



WM SOCIAL CARE

• International Recruitment •



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West Midlands International Recruitment Local Authority Enhanced Offers

NEW Enhanced Offers (Jan 2025-March 2026)

- Coventry
- Dudley
- Telford & Wrekin
- Staffordshire
- Warwickshire

Ongoing 2024/25 Enhanced Offers (October 2024 – March 2026)

- Sandwell
- Walsall
- Wolverhampton



Enhanced Offer: Coventry City Council 2025-26



Purpose

To continue providing holistic, place-based support to displaced International Care Workers (ICWs) and their families, while strengthening the resilience and sustainability of the local adult social care workforce.

What will be delivered

Support for ICWs

- Continued ICW drop-ins delivered with Tulia, St Francis Employability, Maxival Training and community partners
- Weekly Tulia-led legal & migrant sessions
- Monthly IR information bulletin to International Care Workers in Coventry
- Working with Tulia to deliver an IR focused YouTube channel - news, advice, links to communities, interviews with IRs, employers, employment professionals, lawyers etc.

Engagement, Events, Community Integration

- Delivery of high-profile voluntary, community and social enterprise (VCSE-led) marketplace events, relaunched as "Know Your Coventry"
- A dedicated marketplace event focused on child and family support for ICW families
- Re-marketing of the peer-support model using a hybrid online and face-to-face approach

Job Finding, Market Sustainability & Workforce Resilience

- Ongoing support to link displaced ICWs with local care providers
- Work to strengthen the care market through locally recruited workers
- Engagement with young people, migrants and refugees with UK right-to-work status using creative and digital outreach
- Co-production of sustainable approaches with VCSE and provider partners

Enhanced Offer: Dudley Council 2025-26

Purpose

To ensure International Care Workers (ICWs) remain in ethical employment locally, supporting workforce stability for providers and safeguarding ICWs through accessible support, intelligence gathering and signposting.

What will be delivered

Engagement with ICWs & Support

- Continued face-to-face information and drop-in events for ICWs
- Distribution of electronic and printed information leaflets via community venues, faith settings and provider forums
- Use of community advisors to promote and communicate the enhanced support offer

Safeguarding Intelligence & Risk Monitoring

- Monitoring of local risks using regional intelligence & quality assurance
- Escalation of identified exploitation or unethical employment concerns
- Hold monthly multi-agency working group (Community Safety, Housing, Safeguarding, Children's Services)
- Continued collaboration with West Midlands Anti-Slavery partners

Job Finding, Partnerships & Provider Engagement

- Engagement with faith groups, independent employment providers, legal and migration organisations
- Ongoing provider support through a DASS letter of support
- Signposting support for CV writing, liaison with trusted providers to share CVs and support interview arrangements

Workforce Oversight & Wellbeing

- Management of Dudley's Trusted Sponsor Database and ICW Workforce Dashboard
- Joint working with Public Health on health risks (e.g. HIV awareness, vaccinations)
- Signposting support for dependents, and pastoral needs

Enhanced Offer: Staffordshire Council 2025-26

Purpose

To reduce exploitation and unethical employment of International Care Workers (ICWs) and support those who are displaced into safe, ethical employment in adult social care across Staffordshire.

What will be delivered

ICW Support & Engagement

- Information, advice & guidance for ICWs and providers
- Enhanced partnership working with third sector organisations, faith and community groups and housing teams
- Two-way communication pathways to improve support and gather intelligence on exploitation risks

Learning & Workforce Development (Social Care Academy)

- New CMDT-developed learning: Communication & Cultural Awareness, Whistleblowing, Modern Slavery/Exploitation, Cooking Care Guide
- Maintenance of existing IR resources
- Sustainable content development supported
- Provider demand evidenced: 67% want continued IR training provision on exploitation risks

Provider & Quality Assurance

- Continued in-person IR updates and support at provider forums/events
- IR expert input at Managers Quality Networking Forum
- Ongoing IRIS multi-agency meetings and IR Strategic Group
- IR-focused QA visits, provider mapping and contingency planning
- Expedited Certificate of Sponsorship (CoS) support process

Enhanced Offer: Telford & Wrekin 2025-26

Purpose

To support ethical recruitment and employment of displaced international care workers (ICWs), ensuring individuals at risk or who have lost sponsorship are supported into safe, legal and sustainable employment in adult social care.

