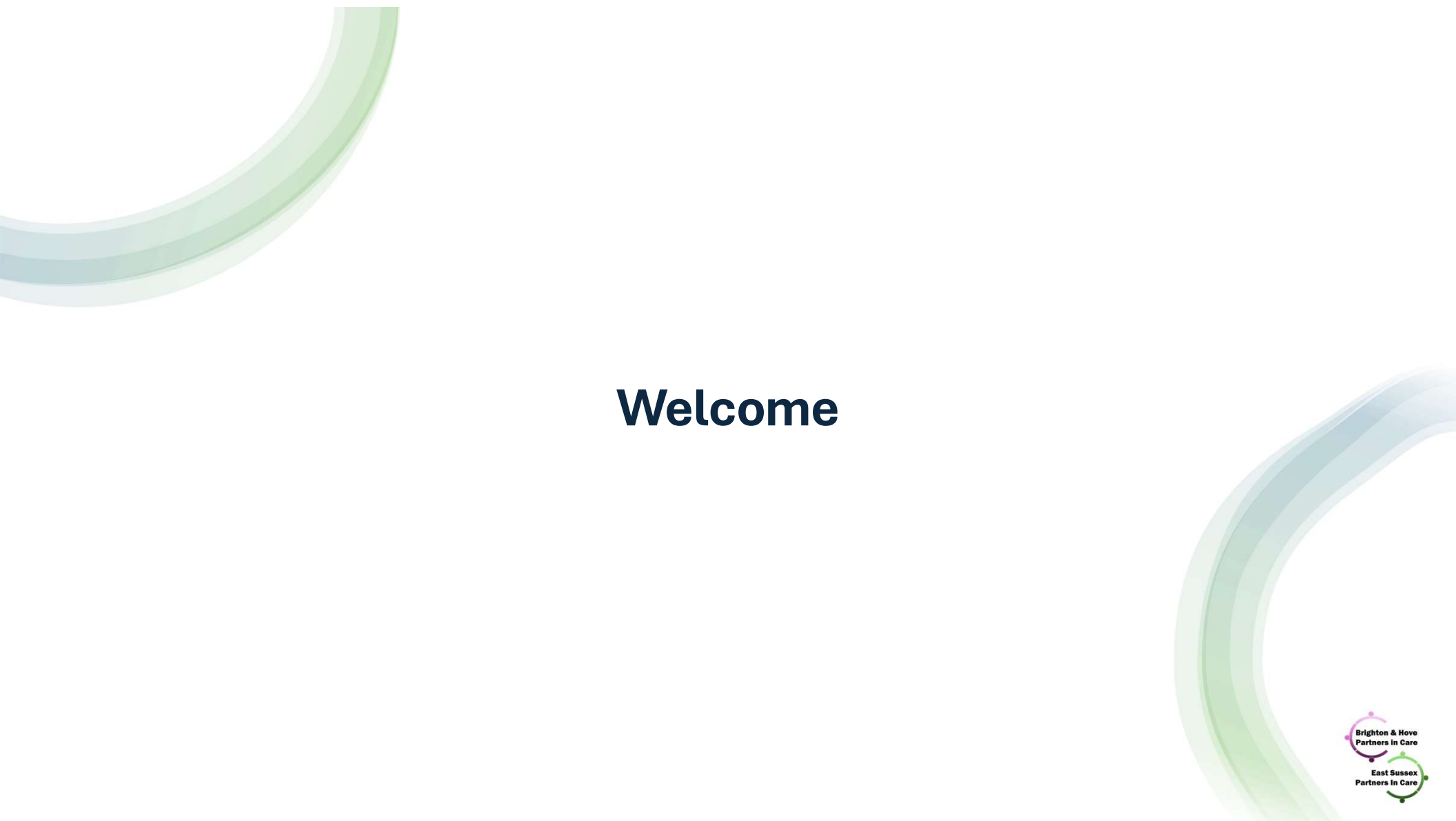




Formerly known as the RCA -



Workforce Development and Sustainability



Welcome

Overview of the workforce sector and current challenges

Mike Derrick, Chair, ESPiC

Supporting the future social care workforce

Karen Stevens

**Southeast and London Locality Manager, Skills for
Care**

Supporting the Workforce

Karen Stevens, Locality manager – Sussex

karen.stevens@skillsforcare.org.uk



Covering.....

ASC Workforce Strategy

Care Workforce Pathway

New funding for development

Care Certificate Qualification

Adult Social Care Workforce Strategy





Some Data about the Workforce

Informed by [The Adult Social Care Workforce Data Set](#)

Reports available: <https://www.skillsforcare.org.uk/Adult-Social-Care-Workforce-Data/Workforce-intelligence/Home.aspx>

Monthly tracking: [Monthly tracking \(skillsforcare.org.uk\)](https://www.skillsforcare.org.uk/Adult-Social-Care-Workforce-Data/Workforce-intelligence/Home.aspx)

- Recruitment and retention
 - ICB quarterly recruitment and retention
 - Filled posts
 - International recruitment
-

Key findings, 2022/23

[Download PowerPoint](#)

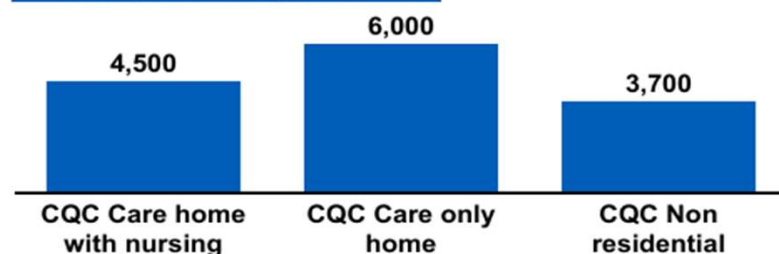
You are looking at **East Sussex**

This summary of the adult social care workforce in **East Sussex** includes data from the whole adult social care sector: local authorities, the independent sector, posts working for direct payment recipients and those working in the NHS.



Please note that the data below and other pages refer to filled posts in the **local authority** and **independent** sectors only

Filled posts by service

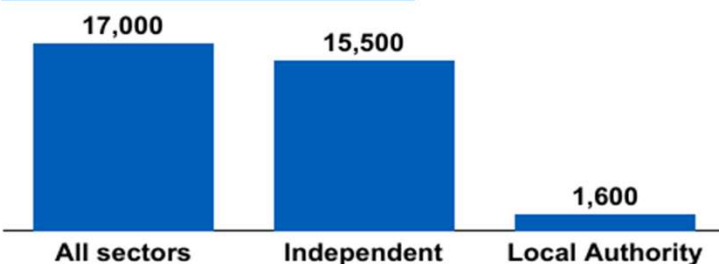


CQC-regulated establishments

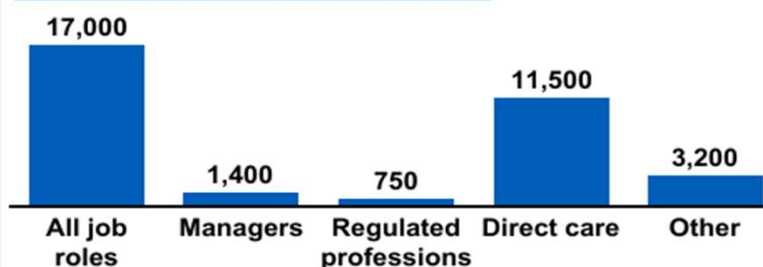


392
CQC-regulated
establishments

Filled posts by sector



Filled posts by job group



Key findings, 2022/23

[Download PowerPoint](#)

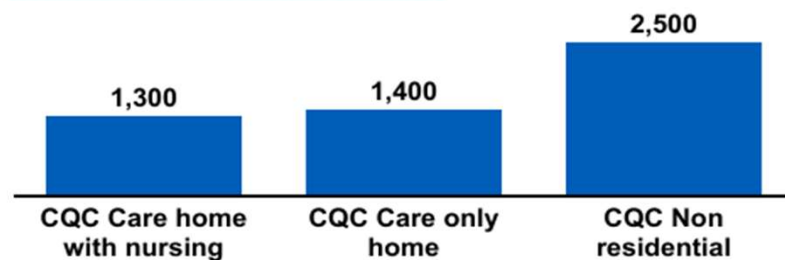
You are looking at **Brighton & Hove**

This summary of the adult social care workforce in **Brighton & Hove** includes data from the whole adult social care sector: local authorities, the independent sector, posts working for direct payment recipients and those working in the NHS.



