

Your International Solutions Provider

Recruitment Beyond RNs.



RNs



Medical Laboratory/Radiology



International Nurse Students

healthstaff.org



Your International Solutions Provider.

International recruitment is not just for Registered Nurses anymore. WorldWide HealthStaff Solutions Ltd. provides an array of international recruitment resources for employers in all healthcare sectors. Our **Direct Hire** placement areas include Registered Nurses, Medical Laboratory Technologists, International Nurse Students and more. We are an industry leader with 25 years of international recruitment experience and a reputation for integrity and leadership.

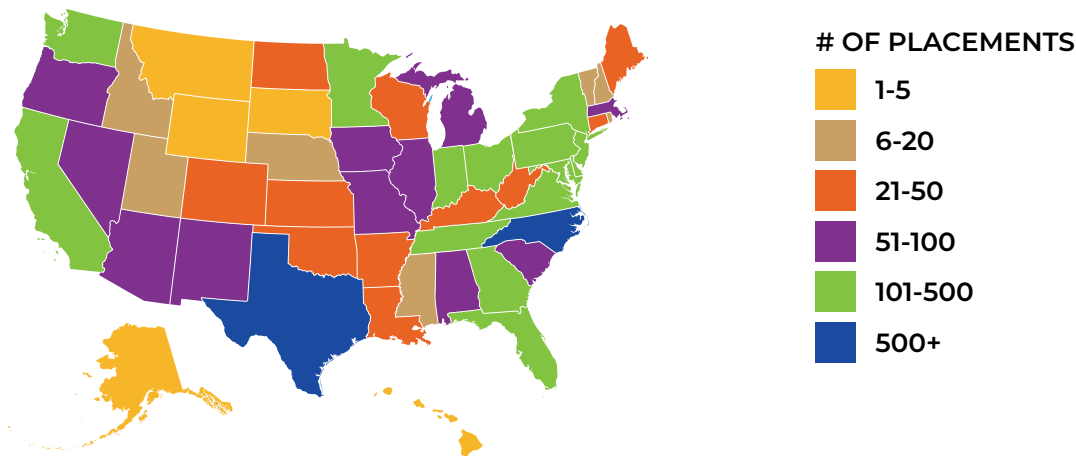
GLOBAL RECRUITMENT OFFICES

Global operations headquartered in
Charlotte, NC (USA)

Offices in:
Rexburg, ID (USA)
Dubai (UAE)
Manila (Philippines)



INDUSTRY LEADER



NEW INNOVATIONS IN INTERNATIONAL RECRUITMENT

RNs

BSN and NCLEX passers

**H1B
& TN
RN Visas**

Placements in 1-6
months

MLTs

ASCP or AMT certified

**NO
HOURLY
BILL
RATES**

Direct Hire

The Value of Direct Hire Recruitment.

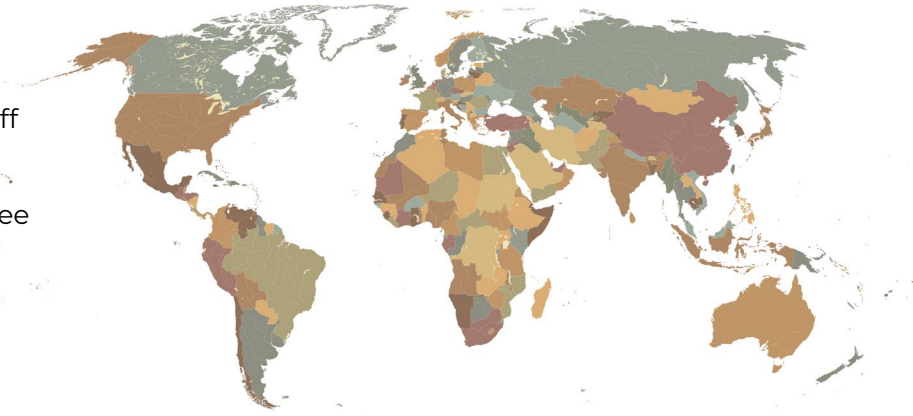
RECRUITMENT

Direct Hire Benefits:

- Candidates start at same pay as domestic staff
- Flat fee spread across 2 budgeting cycles
- 3-year return of service agreement
- Candidate becomes your permanent employee on day 1

Differentiated Sourcing Model:

- Interview pools of candidates
- Average 6-8 years of experience
- Employed in modern healthcare facilities
- Clinical-readiness and 2nd international placement



LONG TERM, STRATEGIC PARTNERSHIPS

Let us build you a sustainable pipeline of permanent talent for the next 5 years or longer

WorldWide HealthStaff Solutions Ltd.						
Our Clients	International Nurses Hired					
	2018	2019	2020	2021	2022	2023
National - Specialty Care Client 2200 outpatient clinics and 400 hospitals	1,100	600	480	450	285	629
Regional - Long-Term/Home Care Client 75 facilities across 5 states	40	50	40	80	35	84
Local - Acute Care Client 5 hospitals in 1 state serving rural communities	0	200	125	150	140	215
Regional - Acute Care Client 9 hospitals in 2 states serving metro areas	0	0	0	93	285	549

KEYS TO SUCCESS

- **Forward Thinking:** Medium-to-longer planning horizons with systematic planning of recruitment efforts
- **Top Talent Pools:** BSN graduates, 6-8 average years of experience, target 2 candidates/open position
- **Turnkey Package of Services:** Recruitment, immigration, licensure, relocation, onboarding, and retention
- **International Solutions Provider:** RNs, MLTs, Radiology, Technicians, and more

FINANCIAL ADVANTAGES OF DIRECT HIRE

Direct Hire offers significant cost savings compared to contract bill rate models, either domestic or international.

