice to All Care Providers

We are currently observing a significant number of displaced recruits who are in need of new sponsorship opportunities. To address this issue, we have established a matching service aimed at supporting these individuals in finding new employment.

We will conduct preliminary checks on all displaced recruits.

Assessments will include evaluations to determine if additional support is needed, such as upskilling in language or driving.

Support Services:

We will offer necessary support and training to help recruits meet job requirements.

This includes language courses and driving lessons if required.

Call for Employers:

If your organisation is currently hiring and can provide opportunities for displaced recruits, we encourage you to get in touch with us. Please provide the following details to employersupport@eastmidscare.co.uk

- Job Title:
- Job Description:
- Location:
- Required Skills/Qualifications:
- Contact Information:

Extra information will be required.

Your participation will not only help in offering employment to those in need but will also contribute to a more inclusive and supportive recruitment environment.

**We look forward to collaborating with you to
create new opportunities for displaced
recruits.**

Thank you for your support.



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APPLYING FOR A CERTIFICATE OF SPONSORSHIP

A help sheet for adult social care providers

To sponsor overseas workers in Adult Social Care, your organisation must first obtain a sponsor licence from the Home Office. This licence is essential for legally employing overseas workers. Thoroughly understand the Home Office sponsor guidance, which outlines sponsor responsibilities, including maintaining records and complying with immigration regulations.

Once you have the licence, you can apply for Certificates of Sponsorship (CoS) to sponsor workers for the Health and Care Worker Visa. Always refer to the latest Home Office guidance for accurate information, as this document only clarifies rules for Adult Social Care.

Ensure compliance with Home Office rules by staying updated on any changes. To apply for a sponsor licence, prove your legitimacy as a business, have proper HR systems, and prepare necessary documentation. Submit your application online, paying the required fees.

After approval, you can issue CoS for eligible workers, ensuring that the job roles meet visa criteria. Maintain compliance through accurate record-keeping and reporting. Consider training HR teams and consulting immigration specialists to navigate the sponsorship process effectively.

[CLICK HERE >](#)





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Afternoon Tea - Walnut Care , Boston

"Thank you to everyone who attended our afternoon tea at Walnut Care in Boston. Despite the rain, the festivities carried on, and the sun eventually came out to join us! Celebrating our international recruits is incredibly important, and we truly appreciate your support and presence at this special event.

A special thank you to Walnut Care for hosting our event, and to Councillor Mrs. Wendy Bowkett and Martin Samuels, Executive Director of Adult Care & Community Wellbeing at Lincolnshire County Council, for attending despite their busy schedules. Your presence made the occasion even more special."





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Driver Theory Learning Module

We are delighted to have collaborated with New View Consultants on several occasions recently, notably through our educational webinars, including one aimed at international recruits and another for care providers.

In the near future, we are excited to announce a new initiative, made possible by the team at New View Consultants: a Driving Theory learning module!

This online course will be accessible to everyone and will provide a concise compilation of essential materials for the theory test, along with crucial knowledge for new drivers in the UK.

Featuring interactive elements and voiceovers, the module is designed to accommodate various learning styles, ensuring that all participants can easily grasp the content. Stay tuned, as it will be available shortly, and be sure that you are on our mailing list to receive the latest updates!

Contact us to be added to our mailing list: info@eastmidscare.co.uk





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Upcoming Webinars

What if it all goes wrong? with Kashif Majeed, Aston Brooke Solicitors – Maintaining a sponsor licence is vital for employers using skilled workers from abroad. Suspension or revocation can disrupt business and affect employees. Join our webinar to learn about compliance, managing suspensions, and mitigating impacts.

Time and date: Friday 20th September, 2:00pm – 3:30pm

Location: Online, Microsoft Teams

Booking link: <https://buytickets.at/eastmidlandsinternationalrecruitment/1367221>

Letter of Support (title to be confirmed) – this webinar is designed to help providers navigate the application process for Certificates of Sponsorship (CoS) and Sponsor Licences. This session will cover the essential steps and documentation required, making the process smoother and more efficient.

