

Yorkshire and Humber International Recruitment Project Update to Care Providers and Partners

Core focus of the Yorkshire and Humber International Recruitment project and the fund is to match displaced migrant workers with new sustainable sponsored work in the care sector.

In Y&H; **4,355** workers are reported to have been contacted by UKVI as affected by revocations to date, and **1,108** (25.4%) have sought support, of which **771** (69.6%) were in-region and eligible. Of these **71 people** (9.2%) have been successfully placed in new roles, and additional **24** (3.1%) have discontinued support. The focus is to reach more displaced workers and place more workers with ethical, sustainable sponsors. We are currently supporting 608 workers (changes daily) who are screened, awaiting a new sponsored opportunity across the region.

In year 1 the entire focus was on providing support to care providers to enhance care sector capacity: £1,076,000 was distributed to the care sector in the form of bursaries supporting 362 sponsored migrant engagements with £217K funding that provided support to care providers, via training, advice and guidance together with the management of the programme. Reminder to Care Providers that this training material is available for you to view [here](#) and vital guidance to support care providers is also available [here](#) please do make use of this.

In year 2, £694k has been invested in the resourcing of the regional hub, sub regional spoke and localised (rim) staff resource to deliver the displaced workers matching service plus the delivering of additional advice, guidance and access to training for care providers and workers via [YHIR website](#). The support delivered in Yorkshire and Humber was the first in the country and we have some of the highest success rates, but we have more to do.

The YHIR Project aims to support displaced international workers, who's employer has had their sponsorship licence revoked, to help them find alternative sponsored employment in the care sector. Working closely with Care Providers across the Yorkshire and Humber region, we support workers to identify and apply for eligible vacancies, in addition to helping them with employability skills and pastoral support.

As the project approaches the final 6 months of delivery (subject to any future funding), the YHIR steering board have committed to maximise the support on offer for both Care Providers and eligible displaced Workers mainly in the form of Bursaries and some wider support initiatives. Details of these are below;

Care Providers: Home Office Approved Sponsor (HOAS) Bursary

This bursary is for Care Providers who do **not** currently hold a sponsorship licence, but who wish to apply to the Home Office to become an approved sponsor. YHIR have develop a comprehensive support package to help Providers understand their responsibilities and commitment of being a sponsor, prior to applying. We can also expedite the decision making to speed up the process once Providers have submitted their application. Upon approval of becoming a Home Office Approved Sponsor (HOAS), the YHIR will reimburse the cost of the application which will either be £536 (small employer < 50 staff) or £1476 (large > 50 staff).

Care Providers; Sponsorship Bursary

To support HOAS sponsors who make an offer of employment to a displaced sponsored worker that is introduced to them by the YHIR programme there is a bursary available to help with costs. The YHIR Project will be making available a bursary of £1750.00 for each displaced international worker introduced by YHIR project a care provider offers employment to, subject to eligibility criteria. The YHIR team will provide support to Providers to confirm eligibility and the bursary will be released once the worker starts employment.

How to apply for a Bursary:

Care Providers who have vacancies available for displaced workers and want to apply for the bursaries, or to access the new HOAS support package, please email their sub-regional YHIR project contact, as follows;

South Yorkshire (includes Barnsley, Doncaster, Rotherham, & Sheffield):

international.recruitment@adassyh.org.uk

York and North Yorkshire:

Makecarematter@northyorks.gov.uk

West Yorkshire (includes Bradford, Calderdale, Kirklees, Leeds, & Wakefield):

yhirwestyorkshire@bradford.gov.uk

The Humber (includes the East Riding, Hull, North Lincs, and North-East Lincs.): irf.humber@eastriding.gov.uk

For providers that operate across regions, contact the region in which you have the most provision of care and therefore recruitment needs within initially.

Workers Bursary; Visa cost

It is recognised that many displaced international workers do not have a balance of cash available to make more than small purchases, hence the cost of applying for a new Visa once they secure a new offer of sponsored employment, can be challenging. The bursary for eligible workers provides a cash bursary of £284 – the cost of a Visa, upon written receipt of a conditional offer of new employment. Workers eligible for this will be a confirmed displaced worker who will already be on the existing YHIR caseload. They will be supported by their nominated Case Worker (within the local authority area that they live in) to apply for this bursary and funds will be provided upfront to enable them to pay for their Visa. Eligibility and proof of offer of employment will apply.

Other YHIR Initiatives

YHIR aim is to ensure that:

[Workers know their rights](#), come forward if they need help and focus on securing legal, sponsored work. Illegal working and exploitation are reported, acted upon and stamped out.

[Care Providers know their responsibilities](#), are aware of key issues and solutions. Are operating legally and well prepared for home office inspections, but also HMRC/CQC in terms of core UK and Care Sector legislation.

To support this YHIR will continue to strengthen the [website](#) as the 'legacy and self-sustainable' tool of support and aim to improve ease of use.

Reaching more Displaced Workers: In addition to the displaced workers that have chosen to contact the matching service, YHIR are keen to reach all workers that are in a difficult position due to displacement. The Project will complete a communication and engagement programme to engage community partners and work with stakeholders to deliver engagement events, ensuring those that need help are supported.

Providing More Support for Care Providers: Care providers will soon receive a questionnaire to help YHIR identify any gaps in knowledge that would help the sector have a robust and sustainable approach to having sponsored migrants as a core part of their workforce. Training, events and support will be bookable and relevant materials placed on the website.

Providing Driving in the UK advice for workers: YHIR are researching and commissioning the provision of a short video and information that will be hosted on YHIR website that provides core information re driving safely in the UK, driving legally in the UK, process to learn to drive and gain licence in the UK, insurance requirements etc.

Providing more Pastoral Support: Displaced workers experience a wide range of challenges and whilst resolving those wider challenges is outside the scope of the fund and project; whilst delivering matching support to workers we aim to signpost as much support as possible. A significant amount of resources are already available through YHIR website and know your rights, in the second phase of the programme we are partnering with Migration Yorkshire to ensure that each sub region has a personalise pastoral support information available on the website.

Key Message

YHIR programme is working closely with the Home Office, UKVI and Department for Health and Social Care to ensure that the support, advice and guidance given is up to date. One of the most important and key messages that is increasingly clear is that if a care provider wishes to employ international workers the care provider needs to sponsor them directly and NOT rely on employing international workers through additional hours. The international workers ability to work additional hours is wholly reliant on compliant full time sponsored work in genuine vacancies, using and relying on additional hours is unsustainable for both care providers and sponsored workers. The extent of additional

hours being worked by sponsored international workers is of national concern; owing to a likelihood that a proportion of this may be illegal today, and as original sponsorships expire increasing illegal in the future.

YHIR programme hope that the sector is becoming increasingly confident in the compliant and ethical employment of sponsored migrants to secure a long-term sustainable workforce and that these support packages are helpful.

We look forward to helping you further.

Yorkshire and Humber International Recruitment Programme