

## June 2023 News Bulletin No. 1

### Eastern Regional International Recruitment Adult Social Care Programme

This is the first in a series of information bulletins on the Eastern Regional International Recruitment (IR) Adult Social Care (ASC) Programme for all providers. The purpose of the bulletin series is to inform you all about the Eastern Regional IR ASC Programme and how you can get involved / access the fully funded resources.

#### About the IR ASC Programme

In February 2023 the Department of Health and Social Care (DHSC) announced that an International Recruitment Fund was being launched for both 2022-23 and 2023-24 for all ADASS regions in England. The aim of the new funding was to provide regional level support for all adult social care providers for activities to promote collaborative arrangements that reduce administrative complexity and burden, particularly for small and medium sized enterprises.

The Eastern Region undertook extensive engagement with care market providers and Local Authorities (LAs) to respond to the DHSC's request for proposals. This entailed holding collaborative workshops to identify barriers and solutions to international recruitment. These solutions formed the basis of the Region's funding proposal to the DHSC.

The Eastern Region has now been awarded £2.4m to enable the development of shared solutions to local IR ASC challenges and strengthen safeguards against exploitation. This money is to be spent across the whole of the Eastern Region by March 2024.

#### Regional Funding Allocation

The funding is allocated to the region as a whole which includes 12 LAs. The DHSC requirements are that one nominated lead LA acts on behalf of the 12 LAs. Norfolk County Council is the Region's nominated LA. To deliver the Regional IR ASC Programme, all 12 Regional LAs are operating as a singular partnership. To this end in May 2023 an *IR Adult Social Care Partnership Working Group* has been established. This comprises designated leads from each of the 12 regional councils. The Partnership's role is to shape and deliver a programme of activities on behalf of the region on IR.

The individual LAs within the Partnership will also work in collaboration with their own care alliances and providers.

## The IR ASC Delivery Plan

Summary Activities include:

1. IR ASC Virtual Centre of Excellence (VCofE): a trusted regional hub accessible to all and hosting training materials, webinars information and guidance.
2. Ethical recruitment and modern slavery / human trafficking: webinars and toolkits and an ICS IR model
3. Pastoral Care & Cultural Orientation: a pastoral care good practice protocol, standards, guidance & webinars
4. Refugee communities: ensuring opportunities to work in the ASC sector are promoted: welcome payments, employment advice, employer engagement.
5. Immigration, Sponsorship & visas: training on sponsorship management systems, webinars, toolkits, support with Home Office Audits
6. Cars / Driving / Transport: Driving ESOL theory courses, driving lessons
7. Anti-racist discriminatory oppressive practice: webinars, training, standards
8. Accommodation / Guides / Housing : housing officers and guide development training and learning and development programmes
9. Employment / careers / onboarding / training Learning & development – training needs baseline assessment and training development programmes for providers, care associations, and IRs.

A fuller description can be found on slides 3-4 within the PowerPoint presentation: [International Recruitment Adult Social Care Eastern Region Programme Overview May 2023](#)















### Phasing

The delivery programme has 4 main phases:

May 2023 – August 2023	Programme planning & development and delivery – including July virtual regional launch conference showcasing resources
September 2023 – November 2023	Delivery - including Sept Conference & Oct Virtual Centre of Excellence Launch
December 2023 – February 2024	Learning, improvement & progress – including January conference
March 2024 – April 2024	Outputs , wind down, review, sustainability – all monies spent by 31/3/24 final monitoring & evaluation & next steps

### Call to Action!

- For further information or to provide feedback please contact your own Local Authority point of contact for the IR ASC Programme.
- Please look out for a call for providers to become involved in the quality assurance of a series of training webinars and workshops in the next couple of weeks during June 2023 - we need your views to ensure the training and resources to be delivered are top-notch.

IR ASC PROGRAMME SPONSORS		
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