

The changing Landscape of International Recruitment FAQ

On the 30th October 2025, we held a webinar focusing on the updated rules on International Recruitment.

The session focussed on:

- Recent changes in October, July and April
- Changes when applying for Certificates of Sponsorship
- Changes to enforcement approach

Here, we share some of the questions asked both via our helpline and during the webinar.

Note: These FAQs were accurate when the live webinar took place. Please refer to our [Disclaimer page](#) for more information.

1. What does Level B2 – English language skills actually mean for the international care worker?

This is the proficiency level that sponsored workers now need to demonstrate when they are recruited from overseas. It essentially is an upper-intermediate proficiency in English, which is equivalent to a high-grade GCSE or a low-grade A-Level.

Please note, the requirement to show B2 English proficiency is only triggered for new visa applications from the 8th January 2026, under relevant routes (e.g. Skilled Worker visa, High Potential Individual visa, Scale-up visa). Those already in the UK will not need to sit a new English language test to remain in the UK and that they will not need the enhanced test when extending their current Work Visa, unless they switch to a different visa route.

2. Is the Immigration Skills Charge in addition to the Certificate of Sponsorship (CoS) assignment fee?

Yes, when assigning a CoS, you are required to pay both the CoS assignment fee and the immigration skills charge for the period during which you intend to sponsor the worker.

3. Will we be able to sponsor care workers after 22 July 2028?

Yes, international workers who are already in the UK and sponsored to work legally in the sector by the end of the transition period will be able to continue to extend their stay, change sponsors and, when qualified, apply to settle. These arrangements include those who need to switch employers following a sponsor licence revocation.

4. Will sponsored workers whose visa needs to be renewed after 22 July 2028 need to be on the higher threshold salary?

The current intention is for care worker and senior care worker roles to be removed from the Immigration Salary List after that date, which would mean that the full Tier 2 Skilled Worker salary threshold would apply.

On 2 July the government asked the independent Migration Advisory Committee (MAC) to advise on future salary requirements for Skilled Worker visas. We expect the MAC to respond around the end of the year when we can provide more detail. If, however, they apply for LTR today (including extending with the same employer) then the £25k rate applies.

5. Can care workers still have dependents if they are already in the country?

This is only permitted if the worker was already sponsored as a health and care worker prior to the restriction on dependents being introduced in March 2024 (Except UK born children or where both parents are sponsored in medium skilled roles or where the parent has sole responsibility).

Additional International Recruitment Related Support

You can find lots of advice and guidance via our [International Recruitment Hub](#). We'd also like to signpost you to:

- HR & Legal Webinars**

If you are a Care Provider in the West Midlands and would like details about our future International Recruitment Human Resources & Legal Webinars, please email our team at hello@wmca.international

- Legal & HR Advice**

If you need additional legal support please reach out to Lester Aldridge, who have been contracted to provide support until the end of March 2026: <http://irwestmids.co.uk/hr-legal-services-support/>

- Recruitment & Immigration Support**

Lifted, a Technology platform and expert immigration team, have been commissioned to help Care Providers recruit and retain sponsored workers who are already here in the UK, as part of the International Recruitment Programme. [You can find out more here.](#)