



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.

Supporting you with International Recruitment



Welcome

Melanie Weatherley MBE

Co-Chair, Care Association Alliance

Supporting you with International Recruitment

Agenda

- **Basic options for International Recruitment**
 - Students – during and after study
 - Direct Recruitment
 - Dependents
 - Refugees
- **Key things to consider before embarking on International Recruitment**
 - Do you have enough work?
 - Ethical Consideration
- **The Costs and Benefits of International Recruitment**
 - Employer Perspective
 - Recruits
- **Worrying trends of exploitation**
- **Confirmation of support offer**
 - Financial
 - Citizens Advice
 - Practical Help
- **Questions**



International Recruitment in the East Midlands

Basic Options for International Recruitment

Those who are already here

- *Students*
 - Whilst studying
 - After graduation
- *Refugees and Asylum Seekers*
 - Ukraine
 - Hong Kong
 - Others
- *Dependents*
- Transfers from other employers

Recruitment direct from overseas

- *In-country*
 - Alone
 - Collaboratively (NHS)
 - Agents
- *Professionals*
 - Established routes
- *Care staff and Senior Care staff*
 - Shortage occupation list
- *Dependents*

Practical Considerations

- **Key things to consider before embarking on International Recruitment**
 - Do you have enough work?
 - Ethical issues
- **The Costs and Benefits of International Recruitment**
 - Employer Perspective
 - Recruits
- **Worrying trends of exploitation**
 - Payment for employment
 - Accommodation
 - Agency Fees



International Recruitment in the East Midlands

East Midlands Support Offer

Financial



- ☐ £250 per recruit
- ☐ Spending to support recruits
- ☐ Lower of 10% of workforce or 10 recruits
- ☐ Ethical Charter
- ☐ Simple Grant Form
- ☐ Additional support for Licence

Practical



- ☐ Pastoral support workers
- ☐ Welcome Guide
- ☐ Enhanced Induction
- ☐ Webinar Series
- ☐ Website

Citizens Advice



- ☐ Level 2 OISC Registered Organisation
- ☐ New & Existing Recruits
- ☐ Visa applications and extensions
- ☐ EUSS (EU Settlement Scheme) and British citizenship
- ☐ Working in the UK and claiming benefits
- ☐ Rights and responsibilities whilst on a visa

International Recruitment in the East Midlands

Any Questions?

International Recruitment in the East Midlands

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 helpdesk@linca.org.uk

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

Recruit webinar Tuesday 1st August at 13:30 | Microsoft Teams

This webinar is for international recruits currently residing in the UK. Please share this booking link with your staff:
[Eventbrite | Supporting International Recruits in the East Midlands](#)

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