



Welcome to the Yorkshire and Humber regional international recruitment hub.

Update on the International Recruitment Funded Programme To Care Providers and Care Alliances across Yorkshire & Humber

Introduction

In 2023/24, 105,000 migrant workers entered the UK being sponsored for employment in the Care Sector. Of these, around 8,000 are living in the Yorkshire and Humber region. We are privileged and grateful that these workers have chosen the UK to live in, and the Care Sector to offer their support and progress their careers. Feedback from both employers and those in recipient of care has been overwhelmingly positive, and that these workers offer high quality levels of care, commitment, and compassion. Despite this success, it is not all rosy and the sector, and those workers who have chosen to come and work with us, face a number of challenges.

International Recruitment Funded Programme

The Department for Health and Social Care (DHSC) issued the opportunity to apply for funding to support workers that have been displaced as a result of their Home Office Approved Sponsored (HOAS) employer having their sponsorship licence revoked, surrendered, or otherwise unable to keep supporting these workers. We call these individuals “Displaced Workers”.

The Yorkshire and Humber (Y&H) area secured £1.5m funding in 2024 from the DHSC as part of a government initiative to provide support to these displaced workers; the primary focus of the fund is to source alternative Home Office Approved Sponsored employment for these displaced workers. In doing so, not only do we enable continued employment for our colleagues in need, but we are also improving the capacity of ethical and compliant international recruitment to the care sector, supporting local businesses, and – most importantly – ensuring that those in receipt of care have access to quality, consistent service delivery.

The Y&H programme has set up a fund Steering Group and a regional Hub to project manage the fund. The delivery of the programme is through four sub-regional ‘Spokes’ which deliver the operational functions: York and North Yorkshire, Humber, West Yorkshire, and South Yorkshire that cover the 15 local authority areas. In addition to Spokes there is resource located in each local authority area (extending the metaphor and being termed ‘Rims’), although several areas have collaborated to share resource. This model allows for both consistency of quality, while still adapting to local needs and contexts. The Rim resource case workers support affected workers on the programme with 1-1 employability support, and ultimately matching workers to HOAS employers.

Website and Communications

In order to facilitate the sharing of information, the programme has developed a website where Care Providers can find out about the programme, [About Us - Yorkshire and Humber International Recruitment > NY Resourcing](#); access employer guidance [Employer Guide; Sponsoring and supporting migrant workers in the care sector > NY Resourcing](#);

find and book onto future training delivered both by the programme and external partners, and access past training recordings and materials, [Help for Adult Social Care Employers – Sponsoring Workers > NY Resourcing](#) to help employers navigate gaining HOAS status, and meeting their sponsorship responsibilities.

The programme has also developed a Self-Assessment Toolkit published on the website, this tool will help HOAS employers self-assess if they can meet the sponsorship licence requirements and help preparation for a Home Office inspection.

If you are a Home Office Approved Sponsor (HOAS) care provider with current or forthcoming vacancies, and would be interested in supporting displaced workers, please contact your nearest Spoke:

North Yorkshire: makecarematter@northyorks.gov.uk

Humber: irf.humber@eastriding.gov.uk

West Yorkshire: yhirwestyorkshire@bradford.gov.uk

South Yorkshire: ruthnewton-scott@barnsley.gov.uk

We are developing a newsletter to help share key information, updates and share best practice, you can sign up to this on our website.

If you want to find out more about becoming a HOAS, and what it entails, please contact your local spoke on the details above and access information on our website. We recognise that it is a big commitment, but that it can also pay fantastic dividends.

If you are a national organisation e.g., Mencap, Barchester Health etc. in the field operating in North Yorkshire and Humber, please contact the Spoke in the area where your establishment is based or has major service delivery. You may be referred from there to the regional Hub.

Can you sponsor a migrant worker?

We are supporting hundreds of high-quality workers find their next opportunity, could it be you?

When a sponsorship licence is revoked, the UKVI (UK Visa and Immigration) service send a letter to each sponsored worker informing them of the revocation and providing the worker with contact details to get in touch with their local international recruitment Hub to help them find new sponsored work. Over the last year or so, UKVI have not been sending these notifications at the same time as the revocation itself, however they are contacting workers in Yorkshire and Humber whose licence has been revoked over the past 12 months between the period of the 21st October and the 18th November.

The number of displaced workers in our region, as across the country, is not known with 100% accuracy but is well into the thousands. Whilst many of these will have found themselves work over the past year we are expecting a large volume of workers to be seeking new HOAS employment.

If you are a HOAS we encourage you to get in touch, so that we can actively introduce workers to you. The programme is funded there are no charges for the introduction service to you, there is an element of pre-screening as to the eligibility of the workers (though each Employer will still need to conduct the statutory pre-employment checks), it reduces the cost of recruitment to your business, and helps your source the committed, hard-working carers that our businesses are built on.

Additional Hours

Whether you are a HOAS or not you might be engaging workers whose right to work in the UK is granted owing to then securing sponsored employment. Please take note:

The Home Office has very recently released new guidance on sponsored workers right to work, which relates to the eligibility of sponsored workers undertaking an additional 20 hours of work in a skill shortage occupational role. If a sponsorship licence is revoked, and the worker's sponsorship comes to an end (60 days after the worker receives the

UKVI letter informing them that their sponsor employer has had their license revoked), the worker no longer has the legal ability to work the additional hours, as this is linked to their core right to work under sponsorship. Therefore, the employer providing additional hours to the worker would not have any legal right to continue employing the worker on the additional hours. The employer providing additional hours would need to employ the worker on a new sponsorship visa (in a genuine vacancy with guaranteed £23,200 ps / £11.90 ph salary), or if this is not possible, (e.g., employer isn't a Home Office Approved Sponsor) the employer must cease to employ them.

For further information on the UKVI international recruitment fund for adult services, please visit our website which has lots of resources such as employer guides. [Help for Adult Social Care Employers – Sponsoring Workers > NY Resourcing](#)

Transition to eVisas

As many of you will know, the Home Office are phasing out of the use of physical BRP (Biometric Residence Permit) Cards and replacing them with e-visas. Skilled workers should have been contacted by the Home Office earlier this year, and the majority will already have signed up for their online account. However, there will always be people who slip through the net and as such we think it is a good idea for employers to remind international staff to register, and if they already have done, to double check the details in their online account are correct.

A useful breakdown with links to further information can be found at <https://www.lewissilkin.com/en/insights/uk-immigration-document-phase-out-evisas-faqs>.

Are you concerned about a worker?

If you are concerned about the exploitation of workers, you can report it anonymously by calling the Modern Slavery Helpline on 08000 121 700, or at the Gangmasters and Labour Abuse Authority (GLAA) website at [English Report Form - GLAA](#).

Kind regards,

Yorkshire & Humber International Recruitment Fund Programme

[Yorkshire and Humber Regional International Recruitment Hub > NY Resourcing](#)

