

# International Recruitment

**Bulletin 27**  
17<sup>th</sup> January 2025

*Happy New Year and welcome to our latest International Recruitment Project Bulletin!*

## Displaced Migrant Care Worker Sponsorship Update

Our scheme is gaining incredible momentum, and a **dozen sponsored placements** have already been secured!

We have established a pool of highly skilled, experienced displaced migrant care workers who are ready to bring their expertise to providers in the Southeast.

The response from providers has been phenomenal— with **93 already approved!** These providers will soon be introduced to exceptional carers, backed by funding and expert support to ensure a smooth and successful onboarding process.

We've been extremely impressed by the calibre of displaced care workers applying for support. They bring extensive experience, professional training, and strong English language skills, making them valuable assets to any care team.

Most of these workers are seeking roles in care homes or supported living services, rather than domiciliary care. This is due to the expiration of their international driving licences, with the process of obtaining a UK licence being very time-consuming at present.

### Financial Support



Financial support of **£2,000 per worker** is available for the first three workers recruited to each location. Additional funding will be available in some circumstances where actual costs above £2,000 are incurred.

## Key Benefits of Sponsoring a Displaced Care Worker

- ✓ **Fast-Tracked CoS and Visa Renewal Applications:** Applications typically processed within days for quicker start dates\*
- ✓ **Experienced Care Workers:** Hire pre-screened, locally based migrant care workers, ready to start immediately.
- ✓ **Reduced Recruitment Costs:** Streamlined process—just interview and onboard, with no relocation expenses.
- ✓ **Financial Support:** Receive £2,000 per recruit toward onboarding and training (terms apply).
- ✓ **Priority Access to Free Training:** Courses include Everyday English, Wellbeing, and Buddy Support.

\*CoS (Certificate of Sponsorship) applications may be subject to Local Authority processing.

**With applications soaring, secure your place in the scheme before it ends in June 2025. Don't miss this opportunity— [click here](#) to register your interest today.**



## Meet Our Regional Hubs

Our International Recruitment Project is delivered through four dedicated regional hubs, each led by a team of experts devoted to supporting displaced migrant care workers and assisting care providers across the South-East in securing sponsorship opportunities for them.

### Hampshire Hub

Overseen by Hampshire Care Association, this hub supports care providers and displaced workers in **Hampshire, the Isle of Wight, Portsmouth, Southampton, and Surrey.**

- **Holly Windsor-Newton** ([holly.ir@hampshirecare.org](mailto:holly.ir@hampshirecare.org)): Holly is the first point of contact for care providers. She guides providers through the assurance process and offers all the information they need to join the scheme.
- **Paul Millington** ([paul.ir@hampshirecare.org](mailto:paul.ir@hampshirecare.org)): Paul leads the grant scheme and ensures the project's technology infrastructure runs seamlessly.
- **Robin Hall** ([robin.ir@hampshirecare.org](mailto:robin.ir@hampshirecare.org)): With experience in nursing and UKVI compliance, Robin provides invaluable support to providers navigating sponsorship regulations and responsibilities.

### Oxfordshire Hub

Led by the Oxfordshire Association of Care Providers, this hub serves **Oxfordshire, Buckinghamshire, and Berkshire.**

- **Lisa Leah** ([lisa.leah@oacp.org.uk](mailto:lisa.leah@oacp.org.uk)): Lisa oversees both the assurance and grant schemes, ensuring providers have the support they need to access funding and meet compliance standards.

## Sussex Hub

Led by East Sussex Partners in Care (ESPIC), this hub serves **East Sussex, West Sussex, and Brighton & Hove**, supporting care providers and displaced workers across the region.

- **Elizabeth Mackie** ([elizabeth@espic.co.uk](mailto:elizabeth@espic.co.uk)): As CEO of East Sussex and Brighton and Hove, Elizabeth oversees governance, operational processes, and grant administration for the Sussex Hub. Providers meet Elizabeth during the grant application stage.
- **Jazmin Hackworth**: Jazmin manages all International Recruitment administration in Sussex, processing expressions of interest and provider applications while handling communications and website updates.
- **Phil Hale**: A retired CQC Manager, Phil ensures that providers meet assurance standards and regularly engages with applicants to guide them through the process.
- **Denise Smith**: A Development Manager with West Sussex Partners in Care, Denise supports the assurance framework and brings a wealth of experience as a former "Outstanding" rated home care provider.