Please note that the data below and other pages refer to filled posts in the **local authority** and **independent** sectors only

Filled posts by service

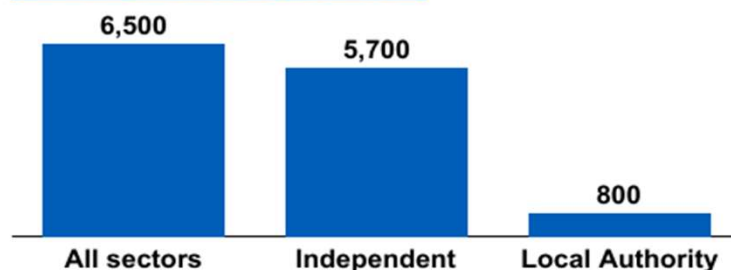


CQC-regulated establishments

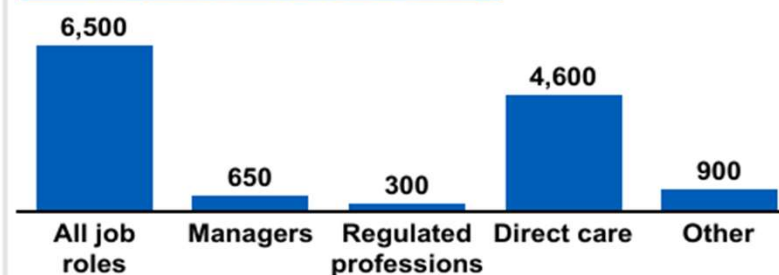


151
CQC-regulated establishments

Filled posts by sector



Filled posts by job group



Recruitment and retention, 2022/23

[Download PowerPoint](#)

You are looking at **East Sussex**

Use the drop down menus to filter the information shown on this dashboard

Select a sector:
All sectors

Select a service:
All services

Select a job role:
All job roles

Number of filled posts
17,000

This page contains information about filled posts in the **local authority and independent** sectors only

The turnover rate was

32.3%

(or 5,100 leavers)



7.7%

vacancy rate
(1,300 vacant posts)

5.6

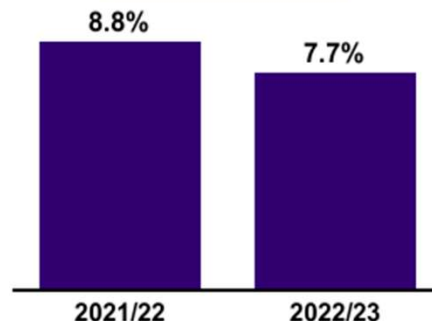
The average number
of sickness days



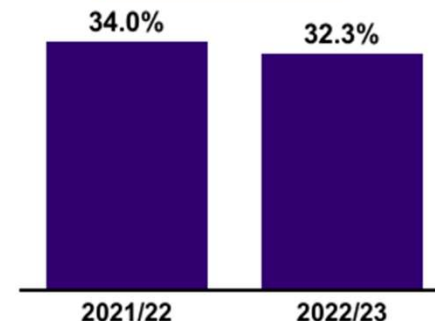
58%

of recruitment is from
within adult social
care

Vacancy trend



Turnover trend



Select a view:

- ☒ Experience in role
☐ Experience in sector



- Less than 3 years
■ 3 to 9 years
■ 10 years or more

4.5

average years of
experience in
the role

Recruitment and retention, 2022/23

[Download PowerPoint](#)

You are looking at **Brighton & Hove**

Use the drop down menus to filter the information shown on this dashboard

Select a sector:
All sectors

Select a service:
All services

Select a job role:
All job roles

Number of filled posts
6,500

This page contains information about filled posts in the **local authority and independent** sectors only

The **turnover rate** was

41.2%

(or 2,300 leavers)



8.2%

vacancy rate
(500 vacant posts)

6.0

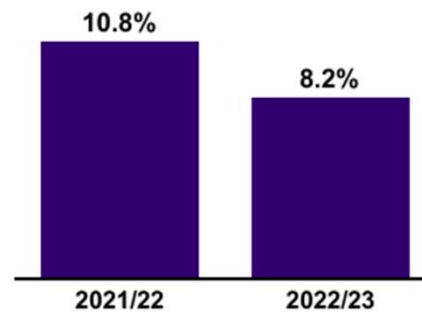
The **average number**
of sickness days



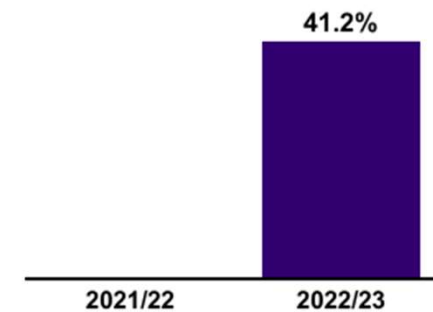
46%

of recruitment is from
within adult social
care

Vacancy trend



Turnover trend



Select a view:

- ☒ Experience in role
☐ Experience in sector



- Less than 3 years
- 3 to 9 years
- 10 years or more

4.8

average years of
experience in
the role

Qualifications and training, 2022/23

[Download PowerPoint](#)

You are looking at **East Sussex**

Use the drop down menus to filter the information shown on this dashboard

Select a sector:

All sectors

Select a service:

All services

This page contains information about filled posts in the **local authority and independent** sectors only

Social care qualifications held

Select a job role:

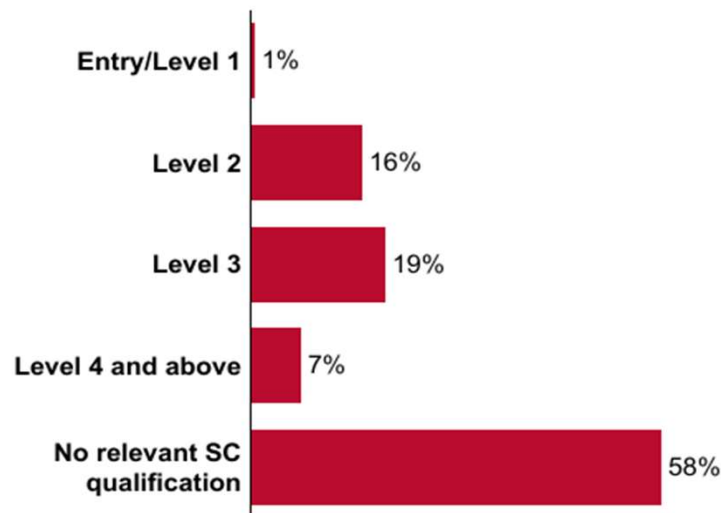
All job roles

Number of filled posts
17,000

42%
held a qualification
relevant to social care



Level of social care qualification



Select a job role:

All job roles

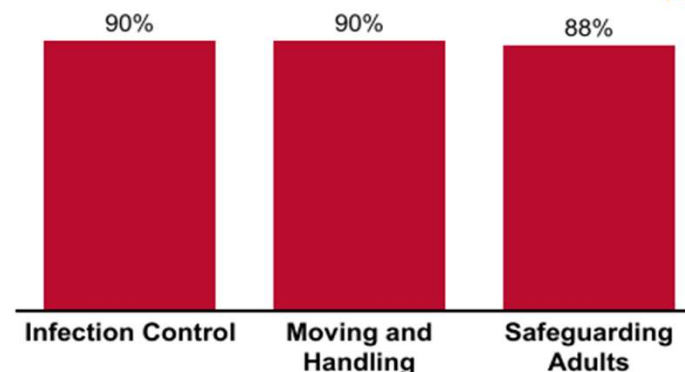
Number of filled posts
17,000

Complete
In progress
Not started



Top 3 training categories

Worker records: 1,724



Qualifications and training, 2022/23

[Download PowerPoint](#)

