

# International Recruitment

**Bulletin 42**  
5<sup>th</sup> February 2026



*Erica Lockhart MBE, Chair*

## Background

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

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

## Earned Settlement Consultation One Week Left to Respond

As outlined in recent SESCOA Bulletins, the Government has proposed introducing an "Earned Settlement" model that would significantly extend the length of time migrant workers must live in the UK before becoming eligible for settlement.

The consultation closes **next Thursday, 12<sup>th</sup> February 2026**, with implementation expected **from Spring 2026**.

If enacted, many of the **385,000 overseas care workers** who have arrived since 2022 could face an **additional decade of uncertainty and prolonged dependence on sponsorship**. Given the sector's reliance on internationally recruited staff, the potential impact on care delivery is massive.

To help ensure the adult social care voice is clearly represented, SESCOA has commissioned **Victoria Buyer**, a specialist health and care public affairs consultant, to support the development of our formal consultation response and wider engagement activity.

## Provider Briefing Webinar

On 22 January, SESCOA hosted a **Provider Briefing Webinar** attended by over 100 providers. Led by Erica Lockhart MBE, CEO, alongside Victoria Buyer, the session provided an overview of the proposed reforms, their implications, and practical guidance on responding to the consultation.

Speakers highlighted the critical contribution of internationally recruited care workers and the risks to retention, recruitment and service continuity if settlement becomes harder to achieve.

The full webinar recording is [available here](#) on the SESCOA website.

## Resources

To support providers, we have added the following resources to the SESCOA website:

1. [Earned Settlement Briefing](#) - overview of the proposals and potential impact
2. [Framework Consultation Response](#) – detailed guidance document to support providers and other organisations to complete the consultation
3. [Proforma Letter](#) - template to assist providers to raise concerns about the proposed changes with their MP and council leaders.

## Key Actions for Providers

1. **Submit an organisational response to the consultation**
  - Refer to *Framework Consultation Response* document for guidance
  - Include local evidence on workforce impact, retention risks and service delivery
2. **Engage local MPs** – use SESCOA proforma letter and arrange meetings or service visits  
**NOTE:** MPs can only meet with their own constituents, so requests should come from providers or staff based within the MP's constituency.
3. **Support international staff** to understand the proposals and submit individual responses.

**Consultation closes at 11:59pm on Thursday 12 February 2026.**

[RESPOND TO CONSULTATION](#)



**SESCA**

South East  
Social Care Alliance

**CARE**  
ASSOCIATION  
ALLIANCE  
SOUTH EAST

**WEBINAR**  
International Recruitment

**An International Recruitment update for Adult Social Care Providers**

Thursday 12 February 2026  
10:00 – 11:30 am

Presented by



**Edward O'Brien**  
Senior Associate

SESCA South East Social Care Alliance

Lester Aldridge

## **FREE International Recruitment Webinar**

### **10:00 – 11:30am, Thursday 12<sup>th</sup> February**

Following our hugely successful webinar series, our next webinar will be delivered by the immigration experts from Lester Aldridge Solicitors.

Open to all registered providers in the South-East, the webinar will include an update on current international recruitment and sponsorship issues affecting adult social care providers.

This webinar will cover:

- Recent and proposed changes to the immigration rules – including “earned settlement”
- Compliance and enforcement trends, including common risk areas for sponsors
- Workforce risks and considerations for recruitment and retention
- SESCO Displaced Worker Scheme update – how to sponsor in-country migrant workers and access up to £6,000 funding per worker

[\*\*REGISTER HERE\*\*](#)

## Legal Helpline – Now Live!

**FREE Legal Advice from Leading Immigration Specialists**

Our FREE legal helpline is now live.

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.

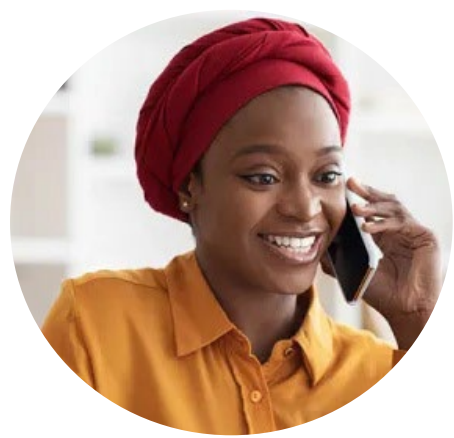
**Phone: 01202 786126**

**Email: [sescahelp@LA-Law.com](mailto:sescahelp@LA-Law.com)**

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

# Displaced Worker Recruitment Scheme

Supporting Providers to Recruit In-Country Migrant Care Workers



**Over 400 Displaced Care Workers Placed into New Employment Already!**

**Receive £6,000 Funding per Care Worker**

**Act now – scheme closes March 2026!**

## How it Works...

We have a large pool of experienced and committed migrant care staff across the South-East – **including car drivers** – who are available immediately.

We'll introduce you to pre-vetted candidates for interview.

For every successful hire, you'll receive **up to £6,000 in funding** to support your recruitment costs.



**Don't Miss Out – Apply Now!**

For instructions on how to apply, including our grant funding terms:

[\*\*APPLY HERE\*\*](#)