What will be delivered

Target Support for Displaced ICWs

- Fund Partners in Care (PIC) and Citizens Advice Bureau (CAB) to provide frontline support and evaluation
- Practical assistance including access to accommodation, food, clothing and benefits
- Distribution of an IR information pack and proactive community engagement

Ethical Employment, Matching & Engagement

- Matching displaced ICWs to ethical care providers
- Telford Job Box employment events to support local job matching
- IR Information Sessions for providers, including safeguarding, housing, quality and victim support input
- Ongoing provider engagement events

Data, Intelligence & System Oversight

- Creation and maintenance of a local IR Sponsor Licence Database
- Clear process for responding to licence suspensions or revocations, linked to QA & safeguarding
- Maintained list of assured IR-licensed providers, coordinated with CAB for signposting

Learning, Comms & Sustainability

- Training/resources to support providers to apply for CoS
- Basic life skills and food preparation support for ICWs
- Co-produced consultation with providers and ICWs to identify service gaps and inform sustainability beyond March 2026

Enhanced Offer: Warwickshire 2025-26



Purpose

To enhance the knowledge, skills and wellbeing of international care workers and managers, ensuring international care workers work in a safe, legal and inclusive environment and providers meet all social care and UKVI sponsorship requirements.

What will be delivered

Workforces Skills & Development

- Training to enhance verbal and written English communication skills
- Support for international staff to drive safely and legally in the UK
- Training and coaching programme covering things like wellbeing and values, CPD, safeguarding and preventing exploitation

Community Integration & Wellbeing

- Support for international staff and families to connect with local communities
- Help to access services and meet religious, cultural and family needs
- Expanded peer and support groups for international care workers

Provider Support & Compliance

- Support for providers to build safe and inclusive workplaces
- Provider visits, information sharing and support groups
- Guidance to ensure compliance with UKVI sponsorship and employment requirements
- Information on UK systems, services and employment responsibilities

Enhanced Offer: City of Wolverhampton

Purpose

To provide a trusted, accessible information platform and coordinated support pathway for international recruits in Wolverhampton – ensuring they understand their rights, responsibilities, and how to access timely guidance, safeguarding support, crisis intervention and employment pathways, reducing the risk of exploitation and homelessness.

What will be delivered

Digital Platform:

- A dedicated, trusted landing page on the Wolverhampton Council website: “City of Sanctuary – Welcome to Wolverhampton”
- Centralised information on rights, responsibilities, support services and employer expectations
- Translatable content supporting pre-arrival orientation and onboarding

Advice & Support Pathways

- VCS-delivered advice and guidance for arriving and displaced international care workers
- Referral pathway for in-person support – Refugee Migrant Centre
- Support for safeguarding victims and those experiencing breakdown in sponsorship
- Signposting to Regional IR Hub mailbox and Lifted for employment re-entry

Crisis Homelessness Prevention

- Emergency housing pathway for international care workers impacted by provider failure or sponsorship breakdown
- Housing-focused intervention to prevent destitution and exploitation
- Clear processes for pre- and post-arrival support in crisis situations

Enhanced Offer: Walsall Council 2025-26



Purpose

Dedicated Walsall IR response team to ensure displaced international care workers receive safe, ethical, and accessible support; strengthens provider capability; and embeds sustainable mechanisms for pastoral support, intelligence gathering, and risk management.

What will be delivered

Worker Support

- Community support through faith/cultural/representative groups to offer drop-in sessions, extended support, place of safety
- Extend work through the Modern Slavery Group to understand and meet needs of IR and displaced IR workers
- Develop Worker's toolkit: Information for workers – Welcome to Walsall pack co-designed with provider market including access to webpage

Community & Third Sector Support Wellbeing

- Faith group/VCS funding to mobilise drop-in sessions and support for workers.
- To include job fairs etc.
- Pastoral support for displaced workers including safety, wellbeing and signposting

Provider Support & Compliance

- Work with the provider market to understand risks to IR, ensure assurance measures are in place to support workforce and understand IR responsibilities
- Maintain current IR data collated locally to understand number of workers across the market
- Signposting and building an IR provider network for the provider market to share information across Walsall

Enhanced Offer: Sandwell Council

Purpose

To strengthen Sandwell's ability to identify, prevent and respond to the exploitation of international recruits by embedding a dedicated modern slavery role within commissioning and safeguarding, enhancing multi-agency intelligence sharing, and supporting safer, ethical recruitment and working practices across the adult social care sector.

What will be delivered

Modern Slavery Identification, Prevention & Response

- A specialist modern slavery post supporting commissioning and safeguarding
- Multi-agency due diligence and risk assessment in ASC
- Support for identifying victims of exploitation, trafficking and forced labour
- Disruption of unsafe employment practices and intelligence-sharing with police/Home Office

Multi-Agency Coordination & System Strengthening

- Strong alignment with the Slavery and Human Trafficking Operational Partnership (SHOP)
- Coordination with West Midlands Police, GLAA, NHS, Public Health and national partners
- Integration of best practice approaches to prevention, protection, pursuit and preparation
- Support for a whole-system safeguarding and referral pathway for IRs

Workforce Education, Awareness & Community Outreach

- Awareness-raising sessions for care workers, agencies and community groups
- Education for sponsors on compliance, liabilities and signs of exploitation
- Development of a directory for signposting IRs to welfare, support and legal advice
- Outreach into communities where displaced or at-risk IRs may gather