

Delivering better services



# International Recruitment Fund for the Adult Social Care Sector

Funded by the Department for Health  
and Social Care (DHSC).



# Introduction

- The government has made an investment of £15m available nationally to help support international recruitment.
- We have been fortunate within the Lancashire & Cumbria system to have secured funding of £600,000 from the Department of Health and Social Care (DHSC) to support both the internal and external care workforce.
- Within our Integrated Care System (ICS), Lancashire County Council is the lead banker for the funding and is working alongside the three North West sub-regions: Cheshire and Merseyside, Greater Manchester and Lancashire and Cumbria and in partnership with North West Association of Directors of Adult Social Care (NW ADASS) to develop a regional approach to administering the grant monies to Local Authorities within our system: Blackpool, Blackburn with Darwen and Cumbria.



# Funding Allocation

The Lancashire & Cumbria funding allocation will be split across three areas:

1. Small grants\* to social care providers that can be used flexibly towards total recruitment spend as determined by each provider (the largest proportion of the funding).
2. A training and support offer via Lancashire and South Cumbria Social Care Training Hub which can be accessed by recruiting managers to support and upskill newly recruited international staff in UK Social Care Skills.
3. A small amount of funding to support coordination of the Lancashire & South Cumbria allocation. (Project Support Officer and NW ADASS support)

\*We anticipate payments to successful bidding organisations will be no less than £2,500.



# Criteria for funding

The funding is available to all CQC-registered providers of social care operating within Lancashire, particularly Small and medium-sized enterprises (SMEs)\*.

Priority consideration will be given to funding proposals that:

- Utilise international recruitment to support delivery of the priorities set out in the locality market position statement
- Enables small and medium size (SME) providers to benefit from international recruitment.
- Demonstrate collaborative working across groups of providers to achieve economies of scale and knowledge transfer and/or coordinated support to recruits.

\*An SME is any organisation that has fewer than 250 employees and a turnover of less than €50 million or a balance sheet total less than €43 million.



# Conditions of funding

All providers who are successful in securing grant funding will be required to comply with the Conditions of funding, as detailed in the application pack.

- The main focus of the support services will be on the recruitment and employment of care workers.
- The funding is available to boost international recruitment within and area and any recruitment activity **must** adhere to the [Code of practice for the international recruitment of health and social care personnel in England](#).
- It is imperative all providers ensure a robust induction process is developed and delivered to successful candidates. This should include dedicated pastoral support: transfers from the airport, support to find accommodation, assistance to source GP, Acute Hospitals, Dentist, local supermarkets and places of worship.



# Safer Recruitment

- Each employing provider organisation is responsible for the employment of international recruits.
- This includes verification of documents, contracts of employment and other standard employment checks.
- This fund is to support employers who directly employ recruits and should not be used to engage candidates through a third-party agency on short term contracts for services.

For more information and resources see our webpage:

[7. Safer Recruitment.](#)



# Grant Applications

We are excited to announce that funding opportunities are now available for CQC-registered providers in the Lancashire County Council region to support international recruitment.

We strongly encourage you to review the application pack carefully and submit your completed application as soon as possible, and no later than **Friday 20<sup>th</sup> October 2023**.

Download the application pack here – [Application Pack](#).



# Resources

- Further information and guidance can be found on Lancashire County Council's webpage, created to access information regarding the new grant – [International Recruitment Fund for the Adult Social Care Sector](#).
- Should you have any questions or require assistance during the application process, please do not hesitate to contact us at: [commissioningAgeWell@lancashire.gov.uk](mailto:commissioningAgeWell@lancashire.gov.uk).

