

# Yorkshire & Humber ASC International Recruitment Provider Support Package

## Introductory Sessions:

Designed for managers just starting, or considering committing to, international recruitment.

This course will cover all the basics of compliance, best practice, documentation and processes necessary to conduct ethical, effective, and productive international recruitment. The topics are split into 4 main areas:

1. Introduction & Overview
2. Immigration and Recruitment
3. Pastoral Support
4. Troubleshooting

Sessions will be 1h in length, include a presentation and Q&A section, and will be recorded (where possible) with the slides, or a handout, available to participants. A total of 14 sessions will be delivered during the last week of July 2024, with more coming through the year.

## Experienced Manager Workshops:

Designed for managers with some (or much) experience working with international recruitment, this group will have a range of ongoing sessions over several months to address some of the key concerns and issues managers and business owners face around international recruitment.

Sessions will run between July and September, and then be repeated (with updates) between October and November. Dates tbc.

The sessions will cover a range of issues related to international recruitment, including some often complex areas, with the trainer's role being a facilitator and to encourage peer support, and providing expert advice.

Sessions will be 1h to 1.5h in length, include a presentation element but be largely interactive (Q&As, discussion groups, case studies etc) in order to tailor the content to the needs and situations of the attendees. There will be an option to ask questions in advance of the session as well.

## Yorkshire & Humber ASC International Recruitment Schedule of Introductory Training/Support Sessions

Monday 29-07-24	Tuesday 30-07-24	Wednesday 31-07-24	Thursday 01-08-24	Friday 02-08-24
11:00-12:00 <b>An introduction to ASC International Recruitments</b> <i>Sheffield Care Association</i>	10:00-11:00 <b>Hiring Staff From Overseas</b> <i>Immigration Advice Service</i>	10:00-11:00 <b>Sponsor Management System (SMS) Overview</b> <i>Immigration Advice Service</i>	10:00-11:00 <b>Effective language &amp; communication strategies in a diverse workforce</b> <i>Migration Yorkshire</i>	11:00-12:00 <b>Home Office Audit Overview</b> <i>Immigration Advice Service</i>
13:00-14:00 <b>An Overview of the Health &amp; Care Visa</b> <i>Immigration Advice Service</i>	13:00-14:00 <b>Navigating Employment Checks and Documentation</b> <i>LCAS forum</i>	13:00-14:00 <b>Modern Slavery in the ASC setting</b> <i>EROY Council</i>	13:00-14:00 <b>Social Care principles, values, and ethics Inductions</b> <i>VOT Training</i>	14:00-15:00 <b>International Recruitment – Legal Issues</b> <i>Hempsons LLP</i>
15:00-16:00 <b>Unlocking Sponsorship Licences: Costs, Complexities, and Compliance</b> <i>LCAS forum</i>	15:00-16:00 <b>Crafting a Robust Pre-Arrival and Post-Arrival Support System</b> <i>LCAS forum</i>	15:00-16:00 <b>Effective Pastoral Support of International Care Staff</b> <i>EROY Council</i>	15:00-16:00 <b>Settling in the UK – Yorkshire English and Etiquettes</b> <i>Education House Leeds</i>	