You are looking at **Brighton & Hove**

Use the drop down menus to filter the information shown on this dashboard

Select a sector:

All sectors

Select a service:

All services

This page contains information about filled posts in the **local authority and independent** sectors only

Social care qualifications held

Select a job role:

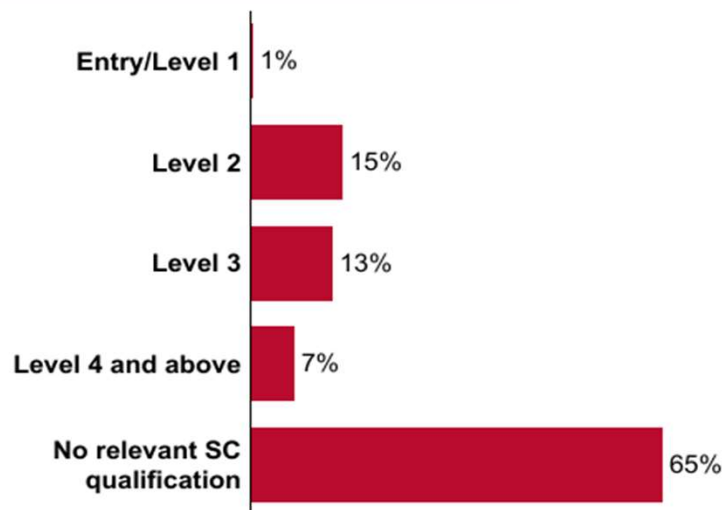
All job roles

Number of filled posts
6,500

35%
held a qualification
relevant to social care



Level of social care qualification



Select a job role:

All job roles

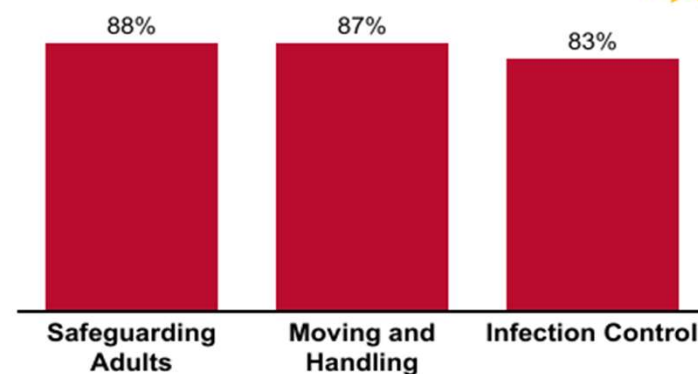
Number of filled posts
6,500

Complete
In progress
Not started



Top 3 training categories

Worker records: 496



You are looking at **East Sussex**

Use the drop down menus to filter the information shown on this dashboard

Select a sector:

Independent

Select a view:

Average hourly pay

Number of filled postsIndependent: **15,500**Local Authority: **1,600**

This page contains information about filled posts in the **local authority and independent** sectors only
The National Living Wage was £9.50 per hour at the time the data was collected

Independent sector - Average hourly pay

Service

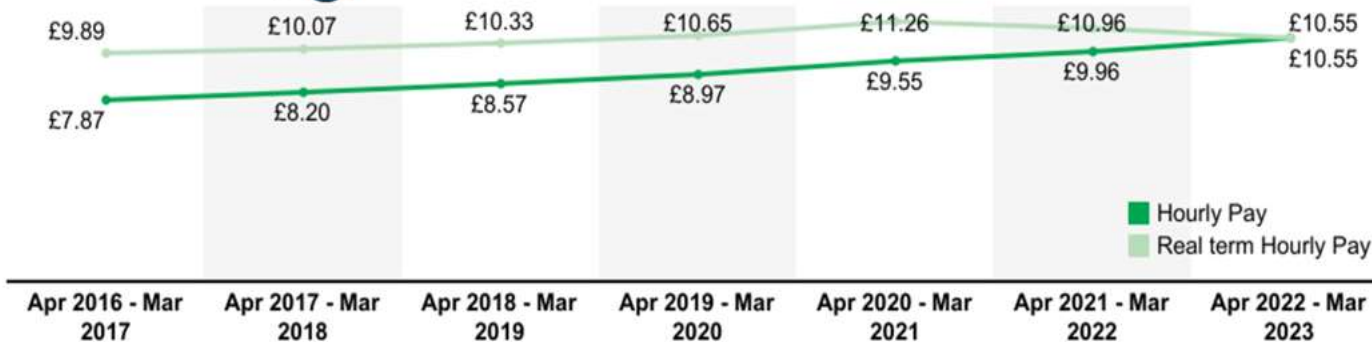


Job role



Independent sector - Average hourly pay (nominal and real term)

Care workers only



You are looking at **Brighton & Hove**

Use the drop down menus to filter the information shown on this dashboard

Select a sector:

Independent

Select a view:

Average hourly pay

Number of filled posts

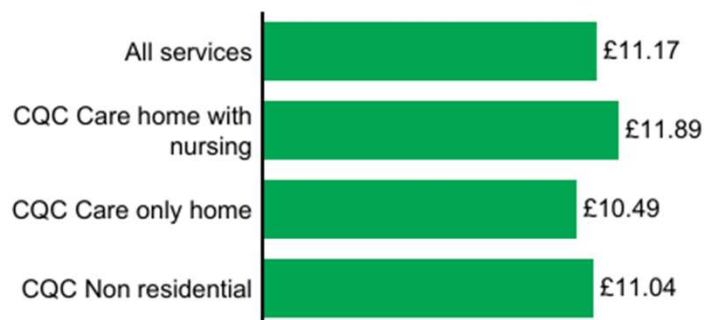
Independent: 5,700

Local Authority: 800

This page contains information about filled posts in the **local authority and independent** sectors only
The National Living Wage was £9.50 per hour at the time the data was collected

Independent sector - Average hourly pay

Service

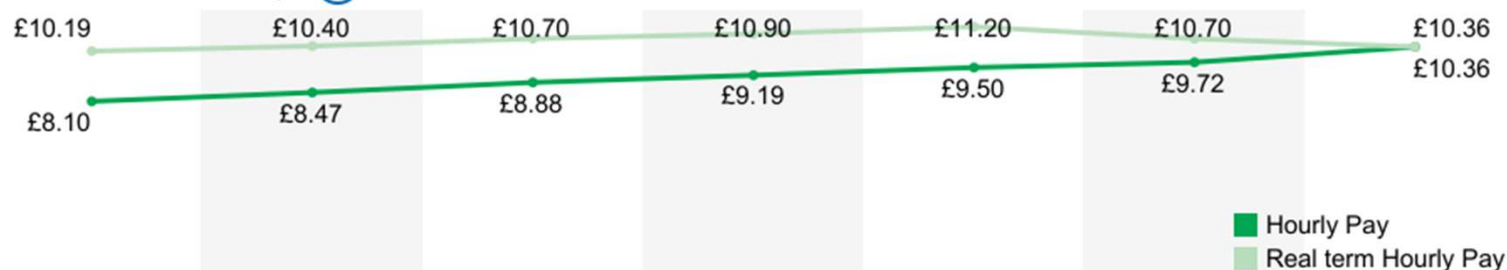


Job role



Independent sector - Average hourly pay (nominal and real term)

Care workers only



Developing an adult social care workforce strategy



The strategy will;

Identify the adult social care workforce needed over the next 15 years

Set out a plan for ensuring the sector has enough of the right people with the right skills

Help employers and commissioners with workforce planning

Support the Government's reform agenda

Complement the NHS Long Term Workforce Plan



How is the Strategy being developed?



Who is involved?

- Steering Group: (details published [here](#))
- Expert Working Groups
- Roundtables, networks and regular engagement

How will the breadth of the sector be captured?