By attending, providers will receive expert guidance on how to successfully apply for these crucial certifications. This initiative is supported by the Director of Adult Social Services (DASS) in each area, aiming to accelerate the application processing.

Don't miss this opportunity to simplify your application process and ensure your services continue uninterrupted.

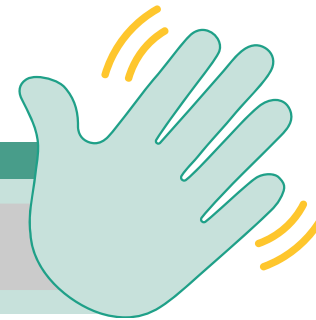
Project Update (title to be confirmed) – we will be sharing the latest on our project. We have developed a framework for a new matching service to connect providers with suitable international recruit candidates and we will be conducting a webinar to understand provider challenges better.

Looking ahead, we plan to refine the matching service based on user feedback and expand our outreach to include a broader range of providers. We'll also seek input from providers on additional support they need.

More details to follow...

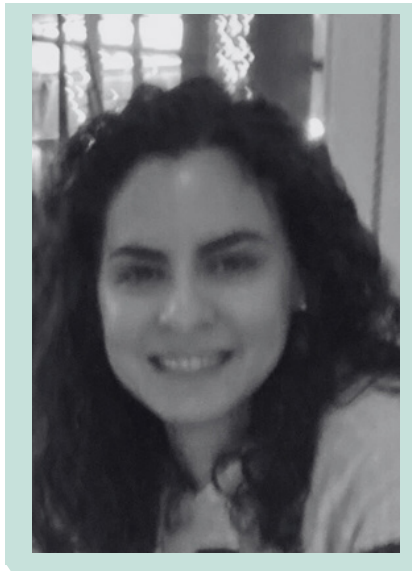


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Meet the Team - Introductions

International Recruitment Consultant



Hi, I'm Mayssa. With experience in recruitment across both the UK and the Middle East, I'm passionate about connecting clients with the perfect candidates. I love helping applicants find the right roles and employers build strong teams. When I'm not matching talent with opportunities, you'll likely find me in the kitchen, cooking my favorite Lebanese dishes.

Pastoral Support Officer Nottingham & Nottinghamshire

I'm Felicity and I am the Pastoral Support officer for Nottingham and Nottinghamshire. I find working in adult social care fits my needs as it works around my home-life commitments. I truly enjoy working in a role that allows me to make a positive impact on another person's life, which is one of the reasons I love working on this project. Outside of work, I love sewing and also spend time upcycling everything from clothes to furniture!



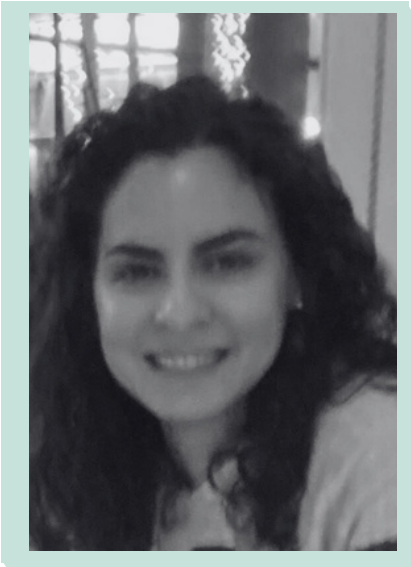


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Meet the Team

**International
Recruitment Consultant**



**Pastoral Support Officer
Nottingham & Nottinghamshire**



**Pastoral Support Officer
Leicester, Leicestershire & Rutland and
North & West Northamptonshire**



**Pastoral Support Officer
Derby & Derbyshire**



**Pastoral Support Officer
Lincoln & Lincolnshire**



**Digital Content &
Social Media Creator**





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