Why You’re Probably in This Session . . .

- You’re staffing challenged . . . Am I right?
- You’ve tried the standard approach
- You’re doing the networking and social media thing
- You’re trying to grow – or maintain current staffing levels
- You’re pulling your hair out?
- BOTTOM LINE: You’re worried about where you’ll find the talent you need
- **You’re not alone!**
Recent Headlines Tell the Tale . . .

- “Nationwide nursing shortage hits Illinois” – Modern Healthcare
- “Nursing Shortage Predicted to Be Hardest on Home Healthcare” – VNAA News
- “Healthcare and Home Care Worker Shortage is Becoming Highly Problematic” – ANKOTA Healthcare Delivery Management
- “Report Indicates Potential PT Labor Shortage Over Next Decade” – Rehab Management
- OTs and PTs top ASA’s Hard-to-Fill List

Shortages Are Broad But Not Everywhere . . . Physical Therapists

Source: Wanted Analytics
Shortages Are Broad But Not Everywhere . . . Registered Nurses

Our Historical Situation . . . (TX offices 2014-Snapshot)

- Open Field Clinician Job Requisitions: 116
  - RNs: 68
  - PTs: 48
- Average days requisitions have been open: 74
- Average days to fill positions: 45
- Hardest to Fill Areas: Small rural Texas markets, many of which have fewer licensed therapists than competing open positions
Your Staffing Options . . .

<table>
<thead>
<tr>
<th>OPTION</th>
<th>PROS</th>
<th>CONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERTIME / MORE VISITS</td>
<td>Staff already trained/ready</td>
<td>Burnout</td>
</tr>
<tr>
<td>PER DIEM</td>
<td>Fast fill / readiness</td>
<td>Cost / lack of continuity of care</td>
</tr>
<tr>
<td>TRAVEL</td>
<td>Seasoned veterans</td>
<td>Higher cost / multi-week commitment</td>
</tr>
<tr>
<td>INTERNATIONAL?</td>
<td>Let’s explore this more . . .</td>
<td></td>
</tr>
</tbody>
</table>

Your Staffing Options . . .

<table>
<thead>
<tr>
<th>Travel/Per Diem/Flex Staff</th>
<th>International</th>
</tr>
</thead>
<tbody>
<tr>
<td>Best Uses:</td>
<td>Best Use:</td>
</tr>
<tr>
<td>• Short Term/Episodic Assignments (FMLA, illness, Vacation)</td>
<td>• Boom Markets</td>
</tr>
<tr>
<td>• Seasonal Census Spikes</td>
<td>• Aging Markets</td>
</tr>
<tr>
<td>• Inconsistent Referral Volume</td>
<td>• Hard-to-Recruit For Markets</td>
</tr>
<tr>
<td>• Unproven Markets</td>
<td>• Rural Markets</td>
</tr>
<tr>
<td>• Other Episodic Spikes</td>
<td>• Urban, Inner City, Tough Commute Markets</td>
</tr>
<tr>
<td>Day-to-Day, Week-to-Week, 13 Week Assignments etc.</td>
<td>• On-Going and Permanent Needs</td>
</tr>
<tr>
<td>Inconsistent Quality and/or Coverage</td>
<td>Conversion uncertain</td>
</tr>
<tr>
<td>Conversion uncertain</td>
<td>Conversion greatly enhanced</td>
</tr>
</tbody>
</table>

24 – 36 months until Right to Convert

Highly Motivated Work Ethic, Improved Continuity of Care
Is International RIGHT for Us (checklist) . . .

- We need a long-term resource
- We offer a full caseload
- Our needs are consistent, not seasonal
- We are expanding into new markets
- I have staff that can act as preceptors during early stages
- A local talent pool is not readily available

☑ If yes to most questions listed above then international may be a good option.

Is International WRONG for Us (checklist) . . .

- Our needs are temporary/seasonal
- Licensure of internationally-trained healthcare workers is challenging in our state(s) of operation
- I expect international PTs and RNs to be as capable as their U.S. healthcare counterparts from their 1st day on the job and they won’t require any more assistance from me or other team members
Agency or Self-Managed Process . . .

- I’ll keep this short
- Are you willing to bear the time and potential financial costs associated with the many variables in healthcare professional immigration?
- A good agency will bear the full risks and responsibilities while you manage a home health agency
- Selecting the agency route does not “exonerate” you from any responsibility of understanding the process and taking ownership of candidate selection and onboarding

Choosing an Agency . . .