- Working groups are shaping their thinking by service type and setting
- The different needs of urban and rurally located providers will be considered

What's going on right now

Themes

- **Service assumptions** - a strategy for the sector must retain person centred care at the very heart of how providers and others work. That includes how services are designed.
- **Workforce** - we know that we will need more staff to keep pace with the growth in demand. People are also quick to talk about pay, wellbeing and terms and conditions.
- **Diversity** - the strategy needs to pay attention to:
 - the range of people who use services
 - the diversity in provision, the size of providers and their status
 - how services are commissioned and paid for

Emerging recommendations

- Recruit
 - We should have a national focus on attracting new demographics e.g. younger people and men.
- Retain
 - Pay should have a real focus on differentials to reward increasing development and professionalisation.
- Develop and train
 - We need to move to a workforce that is minimum level-3 qualified within 3 years of starting, and that will be associated with pay increases.
- Leadership
 - We should have increased ambitions and recognition for registered managers e.g. a degree qualification and a supported first year in role.

How to get involved or stay up-to-date

- Find out more

- Subscribe to our Enews: <https://www.skillsforcare.org.uk/news-and-events/Keep-up-to-date.aspx>
- Visit the Workforce Strategy Webpage: <https://www.skillsforcare.org.uk/About-us/A-workforce-strategy-for-adult-social-care.aspx>
- Read the latest blog: <https://www.skillsforcare.org.uk/news-and-events/blogs/an-update-on-the-workforce-strategy-for-adult-social-care>

- Register your interest in getting more involved

- Fill-in the form here: <https://www.skillsforcare.org.uk/About-us/A-workforce-strategy-for-adult-social-care.aspx>

Developing the Adult Social Care workforce

The Department of Health and Social Care (DHSC) has outlined plans to improve the career prospects of the care workforce through training, qualifications and a clearer career path.

[Next steps to put People at the Heart of Care - GOV.UK \(www.gov.uk\)](https://www.gov.uk)



Care Workforce Pathway

Care Certificate Qualification

New funding for development



Care Workforce Pathway

Sets out the behaviours, knowledge and skills expected of someone working at different levels in adult social care

This first part focuses on direct care and support roles at four levels

- Role category A: new to care
- Role category B: care or support worker
- Role category C: supervisor or leader
- Role category D: practice leader



The Pathway values

Think Local Act Personal developed values which underpin expected behaviours and feature throughout the pathway

- Kind, compassionate and empathetic
- Honest, trustworthy and reliable
- Respect
- Courageous and principled
- See the whole person
- Flexible, open and learning
- Proud and positive



Next steps

DHSC and Skills for Care will start development of phase 2 of the Pathway

We recommend employers consider the Pathway and how they can apply it.

Find out more:

<https://www.gov.uk/government/publications/care-workforce-pathway-for-adult-social-care>

2nd stage will cover: Deputy Manager, Registered Manager, Enhanced/Complex care and Personal Assistant roles



Care Certificate qualification

The Level 2 Adult Social Care Certificate qualification will be accredited

- The qualification aims to launch in June 24 and is embedded into the Care Workforce Pathway.
- DHSC will be providing funding.
- Whilst this work is underway the Care Certificate standards should continue to be used.
- Further details and information will be shared by DHSC in the coming months.

www.skillsforcare.org.uk/CareCertificateQual – including a document capturing frequently asked questions



Funding for learning and development

There will be limited **Workforce Development Funding** available from Skills for Care during 2024/25. It will only be possible to claim WDF for qualifications and apprenticeships which started on or before 31 March 2024 and which will complete by 31 March 2025. Employers will claim WDF 2024/2025 directly from Skills for Care

Adult Social Care Training and Development Fund.

- Eligible adult social care (ASC) employers can claim varying levels of reimbursement from this fund,
 - **Care skills funding**, including for the newly developed Level 2 Adult Social Care Certificate
 - **Revalidation funding**



Additional apprenticeship funding

- Remember the government funding available for apprenticeships already and the support from your colleges
- Look out for additional funding coming through to develop social workers and nurses via apprenticeships routes (£20m)



Adult Social Care Training and Development Fund

Care Skills Funding

- Funding is available for non-registered members of the adult social care workforce in England, including deputy and Care Quality Commission registered managers and agency staff. To qualify, their employer (including local authorities) must meet all of the following criteria:
 - provide an adult social care service
 - directly employ care staff in England
 - have completed the [Adult Social Care Workforce Data Set \(ASC-WDS\)](#).



Adult Social Care Training and Development Fund

Care Skills Funding and Revalidation Funding

- ASC employers will be able to claim reimbursement of the cost of training and qualifications and will be required to submit invoices.
- Reimbursement is not available for backfill pay.
- An updated version of the guidance will be published with further information on how to use the digital claims service to claim reimbursement prior to it going live in summer 2024.
- Info about the fund [Adult Social Care Training and Development Fund: a guide for employers - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/adult-social-care-training-and-development-fund-a-guide-for-employers)
- For any queries about this fund, email ascreimbursement@dhsc.gov.uk.



Adult Social Care Training and Development Fund

Care Skills Funding and Revalidation Funding

- Administered by the NHS Business Services
- Claims to be made through a digital online portal
- NHSBSA will manage the onboarding and send invitations to ASC employers to access the service.
- An updated version of this guidance will be published with further information on how to use the digital claims service to claim reimbursement prior to it going live in summer 2024.
- Must have a fully updated ASC-WDS



Adult Social Care Workforce Data Set - Benefits to your business

- Funding for training your staff
- Safe and free storage of staff records
- Manage training records
- Benchmark your workplace
- Access the ASC-WDS Benefits Bundle
- Links with CQC monitoring



Website and contact

- All about the Adult social care workforce data set [here](#)
- Create your account [here](#)
- Watch 2 short videos [here](#)
- Contact our help desk-
 - Email ascwds-support@skillsforcare.org.uk
 - Ring 0113 241 0969





In summary

Keep informed & get involved — e-news, contact with locality manager, Registered Managers Networks, colleagues and care association

Use the resources:

- Guidance and funding
 - Adult Social Care Workforce Data Set
 - Placements & talent pipeline
 - Recruitment support
-

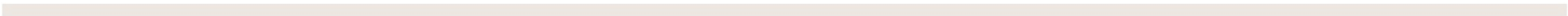
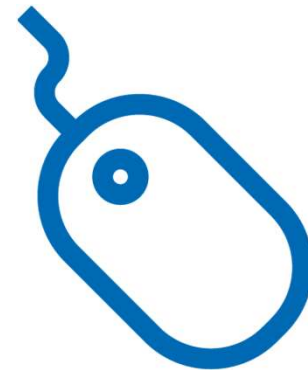


Stay connected...

Karen Stevens – Locality Manager, Sussex

Karen.stevens@skillsforcare.org.uk

www.skillsforcare.org.uk



Social Care Nursing Advisory Council (SCNAC)

Scarlett MacDonald

CPD for social care nurses

SCNACs Monthly Support Meeting South East



Aims for the Council

A Nursing forum for the
voice of Social Care Nurses

Advocacy for Social Care Nurses

Better Integration between
Social Care and the ICBs

Working towards solutions
and sharing best practice



Why are they Important?



“The launch of social care nursing advisory councils across England was an exciting moment for our profession. These forums now act as touchstones for every ICB (Integrated Care Board) nurse, making sure social care nursing and the wider workforce are included in the development of nursing plans across all health and care settings. These peer advisory groups bring a wealth of experience, insight and expertise to the table, better informing the development of nursing practice, system-wide.”

-Prof Deborah Sturdy.





www.theoutstandingsociety.co.uk/SCNAC



Admin.SCNAC@theoutstandingsociety.co.uk



Addressing the demand for complex care?

Reece White

**Registered Manager, Elizabeth Court Rest Home
Vice Chair, Policy Director
(East Sussex Partners in Care)**



SOCIAL CARE WORKFORCE

Changes. Needs. Solutions.

Reflections and considerations of a
Registered Manager –
Care Home (without nursing)

Living well > Complex care

Focus on autonomy, independence, choice

Longer living at home/ independence promotion

Care technology advancements - keep safe/ reduce risks/ early warning systems

Better management of multiple conditions/ comorbidities - at home

Delay to needing residential social care support

What's in a name?

