

International Recruitment

Bulletin 31
8th April 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 **50 displaced overseas care workers secure new sponsored employment!**

The response from care providers has been phenomenal— with **nearly 200 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).

If you're interested in finding out more about sponsoring a displaced care worker, visit our website at www.sesca.org.uk, or [complete our application form](#)

The New Immigration Rules: Essential Update

The UK government has announced a series of major immigration changes that directly affect the adult social care sector. These new rules, coming into force from **9 April 2025**, are aimed at tightening migration control, preventing worker exploitation, and ensuring better support for displaced international care workers already in the UK.



Key Changes

1. Increased Minimum Salary Requirements

- From 9 April 2025, the minimum hourly rate for newly sponsored Skilled Worker visa holders, including care workers, will increase to **£12.82/hour**, and the minimum salary will increase to **£25,000/year**.
- Existing sponsored staff are exempt from the above changes but must be paid at least **£12.21/hour**, in line with the new National Minimum Wage.
- If an existing worker extends their visa after 9 April 2025, they must meet the updated hourly rate and salary thresholds.

2. Priority for International Workers Already in the UK

- Care providers must now demonstrate efforts to recruit international care workers already residing in the UK before hiring from abroad. This is to support displaced workers affected by sponsor licence revocations and reduce dependency on new overseas recruitment.
- SESCOA will continue to act as the government's designated International Recruitment Regional Partnership for the Southeast, funded by the Department of Health and Social Care (DHSC). We are actively supporting displaced overseas care workers by connecting them with reputable providers across the region.
- **A full update on how we will adapt our sponsorship support services in line with the new requirements will soon be shared on our website and future Bulletin.**

3. Tougher Enforcement Against Rogue Employers

- Since July 2022, over 470 sponsor licences have been revoked, impacting more than 39,000 care workers.
- The government will bar employers who repeatedly breach immigration laws from sponsoring new staff.

4. Significant Fee Increases

The Home Office has confirmed that, from 9 April 2025, immigration and nationality fees will **rise by 7%**, with the cost of a Certificate of Sponsorship (CoS) **more than doubling from £239 to £525**. This is in addition to the salary increases outlined above.

Category	Current Fee	From 9 April 2025	Change
Skilled Worker Sponsor Licence (Large)	£1,476	£1,579	+£103
Skilled Worker Sponsor Licence (Small)	£536	£574	+£38
Certificate of Sponsorship (CoS)	£239	£525	+£286
Immigration Skills Charge (Large)	£1,000	£1,000	No Change
Immigration Skills Charge (Small)	£364	£364	No Change
Minimum Hourly Rate (New Worker)	£11.90	£12.82	+£0.92
Minimum Salary (New Worker)	£23,200	£25,000	+£1,800

NOTE: No changes have been announced to the Immigration Skills Charge or to the optional premium services offered by the Home Office (e.g. fast-track priority application services).

[View full fee table on GOV.UK →](#)

FREE Webinar

Understanding the New Immigration Rules

Thursday, 24th April, 10:00-11:30 AM

&

Tuesday, 13th May, 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 place on our
[Eventbrite booking page](#)

Hurry! Places limited and going fast!



Displaced Overseas Care Workers Build Skills and Confidence Through SESCO Training



46 displaced overseas care workers recently completed SESCO's six-week online everyday English language and cultural integration course.

All participants are currently being supported by SESCO to secure new sponsorship, after losing their previous employment due to sponsor license revocation. The training has equipped them with a stronger understanding of everyday English language and culture, and the confidence needed to thrive in UK social care settings.

With a **98% recommendation rate**, participant feedback was overwhelmingly positive, including praise for the practical content and inclusive, supportive environment.

"The course helped me improve my communication, confidence and understanding of British culture."

"I now feel better prepared to work and live in the UK."

"This should be made available to every overseas care worker."

With additional courses over the coming months, this training is set to benefit **over 300 displaced overseas care workers** — a clear demonstration of SESCO's ongoing commitment to supporting international recruitment and strengthening the adult social care workforce across the Southeast.

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**



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.

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

**Tuesday, 13th May, 10:00-
11:30 AM**

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