**Look for . . .**

- Brand Recognition
- AAIHR Membership
- Joint Commission Certification
- Experience
- Risk Mitigation
- Temp-to-Perm Conversion Rate
- No Upfront Fees
- No End-of-Contract Conversion Fees

- How it Treats its Healthcare Talent
- Good Reputation
- How does the agency resolve issues?

Good article by PassportUSA located online. ([www.passportusa.com/foreign-nurses-therapist-best-provider/](http://www.passportusa.com/foreign-nurses-therapist-best-provider/))
## Commonly asked questions

- Are international candidates fluent in English?
- When can agencies interview the candidates?
- How soon can the clinician arrive?
- What are the clinician requirements?
- What is involved in bringing an international clinician to the US?

## International “Cheat Sheet”

<table>
<thead>
<tr>
<th>PROFESSION</th>
<th>VISAS USED</th>
<th>EDUCATION</th>
<th>TESTING</th>
<th>ISSUES</th>
</tr>
</thead>
<tbody>
<tr>
<td>RNs</td>
<td>EB-3</td>
<td>Bachelor’s</td>
<td>Local license, NCLEX, IELTS,</td>
<td>EB-3 visa retrogressed currently – 140k total or 14% by country</td>
</tr>
<tr>
<td>PTs</td>
<td>Cap or Non-Cap H-1b</td>
<td>Bachelor’s Moving to Master’s</td>
<td>Local license, NPTE, TOEFL</td>
<td>EB-3 or H-1b visas are in high demand and supply is limited – 65k max awarded</td>
</tr>
<tr>
<td>OTs</td>
<td>Cap or Non-Cap H-1b</td>
<td>Bachelor’s</td>
<td>Local license, NBCOT, TOEFL</td>
<td>Limited supply of candidates along with short supply of H-1b visas</td>
</tr>
<tr>
<td>SLPs</td>
<td>Cap or Non-Cap H-1b</td>
<td>Bachelor’s</td>
<td>Local license, PRAXIS, TOEFL</td>
<td>Limited supply of candidates along with short supply of H-1b visas</td>
</tr>
</tbody>
</table>

A good agency will overcome all of the identified issues and will have a pipeline of candidates that have been in process for several years.
U.S. Visa Timeline for Nurses

1. Apply Online
   - The best way for you to start your visa process is through PassportUSA.com. Apply online at https://passportusa.com/apply/ and schedule a time to speak with a PassportUSA recruiter. If this goes well, be ready to sign a contract!

2. Submit Documents
   - Submit documents for petition
   - If you have been offered an opportunity after speaking with PassportUSA, you will sign an agreement to continue and join the team.

3. Review
   - Our internal immigration team will receive all your paperwork and then send you the DS-160 forms to complete and submit to your local consular for approval.

4. File Petition
   - If you are selected for interview, PassportUSA will submit your petition to the USCIS for your priority date.

5. Send NVC Documents
   - When your petition or I-140 transfer has been approved, PassportUSA will apply for you by sending you a list of documents needed to complete the process. You will submit on your behalf.

6. Fees Paid For You
   - Once the PassportUSA immigration team receives your petition, they will ensure your fees are paid. Once paid, the USCIS will review and make your case "documentary qualified," rendering you qualified for an embassy interview.

7. Embassy Preparation
   - Your PassportUSA recruiter will set up a time with you for an embassy preparation appointment with one of our immigration attorneys.

8. Apply for American Visa
   - Attend interview, get visa approved.

9. End. Welcome to America

Infographic courtesy of PassportUSA

National Association of Home Care 2015
Going Global
RNs: Employment-Based Visa Process (EB-3)

- Labor Certification with USDOL
  - Simplified process because RNs are Schedule A (shortage) occupation along with PTs
- I-140 Alien Worker Petition Filing with USCIS completed by agency
  - $580 reg. / $1,805 premium processing (saves 5 ½ months -- recommended)
- National Visa Center processes the case and schedules and embassy interview date
  - $345 per candidate and dependent/family member
- International nurse applies for immigrant visa EB-3 / Green Card
  - Simple application process – cost of $165

RNs: I-140 Required Documentation

- Evidence that the petitioning employer has the financial ability to pay the salary offered to the nurse
- Either:
  - CGFNS certificate or nurse license from state where the nurse will be working; or
  - Proof of passing the NCLEX licensing exam and evidence that the nurse cannot obtain a license because he or she cannot obtain a social security number such as in California
- VisaScreen (obtained by Embassy Interview Date)
  - Passing IELTS score
  - Credential evaluation
  - Nursing license in country nursing degree was obtained
RN Employment-Based Visa Process