Residential home

Rest home

Care home

(with nursing) (without nursing)

Nursing home

Nursing care home

Retirement home

LD home

EMI home

non-nursing services managing* nursing needs as the norm

Management of nursing needs, not clinical responsibility - this still lies with the professionals

- Incontinence
- Immobility
- Skin tear repair/ Wound care
- SALT referrals/ dysphagia/ PEG
- Pressure care risk management
- EOLC – Assessment and Support
- Diabetes mgmt./ Insulin delegation
- Catheter care/ Bladder washouts
- Dementia/ Mental Health – PCC/ BtC
- SALT referrals/ dysphagia/ PEG
- Supporting specialist medical devices

What does this mean for care providing staff?



Additional
specialised
skills

Core Skills Training:

- Care certificate

• Mandatory training/ refreshers

- Vocational qualifications

Who, Where and How Much?

PCNs – Primary Care Networks

U.H.Sussex/ ASC –
CAIT (2hr/ 4d)

Hospice @
Home

FREE

DNs

SALTs

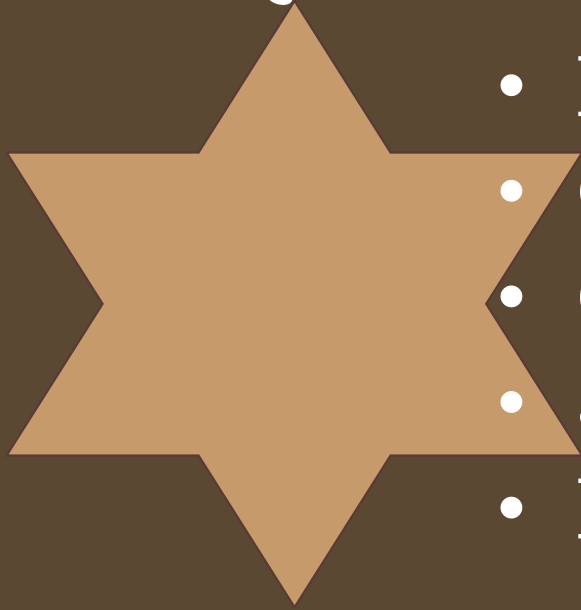
B & B Teams

E-LfH

(E-Learning for Healthcare)

Why?

- Home-for-life culture
- Increase skills and confidence
- Staff retention
- Partnership working
- Confidence of families
- Confidence of professionals
- System pressures
- Reputation



What else...?

Partnership working –
Keep an open mind and explore opportunities
available through networks!

Risk assessments and contingency planning –
what happens if...?

Monitoring competence and confidence –
training, checks, document, review!

What's the take home message?

Increasing staff skills adds value to your (non-nursing) home

Increase staff retention

Improve your reputation

Build resilience for the future of social care

It can be done!



Thank you



International Recruitment

Jonathan Payne

International Recruitment Consultant.



International Recruitment Project

1. Background
2. How SESCA Supported ASC Providers in 23/24
3. Key Achievements
4. Future Opportunities in 24/25
5. Questions



About Me

- Jonathan Payne, Healthcare Recruitment Consultant
- Over 15 years' experience in the health and social care sector
- Established a highly successful healthcare recruitment business, supplying temporary staff across the NHS, private, and charity sectors. Over 13 years, drove turnover to £9m before successfully selling the business.
- Member of the REC's (Recruitment & Employment Confederation) Health & Social Care sector committee
- Now operating under the banner of AdAlta Consultancy, supporting health and social care organisations in various areas, including workforce development.
- Since April 2023, working with SESCA on their International Recruitment Project.



Jonathan Payne
Healthcare Recruitment
Consultant



About SESCA

- South-East Social Care Alliance - the South-East arm of the Care Association Alliance (CAA), which represents 50 local Care Associations, comprising over 7,000 member care providers across the UK.
- Formed in 2021, SESCA provides a regional voice for the 10 Care Associations in the South-East (inc. East Sussex/Brighton & Hove Care Association).
- Principal goals:
 - share ideas and best practice that will benefit Care Association members and the wider social care community.
 - play an active role in the development of integrated health and care services.
 - deliver Government funded projects, such as the **International Recruitment Fund for Adult Social Care ...**



International Recruitment Fund for ASC

- In February 2022 Care Workers were added to the Health and Care Worker visa shortage occupation list, enabling these roles to be recruited from overseas (alongside senior care workers).
- In February 2023 DHSC announced £15 million fund to help support ethical international recruitment within the adult social care sector over April 2023 to March 2024.
- Part of the government's commitment to helping providers make more effective use of international recruitment to help grow the adult social care workforce, alongside wider action to improve domestic recruitment and retention.
- SESCA were appointed to lead in administering **£2.54m of funding** to the South-East ASC sector.



Department
of Health &
Social Care



International Recruitment Project Aims (23/24)

- Develop collaborative arrangements to deliver a package of support to reduce the burden and complexity of international recruitment.
- Target care providers, especially SMEs (not international recruits).
- Provide clear guidance to providers by clarifying the process, addressing common obstacles, and signposting to support available at local and regional level.
- Promote ethical practices in international recruitment and enhance measures to prevent the exploitation of international recruits.
- Implement best practices for the onboarding and ongoing support of international recruits, including both workplace support and pastoral care.



Key Initiatives

1. Grant Scheme: July '23 – March '24 (closed)

- Grants of £1,500 (two per provider) to help providers recruit and retain overseas workers.
- Providers had to provide evidence of obtaining a sponsorship license or recruiting overseas workers in the year April '23 – March '24.
- Grants to be used for (not prescriptive):
 - Home Office fees for obtaining a license or certificates of sponsorship
 - Services of recruitment agents to find suitable overseas workers
 - Legal support
 - Support for workers' costs of coming to the UK
 - Transportation services, including airport pickup, driving lessons
 - Support for new workers, including training, and pastoral support



Key Initiatives

2. International Recruitment Seminars: July – Aug '23

- Across all 9 Care Association areas, delivered by leading immigration specialists, supporting social care providers.
- Introductory overview to International Recruitment outlining key requirements, costs, timescales, compliance and emphasising the long-term commitment.
- Promote the launch of our IR Grant Scheme.



“Recruiting from overseas is an effective way to strengthen your workforce, but it is not a quick fix.

Overseas recruitment isn't for everyone. It's a serious commitment with significant responsibilities on you, the employer. However, most say the benefits outweigh the challenges, cost and effort involved.”



Key Initiatives

3. Legal Webinars – Sept '23 - May '24

- A series of FREE webinars with immigration experts JMW Solicitors, unravelling the complexity of international recruitment.
 - Webinar topics:
 - Introduction to International Recruitment
 - Best Practice – Sourcing, Compliance & Onboarding
 - Home Care Provider Special
 - Mastering International Recruitment
 - CoS (Certificate of Sponsorship) Application Workshop
- Don't miss our **CoS Application Workshop** at 2.30pm, next Tuesday 21st May!



Dipesh Shah

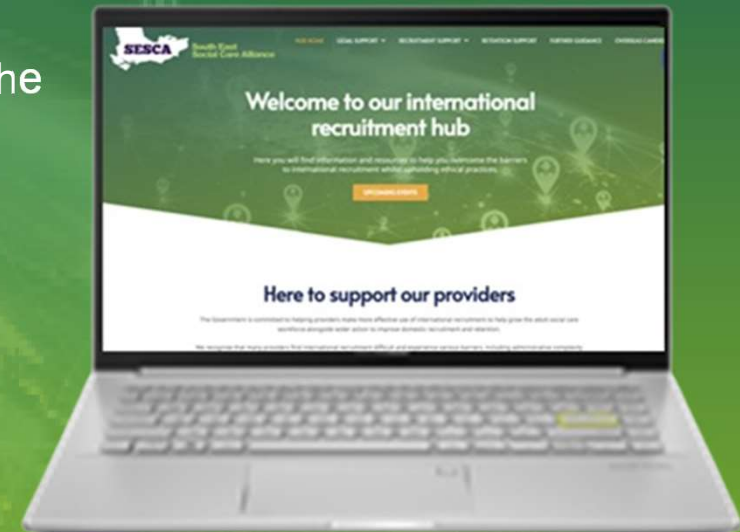
Head of Corporate Immigration
JMW Solicitors



Key Initiatives

4. “IR Hub” – SESCA website (launched June ‘24)

- sesca.org.uk/international-recruitment
- Comprehensive guidance and resources for providers across the South-East.
- Key sections:
 - Legal support – selecting a legal advisor, legal directory & legal bulletins
 - Recruitment support – ethical recruitment & selecting an agency
 - Onboarding support – pastoral and workplace support
 - Further guidance – FAQs & links to key industry bodies
 - Case studies from care providers
 - Grant Funding Application Form
- And more - updated monthly...