This graphic estimates the annual cost savings for 10 Direct Hire RNs versus contract labor. If agency contract terms are 2-3 years, savings will be even greater.



RNs

Let our experienced team help you recruit skilled international registered nurses on EB3 visas (green card). These are qualified, English speaking nurses with experience working in modern medical facilities.

Details on our RN candidates:

- Diverse candidate pool currently employed in modern day health systems
- Large supply with ready access to technology, equipment & medications

Our Minimum RN standards:

- 2-10 years of experience
- BSN graduates
- All have passed the U.S. NCLEX exam prior to client interviews

2nd International Placement Eases Assimilation:

- Many of our nurses have already relocated to another international location, making them more adaptable to a new country and culture.

Pre-orientation Support:

- Our in-house relocation team works one-on-one with each nurse candidate to provide pre-orientation support and to make sure all education requirements, license and credentials are completed so that they are ready to begin work.



H1B & TN Visas for RNs

Different visa options are now available for international RNs to arrive in the US with shorter immigration timelines (1-6 months). Our recruiting team can connect you with qualified H1B and TN visa applicants.

H1B Visa Employer Requirements:

- Placements within 3-6 months
- Non-profit hospital
- Hospitals with university affiliations with nursing colleges
- Magnet hospitals and/or specialty units with:
 - Units with BSNs required or preferred
 - Target higher acuity units (i.e., non-Med Surg)
 - OR, ICU, OCN, NICU/PICU, etc.
 - Units needing clinical breadth (i.e., float pools)
 - Smaller scopes: < 10 / Specialty Unit

TN Visa Placements:

- Direct hire employment with 1-3 year commitments
- Placements generally within 1-4 months
- Renewal or permanent options available



Medical Laboratory Technologists (4-year degree)

With training programs for clinical laboratory personnel declining at the same time the demand for these services is increasing, hiring experienced Medical Laboratory Technologists (MLTs) is more difficult and expensive than ever. At the same time, there is a growing pool of well qualified, English speaking and experienced MLTs around the world.

All of our Medical Laboratory Technologists are:

- 4 year university degree graduates, with ASCP or AMT certification
- Includes Cyto- and Histotechnologists
- Qualify for temporary (H1B) or permanent visas (EB-3)
 - H1B cap exemption for university affiliated, non-profit health systems
 - Cap exempt health systems: H1B employees arrive on average in 3-6 months
- Full turnkey package of services
- 3-4 payment milestones



Other Innovative Clinical Services

In addition to offering the most comprehensive DIRECT hire, PERM placement international recruitment services, we are able to leverage our competencies to provide you with related services that can speed your ability to hire, optimize your existing RN workforce and achieve optimum financial outcomes.

- **Clinical Applicant Interviewing** - often nurse or hiring managers are challenged to interview great candidates in a timely manner. We have a clinical RN team that can implement your interview protocols to literally provide you with a 24/7 interview capability.
- **Virtual Nursing & More** - optimize your existing staff resources by incorporating experienced and US licensed professionals.
- **Business Process and Clinical Outsourcing** - using our integration to a global workforce we continue to develop outsourcing models which reproducibly provide high quality deliverables at an acceptable price.



Services We Provide

WorldWide HealthStaff Solutions Ltd. provides a full suite of services to assist with your healthcare staffing needs.

- **Initial Needs Assessment –**

Helping you determine the appropriate scope of your international recruitment strategy.

- **Audit of Existing Programs –**

Helping you objectively evaluate the performance of current international recruitment programs using industry benchmarks.

- **DIRECT HIRE International Recruitment –**

Turnkey services package inclusive of recruitment, immigration processing, licensure, relocation and onboarding support for RNs, Medical Laboratory Technologists and more.

- **Visa Compliance Programs –**

Helping you ensure that you are not inadvertently employing workers who are not authorized to work in the United States.

- **Healthcare Immigration Law –**

Our team of experienced immigration attorneys provide full-service healthcare immigration services including filing initial visa applications, visa transfers and visa renewals.

- **Government Relations/Advocacy –**

Supporting you to achieve regulatory and legislative reforms.

- **POLO/POEA Registration & Compliance –**

If you have directly recruited any healthcare worker in the Philippines, we can help you navigate the POLO and POEA registration requirements.

- **International Healthcare Graduates in the U.S. –**

Foreign graduates already in the U.S. are an often overlooked but valuable source of talent. We will help you attract and retain these candidates using appropriate visa strategies.

- **Overall Program Management –**

Providing dedicated staff resources to your organization to manage all aspects of a comprehensive international program across large, complex healthcare organizations.





HOW DOES DIRECT HIRE BENEFIT YOU?



Acquisition of Top Talent

Build a pipeline of the best global talent

Quality of Care

Consistent, permanent staff contribute to superior care outcomes

Financial Performance

Reduce overtime, contract staffing costs and incentive payments

Staff Morale & Retention

Chronic short staffing destroys morale and creates greater turnover

Diversity

Employ English speakers from around the globe

PROUD PARTNERS

aaihr



Lippincott®
Learning

**National Association
for Health Care
Recruitment**

WorldWide **HealthStaff**
Solutions Ltd.



CLIENTS

This is a representative sampling of some of our clients showcasing different healthcare sectors and organizations of all sizes across the USA.

