



South East
Social Care Alliance



CARE
ASSOCIATION
ALLIANCE
SOUTH EAST

International Recruitment

Bulletin 23
22nd October 2024

Welcome to our latest Bulletin!



Erica Lockhart, Chair

Background

SESCA, in partnership with SE ADASS, is leading the 2024/25 International Recruitment project in the Southeast, using funding from the Department of Health and Social Care to support adult social care providers, with two key objectives:

Support Displaced Migrant Care Workers: Assist those affected by the revocation of their employer's sponsor licence to secure new roles with approved providers.

Support Providers: Facilitate access to displaced workers for employers, provide financial support for onboarding, and offer guidance on compliance and best practices.

Supported Sponsorship for Displaced Workers

Our scheme is now well underway, the first job offers having been made and we've identified around 100 high-quality displaced workers seeking new sponsorship with ASC providers in the Southeast. These candidates are well-trained, experienced, and proficient in English. Most are interested in care home roles due to time and cost constraints in obtaining a UK driving licence.

Providers who sponsor displaced workers will receive financial support, including a grant per location towards onboarding costs.

If you'd like to find out more about sponsoring a displaced worker, please complete our form, or reach out to your local Care Association for further information.

To express your interest in sponsoring a displaced overseas care worker, [please complete this form](#)

Webinars

Introduction to International Recruitment

- **Tuesday, 12th November, 10:00-11:30 AM**
- **Wednesday, 13th November, 10:00-11:30 AM**

This webinar is perfect for ASC providers new to international recruitment or considering it for the first time. Immigration experts from JMW Solicitors will guide you through the basics, including the application process, compliance requirements and UKVI audits.



Jonathan Payne from SESCOA will also introduce the support available through our new "supported sponsorship" scheme.

Additional Benefits:

- Interactive Q&A session with immigration experts
- Share experiences with fellow providers

These webinars are for registered adult social care providers operating in the South-East who are interesting in sponsoring in-country migrant workers (we are not promoting overseas recruitment at the present time).

Secure your webinar seat on our [Eventbrite booking page](#)

Hurry! Places limited and going fast!

Compliance Workshops a Great Success!

We held two updated Compliance Workshops on the 16th and 17th of October, led by immigration experts from JMW Solicitors. These sessions were incredibly popular, attracting over 150 attendees—a record turnout! Feedback has been overwhelmingly positive.

We anticipate running more compliance workshops in the New Year, so stay tuned for updates!

FREE Legal Helpline Now Live!

Our FREE legal helpline is now live and will run until Friday 15th November.

Providers are entitled to a Free 30-minute, no obligation, phone consultation with an immigration specialist at Lester Aldridge Solicitors.

Phone lines are open from 9am-5pm, Mon-Fri (answer phone outside these hours). Alternatively, you can send an email to the dedicated address below.



Phone: 01202 786126

Email: sescahelp@LA-Law.com

The service is open to all registered adult social care providers operating in the South-East.

SESCA Website: IR Hub Update

The [International Recruitment Hub](https://www.sesca.org.uk) on the SESCO website (www.sesca.org.uk) is constantly updated – including full details of all the support available to you!

Be sure to check it out!



Free Everyday English & Cultural Awareness Training for Overseas Carers - BOOK NOW!



After an overwhelmingly positive response when we first ran this training in Spring, we are excited to offer it again, starting on **13th and 14th November**. This training is designed to help newly arrived overseas care workers develop crucial communication skills and cultural awareness.

Our training partner Recruitmatch, will be delivering four courses, consisting of a weekly 1.5-hour online workshop for 6 weeks. The sessions are highly interactive and focus on practical language use and cultural adaptation.

- **Effective Communication:** Building everyday conversational skills in a care environment.
- **Cultural Awareness:** Understanding UK cultural norms, values, and regional differences.
- **Overcoming Language Barriers:** Strategies for clear communication and resolving misunderstandings.
- **Professional Etiquette:** Body language, posture, and appropriate interactions in a care setting.
- **Practical Exercises:** Real-life scenarios to help care workers apply their learning in day-to-day situations.

Course Dates & Times:

- **Wednesdays: 13th Nov – 18th Dec** (1:00 PM – 2:30 PM; or 7:00 PM – 8:30 PM)
- **Thursdays: 14th Nov – 19th Dec** (10:00 AM – 11:30 AM; or 12:30 PM – 2:00 PM)

Spaces are limited to two sponsored care staff per provider, per course. Priority will be given to candidates identified via our displaced worker support scheme.

[Book now to secure your place!](#)



Coming Soon – More Free Training!

New Level 2: Everyday English & Cultural Awareness

Due to the huge success of our Level 1 Everyday English & Cultural Awareness course, which we're running again in mid-November (see above), we are excited to announce the launch of a Level 2 follow-up course.