## Kent Hub

Overseen by Kent Integrated Care Alliance (KiCA), this hub supports displaced workers and care providers in **Kent and Medway**.

- **Louise Faulkner** ([Louise.Faulkner@kica.care](mailto:Louise.Faulkner@kica.care)): As Chief Operating Officer of Kent Integrated Care Alliance, Louise oversees governance and operational processes for Kent & Medway providers.
- **Molly Holt** ([recruitment@kica.care](mailto:recruitment@kica.care)): Molly is KiCA's Recruitment Officer and takes lead on provider applications and enquiries relative to the grant scheme and helps with interviewing all candidates applying to the scheme.

## Specialist Support

**Sue Windsor** works across all four hubs to support assured providers in filling their vacancies. Sue helps providers match with displaced care workers who are a strong fit for their organisation. Her support is **free of charge** to all approved participants in the scheme.

## Upcoming Webinars – Last Spaces Remaining!

Presented by immigration experts from JMW Solicitors and Lester Aldridge Solicitors  
FREE to Adult Social Care providers operating in the South-East.

### International Recruitment Home Care Provider Special

10:00 – 11:30am. Wednesday, 22<sup>nd</sup> January 2025

- Immigration specialists at JMW Solicitors will examine the specific challenges and requirements for home / domiciliary care providers.
- Updates on the immigration rules, best practice case studies, practical tips, and an interactive Q&A session.

### The Sponsorship Management System (SMS)

10:00 – 11:30am. Wednesday, 29<sup>th</sup> January 2025

- Lester Aldridge Solicitors will outline your responsibilities as a sponsor.
- Learn how to manage sponsorship duties via the Sponsorship Management System (SMS), including creating and managing Certificates of Sponsorship (CoS) and tracking compliance.

### Right to Work Checks

10:00 – 11:30am. Wednesday, 5<sup>th</sup> February 2025

- Lester Aldridge Solicitors provide detailed guidance on conducting Right to Work checks.
- Learn how to ensure compliance, avoid penalties, and use the latest technology for manual and online checks.

### Retention of Overseas Staff

10:00 – 11:30am. Wednesday, 12<sup>th</sup> February 2025

- Practical tips from Lester Aldridge for supporting and retaining international recruits.
- Address challenges like visa renewals, compliance, and fostering a welcoming work environment.

[\*\*Book Now\*\*](#)

**Hurry! Places limited and going fast!**



We are incredibly proud to share that two esteemed members of the South East Social Care Association have been recognised in the King's New Year Honours List 2025. Our Chair, Erica Lockhart, and Rosemary Pavoni, Chair of West Sussex Partners in Care (WSPIC), have received prestigious accolades for their extraordinary contributions to social care.

## Erica Lockhart Honoured with MBE



We are delighted to announce that our Chair, Erica Lockhart, has been awarded an MBE 2025 for her exceptional contributions to the social care sector.

With a career spanning 50 years, Erica has made an indelible impact on social care, from her early days as a qualified Social Worker to her role as CEO of Surrey Care Association (SCA) and, most recently, as Chair of SESCO. Her work has inspired countless individuals and shaped social care policy and practice at local, regional, and national levels.

Upon receiving the award, Erica shared:

*"I am extremely honoured to receive this award. It has been a privilege to have operated in so many different fields within social care during my 50 years in the sector as well as interacting with countless dedicated individuals committed to making a difference to people's lives..."*

You can read a [full press release](#) about Erica's MBE award on our website.

## Rosemary Pavoni Awarded British Empire Medal (BEM)



We are also thrilled to celebrate the recognition of Rosemary Pavoni, Chair of West Sussex Partners in Care (WSPIC), who has been awarded a British Empire Medal (BEM) for her remarkable 59 years of service to social care.

Rosemary's dedication, leadership, and innovation have transformed countless lives and the broader social care sector.

Upon receiving her award, Rosemary said:

*"It is truly an honour to be recognised for doing a job that I love, and I have accepted it on behalf of you all as I believe that everyone who works in care deserves a medal."*

These awards are a testament to the incredible impact both Erica and Rosemary have had on the social care sector, and we are immensely proud to have their leadership and dedication at the heart of SESCO.

**Thanks for reading our latest update!**

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