

SPEECH AND LANGUAGE PATHOLOGY

Recruiting in the continental U.S. for Experienced
Allied Health Professionals, as YOUR employees

AHP is NOT a Foreign Recruiter
NOR a Travel or Temporary Agency.

***AHP* ALLIED HEALTH**
PROFESSIONS SEARCH
a division of NSI Nursing Solutions, Inc.

2055 State Street, Lancaster, PA, 17520
717-560-3863

ALLIED HEALTH SHORTAGE

A Macro View

- The U.S. Bureau of Labor Statistics reports 69,000 more Clinical Lab Scientist and 68,000 more Medical Lab Technicians will be needed by 2012.
- But schools produce only 4,500 graduates annually, resulting in a 36% annual national shortage.
- According to the U.S. Department of Labor, 60% of the American healthcare workforce is made up of Allied Health Professionals.
- The Allied Health Professional shortage is predicted to reach 1.6 to 2.5 million by 2020.
- The supply of qualified allied healthcare providers is shrinking at the same time as the demand for healthcare is increasing thanks to a decade long decrease in enrollment in Allied Health Schools and educational programs.

ALLIED HEALTH PROFESSIONALS

- ❑ Physical Therapists
- ❑ Occupational Therapists
- ❑ **Speech and Language Pathologists**
- ❑ Respiratory Therapists
- ❑ Clinical Lab Scientists/Medical Technologists
- ❑ Medical Lab Technicians
- ❑ Radiologic Technologists
- ❑ MRI Imaging Technologists
- ❑ Mammography Imaging Technologists
- ❑ Ultrasound Technologists
- ❑ Nuclear Medicine Technologists
- ❑ CV Technologists

Source: PRWeb, https://medical.wesrch.com/user_images/pdf/MS1_1217825887.pdf;
BNA ,Kennedy Information Recruiting Trends,
www.recruitingtrends.com/online/news/7181.html - 13k;
<http://www.bls.gov/oco/oco1002.htm#.phys>

SPEECH AND LANGUAGE PATHOLOGY

ALLIED HEALTH PROFESSIONS (AHP)

□ AHP Overall Recruitment Difficulty Rating:	81%
□ Shortage 2010:	9%
□ Shortage 2012:	11%
□ Shortage 2016:	12%
□ Applicant Flow Range:	3 to 7
□ Time-to-Fill Range:	105 to 207 days
□ Turnover Rate:	7.1%
□ Average Experience:	9 years
□ Average Salary:	\$61,970
□ Salary Range:	\$49,360 to \$72,410

AHP RECRUITING STRATEGIES

STRATEGY	UTILIZATION FREQUENCY	EFFECTIVENESS RATING
□ News paper Ads:	93.7%	5.9%
□ Internet:	53%	6.1%
□ Journals:	41%	4%
□ Temporary/Travel Agency Use:	39%	14.9%
□ Direct Mail:	27%	14%
□ Retiree Pull Backs:	2%	1%
□ Enhanced Benefits:	60%	51%
□ Use of Sign-On Bonuses:	66.5%	27.1%
□ Referral Bonuses:	53%	29%
□ High Volume Recruitment Firm Use:	10%	94.8%
□ Job Fairs:	61%	2.1%

AHP STAFFING STRATEGIES

STRATEGY	Utilization Frequency	Effectiveness Rating
□ Overtime:	89.6%	37.6%
□ Part-Timer Extra Shifts:	31%	25%
□ On-call Staff:	32.7%	17.1%
□ Flex Scheduling:	71%	72%
□ Self Scheduling:	61%	73%
□ Job Sharing:	1.3%	53.4%
□ Travel /Temporary Agency Use:	39%	14.9%

AHP CAUSES OF TURNOVER

- If Pay is Not Competitive: 89%
- With Competitive Pay, but Better Pay elsewhere: 55%
- More Flexible Scheduling elsewhere: 73%
- Better Employer Reputation / Image elsewhere: 74%
- Better Career Opportunities elsewhere: 39%
- Increased Market Demand 46%
- More Desirable Work Culture elsewhere: 61%
- Peer Relations / Supervisor Relationships: 63%

ABOUT US

AHP ALLIED HEALTH PROFESSIONS SEARCH, a Division of ***NSI NURSING SOLUTIONS, INC.*** is a national high-volume healthcare recruitment firm, recruiting only within the continental U.S. for American *Experienced Clinicians*, as **YOUR** core employee staff.

AHP is **NOT** a Foreign Recruiter
NOR a Travel or Temporary Agency.

Our **RISK FREE** Commitment is a **WIN-WIN** for you:
YOU MUST HIRE THE CLINICIAN
BEFORE WE GET PAID.

The Effects of a Successful U.S. Campaign should be:

- ❖ Significant ROI , recoupable in months,
- ❖ Reduce Vacancies/full staffing as your core employees
- ❖ Improved Clinical Reporting and Quality
- ❖ The anticipated Time-to-Fill is 39 to 45 days

What would Experienced Allied Health Professionals mean to your Organization?

Would it:

- ✓ Facilitate OR, Clinical and Medical reporting?
- ✓ Stop the Delays in Lab Reporting?
- ✓ End Revenue Loss due to Travel/Agency cost?
- ✓ Enhance cash flow?

Add HUNDREDS OF THOUSANDS of Dollars to your Bottom Line

- ✓ Reduce excess overtime cost? (75% of Straight Time costs)
- ✓ Improve quality and clinical lab reporting issues?
- ✓ Improve nurse and physician satisfaction?
- ✓ Enhance staff morale by improving work and family balance, thus reducing turnover?

If your answers are **"YES"** then AHP can help.

SNAPSHOT OF PROCESS

- Execution of Contract.
- A Refundable Investment Retainer Fee (per contract).
- **AHP** Assigns an On-Site Team in 7 to 10 days.
- **AHP** Team performs On-Site Environmental Studies.
- **AHP** performs Market External Environmental Studies.
- Recruitment Campaign Commences (per contract).
 - Client On-Site Interviews and Selection.
 - **The Interview-to-Offer Rate is 80%+ enhancing speed to hire, reducing costs.** (An Employment Agency referral-interview-offer rate is 15%).
- **AHP** Pre-Boarding and On-Boarding strategy.
- **AHP** conducts "Talent Energizing Retention" Seminar.
- **AHP** Invoices **ONLY AFTER** the Clinicians are Hired.
- **AHP** is an investment in Retention.
- **AHP** provides an Industry leading 6 month Guarantee.

AHP ALLIED HEALTH PROFESSIONS SEARCH,

a division of NSI Nursing Solutions, Inc.

2055 State Street, East Petersburg, PA 17520

717-560-3863 or Fax 717-560-9111

Website: <http://www.nsinursingsolutions.com/>

**AHP is NOT a Foreign Recruiter
Nor a Travel or Temporary Agency.**

*Note: Applicant Flows, Interview-to-Offer Rates, Time to Fill, Turnover & Retention are different for each employer, due to Hospital: Image, Culture, Reputation, Geography, Market Competitiveness, Professionalism, Practice Modalities, Management Style, Focus, Policies, Employee Relations, Mid-stream Contract Changes, Mission, Vision etc and all affect costs.

AHP fees are based solely on clinicians hired, and are invoiced only after a client has hired the clinicians.

All statements or calculations are to be considered marketing or promotional representations and are not to be considered promises or guarantees. All computations are forecasted estimations based upon your data.
Formulas are available on request