



Housekeeping

Thank you for joining us today, due to the number of delegates attending please:



Turn off your camera and microphone



Add any questions or comments in the chat, we will answer as many as we can at the end.

Today's webinar will be recorded. The recording and slides will be emailed out after the call

Supporting you with International Recruitment



Welcome

Melanie Weatherley MBE

International Recruitment Project Lead

Supporting you with International Recruitment

Borderless

How to Prove Vacancy Is Genuine and Not For Growth

May 24th, 2024



Introductions



Jonathan Raphael

CTO & Co-Founder of Borderless

Our mission is to solve the complexity of immigration, as of May 2024, Borderless supports over 200 care providers, facilitating sponsorship for 1400 candidates!



Agenda

- 1. What is happening with CoS's?
- 1. Defined vs Undefined
- 1. What is a genuine vacancy?
- 1. Building Your Case
- 1. Documents Required
- 1. Effective methods & strategies
- 1. How Borderless can help secure CoS's
- 1. Q&A



What is happening with CoS's?

What Has Changed

We have experienced a shift in the process of applying for both undefined and defined CoS's:

- It's taking longer
- H.O. requiring additional documentation

Why?

The Home Office is trying to ensure:

- Those applying for additional CoS's are a legitimate care organisation
- Provider has enough work available to sponsor someone full time

Defined vs. Undefined

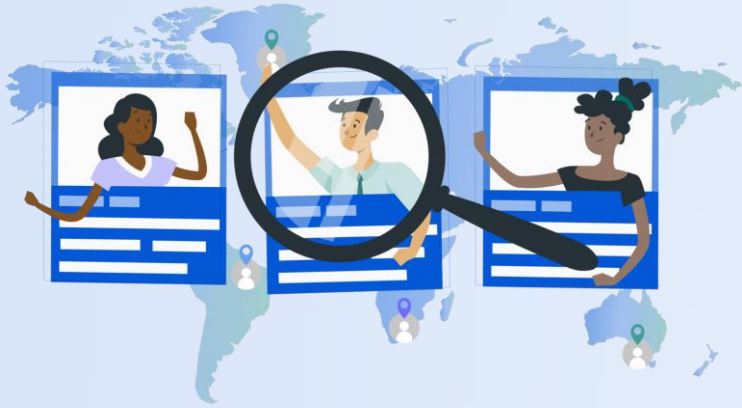
Defined

- **Good News!!! Defined CoS's are back**
- Still being processed slowly

Undefined

- **Undefined** CoS's applications are getting approved and receiving responses from the Home Office
- We still recommend **prioritising** these requests

What is a genuine vacancy?



1. The job must fit the general needs of the business and can't be created for the purpose of recruiting a particular person.
1. The business must have a current vacancy and cannot use sponsorship to bid for new contracts.

3. The vacancy requirement must match the candidate's experience. Job duties must fit into a SOC code description - can't be tailored to fit a SOC code to make it in to eligible occupation list.

Building Your CoS Case

Home Office are prioritising:

- Modern slavery victims
- Workers switching away from employers without sufficient hours
- Employers with the greatest need / demand

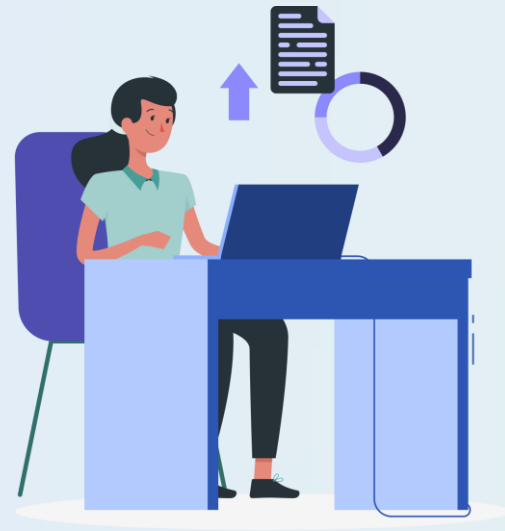


-> Your request is more likely be approved if you build your case based on the above

What documents do I need?

1. CQC Registration
1. Signed Employment Contracts*
1. Client Contracts
 - Spot / dynamic purchase agreements
 - Data Redacting
1. Staff Rotas
5. Organisation Hierarchy Chart
6. Identified Candidates
7. Other

* If you are looking to see examples of these documents – come speak to us!



Effective Methods & Strategies

- 1. Prioritize existing employees with visas expiring
- 1. Don't commit to sponsoring someone without CoS' in the bank
- 1. Submitting CoS requests at least **one month** before candidate start date
- 1. Prepare and verify all Home Office documentation in advance, **before** submitting your request
- 1. Ensure your SMS Key Contact is up to date, check spam folders
- 1. You must respond to Home Office within **5 working days** of further information being requested
- 1. Documents

Q&A



Thanks for joining!

Any questions?

Get In Touch

Email: hello@getborderless.co.uk

Phone: 0330 808 0086

Demo: getborderless.io/signup-as-employer

Contact Information

If you have any questions, or would like to be kept up to date with the latest news/ information relating to the project, please email info@eastmidscare.co.uk

Citizens Advice – any initial enquiries can be sent to the above email address or please call them direct on 01472 252516

Updates

- Website – Our new website is up and running! Have a look around for more information on the project, upcoming events and meet the team behind the hard work – www.eastmidscare.co.uk
- Upcoming webinars – We have even more upcoming webinars for both providers and recruits, see our website above for what's coming up and register your interest!
- Afternoon Teas – We are holding Afternoon Teas for your international recruits at care homes across the East Midlands. A fun afternoon of lawn games, shared stories and of course, tea and scones! Think your care home would be the perfect venue? Get in touch with us now at info@eastmidscare.co.uk.

International Recruitment in the East Midlands