

Process Overview for Avant Healthcare's US Therapy Program

Welcome to Avant Healthcare Professionals and congratulations on taking your first step toward becoming a Healthcare Professional in the USA!



STOP PRESS: We now are able to offer processing for CAP EXEMPT VISAS for qualified applicants, so your process to the US can be expedited! Call us now to discuss your options with Avant or apply online at www.avanthealthcare.com . Refer a friend and receive a bonus! We are also offering Green card sponsorship, unaffected by retrogression.

Avant Healthcare is more than just our name. It is who we are. We are a progressive healthcare company pioneering new ways to effectively support and transition foreign trained therapists and nurses into US healthcare facilities based on years of experience in International Recruitment.

We are Industry Leaders and Specialists in International Healthcare Recruitment for the USA combining over 40 years of experience



As experienced healthcare professionals, the owners of Avant have an understanding and appreciation for the social and clinical needs of International Therapists transiting into life in the US. We have planned for every aspect of the recruitment, placement and transitioning phases. Avant has a team of administrative, licensing, visa and clinical staff working together and available to you anytime to assist with all matters concerning your vocational, social and cultural transition before, during and after your arrival in the USA.

Avant is committed to providing personal attention to our therapists, nurses and client hospitals. We will not ever allow company growth to take away from the personal attention all of our professional relationships are built on.



Avant's Advantages – Why Choose Avant Healthcare Professionals?

At Avant Healthcare Professionals we are building futures by partnering with our healthcare professionals and clients to achieve their mutual goals. We offer professional and personal growth opportunities that change lives. To help make these opportunities into your reality, we have developed the most comprehensive infrastructure available for our healthcare professionals and client hospitals. When you join the Avant International Program you get access to all the **Avant Advantages!**

Avant Advantage – International Recruitment Expertise

Avant specializes in US recruitment for therapists seeking a move to the United States. From beginning to end we provide the support to you at each and every stage of your process. Whether your goals are for professional development, personal growth or to achieve social and economic benefits for you and your generations to come, Avant can give you the information, options and support to build a bright future.

Our experienced team will guide you through the maze of bureaucracies involved in the licensure and visa process which can be confusing at best. Gaining experience in the international recruitment process and how to manage the many agency relationships often comes through trial and error. With some staffing companies, experience can come at the expense of the healthcare professional or client hospital.

At Avant, we take advantage of our proven experience and put it to work for you. We accomplish this through a supportive examination (NPTE and NBCOT) preparation program, clinical transition programs, clinical internships, and a social and cultural transitioning program for you and your family.

Avant Advantage - Clinical Support and Transitioning

A solid clinical foundation is the cornerstone of the services we offer to healthcare professionals and clients. We will provide you with NPTE/NBCOT study resources with a formal clinical transition program and clinical orientation in US hospitals are all part of the clinical support we provide. Our goal with transitioning support is to cover every aspect of professional, social and cultural adjustment to the US.

Opportunities in the USA with Avant Healthcare Professionals

A move with your healthcare profession to the USA offers rich rewards, a career filled with challenge and endless opportunities to master new clinical skills, explore a new country, and earn excellent pay and benefits. When you chose Avant Healthcare we become a part of your future. It's a responsibility we take seriously, so you can rely on us to help you make an informed decision. We believe in an honest relationship with you to ensure that we can work together for a successful outcome for your time in the USA.

➤ Current opportunities in over 30 states !

We are currently seeking Therapists to work in acute care hospital settings, Long Term care (SNF) facilities and home care companies with experience in the following clinical areas:

- Large Tertiary level hospital experience
- Large Clinics that handle Inpatient and Outpatient rehab cases
- Homecare therapy – requires you to be able to drive!

Benefits with Avant Healthcare Professionals include:

➤ Contract Terms

The Avant contract term is 4160 hours – 2 years

These contracts are a huge benefit to you, not only will you be paid for all hours worked, including overtime for overtime hours, all hours worked will now be applicable to the contract term. Following completion of 3300 hours (approx 18 months) through Avant at the facility, the client has the ability to offer you a position directly on staff, if you accept the offer and convert to staff then the balance of your contract with Avant is cancelled or transferred to the facility. We always offer adjustment to a Green card during your contract term. We are not a travelling therapy company and so your placement with Avant is in one location, we do not move you around!

- **Free NPTE and NBCOT Resource Materials** - this includes text book review, online testing and feedback. We also provide an intensive week long classroom program in Orlando, Florida before you sit for your exam. We have seen 90-98% first time pass rates since changing our program!

