



Nursing Solutions, inc.

Permanent Nurses, Permanent Solutions!

WHY HIRE NURSES AS “YOUR EMPLOYEES”?

**A Comparative Analysis of
FOREIGN VS. U.S. NURSE RECRUITMENT**

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- In 2016, the average RN **Vacancy Rate was 8.1%**. CNOs believe vacancy rates will continue to deteriorate, further increasing nursing demands.
- According to the “2017 Hospital Executive Level Priorities–CNE” survey, Retaining Talent/Employee Turnover and RN Recruitment continue to be in the top five priorities for Nurse Executives. *(NSI Nursing Solutions, Inc.)*
- As the economy expands, staffing will increasingly become harder and more costly, affecting cash flow, margins, continuity of care, quality, and employee morale.
- Currently, the average **RN Recruitment Difficulty Index** stands at **86 days** and ranges from 55 – 119 days, given specialty. *(2017 National Health Care Retention & RN Staffing Report)*

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- The Bureau of Labor Statistics estimates there will be more than a million RN openings by 2024, twice the rate seen in previous shortages. It is a crisis far worse than in the past. Currently, the projected shortage ranges from 188,000 to 327,000 RNs.
- When it comes to Foreign Nurse Recruitment, the U.S. DHS reports that **work visas continue to take 18 to 30 months.**
- U.S. Nurse Recruitment...can be faster, with higher quality nurses having greater productivity and better patient care rapport; while hospitals are getting quicker cash flow enhancements and ROI results.

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Foreign Nurse Recruitment Statistics:

Foreign Nurse average time-to-start:	18 to 30 months
NCLEX <u>fail</u> rate: (33% pass rate)	67%
Foreign Nurse start rate: (Actually show up)	Up to 24%
Foreign Nurse average experience:	3 years
Relocation, Housing and ancillary costs:	\$12,900/RN
<u>Foreign Nurse agency fee:</u>	<u>To \$29,900/RN</u>
Total Foreign Nurse Recruitment Cost:	To \$42,000/RN

Sources: American Association of International Healthcare Recruitment, ASA, SIA

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- The vast majority of U.S. hospitals (86.2%) believe that **foreign nurse recruitment is ineffective**. Even so, 37.7% would consider this option.
- Hospitals engaged in foreign recruitment hire 28 RNs on average, resulting in a recruitment fee **in excess of \$1,176,000 per hospital**.
- The cost associated with these hires dramatically increases due to the length of time to start. Additional costs include unplanned overtime, travel nurse use, bed closure, etc... When coupled with the 76% “no-show rate”, the potential staffing uncertainty and total cost becomes obvious.
- Utilizing a high volume U.S. nurse recruitment firm, like **NSI, will improve quality, time-to-fill, cultural fit, retention and the bottom line**.

Selecting the Right Staff Strategy

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Company Type	Ability 1-5 <i>(low-high)</i>	Quality 1-5 <i>(low-high)</i>	Time-to-fill 1-5 <i>(slow-fast)</i>	Cost 1-5 <i>(high-low)</i>	Replacement Guarantee 0-4 <i>(based on quarters)</i>	Retention Strategy 0-1 <i>(No-Yes)</i>	Score
Contingency	Low (1)	Low (1)	Slow (1)	Low/Med (4)	3 months (1)	No (0)	8
RPO	Low (1)	Med (3)	Moderate (3)	Med (3)	3 months (1)	No (0)	11
Foreign	Low (1)	Low/Med (2)	Slow (1)	High (1)	6 months (2)	No (0)	7
Travel	Med (3)	High (5)	Moderate (3)	High (1)	None (0)	No (0)	12
Agency	Low (1)	Med (3)	Moderate (3)	Med/High (4)	None (0)	No (0)	11
High Volume	High (5)	High (5)	Fast (5)	High (1)	12 Months (4)	Yes (1)	21

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- NSI is a high volume nurse recruitment firm; that only recruits within the continental U.S. for “**Experienced RNs**”, as **your** core staff.
- NSI utilizes a full service executive search model.
- Focus is on cultural fit and core competencies to enhance retention capacity. NSI **first year retention rate of 94.2%**.
- Founded in 2000, NSI continues to lead the industry:
 - Proven success rate with an average **time-to-fill of 34 days**.
 - High quality; with an 82% interview-to-offer rate and an average **RN experience rate of 14.5 years**.
 - **One (1) year replacement guarantee**.
- All NSI engagements are “**Risk Free**” since you must hire the nurse **before** NSI is paid.
- Call **Michael Colosi at (717) 575-7817** to discuss how NSI can help you!