Key Initiatives

5. Legal Bulletins & Project News Updates (monthly)

- Monthly updates outlining all the support available to providers.
 - All the latest developments, including changes to the immigration rules and compliance requirements.
- **Sign up for updates via the SESCA website!**
- **Look out for Project Bulletins via you Care Association**



Key Initiatives

6. FREE Legal Support Hotline (Sept '23 – June '24)

- Following successful pilot in September '23, extended
- All SE providers have access to a free 30-minute call with an immigration specialist from Lester Aldridge solicitors.

➤ Running until end June '24!



Phone lines open: 9am-5pm, Mon–Fri
(answerphone outside these hours)

Email and voicemail replies within 48 hours, or by the following Monday if received after 4pm Friday.



Key Initiatives

7. Local Research (Sept '23)

- Care Associations researched local support for overseas workers and published finding in new / updated International Recruitment sections on their own websites, including:
 - General Support – e.g. local council, citizens advice, etc.
 - Housing & Accommodation
 - Healthcare & Wellbeing
 - Education – ESOL courses
 - Driving & Public Transport
 - Community Support Groups



Key Initiatives

7. Local Research – “Sussex Guide for Care Providers”

- <https://eastsussexpartnersincare.com/international-recruitment/>



OVERSEAS RECRUITMENT

A Sussex guide for Care Providers

Created by:



In Partnership With:



Version 1

Introduction

Welcome to the comprehensive guide designed to assist care providers and employers in Sussex with the crucial task of hiring and retaining overseas care staff. While there are numerous valuable resources available online, this guide is tailored specifically to the Sussex region, providing you with direct links and pertinent information to facilitate a seamless hiring process for you and your recruits.

The Overseas Recruitment Journey

Hiring overseas care staff is a significant endeavor that demands careful consideration and commitment. It is not a quick solution, but rather a substantial investment that places substantial responsibilities on you as the employer. Despite the challenges, costs, and efforts involved, many providers emphasise that the benefits far outweigh these obstacles.

Within these pages, you will discover a wealth of information and additional links to aid you in making informed decisions about overseas recruitment.

Embracing international recruitment is a significant stride forward for your business and staff, offering a range of positive outcomes, from enhanced staff flexibility to reduced turnover rates. By carefully orchestrating this process, you can achieve favorable results for both your team and the residents you serve.

Your Comprehensive Resource

This booklet serves as a foundational guide, equipping you with the essential considerations and insights required when recruiting internationally and managing a care facility or service in Sussex. Approach this endeavor with an open mind and invest time in comprehending the responsibilities that come hand-in-hand with international recruitment.

Please note, if you are not viewing this from the RCA website you may be looking at an out of date version.

www.eastsussexpartnersincare.com/international-recruitment

Pastoral Support

Things to think about, plan or research - Care Provider (Employer)

Virtual meetings via platforms like Zoom could be arranged before arrival to introduce new staff to their colleagues and managers. This could also be a good time to open discussions about work logistics, shifts, and transportation will boost confidence and preparedness.

In order to promote a welcoming and inclusive work environment, it may help to have existing staff members actively participate in welcoming and supporting new colleagues. The collaboration will help address cultural differences and language challenges, making the transition smoother.

Rotas and schedules may need to be adjusted to accommodate religious observances and dietary requirements. The benefits of a diverse workforce will outweigh any necessary changes.

English lessons could be offered as needed to facilitate effective communication, improving language skills will enhance overall workplace integration.

New staff members could be paired with experienced mentors. Mentors would provide guidance, share insights, and help newcomers adjust to their roles.

Assistance should be offered in exploring the local area and its amenities. Rest day ideas, cultural activities, and local services should be shared to make employees feel at home.

Facilitating communication with family and friends through platforms like WhatsApp should be encouraged. This will create a sense of security and well-being among employees.

Ensuring the safety and well-being of all staff members should be a priority. Regular safety checks and open channels for concerns will contribute to a secure work environment.

Understanding the desire of overseas workers to return home during holidays need to be accommodated. Staffing levels can be strategically managed during peak holiday times.

Aid in registering with local doctors and dentists.

Make provision for mobile telephones and give guidance on accessing essential services.

www.eastsussexpartnersincare.com/international-recruitment

Useful Links, Numbers and organisations

Who	Website	Contact
TUC	https://www.tuc.org.uk/	0207 636 4030
Working in UK Guide		
UK Government	https://www.gov.uk/	
Advice on working jobs Pensions guidance on minimum wage		
UK Government (H&S)	https://www.gov.uk/government/orgs/0300-003-1747	
Help for migrant workers on safety at work in UK		
The Care worker Charity	https://www.thecareworkerscharity.org.uk/	
Support for care workers a charity that can provide assistance financial and emotional and practical help		
Right To Remain Toolkit	https://righttoremain.org.uk/toolkit/	
A guide to UK immigration and asylum system. Overview of system.		
NHS Entitlements Migrant Health Guide	https://www.gov.uk/guidance/nhs-entitlements-migrant-health-guide	
Comprehensive guide for healthcare for migrants including dental care		
Migrant Help	https://www.migranthelpuk.org/	01304 203977
Collection of online learning courses		
Housing Rights Information	https://www.housing-rights.info/	
Up to date information on housing		
Shelter	https://england.shelter.org.uk/	
Housing advice and practical help		
Homeless Link	https://homeless.org.uk/	0207 840 8430
Directory of services regards homeless		
Citizens Advice	https://www.citizensadvice.org.uk/	03001 309033
Help in a varied range of subjects		
Driving In The UK	https://www.gov.uk/browse/driving/driving-uk-and-abroad	
Information about driving in the UK		
SE Partnership for Migration	https://www.separtnership.org.uk/contact-us	
SESPM Advisory function for migration in South East		
South East Asian Centre SEAC	https://www.seac.org.uk/	
Community support organisation with help advice		

www.eastsussexpartnersincare.com/international-recruitment

Key Initiatives

8. FREE Training Programme for Overseas Carers (Feb – June '24)

- Shift in focus to providing support for recently arrived overseas recruits
- Delivered online via live tutor-led group sessions by specialist, qualified trainers.
- Enabling providers to enhance their onboarding support, and increase retention rates, while saving time and money.
- 5 courses available:
 - **Mastering Social Care Communication** (eLearning & 4 x weekly online sessions)
 - **Everyday English & Cultural Awareness** (6 x weekly online sessions)
 - **Care Certificate with English Language Support** (4-day online course)
 - **Emotional Wellbeing for Newly Arrived Overseas Carers** (2-day online workshop)
 - **Understanding Cultural Differences in End-of-Life Care** (1.5-hour workshop)



Key Initiatives

8. FREE Training Programme for Overseas Carers (Feb – June '24)

➤ Still a few places available! Info & booking details on SESCA website



Mastering Social Care Communication

(Half-hour online intro, then 4 weekly 90-minute online sessions + 2 hours of eLearning per week = 8 hours total)

CPD accredited course combining e-learning and online, instructor-led role-playing.

Covers language skills and specific social care scenarios including



Everyday English & Cultural Awareness

(6 weekly 90-minute online sessions)

Gain the confidence to communicate more effectively with service users.

Explore the nuances of everyday conversation, including phrases, idioms, slang, dialects, and British culture.



Care Certificate with English Language Support

(4-day online course)

Covering all theoretical aspects of the Care Certificate, together with Medication and Moving & Handling.

Additional English language support.

Upon completion, providers simply need to cover the practical



Emotional Wellbeing for New Overseas Carers

(2 weekly 2-hour online sessions)

Enhance mental resilience. Overcome the challenges of adjusting to a new environment.

