

International Recruitment

Bulletin 36
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Erica Lockhart MBE, Chair

Background

SESCA, in partnership with Southeast ADASS, is leading the 2024/26 International Recruitment project in the southeast, funded by Department of Health and Social Care (DHSC), to support 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.

New Immigration Rules Now in Effect

As reported in our previous Bulletin, since 22nd July 2025, care providers can no longer sponsor new recruits **from overseas** for Care or Senior Care Worker roles. However, **in-country sponsorship remains allowed**, including through SESCO's Displaced Worker Support Scheme.

What's Still Allowed?

Here's a helpful reminder of what care providers can continue to do **until 22 July 2028**:

- Renew visas for existing sponsored staff on a Health & Care Worker visa
- Promote existing sponsored staff (e.g. from Care Assistant to Senior Care Assistant) and issue new CoS
- Sponsor in-country applicants on a Health & Care Worker visa by switching them from another sponsor
- Sponsor in-country applicants by switching them from another visa (e.g. dependants, students, graduates), provided they have legally employed the individual in a care role for **at least 3 months** (e.g. on a 20-hour supplementary basis)

What Happens After July 2028?

After July 2028, no new entrants from other visa routes are expected to be permitted. However, existing Health & Care Worker visas will remain valid. We anticipate further clarification in due course.

Further Guidance

Updated guidance is available on the SESCO website, including a [summary of the changes compiled by the Care Association Alliance and DHSC >>](#)

The official Home Office guidance can be found here:
[Read the official Statement of Changes \(HC 997\) – GOV.UK >>](#)

We have also created guidance to help providers explain the impact of these changes to their sponsored staff:
[Guidance for sponsored care workers >>](#)



Stay Informed

Our International Recruitment Project is running until the **end of March 2026**; we are closely monitoring updates from the Home Office and DHSC and will continue to provide updated guidance as it becomes available. The International Recruitment Hub on the SESCO website will continue to be updated, and all updates will be publicised via our regular Project Bulletins.

Q&A Guidance on Immigration from DHSC



Department of Health & Social Care

Earlier this month, the **Department of Health and Social Care (DHSC)** issued an in-depth Q&A to clarify the new immigration rules and their implications for care providers.

The Q&A addresses key areas, including:

- The transition period up to 2028
- Restrictions on switching to the Health and Care visa route
- Recruitment of students and graduates
- Minimum salary thresholds and sponsor responsibilities

We strongly encourage all providers to review this guidance to ensure compliance and to protect their workforce.

[Read the full DHSC Q&A here >>](#)

SESCA's Displaced Worker Recruitment Scheme Continues to Enable Providers to Recruit Overseas Care Workers



Despite the significant changes to the rules for recruiting overseas care staff, SESCO continues to support South-East based care providers to recruit in-country migrant care workers who have become displaced, following the revocation of their original sponsor's licence. We maintain a database of displaced workers and offer practical support and funding to help providers recruit and onboard these experienced individuals.

Our Success So Far – 195 Displaced Care Workers in New Employment!

We are extremely proud to update our success, as follows:

- **437 providers** have now passed our assurance checks, to access the scheme
 - **195 displaced workers placed into new sponsored employment**

Apply Now & Receive £6,000 Per Worker You Recruit!

We are now offering grant funding of **£6,000 per displaced worker, for up to 6 workers** per CQC-registered location. This support is designed to help employers offset the costs of recruiting displaced international workers.

For instructions on how to apply to the scheme, including our grant funding terms, please [click here >>](#)



FREE Legal Helpline – Resumes Monday 1st September

Our FREE legal helpline will resume from Monday 1st September and will run for 3-months until Friday 28th November 2025.

Providers are entitled to a Free 30-minute, no obligation, phone consultation with an immigration specialist at **Lester Aldridge Solicitors**.

Phone lines are open from 9am-5pm, Mon–Fri (with an answer phone operating outside these hours).

You can also email Lester Aldridge using the dedicated address below.



Phone: 01202 786126

Email: sescahelp@LA-Law.com

The service is open to all CQC-registered adult social care providers operating in the South-East.

[Click here full details](#)

See Us at Sussex Care Showcase 2025!

SESCA will be exhibiting at the Sussex Care Showcase on Wednesday 10th September 2025 at Brighton Racecourse.

This flagship event brings together care sector leaders, providers, and experts to explore the latest challenges and opportunities in social care. With inspiring speakers, a packed exhibition, and plenty of networking opportunities, it's not to be missed!

Register now and view full programme details here:

www.careshowcase.org.uk



Erica Lockhart MBE, Chair of SESCO, alongside high-profile associates at last year's Care Showcase.

Thank you for reading our latest Bulletin!