## Yorkshire Humber ASC International Recruitment Fund

Schedule July/August 2024

<b>Date &amp; Time</b>	<b>Session Title</b>	<b>Trainer</b>	<b>Summary</b>
Mon. 29-07-24 <b>11:00-12:00</b>	<b><u>An introduction to ASC International Recruitments</u></b>	<a href="#"><u>Sheffield Care Association</u></a>	An overview of International Recruitment in the ASC sector, pros/cons, risk/benefit, and ROI. Designed to inform Providers to make a decision about
Mon. 29-07-24 <b>13:00-14:00</b>	<b><u>An Overview of the Health &amp; Care Visa</u></b>	<a href="#"><u>Immigration Advice Service</u></a>	Join us for our Health and Care Visa Webinar where you'll uncover the essential components of this visa. Gain insights into eligibility criteria, application processes, and requirements tailored specifically for healthcare professionals.
Mon. 29-07-24 <b>15:00-16:00</b>	<b><u>Unlocking Sponsorship Licences: Costs, Complexities, and Compliance</u></b>	<a href="#"><u>LCAS forum</u></a>	Synopsis: Dive into the intricacies of obtaining a sponsorship license in the UK This concise session focuses on the cost implications, key requirements, and potential challenges tailored for social care providers aiming to recruit overseas talent.
Tue. 30-07-24 <b>10:00-11:00</b>	<b><u>Hiring Staff From Overseas</u></b>	<a href="#"><u>Immigration Advice Service</u></a>	Are looking to find new Skilled Workers to take your business to new heights? This Webinar could be for you
Tue. 30-07-24 <b>13:00-14:00</b>	<b><u>Navigating Employment Checks and Documentation (including Visa Applications and Support)</u></b>	<a href="#"><u>LCAS forum</u></a>	Synopsis: Uncover the essential checks for overseas staff, including reference checks, qualification verifications, the types of visas available, application processes and more.
Tue. 30-07-24 <b>15:00-16:00</b>	<b><u>Crafting a Robust Pre-Arrival and Post-Arrival Support System</u></b>	<a href="#"><u>LCAS forum</u></a>	Ensuring a Warm Welcome. Discuss strategies to make new recruits feel at home, from welcome events to buddy systems, ensuring a smooth transition. Emphasize the importance of pastoral care, discussing strategies to address homesickness, culture shock, and ensuring emotional well-being.
Wed. 31-07-24 <b>10:00-11:00</b>	<b><u>Sponsor Management System (SMS) Overview</u></b>	<a href="#"><u>Immigration Advice Service</u></a>	Join us for our Sponsor Management System Overview Webinar, where we'll provide a comprehensive summary of this essential tool. Whether you're new to the SMS or seeking a refresher, this webinar is perfect for HR professionals, managers, and anyone involved in sponsor management.
Wed. 31-07-24 <b>13:00-14:00</b>	<b><u>Modern Slavery in the ASC setting</u></b>	<a href="#"><u>EROY Council</u></a>	A one hour workshop to include: <ul style="list-style-type: none"> <li>• Due diligence expectations from CQC in Adult Social Care to prevent Modern Slavery</li> <li>• How to spot the signs of Modern Slavery</li> <li>• How to report Modern Slavery and who are the stakeholders involved in prevention</li> <li>• Q&amp;A session</li> </ul>
Wed. 31-07-24 <b>15:00-16:00</b>	<b><u>Effective Pastoral Support of International Care Staff</u></b>	<a href="#"><u>EROY Council</u></a>	One hour workshop to include: <ul style="list-style-type: none"> <li>• What care is needed inside and outside of the workplace?</li> <li>• Processes to follow during employment to seek assurance of settling and ensuring wellbeing.</li> <li>• Passport of support including guidance on typical meals required by service users</li> <li>• Q&amp;A session</li> </ul>
Thu. 01-08-24 <b>10:00-11:00</b>	<b><u>Effective language &amp; communication strategies in a diverse workforce</u></b>	<a href="#"><u>Migration Yorkshire</u></a>	This session will help you develop practical strategies for effective communication amongst staff members from different backgrounds. Participants will explore the challenges and opportunities presented by linguistic diversity, learning basic skills to bridge cultural gaps and promote cohesion within the workforce.

Thu. 01-08-24 <b>13:00-14:00</b>	<b><u>Social Care principles, values, and ethics – Inductions for IR Staff</u></b>	<a href="#"><i>VOT Training</i></a>	The training will support social care staff, including new overseas migrants to the UK, to integrate and be acquainted with the general principles of practice, social care ethics, safeguarding and culture. Including embedding equality diversity an inclusion in practice.
Thu. 01-08-24 <b>15:00-16:00</b>	<b><u>Settling in the UK – Yorkshire English and Etiquette</u></b>	<a href="#"><i>Education House Leeds</i></a>	This 1 hr workshop which familiarises attendees with the cultural differences they will come across whilst working in Yorkshire and in the adult care industry.
Fri. 02-08-24 <b>11:00-12:00</b>	<b><u>Home Office Audit Overview</u></b>	<a href="#"><i>Immigration Advice Service</i></a>	Join our Home Office Audit course to gain the expertise needed to navigate Home Office compliance and audit visits successfully. Prepare your organisation for compliance excellence with our comprehensive training
Fri. 02-08-24 <b>14:00-15:00</b>	<b><u>International Recruitment – Legal Issues</u></b>	<a href="#"><i>Hempsons LLP</i></a>	Handling employee relations, difficulties and pursuing appropriate grievance and complaints procedures.