- **Paid US licensure application costs** – you will gain your US license at no cost to you. Avant will cover your licensure application and NPTE/NBCOT registration fees and travel for the exam.
- **Generous Bonuses for those with TOEFL, credentialing, VisaScreen** – we are offering upwards of **\$7000** between sign on, contract and conversion bonuses! * bonuses will vary depending on what credentials you join the program with. Avant reserves the right to change bonus plans from time to time.
- **Full benefits** including medical, dental, life insurance, malpractice, optional vision and short term disability and company match 401K program and continuing education allowance.
- **3-4 weeks** paid vacation time
- **H1-B Visa Sponsorship or Green card Sponsorship** – arranged and paid for by Avant Healthcare Professionals. We are also offering cap exempt H1 visas
- **Comprehensive Clinical Transition Program** with our dedicated Clinical Team. The Transitions program allows Avant to secure contracts that other agencies are unable to secure, as Avant healthcare professionals arrive at the client facilities more prepared and ultimately more successful! During the program we provide free accommodation and a living allowance. You will undergo classroom sessions to prepare you for commencing work, take your BCLS certificate, visit and shadow at a skilled nursing facility, learn about wound care and many more subjects to prepare you for commencing work.

Also during this time our transitions team will be assisting you to secure your accommodation in your placement location and will travel with you when you leave Florida to commence work, a member of our team will spend 2-3 days with you in your new location making sure you have everything you need to commence work!

- **Generous pay rates** and on contract bonuses – upwards of \$7000 in total!
- **AIG Travel Assist program** - Avant has joined with AIG – Travel Assist. AIG has programs designed specifically for foreign citizens moving to the US. They offer many solutions that will help establish US Credit and US Driving History. Avant employees receive assistance from an AIG counselor for a total of 12 months and can begin to obtain services through AIG before entering the US. Such Services include: Personal Lines of Insurance (including Automobile Insurance), Credit Cards, Wireless Phone Services, Global Banking Services (including checking accounts), Foreign Currency Program, and many other services.

To join AIG – Travel Assist, a membership fee of \$400 must be paid. Avant has agreed to pay \$200 (50%) of the initial membership fee and begin the enrolment process prior to your departure to the US so all can benefit from the AIG services. Avant will cover the full initial cost but will need to be reimbursed the other \$200 or (50%) of the membership fee upon your arrival in the US. Previous therapists already enrolled in the program have received between \$2500-\$5000 credit limit on the credit card issued by AIG and this comes with an initial term at 0% interest. These funds are essential to you as we estimate between apartment deposits, utilities and furnishings most applicants need approx \$5000 when they enter the country which we find most therapists do not have and so the credit card program is extremely important.

- **International Auto Source**
Avant has also partnered with International Auto Source (IAS), which provides a worry – free, cost saving auto purchase and leasing program for your move to the United States. This is an exclusive program for medical professionals that helps establish a US credit history.



IAS offers guaranteed lowest prices, personalized service (they will secure you automobile financing in the US). You can custom order your vehicle or choose from their large inventory. The choice of vehicles offered through IAS are: Ford, Mercury, Lincoln, Audi, Jeep, Chrysler, Mazda, Dodge, Volkswagen, Nissan, and Infiniti.

In order to purchase a vehicle successfully through IAS, you must begin the process while still overseas. If the process has not begun prior to your departure to the US, it is too late to purchase a car through IAS once you have arrived in the US.

A down payment of \$500 must also be paid prior to your departure. Avant will pay the \$500 required down payment in order for you to begin and finalize your purchase through IAS, this is not repaid by the applicant. Your responsibility is to pay the Sales Tax and Registration Fees once you are ready to pick up your vehicle. Avant is providing this service because transportation here in the US can be scarce and in many locations buying a car without credit can be almost impossible

So if you do not already hold a drivers license, it is imperative that you do before your arrival in the US

- **Supportive employers** who understand the needs of the international healthcare professionals – the owners and many managers within Avant are Healthcare Professionals and so we know the needs and concerns you will have in transitioning to the US!

Employment and Immigration Requirements:

The following are basic requirements that foreign trained Therapists must meet to practice in the US:

Physical Therapist Education:

Graduation with a Bachelor degree in Physical Therapy (PT) from an accredited PT school. General education minimum credits will be 60 semester credits and professional education credits of 90 semester credits. The total minimum semester credits required are 150 credit units.

Note: we are able to often consider those with less credits in each area, we will need to review your credentialing report and then can advise more fully.

Occupational Therapist Education:

Graduation with a Bachelor degree in Occupational Therapy (OT) from an accredited OT school. Please review the following link for a list of accredited schools. www.wfot.org. You may also be required to present your thesis as part of the process. If you hold a Master's Degree from an accredited school this will make your process easier and shorter.

