



*McArthur*  
Best People Fit

How McArthur delivered a win/win/win for the Salvation Army, three exceptional UK Social Workers and Melbourne's homeless



## The Opportunity

McArthur Human Services had three UK social workers working as locums with The Salvation Army (TSA) in Melbourne. During a casual conversation with the manager at TSA they discussed the challenge of these valuable and fully qualified staff on working holiday

visas and the complexities of having them complete fruit picking or regional work for up to 4 months to enable their work visa to be extended. Not for profit agencies are also very reticent to commit to international sponsorship.

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*We suggested the potential option of sponsorship under a two year temporary skills shortage visa. As we had significant knowledge of visa sponsorship from our work with University of Southern California and UK social work recruitment, we were aware of the process and what had to be done.*

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## The Challenges

Managing the risk of being the sponsor and the perm employer were key challenges. Likewise ensuring we met the Department of Home Affairs requirements for each of the staff.

In addition, commercial reality and cost were essential practical considerations and working out how to make this work financially for all involved was key.

## The Outcomes



Based on our experience of extensive recruiting from the UK, Ireland and of course our collaboration with USC in California, Sean Callanan and Amy Wolverson worked closely with our specialist Migration Lawyer. The outcome was a unique solution that added significant value for our client and strengthened their homeless support services



We are into the third month of the two year contract now and the 3 staff are over the moon with professional endeavour. They consider it an "amazing opportunity" and "thankful" for McArthur's support. We now have three very happy social workers from the UK committed and engaged to support the Salvation Army homelessness projects and doing amazing things representing McArthur.

## From the client

*"As you are aware there are a number of challenges both in recruiting and retaining international staff due to visa restrictions. Our program was fortunate enough to take on three highly skilled staff via McArthur, initially in locum positions. We quickly saw the value of these staff members however due to visa restrictions we were unable to transition them into our service. Sean and his team at McArthur worked closely with us to not just retain these staff but work through the challenges that come along with sponsorship. They made the transition effortless and ensured that it did not impact on our service delivery especially in these trying times."*

Thanks,

**Louise Smith**  
**Homelessness Case Management Service Manager**