Delivered by a specialist Psychological Wellbeing Coach.

[Full details](#)



End-of-Life Care: Understanding Cultural Differences

(90-minute online workshop)

Grasp cultural nuances in end-of-life care in the UK.

Recognize the emotional impact of caring for the dying.

Delivered by Dr. Amanda Young (PhD)



SESCA

Key Initiatives

9. Technology Platform (Feb '24)

- SESCA and Oxfordshire County Council have commissioned Borderless to make its innovative international recruitment platform available to South-East social care providers at special discounted rates.
- Borderless streamlines international recruitment, offering support from initial hiring to relocation and ongoing compliance
- Provides access to over 20,000 pre-screened overseas candidates and assists with the recruitment and relocation process (including flights, accommodations and onboarding).
- For info, contact hello@getborderless.co.uk.



Key Achievements

- Over 1,250 £1,500 grants allocated, with over 10% of SE providers receiving funding
- Funding has supported the recruitment of over 1,100 overseas care workers, and helped 100 providers to obtain sponsor licenses
- 22 live events attended by over 900 provider representatives in 9 months
- A third of webinar attendees more likely to recruit internationally
- 28 training courses attended by 300 newly arrived overseas recruits in just 7 weeks
- A further 24 training courses running over next 8 weeks
- The IR Hub on SESCO website acclaimed top online guidance for SE
- Since May 23, SESCO website traffic surged from 10 to 300 views per day
- Over 50 IR news articles published in 6 months & 17 Project Bulletins issued to date
- More than 80 providers have enquired into Free IR Legal Helpline
- Innovative Borderless tech platform launched with exclusive discounts for SE providers



Key Achievements

Department of Health & Social Care

“I would like to commend the partnership’s governance team... partnership working thrives when there is harmony between communication, collaboration and compromise and... this has been reflected in how you have navigated your delivery so far.”



Key Achievements

Overseas Recruits who Attended Training (Emotional Wellbeing)

"It equipped me to face my daily challenges and fears and believe in myself that I'm worthy and can do it"

"It was great opportunity to us to free from our negative emotions. We could share our emotions stress during session with others. I appreciate you our pleasant and amazing Lecturer for guiding us."

"She was really, really good at teaching us the things and techniques to make ourselves better."



International Recruitment Funding 24/25)

TOP SECRET



International Recruitment Funding 24/25

- Last Thursday, 9th May, DHSC published guidance for IR Funding over 24/25.
- The government's new key objectives are:
 1. To support migrant care workers who have been displaced by unethical practices or employer sponsorship licence revocation
 2. To improve the overall ethical standards of employment of migrant workers within the UK's adult social care sector.
- £16m total funding, of which SESCA will be delivering the South East's allocation of £2.76m.



International Recruitment Funding 24/25

- What this is likely to involve:
 - **Job Matching Services:** supporting displaced migrant workers to find alternative, ethical employment opportunities (e.g. online platform, screening prospective employers & supporting vetted employers to ensure they can provide a broad package of pastoral support to potentially very vulnerable new sponsored employees).
 - **Ethical Recruitment Strengthening:** continuing to provide guidance and support to providers to ensure they are ethical and compliant (e.g. training, webinars, online guidance, etc.)
 - **Support for Exploited Workers:** Initiatives to support international recruits affected by unethical employment practices (e.g. counselling services, pastoral support, signposting to local support services, developing support networks, etc.).



International Recruitment Funding 24/25

- Continued:
 - **Data Management:** Development and maintenance of data dashboards to monitor and manage lists of providers with active sponsorship licenses, facilitating rapid sponsorship transfers for international recruits.
 - **Design & Engagement:** Engaging international recruits in the design of the support package and employment matching service to ensure it meets their needs and expectations.
 - **Communication:** Implementing comprehensive communication strategies to ensure that support services are well-publicised and accessible.
 - **Monitoring and Evaluation:** Funding local monitoring and evaluation to assess the impact of interventions and report to DHSC.



Thank You!



Jonathan Payne
Healthcare Recruitment
Consultant

jonathan.payne@adaltaconsultancy.co.uk



Adult Social Care Training team ESCC

Amelia Culshaw and Sara Lewis



East Sussex Partners in Care spring conference Workforce development and sustainability

15th May 2024

Sara Lewis and Amelia Culshaw

Adult social care training and workforce team,
ESCC

Recruitment support

- Two dedicated staff offering coaching and interview skills
- Attendance at careers events, DWP, 6th form colleges
- Here to support with your recruitment
- So far supported 22 people into ICS jobs



Email:
ASCJobs@eastsussex.gov.uk
Fran: 07517 498693
Sara: 07517 498694



Try before you apply

We are able to offer work experience to three groups of potential staff:

1. School age – this is unpaid and is focused on work readiness
2. Higher or further education – this is experience related to the subject(s) being studied and is unpaid if the placement is for less than one year
3. Adults not in education – this must be paid and is a great way of supporting people who have never worked, have had a career break or are looking to change jobs.

- Contacting the work experience team workexperience@eastsussex.gov.uk

Workforce 2030 and beyond

Predicting the world in 2030 involves a fair bit of speculation, but we can anticipate several trends based on current trajectories:

- Technological Advancements including AI
- Sustainability Focus
- Healthcare Innovations
- Urbanization and Infrastructure
- Demographic Shifts
- Social care in the UK
- Workforce Dynamics
- Cultural and Social Changes

ASC strategy offer

- Residents identified that staff could benefit from more training on working with sensory impairment; mental health issues; neurodiversity; domestic abuse
- But we understand other topics may be more pressing
- Our offer is to work with you and overcome the barriers to taking up training.
- A new training post has been funded to support learning and development for East Sussex providers and we will come to you and offer a range of bespoke and tailored opportunities
- Contact - ASCtrainingoffer@eastsussex.gov.uk

Our training offer

Conditions:

Training on health conditions including dementia, learning disability, epilepsy and autism.

Equalities, diversity and inclusion

Includes Equality and Inclusion, ESOL for Healthcare Professions.

Health and safety

Includes first aid, falls, swallowing, food safety, nutrition & hydration, infection control, lone worker and Personal Assistant induction training.

Healthcare

Includes end-of-life care, prevention and reablement, Telecare, medication training and Solution Focused Practice.

Leadership, management and supervision

Includes coaching, networks and forums, values based recruitment, and complaints training.

Mental health training

Includes training on wellbeing, mental health conditions, AMHPs, mental health first aid and Trauma Informed Practice.

Moving and handling

Includes training for Occupational Therapists and Train the Trainer.

Safeguarding adults

including Mental Capacity Act, Domestic Abuse training and SAB multi-agency training. BIA, DoLS/LPS, and Social Work CPD modules.

Well-led programme September 2024



- Assessing Competence
- Coaching Skills
- Induction, supervision, and appraisal
- Performance Management
- Personal Qualities in Leadership
- Positive Workplace Culture
- Values based Recruitment
- Working with Conflict
- [Leadership, management and supervision | East Sussex County Council](#)

East Sussex Registered Managers Network



- East Sussex Registered Managers Network was established in 2014.
- We meet x 3 a year, in person in Eastbourne.
- Connection, networking, updates, peer support, sharing best practice
- Partners:
 - Jason Denny, Chair: Registered Manager, Old Hastings House
 - Karen Stevens, Regional Lead, Skills for Care
 - Amelia Culshaw, Training Manager, ESCC
- If you would like to join please contact:
 - Jason: manager@oldhastingshouse.co.uk or
 - Karen: karen.stevens@skillsforcare.org.uk or
 - Amelia: Amelia.Culshaw@eastsussex.gov.uk
- To find out more: [Local networks for managers \(skillsforcare.org.uk\)](http://skillsforcare.org.uk)

Any questions?



Time for a comfort break

NHS Sussex – T Level Placements

Matt Holmes

**T Level Industry Placement Coordinator, NHS
Sussex.**

Matt Holmes

**T Levels in Health & Care
NHS Sussex ICB**

Improving Lives Together



What is a T Level?

