



Nursing Solutions, inc

Permanent Nurses, Permanent Solutions!

WHY HIRE NURSES AS “YOUR EMPLOYEES”?

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



- 74% of CNOs believe vacancy rates will worsen in 2016, increasing nursing demands. The average RN vacancy rate is projected to increase to 8.4%, from 7.2% in 2015.
- In 2015, the average time-to-fill a RN vacancy was 85 days, ranging from 53 to 110 days, given specialty. Expect this to continue to deteriorate.
- **Foreign Nurse Recruitment...** In an expanding economy, it is getting harder, and more time consuming, costly & complicated; with questionable results, while affecting cash flow, margins, continuity of care, quality, and employee morale. The U.S. DHS reports that foreign nurse **work visas take 24 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.



In 2016, CNEs think...

	<u>Yes</u>
...the RN vacancy rate will worsen?	74%
...overtime utilization will increase?	60%
...RN recruitment will be more difficult?	60%
...hospitals will “divert” more often?	5%
...surgeries will be delayed due to short staffing?	2%
...the frequency of bed closures will increase due to staffing?	2%
...the frequency of unit closures will increase due to staffing?	1%

Sources: NSI, ANA, HealthLeaders



Foreign Nurse Recruitment Statistics:

Foreign Nurse average time-to-start:	11 to 18 months
NCLEX <u>fail</u> rate: <i>(33% pass rate)</i>	67%
Foreign Nurse start rate: <i>(Actually show up)</i>	Up to 17%
Foreign Nurse average experience:	3.9 years
Foreign Nurse interview-to-offer rate:	31.9%
Relocation and Housing costs:	\$9,500/RN
<u>Foreign Nurse agency fee:</u>	<u>To \$25,000/RN</u>
Total Foreign Nurse Recruitment Cost:	To \$67,500/RN

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



Foreign vs. U.S. Nurse Recruitment ROI:

- The vast majority of U.S. hospitals (82.2%) believe that **foreign nurse recruitment is ineffective**. Even so, approximately, a third (34.6%) would consider this option.
- Hospitals engaged in foreign recruitment hire 18 RNs on average. Given the additional cost (\$67,500/RN), results in an **excess spending of \$1,215,000 per hospital**.
- This excess spending dramatically increases due to unplanned/excess overtime, travel nurse use, bed closure, etc..., when coupled with the 17% start rate or the 83% “no-show rate”.
- Utilizing a high volume U.S. nurse recruitment firm will improve quality, time-to-fill, cultural fit, retention and the bottom line, resulting in a **Net Savings up to \$765,000**.



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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



Why NSI?

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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.