Credentialing

For Physical Therapists:

All applicants must have at the minimum have commenced some kind of credentialing. Our preference is FCCPT 1 but we will consider applicants with Credentials Report from FCCPT, ICA, ICD. If you have NYSED we will require you to re-credential through FCCPT-1.

For Occupational Therapists – credentialing must have been completed through NBCOT.

Licensure:

Current licensure in your country of education and practice.

English Proficiency:

In accordance with Section 343 of the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, must establish English proficiency. It is preferable that applicants have a passing score in the TOEFLib - scores required are 89 overall and 26 in speaking. The exam needs to have been n the last 12 months unless you already have a VisaScreen certificate. We will also consider applicants who have taken the TOEFL, TSE and TWE. Passing scores for TOEFL (220/560) TWE (4.5) TSE (50)

Clinical Experience:

At least one year of experience in a tertiary level hospital or large rehab clinic setting is required to begin the Avant sponsorship program. We are unable to consider those therapists only working in a Private Homecare setting.

Process Steps for Relocation to the USA.**1. Interview and Selection**

Once we have received your application we will arrange to have a telephone or in person interview with you. Following the interview, if you meet the program criteria an offer will be made to you.

2. US Licensure

Every foreign-trained therapist who wishes to work in the United States must apply to a Licensing Board take and pass the appropriate licensing exam (NPTE/NBCOT).

What is the NPTE/NBCOT Exam?

NPTE stands for the National Physical Therapy Licensure Examination. The NPTE exam is a standardized, computerized exam administered in the US The NPTE tests a physiotherapists knowledge, skills, and abilities in the safe practice of physical therapy and the results are used by the U.S. licensing boards when making licensure decisions. The NBCOT is the National Board Certification for Occupational Therapy. The NBCOT exam is a standardized, computerized exam administered in the US.

The NBCOT tests a Occupational Therapists knowledge, skills, and abilities in the safe practice of occupational therapy and the results are used by the U.S. licensing boards when making licensure decisions.

NPTE and NBCOT Resources

Text books and online resources are available to help you in your studies for the examinations.

3. Visa processing

Depending on your qualifications and credentials at the time you join the program the Avant licensure and visa team will either commence processing an H1-B (capped or cap exempt) or a Green card petition for you.

We are also able to complete some adjustment of status cases for those therapists who may already be here in the US with the required credentials and qualifications.

In most cases Spouses and/or children under the age of 21 may accompany or join you, but your spouse will be unable to work on the H1 Visa.

VisaScreen

A main requirement of the Immigration process is a credentialing process called VisaScreen. Many healthcare professionals ask us to explain the VisaScreen requirement to them. Very simply put it is a requirement of US immigration law to prove that applicable healthcare professionals meet

minimum eligibility standards related to licensure, education and English proficiency. The VisaScreen Certificate is obtained from the International Commission on Healthcare Professionals, a division of CGFNS, FCCPT or NBCOT.

An important Word about Placement

The Avant Healthcare Placement team works hard to ensure that your new assignment is the right fit for you and your family!

There are many factors that work together to finalise your placement but the first consideration is your preference. Your clinical skills and experience will also play a role as will the vacancies that are available in our client facilities at the time you are due to travel. We also consider your spouse and family needs (if applicable) such as employment opportunities. Some locations may also be restricted due to licensure criteria.

Avant represents the US geographically with our client hospitals and long term care facilities. We carefully select health systems that are a good fit with our international program. To provide the highest level of support to our clients, healthcare professionals and offer the most rewarding experience we limit our client base and keep our focus on a diverse geographic and demographic base of client facilities that provide a rewarding and enriching healthcare opportunities and personal experiences.

However, despite taking all of these factors into consideration, it is important that you are prepared to be flexible in regard to your placement location. But please be assured that our commitment to you is to make every effort to place you in one of your locations of choice whenever possible.

Once we have reviewed all of the information about your placement, we will provide you with several placement suggestions. You will review your options and make a final decision; then, we will provide you with facility and location information to familiarize yourself with where you will be living and working prior to your arrival in the U.S.A.

Hours of Work and Clinical Specialty

All clinical placements that Avant has available are full time, 36-40 hours per week. Therefore it is our expectation that our healthcare professionals work **32-40 hours per week** in the lead up to commencing work in the U.S.A. We also ask that you do not change your clinical specialty during the process without discussing your plans with us first. We only make these requests to ensure that we can maximize your placement opportunities.

If you have questions or concerns about any of these requirements, please contact us immediately.

Frequently asked questions – for more answers go to www.avanthealthcare.com

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