T Levels

Who

16-19 year olds post GCSE
2-year course
Equivalent to 3 A Levels- L3 Qualification

Where

Local Colleges. 4 college groups in Sussex- 7 sites, more coming in '24
Course requirement to have min. 315 hours (9 weeks) work placement
Placements in NHS, SC, Private and Voluntary sector

When

First course in Sussex '21.
Number increasing year on year



Aim

Fill gaps in the workforce. Health and care

Prepare young people for the workplace & for higher education

• **83%** of those completing a TL have remained in the health or care system

STATS

67% University, Health related Course

20% Health & Care Employment

13% Health Apprenticeships

Most have gained (PT) employment from placements

Improving Lives Together

Sussex Overview

- IPCO started in post Nov '23
- 4 college Groups
 - Health & Health Science at 7 colleges
- 5 NHS Trusts in the region
 - 4/5 hosting T Level students
 - Many placements in care in East Sussex
- Current Student Numbers
 - 2022- 35
 - 2023- 73
 - 2024 > 100
 - Likely to increase further with demise of BTEC



Improving Lives Together

Projects & Plans



Soon < 3 Months

Standard Process

A Standard Operating procedure for initiating placements

'24 student projections

Will allow early planning for 24/25

Placement Handbook

Sussex wide Handbook to give students, Mentors, Dept. managers and Education leads clear guidance on placement outcomes, expectations, standards and remit of TL student's role

Career Signposting Event

All completing courses in Health, Social Care and young people

Near Future

Onboard more Private, Voluntary & Social care

Expand placement capacity and diversity

System approach to placement model

Align College providers and employers

Diversify Placements in the NHS and Care sector

Digital, Business & Admin. Early years

Sustainable strategy '24 & beyond as TL increase

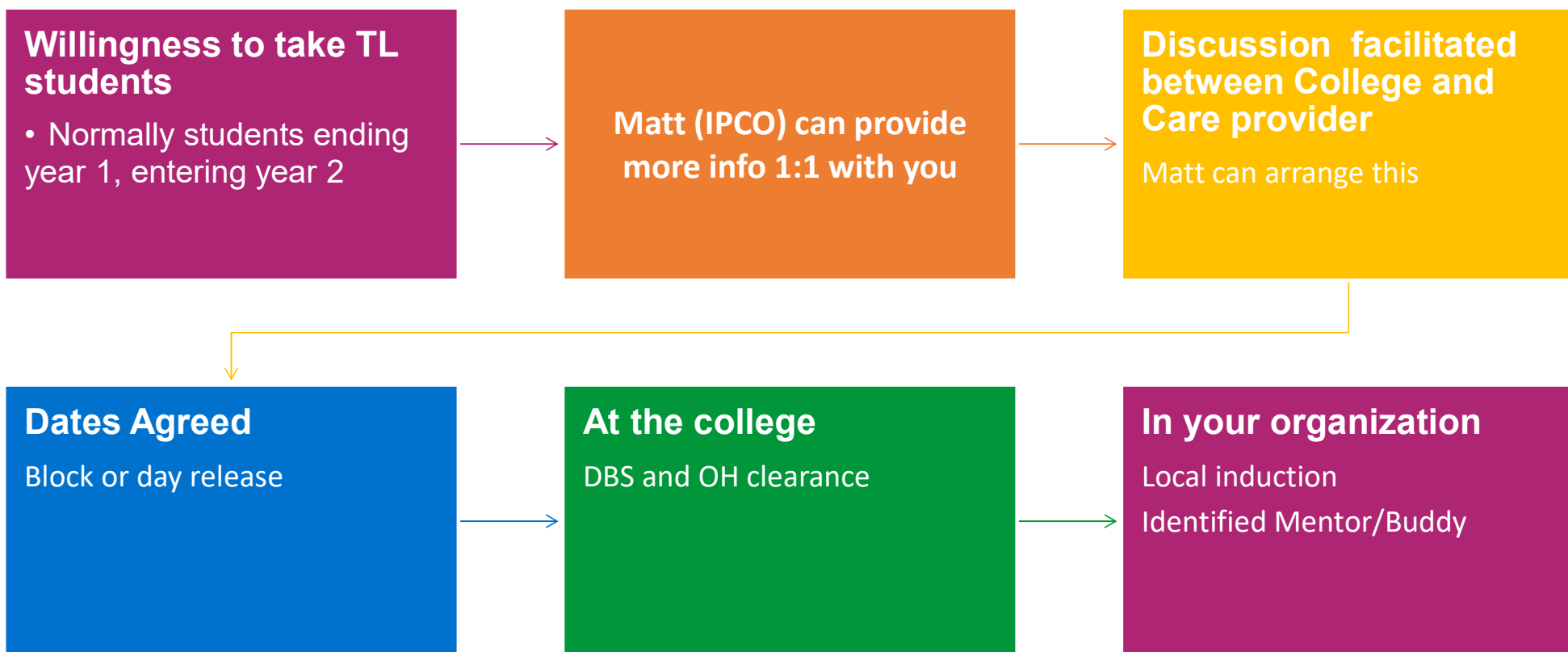
Improving Lives Together

Benefits to hosting a T level placement

- Organisation reputation. Investing in young people and future work force.
- Develops your staff as mentors, Courses available
- Students can participate in care (under direct supervision)
 - There are many myths around what a 16-17 year can and cannot do!
 - Placement handbook add clarity
- Many students have gained part time work from placements
- 23/24 Financial. Employer support fund.
 - Induction
 - Mandatory training
 - Mentor development and staff time
 - Admin costs
 - Awaiting news on 24/25

Improving Lives Together

How it would work, setting up a placement



Improving Lives Together

Please can you take a moment to fill this in

Hosting T Level Students



Improving Lives Together

Thank You
matt.holmes9@nhs.net





Further Education opportunities; Health & Care courses

Anji Golledge

East Sussex College.

A vibrant, textured rainbow background with a dark, arched shape in the center. The rainbow colors transition from red on the left to purple on the right. The dark archway is a deep, textured black or dark brown, providing a contrast for the white text.

Persuing a career in social care

HOW CAN WE
SUPPORT YOU?

Courses on offer through ESCG.

16 plus courses.

Health and social care level 1, 2 and 3

T levels from Foundation to level 3

18 plus courses

Integrated Health social care and wellbeing BSC-
level 4/5/6- University of East Anglia

Apprenticeships

How do we
recruit and
retain students
through course
end to
employment?



Sharing Values

- Fully integrated into whole curriculum.
- Allowing experiential learning
- Encouraging reflective practice
- Role modelling
- Teaching ethical decision making
- Feedback
- CPD



Try before you buy?????



Student placement
leading to jobs



Work related activities
which enhance the
workplace.



Sharing new ideas from
class to work



Your chance to
influence the future.

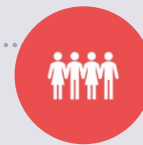
Pathway to progress.



Course suitable for every staff need.



Class based and workplace based.



Supportive staff



HE courses offered in Integrated Health Care includes Social and Community work.



Timetable allowing for rota demands.



Pathway options to suit the needs of the student and setting.



Career guidance as an integral element of the course



Support to access Masters courses in specialised areas including Occupational Therapy, Dementia and Nursing.

Do students who go on to achieve qualifications end up working in the sector?

Graduate data (Prospects 2023)

Destination	Percentage
Employed	59.8
Further study	9.6
Working and studying	12.3
Unemployed	6.6
Other	11.7

- Employment Rates: 80% employed within 6 months
- Retention Rates: 29% 400,00 people left but 63% recruited
- Career Progression: 86.3% who gained a degree on a flexible course moved into a management position.
- Demand for Qualified Workers: - 165,000 vacancies
- Employer Perspectives: Cost of replacing staff; increasing demand; older workforce retiring.-32% of registered managers over 55.
- (Skills for Care- The state of the adult social care sector 2022)

Student numbers

Covid impacted on the recruitment of students and the willingness of work settings to release staff.



We are now recruiting more students working in care settings, who want to specialise or progress within the industry and see the degree as the next logical step



Working with the NHS to create a personalised HND.



Penguin Training

Jeremy Gilbert

Discussion and Q & A panel

Lunch and Networking