

Title: Creating an Organisational Culture for
Staff Development & Retention
Subtitle: Focusing on International Recruits and
Skilled Worker Visas



By
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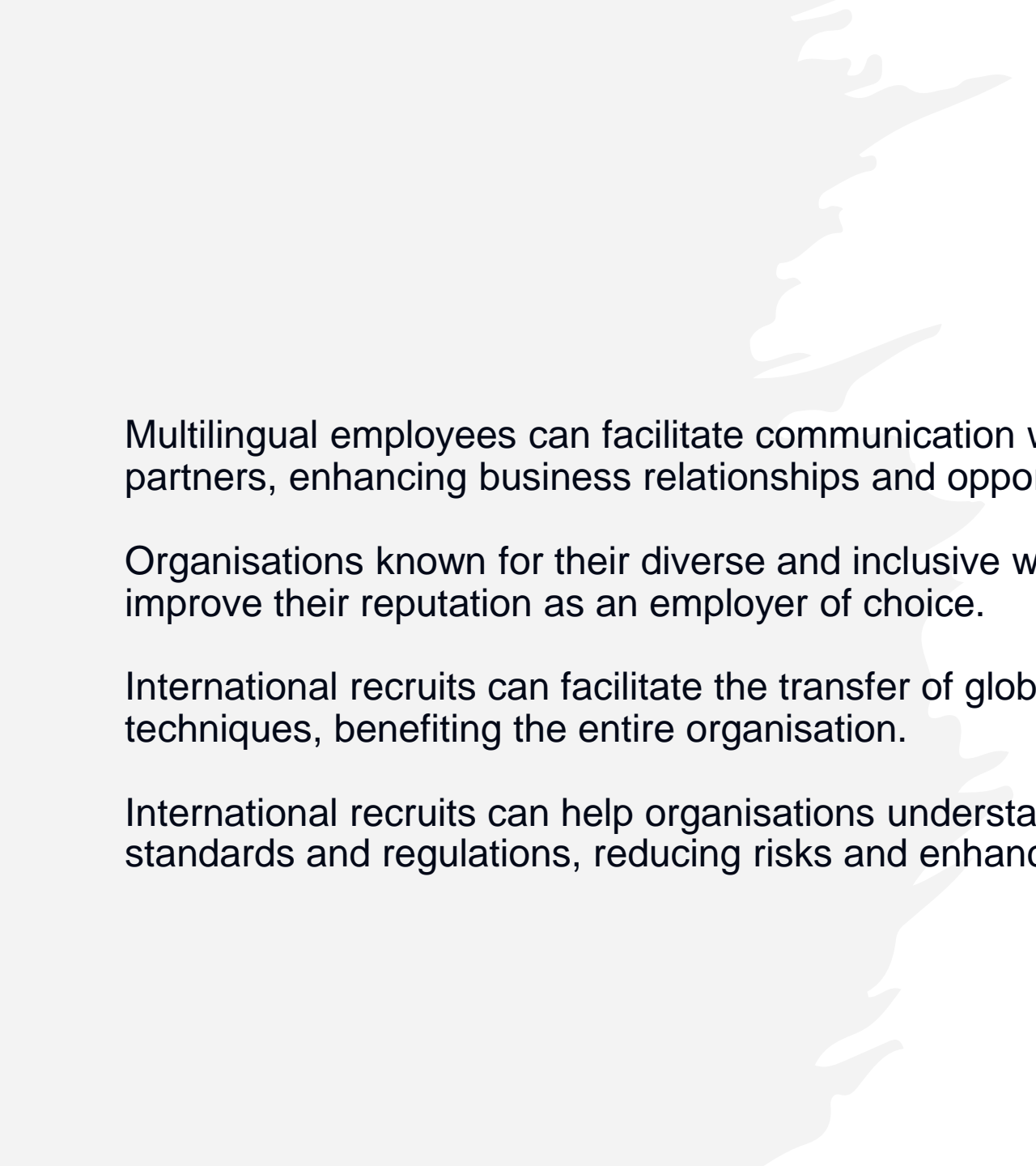
Advantages of International Recruits and Skilled Workers to employers

Employers can fill critical skill gaps by hiring international recruits with specialised expertise that may be scarce in the local labour market.

A diverse workforce brings a variety of perspectives and ideas, fostering innovation and creative problem-solving within the organisation.

International employees provide valuable cultural insights that can help tailor products and services to different markets, improving customer satisfaction and market reach.





Multilingual employees can facilitate communication with international clients and partners, enhancing business relationships and opportunities.

Organisations known for their diverse and inclusive workforce may attract top talent and improve their reputation as an employer of choice.

International recruits can facilitate the transfer of global best practices and innovative techniques, benefiting the entire organisation.

International recruits can help organisations understand and comply with global standards and regulations, reducing risks and enhancing operational efficiency.

Cultural Adjustment:

Adapting to a new cultural environment can be challenging, including understanding social norms, communication styles, and workplace etiquette.

Change of culture and norms – may be difficult to adjust leading to domestic violence, children taken into care, mental health and crime

Importance of an inclusive cultural environment in the workplace

Cultural sensitivity training in the workplace



Language Barriers:

Language differences can lead to misunderstandings and difficulties in communication, affecting both professional and social interactions.

Difficult in understanding different accents



Relocation Stress:

- The process of moving to a new country can be stressful, involving logistical challenges such as finding housing, setting up utilities, and navigating a new city.
- Finding suitable schools and adapting to a new education system can be challenging for children. Language differences and curriculum variations may also pose difficulties.
- Spouses may face difficulties in finding employment due to visa restrictions, language barriers, or non-recognition of qualifications.
- Community integration programs

Isolation and Loneliness:

Being away from family, friends and familiar support networks can lead to feelings of isolation and loneliness, impacting mental health and well-being in some cases leading to substance abuse.

Visa and Legal Issues:

- Navigating visa requirements and staying compliant with immigration laws can be complex and stressful.
- Home Office keeps changes rules
- Legal obligations under UK laws in general – some come from countries where laws are relaxed or not enforced.

Career Progression:

- International recruits may face barriers to career advancement due to differences in qualifications recognition or perceived biases.
- Integrating into a new workplace culture and building relationships with colleagues can be challenging, especially if there are significant cultural differences.
- Continuous professional development opportunities
- Mentorship programs and training workshops
- Role of feedback and performance reviews

Financial Challenges:

The cost of relocation and differences in cost of living can pose financial challenges, especially if there are delays in receiving salary or benefits.

Cases of abuse from employers withholding salaries, garnishing money, giving employees accommodation in squalor conditions

Retention Strategies

- . Competitive salary and benefits
- . Work-life balance and flexible working arrangements
- . Recognition and reward systems



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