



# CMDT

Care Market Development Team

## **International Recruitment & Social Care Academy Update 1 July 2025**

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Market Development Officers

# IR: Recent Changes

[www.staffordshire.gov.uk](http://www.staffordshire.gov.uk)

## Immigration changes from 9 April 25

- Minimum salary threshold increased to £12.82/hour or £25,000p.a. (based on 37.5 hours/week), whichever is higher (up from £11.90/hour or £23,200p.a.)
  - Change applies to new visa applications / extensions submitted after 9/4/25
- Increases to other Home Office immigration fees, including an increase to the Certificate of Sponsorship fee, from £239 to £525
- Before sponsoring a new overseas care worker, providers must evidence they have tried to recruit from the UK displaced worker pool. In the West Midlands Lifted are managing this process and the displaced worker pool, and there is a regional support offer. Two exceptions:
  - Care Worker/ Senior Care Worker previously granted permission as Skilled Worker and sponsored under the 6135 / 6136 SOC codes
  - Care Worker/Senior Care Worker legally working for provider in role, with permission on another immigration route, for at least 3 months before application date

# IR: Recent Changes

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## **White Paper – Restoring Control over the Immigration System published 12 May 2025:**

- Intention that care worker/senior care worker recruitment from abroad via the Health and Care Worker visa route will come to an end later this year.
  - Other care roles not affected (e.g. managers, nurses)
- During the transition period until 2028 care workers in the UK on valid visas will be allowed to extend their visas, change sponsors and apply for settlement
- Alongside the closure of the visa route, the White Paper commits to the introduction of a Fair Pay Agreement (FPA) for the adult social care sector in England.

# IR: Provider Support

- The Lifted regional support offer was updated following the immigration rule changes in April and is now:
  - Match only service – free to West Midlands care providers
  - Full support service (£99 per month per hire (while employed) for a maximum of 3 years)
  - More information is available via the **CMDT IR Support Information** or **WM IR Hub** webpages
- Lifted continue to evolve their service following feedback. Recent changes include:
  - Dedicated support email for care providers and recruitment leads **support@lifted-talent.com**
  - Providers can now view candidates based on geographical radius from their location
  - Application process updated to allow candidates to specify their relocation preferences more clearly
  - Care workers can accept job offers directly through the platform
- If you have any feedback about Lifted please share with us via email **SCCDisplacedWorkerSupport@staffordshire.gov.uk**

# IR: CMDT Resources & Events

[www.staffordshire.gov.uk](http://www.staffordshire.gov.uk)

- Resources updated May/June 2025:
  - Workforce Support Packs: International Recruitment and Staff Support & Wellbeing
  - International Recruitment Support webpages
  - Cooking Guide updated June 2025, now includes information on dietary requirements
- The next Managers Quality Networking Forum will be on Thursday 11 September in Stafford. Bookable soon via the Social Care Academy
- The Dignity in Care Awards 2025 takes place on 17 July. We received 119 nominations across 8 award categories, and we are excited that around 220 invited guests (nominees and nominators) will be joining us to celebrate
- CMDT Manager Support Sessions continue to be available by request to **[cmdt@staffordshire.gov.uk](mailto:cmdt@staffordshire.gov.uk)**

# IR: Training

- **Social Care Academy** (Please note you must be logged into your SCA account to access these)
  - Recordings of the WM IR Programme Legal & HR webinars
    - [The rollout of e-Visas and what they mean for care providers \(recorded 5/12/24\)](#)
    - [Applying for Certificates of Sponsorship \(recorded 20/3/25\)](#)
    - [Accessing the West Midlands Internationally Displaced Care Worker Pool \(recorded 4/6/25\)](#)
  - [CMDT International Recruitment Training](#) (recorded February, also available via MiDoS for Care)
- **WM IR Programme Legal & HR LIVE webinars**
  - [Get ready for the Employment Rights Bill](#) – Three-part webinar exploring the significant changes being introduced. Looks beyond international recruitment. Relevant to all care providers:
    - [Part 1 - 10 July 11:00-12:15](#)
    - [Part 2 - 21 August 11:00-12:15](#)
    - [Part 3 - 4 September 11:00-12:15](#)

# Social Care Academy

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- Recent training additions include:
  - **CMDT face to face training**, including:
    - Advanced Medication Management (from 15 July)
    - Audit Training (from 28 July)
    - Accidents and Incidents (from 30 July)
    - PRN Protocols (from 4 August)
    - Care Planning (from 6 August)
    - Leadership Support (2-Day Course) (from 7 August)
    - Coming soon: Risk Assessments, Advanced Dementia, Advanced Manual Handling
  - **MPFT Webinar Training**, including:
    - Introduction to ReSPECT and Advance Care Planning (from 10 July)
    - Responding to Distress: Communication Skills (from 15 July)
    - Care after Death (from 29 July)
    - Assessment and Care Planning in Palliative & End of Life Care (from 14 August)
    - Difficult Conversations: End of Life and Palliative Care (from 20 August)
    - End of Life: Education for Care Agencies (from 26 August)
    - Last Days of Life (from 28 August)

# Social Care Academy

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## Academy Developed

- Adult Safeguarding in Staffordshire & Stoke-on-Trent
- Strengths-based Approach
- Introductory / Lite-Bite Modules

## Upcoming:

- Activity Coordination
- Communication & Interpersonal Skills
- MCA & DoLS

## MPFT Developed

- Advance Care Planning
- Early Identification of End of Life
- Falls Prevention for Care Homes
- Palliative Care Introduction for Care Support Workers
- Scabies Management in Social Care
- Spirituality and End of Life Care

## Skills for Care

- Introductory Modules for Managers
- (Reclaimable via LDSS)
- Being Safe and Secure Online
- Communicating through Technology
- Digital Learning, Development, and Wellbeing
- Ethical Use of Technology
- Technical Skills in Using Technology
- Using and Managing Data
- Using Technology to Support Person-Centred Care



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## Future Training Plans

- Designing training that aligns with the Care Workforce Pathway (CWP)
- Starting with the 'New in Care' package
  - Launching in September 2025
- Gradually expanding to include all roles within the CWP

**[Social Care Academy website](#)**

# Any Questions

[www.staffordshire.gov.uk](http://www.staffordshire.gov.uk)



Or email

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