Delivered by our training partner RecruitMatch, the new course will build on the foundations of Level 1, focusing on confidence in communication, dealing with challenging situations, and improving critical thinking and active listening. Participants will engage in real-life scenario-based exercises, tailored to their unique experiences.

This new course is being offered to all sponsored workers who completed the Level 1 course back in Spring 2024. RecruitMatch will be contacting providers directly to enrol participants into the Level 2 courses, which will consist of a 1.5hour online session each week for 6-weeks, starting on 13th and 14th November.

Course Dates:

- **Course 1:** Wednesdays, 10:00 AM – 11:30 AM (13th Nov – 18th Dec)
- **Course 2:** Thursdays, 3:00 PM – 4:30 PM (14th Nov – 19th Dec)

If you have staff who completed Level 1, please reach out directly to RecruitMatch:

EMAIL: info@recruitmatch.co.uk
TEL: +44 7979 004 942

Buddy Support Training Workshops

We have appointed Tresacare, an award-winning training company dedicated to supporting care workers' wellbeing and retention, to develop an online "Buddy Training" programme, which will be piloted in November and December. The pilot will be offered to staff from providers who are enrolled in our Displaced Worker Sponsorship Scheme.

The workshops will provide staff ("buddies") with the essential skills and knowledge to ensure that the overseas recruits they are buddying feel supported, welcomed, and able to thrive in their new roles. Buddies will be fully prepared to support overseas recruits, helping with short-term integration and long-term retention.

Following the pilot, we plan to roll out the workshop FREE to all providers in the New Year to help them offer buddying support to their international recruits.



Wellbeing Training for Overseas Care Workers

We are also working with Tresacare (who are delivering our Buddy Support Training pilot in November), to develop a wellbeing course for newly arrived international care workers.

The online programme will combine wellness workshops focusing on communication skills, stress management, and cultural adaptation, with peer support sessions to help build resilience and prevent burnout.

The first programme will run as a pilot in **early 2025** and will be offered primarily to the displaced overseas care workers we are supporting through our Displaced Worker Sponsorship Scheme.

We plan to run further courses FREE to providers to book their newly arrived overseas care workers following the pilot.

Stay tuned for further updates!

Coming Soon – International Recruitment: Real-Life Perspectives



We're excited to announce an upcoming video featuring the real-life stories and experiences of care workers and providers involved in international recruitment across the Southeast, offering valuable insights from both sides of the journey.

A big thanks to Berkshire Care Association for leading on this project. Stay tuned for the release!

Thanks for reading our latest update!

Webinar: Introduction to International Recruitment

This webinar is aimed at ASC providers new to international recruitment or considering it for the first time. Immigration experts from JMW Solicitors will guide you through the basics, including the application process and compliance requirements.

SESCA will also provide an update on our International Recruitment project.

**Tuesday, 12th November,
10:00-11:30 AM**

**Wednesday, 13th
November, 10:00-11:30 AM**

REGISTER

Open to ASC providers in
the South-East

- ✓ Sponsor Licence & Certificate of Sponsorship (CoS) application
- ✓ Compliance & the SMS system
- ✓ Costs & timescales
- ✓ Interactive Q&A session
- ✓ Learn about the support available from SESCAs

Presented by
JMW Solicitors

jmw



Dipesh Shah
Head of Corporate
Immigration

FREE TRAINING

Everyday English & Cultural Awareness Training for Overseas Carers

Back by popular demand, this course is designed to help newly arrived overseas care workers develop essential communication skills and cultural awareness. Courses consist of six weekly interactive online workshops.



Key Topics:

- **Effective Communication:** Building everyday conversational skills in a care environment.
- **Cultural Awareness:** Understanding UK cultural norms, values & regional differences.
- **Overcoming Barriers:** clear communication & resolving misunderstandings.
- **Professional Etiquette:** Body language, posture & appropriate interactions.
- **Practical Exercises:** Real-life scenarios to help care workers apply their learnings.

Schedule (6 x 90min online sessions over 6-weeks):

- Wednesdays: 13th Nov-18th Dec: 1-2:30 PM; or 7-8:30 PM
- Thursdays: 14th Nov-19th Dec: 10-11:30 AM; or 12:30-2 PM

FREE to adult social care providers in the South-East!

BOOK NOW!

For further information, visit
www.sesca.org.uk

FREE **International Recruitment** **Legal Helpline**

Up to 30-mins FREE advice from immigration experts Lester Aldridge.

Covering Sponsor Licences, COS, SMS, UKVI compliance, contracts, and more.

Commissioned by SESCO, as part of the DHSC's International Recruitment Funding initiative.

Open to all registered providers in the South-East.



01202 786126
sescahelp@LA-Law.com

Phone lines open: 9am-5pm, Mon–Fri
(answerphone outside these hours)

Email and voicemail replies within 48 hours, or by the following Monday if received after 4pm Friday.

From 14th October to 15th November 2024