

YORKSHIRE & HUMBER INTERNATIONAL RECRUITMENT ANNEX A

Baselining our intentions

PROPOSED INTERVENTIONS	PROJECTED COST	QUANTITATIVE MEASURES OF SUCCESS	SCALE OF IMPACT
Set up in 2022/23			
The Yorkshire and Humber Care Association Alliance to engage providers and undertake research in each of our 3 ICS areas, baseline what already exists and shape the detail of our offer in 2023-4, including where there are opportunities to build on existing support and to ensure effective links to NHS offers.	£9000	60% return of survey across the region	We understand and are assured that we have a rounded picture of what support exists in the region and what our offer needs to be for 23-24.
Recruitment to co-ordinator and project posts.	£5000	Posts filled	Having dedicated staff will ensure that we can coordinate and administer the programme
Secure commissioning support and identify potential providers to develop resources, provide support and a development programme for care providers.	£5000		Delivery material, resource, and agreements in place for expert delivery
July-Sept 2023			
Advice & Guidance Small team in place to co-ordinate and administer the programme, to provide and bespoke the advice offer , reach out to existing refugee communities to promote the opportunities to work in the adult social care sector, develop a website, information materials and webinars focussing on providing re-useable materials and recorded webinars, to underpin self-sustainability, and that is entirely care sector focussed. With funds to commission and deliver these materials	£300,000	Staff paid for with this allocation will monitor: <ul style="list-style-type: none"> - the numbers of providers accessing the support offer - the breakdown of engagement per 'place' - the number of webinars delivered - the analytics on websites - routine feedback from providers on the usefulness of materials, webinars, etc that they have accessed. - The follow up from engaging with advice to requesting bursaries (plus reasons for non-pursual). 	Providers in Yorkshire and Humber will be sufficiently informed and supported to make decisions about international recruitment and to resolve issues which may prevent or delay them for doing this. Local refugee networks will be informed of the opportunities available. A local ethical recruitment charter, bursary agreement and fair share agreement will be in place, building on the national code of practice.

Sept-Dec 2023			
<p>Group 1 Bursary Provide bursaries to care providers of up to £3k to cover part of the sponsorship licence costs for the first three years. Work with partners to agree how access is fair, equitable and monitored. Continued delivery of on demand support sessions and webinars.</p>	<p>£1.08m</p>	<ul style="list-style-type: none"> - 75% of bursaries allocated and care workers in recruitment process/ arriving in the UK by end of Dec 23. - All providers issued bursaries complying with conditions of signing ethical charter, match funding bursary and attending webinars - High conversion rate from providers engaging with resources to successfully applying for bursaries - Low number of complaints raised through national or local routes about compliance 	<p>270 international recruits in process by end of Dec 23.</p>
Jan-March 2024			
<p>Group 2 Bursary Continued provision of bursaries, delivery of on demand support sessions and webinars (incl sharing learning of the programme), and governance of issued Bursaries.</p>		<ul style="list-style-type: none"> - Remaining Bursaries issued and continued recruitment and arrival of care workers. - High proportion of workers still in post at 6mth audit/review - Providers in the region reporting impact on care hours they can deliver - Positive feedback from care workers around their recruitment experience and the pastoral support received. - Shared learning increases provider confidence to carry out international recruitment 	<p>360 new recruits to the region and both quantitative and qualitative feedback from providers that this has impacted positively on their ability to provide care and support in the region.</p>
April 2024			
<p>Closure Programme Closure Review & Report Governance of Bursaries</p>			<p>360 international care workers secured.</p>

