

# International Recruitment

**Bulletin 30**  
21<sup>st</sup> March 2025

*Welcome to our latest International Recruitment Project Bulletin!*



Erica Lockhart MBE, Chair

## Background

SESCA, in partnership with Southeast ADASS, is leading the 2024/25 International Recruitment project, funded by Department of Health and Social Care, to support southeast ASC providers, with two main goals:

- **Assist Displaced Migrant Care Workers** affected by sponsor licence revocations secure new roles with approved providers.
- **Support Providers:** Enable access to displaced workers, provide onboarding financial support, and offer guidance around compliance and best practice.

## Displaced Migrant Care Worker Sponsorship Update

Our scheme is now well underway, and we have already helped **37 displaced overseas care workers secure new sponsored employment!**

The response from care providers has been phenomenal— with **over 150 approved already!** These providers will be introduced to exceptional carers, backed by **up to £5,000 funding per worker.**

We're extremely impressed by the calibre of care workers applying for support. They bring extensive experience, training, and strong English skills. Most are seeking roles in care homes or supported living services, rather than domiciliary care (due to being non-drivers).

## **FREE Webinar**

### **Understanding the New Immigration Rules: Essential Update for Care Providers**

**Tuesday, 1<sup>st</sup> April, 10:00-11:30 AM**  
&  
**Thursday, 24<sup>th</sup> April, 10:00-11:30 AM**

With the latest changes to the Immigration Rules coming into effect on 9th April 2025, SESCO is hosting a must-attend webinar on two separate dates, delivered by leading immigration experts JMW Solicitors, to help care providers understand the new requirements and their implications.



This FREE online session will provide critical guidance on compliance, including:

- Changes to the immigration rules
- New minimum salary rates and who they apply to
- Sponsoring in-country migrant workers - undefined CoS applications, lead times, and compliance
- Tips for maintaining compliance, SMS best practice, and ethical standards
- Insight into SESCO's new "supported sponsorship" scheme

#### **Additional Benefits:**

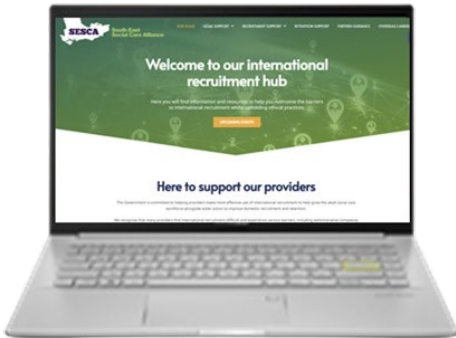
- Interactive Q&A session with immigration experts
- Share experiences with fellow providers

For registered adult social care providers operating in the South-East.

**Secure your webinar seat on our**  
**[Eventbrite booking page](#)**

**Hurry! Places limited and going fast!**

# SESCA Website Updates



The [SESCA website](#) has been updated to reflect the latest immigration rule changes. In addition, we have improved the navigation, added new landing pages, and expanded guidance for providers on how to recruit in-country displaced overseas care workers. We've also added new guidance for overseas care workers—particularly those who are displaced and / or seeking a new sponsor.

## International recruitment – support for displaced care workers

From 9 April 2025, care providers wishing to sponsor overseas care workers must prioritise those already in the UK before recruiting from abroad. This policy aims to support thousands of "displaced" care workers who lost their jobs due to their former sponsors having their licences revoked.

Any adult social care provider looking to sponsor a new overseas care worker must now provide evidence that:

- They have first attempted to recruit an overseas care worker who is already in the UK.
- No suitable local candidate was available.

### How to recruit a displaced care worker in the South East

SESCA is the regional partnership for the South East. We are currently offering adult social care providers with funding of up to £5,000 per displaced worker they sponsor (terms & conditions apply).

Care providers can use the link below for further information about how to apply to sponsor a displaced care worker in the South East.



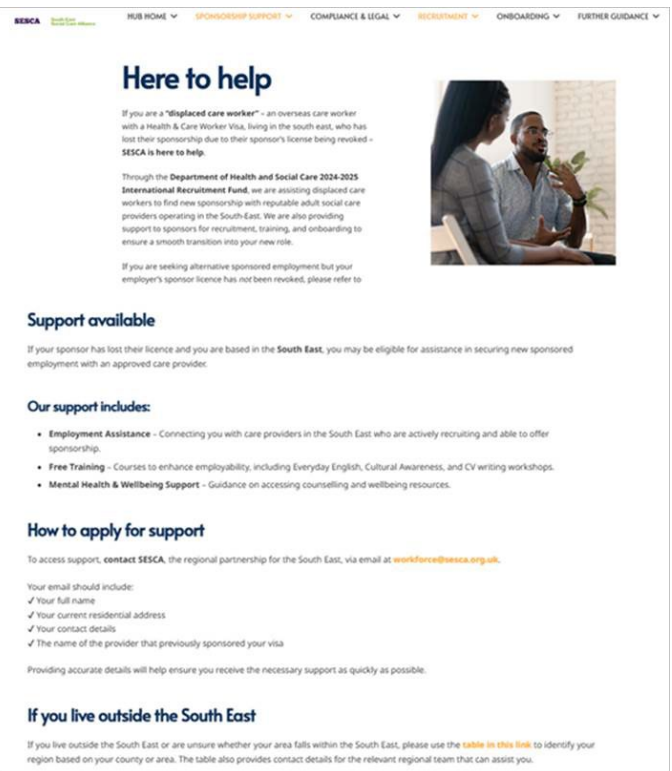
SOUTH EAST CARE PROVIDERS

Find out how SESCO can help you recruit experienced overseas care workers, already in the UK, who have become displaced due to their previous sponsor having had its license revoked.



