

# Understanding the impact of changes to the UK Health and Care Visa System on the adult social care workforce in England

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**TABLE 2. Characteristics of care provider by Sponsorship status (n=22)**

<b>Taken up Sponsor status?</b>	<b>Service provided</b>	<b>Number of residents/service users</b>	<b>Sector</b>
Yes = 15	Care Home = 10 Home Care = 4 Both = 1	10-50 = 0 51-250 = 8 250+ = 7	Private = 13 Not-for-profit = 2
Considering in near future = 1	Care Home = 1 Home Care = 0	10-50 = 0 51-250 = 0 250+ = 1	Private = 0 Not-for-profit = 1
No = 6	Care Home = 4 Home Care = 2	10-50 = 1 51-250 = 2 250+ = 3	Private = 4 Not-for-profit = 2

Care providers from most regions of England participated although the absence of a provider from the northwest is noteworthy and a limitation (London = 6, East of England = 4, Midlands = 7, South East = 4, South West = 4, North East and Yorkshire = 4, North West = 0). Some providers worked across more than one region. Credit: *King's College London* (2023). DOI: 10.18742/pub01-145

International recruitment in health and social care has long provided opportunities for care providers and people looking to work in the UK and is one route to addressing workforce shortages.

In February 2022, the Health and Care visa was extended to include [care workers](#), following the addition of this job role to the shortage occupation list. This change permits people from other countries to apply for work in the UK as a care worker with employers holding a sponsor license.

Home Office figures report that the number of applications and Health and Care visas granted has steadily increased since care workers were added. Latest figures (June 2023) indicate that visas granted to care workers comprised about 50% of visas granted within the 'Health and Care Worker' [visa](#) category.

Today's report, Understanding the impact of changes to the UK Health and Care Visa System on the adult [social care](#) workforce in England, Phase 1: The Visa Study, presents an insight into the experiences behind these figures, focusing on key stakeholder groups: internationally recruited workers, diverse [care providers](#) across England, legal/recruitment agencies and sector skills experts.

Drawing on interviews with 74 individuals undertaken between Spring 2022 and Spring 2023, the report identifies important areas of learning for practice and policy on international recruitment, including:

- the factors that determine whether care providers decide, or not, to become sponsors and recruit internationally, and internationally recruited care worker reasons for moving to the UK
- the channels and systems for international recruitment navigated by care providers and people looking for work in the UK
- how care providers and people looking for work in the UK meet and maintain Home Office / UK Visa and Immigration requirements
- the information and support sought for recruitment processes and

- immigration requirements, and the cost of this
- awareness and adherence to the Code of Practice which promotes ethical practice
  - pastoral support, workplace induction and employment rights for people moving to the UK to work in the care sector
  - the vulnerability of care workers to unethical practice, and safeguarding both care providers and care workers given the investment involved in international recruitment
  - implications for [home care](#), dependants, and those already in the UK on Health and Care visas

The report authors are grateful to care providers, international care workers and dependents, brokerage agencies and sector experts who shared their views and experiences with them.

**More information:** Kalpa Kharicha et al, Understanding the impact of changes to the UK Health and Care Visa System on the adult social care workforce in England, Phase 1: The Visa Study, *King's College London* (2023). [DOI: 10.18742/pub01-145 kclpure.kcl.ac.uk/ws/portalfil...isa\\_Study\\_report.pdf](https://doi.org/10.18742/pub01-145_kclpure.kcl.ac.uk/ws/portalfil...isa_Study_report.pdf)

Provided by King's College London

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