- **Arrival timing is all about Green Card Priority Dates** – This is the date that the PERM labor certification application was received by the department of labor and appears on a form I-140 receipt.
  - The current priority date is June 15, 2007
- To expedite the timing many agencies seek candidates that have had their I-140 previously filed
  - Abandoned by previous sponsor
  - I-140 transfers – Previous filing date carried over to new visa sponsor
  - Caveat – VisaScreen expires after five years and some parts may have to be retaken such as IELTS English language exam scores

PTs: Visa Filing Requirements

- The PT visa process is substantially the same as was covered for RNs
- Differences:
  - TOEFL instead of IELTS
  - FCCPT Type 1 Certificate instead of VisaScreen
- Beware supervised practice and long licensure timing in some states
PTs: H-1b Visa Process

- Recommended dual filing strategy of H-1b and EB-3 to minimize wait time to USA
  - The PT EB-3 visa process is substantially the same as was covered for RNs
- H-1b filings must adhere to prevailing wage according to DOL regulations
- Cannot be filed before April 1st and HIGHLY recommended to be done on that day
- 25-26% chance of approval due to high volume of petitions
- Approval in lottery
- Can arrive last week of September but cannot begin work until October 1
- Valid for three years, but can be renewed for an additional term
- Estimated costs of $3,500 for first-time filing

Common Issues in International Recruitment

- Test results and documents expire during the Visa waiting period
- Candidates’ lives and family situations change during the Visa wait period
- You’ll need to assistance with family-member visa filings
- You must account for some failure rate in terms of candidate selection and real expenses occurred
Acclimation and Onboarding Programs . . .

- Our experience has shown that . . .
- What we did to get the candidates ready for work . . .
- How long did it take till they could function independently in home health
- Use of a mentor?
- **TIP:** Ask agency if they offer discounted rates during orientation.
- Biggest areas you’ll need to focus on are documentation and use of technology for record keeping

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### How Do International Healthcare Professionals Perform?

<table>
<thead>
<tr>
<th>Question</th>
<th>Count</th>
<th>Score</th>
<th>Poor</th>
<th>Below Average</th>
<th>Average</th>
<th>Above Average</th>
<th>Excellent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Quality of clinical skills and competency including age-specific care</td>
<td>583</td>
<td>4.35</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Prioritization and critical thinking skills</td>
<td>583</td>
<td>3.68</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>3. Follows facility policies &amp; procedures including safety and emergency protocols</td>
<td>583</td>
<td>3.85</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>4. Appropriately communicates with patients, families, and other patient care team members</td>
<td>583</td>
<td>3.74</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Attitude</td>
<td>583</td>
<td>4.34</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Flexibility / adaptability</td>
<td>583</td>
<td>4.18</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Cooperation / teamwork</td>
<td>583</td>
<td>4.20</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Personal appearance</td>
<td>583</td>
<td>4.23</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. Attendance and punctuality</td>
<td>583</td>
<td>4.23</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Average</strong></td>
<td></td>
<td><strong>4.09</strong></td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

*Source: 561 PPUSA Clinical Manager Performance Evaluations*
Manager Reviews . . .

• PT – “He is doing a fantastic job, he has learned a lot since starting and continues to learn more everyday. I have not had any complaints from patients, only good things reported on Julius. We are happy to have him here.”

• PT – “She is an excellent therapist, she is a dedicated professional; we have received nothing but praises regarding her work from patients and from the case managers. She works with the patients to achieve their maximum goals and the improvement to some of the patients we have had for a long time is unbelievable.”

• PT – “He is definitely growing as a therapist, documentation has improved, well thought out coordination notes regarding evaluations, and is willing to help out extra. I would like to see more communication between him and my schedulers, but overall is doing well.”

• PT – “She is a great addition. She asks questions when needed and follows company guidelines.”

Resources and Referrals

• **Agencies:** Look at American Association of International Healthcare Recruitment (AAIHR) members

• **Immigration Attorney’s:** American Immigration Lawyers Associations and AAIHR
  - Hammond Law Group
  - Musuillo Unkenholt

• **Books**
  - The Official Guide for Foreign-Educated Nurses: What You Need to Know about Nursing and Health Care in the United States
  - The Official Guide for Foreign-Educated Allied Health Professionals: What You Need to Know about Health Care and the Allied Health Professions in the United States
Questions?

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Be sure to register on roster being passed around the room to get the slide deck.