DISPLACED CARERS IN THE SOUTH EAST

Find out how SESCO can help you find new sponsored employment if you have become displaced due to your previous sponsor having had its license revoked.



**Here to help**

If you are a "displaced care worker" - an overseas care worker with a Health & Care Worker Visa, living in the south east, who has lost their sponsorship due to their sponsor's license being revoked - SESCO is here to help.

Through the Department of Health and Social Care 2024-2025 International Recruitment Fund, we are assisting displaced care workers to find new sponsorship with reputable adult social care providers operating in the South-East. We are also providing support to sponsors for recruitment, training, and onboarding to ensure a smooth transition into your new role.

If you are seeking alternative sponsored employment but your employer's sponsor licence has not been revoked, please refer to

**Support available**

If your sponsor has lost their licence and you are based in the South East, you may be eligible for assistance in securing new sponsored employment with an approved care provider.

**Our support includes:**

- **Employment Assistance** - Connecting you with care providers in the South East who are actively recruiting and able to offer sponsorship.
- **Free Training** - Courses to enhance employability, including Everyday English, Cultural Awareness, and CV writing workshops.
- **Mental Health & Wellbeing Support** - Guidance on accessing counselling and wellbeing resources.

**How to apply for support**

To access support, contact SESCO, the regional partnership for the South East, via email at [workforce@seasca.org.uk](mailto:workforce@seasca.org.uk).

Your email should include:

- ✓ Your full name
- ✓ Your current residential address
- ✓ Your contact details
- ✓ The name of the provider that previously sponsored your visa

Providing accurate details will help ensure you receive the necessary support as quickly as possible.

**If you live outside the South East**

If you live outside the South East or are unsure whether your area falls within the South East, please use the [table in this link](#) to identify your region based on your county or area. The table also provides contact details for the relevant regional team that can assist you.

## Complete Our Questionnaire for a FREE One-on-One Discussion!



We are inviting care providers to complete a short questionnaire to help us understand:

- Your workforce needs & recruitment plans
- Barriers to sponsorship and international recruitment
- How we can best support you, including funding, fast-track CoS applications, and free training

As a thank you for completing the questionnaire, you can schedule a **FREE 15-minute discussion** with one of the SESCO team to explore how we can help meet your recruitment needs.

[Complete Our  
Questionnaire](#)

## Save the Date – SESCOA Conference 2025!



We're excited to announce that the SESCOA Conference will take place on:

**Tuesday, 10th June 2025**  
**Sandown Park Racecourse, Esher**

An exciting lineup of speakers is being planned, covering key topics for the adult social care sector. More details to follow—stay tuned!

**Thanks for reading our latest update!**

**Stay Updated - [Join our Mailing List](#)**

## Skilled Overseas Carers Already in the Southeast & Available Now!

SESCA are offering a unique opportunity to sponsor skilled overseas care workers already in the southeast. These carers need new sponsorship due to their original employers losing their licences.

### Up to £5,000 Funding per Worker

- £2,000 Initial Grant – Claimable after job offer accepted
- Up to £3,000 Retention Grant – Paid after 8 weeks' employment to support costs such as legal support, induction & training

### Why Hire Through This Scheme?

- **No Relocation** – workers already in the southeast, saving you time and costs.
- **Pre-Screened Professionals** – Verified experience and English language competency
- **Quick Onboarding** – fast-tracked Certificates of Sponsorship and visa renewals

### Free Training for Sponsored Workers

- Sponsored workers can access free training including Everyday English and Cultural Awareness

## Act Now! Scheme Ends June 2025

**If you're an existing sponsor licence holder offering genuine full-time vacancies, act now to secure skilled, dependable staff!**

NOTE: Most workers seeking care homes or supported living over domiciliary care due to expired international driving licences and delays in obtaining UK driving licences.

Apply at  
[sesca.org.uk](https://sesca.org.uk)



South East  
Social Care Alliance

Open to CQC  
registered adult social  
care providers in the  
south-east.

Directors of  
**adass**  
adult social services  
South East Region

# International Recruitment: Understanding the New Immigration Rules

Presented by immigration experts JMW Solicitors, this webinar is aimed at ASC providers in the South-East sponsoring overseas care workers.

Essential guidance to help sponsors understand the recent changes to the immigration rules, including new minimum salary requirements and prioritising in-country "displaced" overseas care workers.

**Tuesday, 1<sup>st</sup> April, 10:00-  
11:30 AM**

**Thursday, 24th April, 10:00-  
11:30 PM**

**REGISTER**

Open to adult social care  
providers in the South-East.

- ✓ Latest immigration rules & requirements
- ✓ Interactive Q&A session
- ✓ Share experience with fellow providers
- ✓ How SESCO can help recruit in-country "displaced" overseas care workers

Presented by  
JMW Solicitors

**jmw**



**Dipesh Shah**  
Head of Corporate  
Immigration