

# International Recruitment East

## Resource Showcase Launch 25 July 2023

Phase 1

**Cultural & Pastoral Care in The New  
Era of International Recruitment**



[internationalrecruitmenteast.org](http://internationalrecruitmenteast.org)

# Barriers- what the experienced problems are pertinent to each resource

- International Recruitment (IR) is often perceived as the golden ticket for the care sector
- Many providers focus on the candidates and getting them into the workplace but what about after?
- How do you deal with the different cultures? Pastoral care requirements? Potential language and understanding barriers
- The following barriers have been identified:
  1. Integrating candidates into the social care environment
  2. Experiencing the feeling of cultural shock
  3. Understanding of British Culture and how best to form working and professional relationships
  4. Effective communication
  5. Lack of understanding of UKVI guidance
  6. Struggling to adapt to the services change in culture



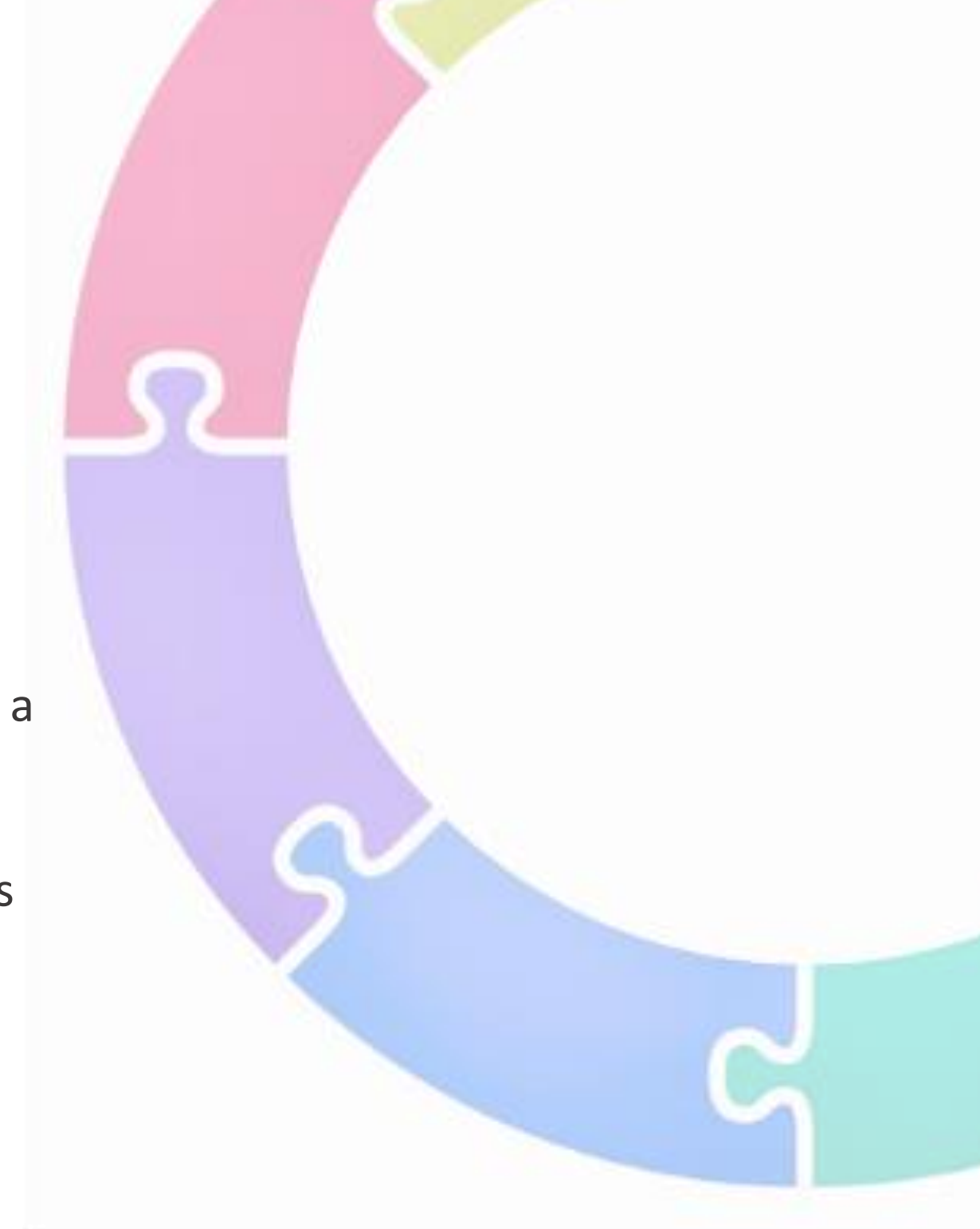
# About the resource what the offer is

## A series of webinars:-

- That take you through the cultural and pastoral requirements for IR to ensure you can run a high-quality service
- Directed at providers, managers, senior leaders in the care environment, human resources (HR) personnel and international recruits

## One to one support

- Each provider would be entitled to 30 minutes of one-to-one support and guidance regarding international recruitment
- Directed at managers / providers / key decision makers and implementors
- The session will be bespoke depending on the providers' needs and requirements



# Benefits of participating in this offer – key objective outcomes

1. Improving integration of international recruits into the social care working environment and its existing teams
1. Developing international recruits' knowledge of British culture so that they better interact with their colleagues and residents
2. Improving communication between all stakeholders
3. Ensuring United Kingdom Visa & Immigration (UKVI) guidance is followed so that both candidates and providers are protected
4. Increasing understanding of how to support your service through the cultural changes
5. Promoting and supporting ethical recruitment practices

**Happy Staff = Happy Residents = Happy Stakeholders**



# Key Dates for your Diary

## Webinar dates in 2023:

9 August @ 2pm – **Culture Shock & Understanding British Culture**

6 September @ 2pm – **Pastoral Care Requirements**

11 October @ 2pm – **Adapting your Training & Induction**

25 October @ 2pm – **UK laws and regulations & UKVI - candidates & providers**

7 November @ 2pm – **Culture within a Care Service**

To book onto any of our webinars or to book a one-to-one session, please fill in the form:

<https://forms.gle/gPdUgRPcc9AS48cLA>

Contact us for more information: [support@acsolutions.org.uk](mailto:support@acsolutions.org.uk)

