



# Avant US-RN Recruitment Program

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# Introduction



## Welcome to Avant!

Congratulations on taking your first step toward becoming a healthcare professional in the USA!

Avant Healthcare Professionals is more than just our name, it is who we are.

We are a progressive healthcare company with several years of experience in international recruitment, pioneering new ways to effectively support and transition foreign-trained nurses into healthcare facilities within the United States.

Our CEO and several members of our senior management team are registered nurses, so we have an understanding and appreciation for the social and clinical needs of international nurses transitioning into a life in the USA. We plan for every aspect of the recruitment, placement and transition phases. We have an experienced team of administrative, licensing, visa and clinical professionals working together and available to you anytime. They are here to assist with all matters concerning your vocational, social and cultural transitions- before, during and after your arrival in the USA.

Avant Healthcare Professionals is committed to providing personal attention to our nurses and clients. We will not ever allow company growth to take away from the personal attention our professional relationships are built on.

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# Advantages



## Why Choose Avant Healthcare Professionals?

At Avant Healthcare Professionals, we build futures by partnering with our nurses and client facilities 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 nurses and clients. When you join the Avant Healthcare Professionals International Nursing Program, you get access to all of the Avant advantages!

### International Recruitment Expertise

We specialize in recruitment of nurses seeking a move to the United States. From beginning to end, we provide you with the support you'll need at each and every stage of the process. Pursuing a nursing career in the U.S. is one of the most important decisions of your life. Whether your goals are for professional development, personal growth or to achieve social and economic benefits for you and your generations to come, we will give you all the information, options and support necessary 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 many staffing companies, experience can come at the expense of the nurse or client facility. At Avant, we take advantage of our proven experience and put it to work for you. We accomplish this through a statistically proven NCLEX-RN preparation program, clinical transition programs, clinical internships, and a social and cultural transitioning program for you and your family.

### Clinical Support & Transitioning

A solid clinical foundation is the cornerstone of the services we provide for our nurses and client facilities. Our proven NCLEX-RN review program with NCLEX-RN pass rates exceeding the U.S. national average, and our formal four to six week clinical transitions program, are just a few examples of the clinical support we offer all our nurses. Our goal with transitioning support is to cover every aspect of professional, social and cultural adjustment for starting your new life in the U.S.

### Access to Information

Our state-of-the-art integrated information systems provide access to online status updates 24 hours a day, 7 days a week so that our nurses and client facilities always have the information they want and need. Our nurses can receive licensure and visa updates, and participate in our internet-based NCLEX-RN review and testing program.

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# Opportunities



## Opportunities in the USA with Avant

Pursuing your nursing career in the USA offers rich rewards! It will be 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, we become a part of your future. That'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 career in the USA.

### Current Opportunities

We are currently seeking registered nurses with experience in the following clinical areas:

- Intensive Care
- Emergency
- Telemetry / CCU / Cardiac Care
- General Medical / Surgical
- High Dependency Unit
- Accident & Emergency / ER
- Neuro Intensive Care
- Operating Room / Theaters
- Other acute specialties considered

### Current Employment Agreement Terms

Avant is *not* a travel company and so all assignments are in one location for the term of the agreement. All hours worked are applied to contract hours.

#### 5,200-hour Agreement

- ♦ Provided for RNs who hold a US license when recruited for the Avant program.
- ♦ Option to convert to staff at the end of the assignment term.

#### 6,240-hour Agreement

- ♦ Provided to RNs who do not yet hold a US license.
- ♦ Option to convert to client staff at the end of the assignment term.



# Advantages

- For nurses with NCLEX-RN or CGFNS – additional financial bonuses and faster processing!
- Comprehensive NCLEX-RN program and support - this includes text book review, a structured week-by-week study program and online testing and feedback.
- Paid U.S. licensure application costs.
- Paid flight to the U.S. to commence contract for the RN.
- Green Card sponsorship to include spouse and children under the age of 21 (conditions apply).
- Paid Green Card fees for RN on contract.
- Comprehensive mandatory, paid Clinical Transition Program on arrival in the U.S.
- Competitive salary and benefits package to include:
  - ♦ Medical and dental insurance
  - ♦ Life and worker's compensation insurance
  - ♦ \$500 continuing education allowance per year
  - ♦ 401(k) Retirement Plan (\*conditions apply)
  - ♦ Two weeks leave per year on assignment
  - ♦ Credit card assistance program
  - ♦ Auto purchase program; down payment
  - ♦ AAA (auto roadside assistance program)
- Supportive employers who understand the needs of the international nurse

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# Requirements



1. Must hold a current nursing license within the country of residence (subject to verification).
2. Must have at least one to three years of acute care experience in a tertiary level or large secondary level hospital.
3. Must be a graduate of a registered nurse training program from an accredited school of nursing which covered medical, surgical, obstetrics, paediatrics and psychiatry - both clinical and theory. A BSN is preferred but not required.
4. Must meet the requirements as laid down by U.S. immigration for permanent residency applicants.
5. Must meet English proficiency in accordance with Section 343 of the Illegal Immigration Reform and Immigration Responsibility Act of 1996 (VisaScreen)
6. Must be very interested in pursuing both lifestyle opportunities and career development in the U.S.
7. Must be flexible on assignment location.
8. Must uphold Avant's core values.
  - Accountability
  - Adaptability
  - Customer Service
  - Perseverance
  - Professionalism
  - Sense of Urgency

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# The Process



## 1. Application

Once you have applied online, an initial review will be conducted, but almost immediately you will be assigned to take Avant's screening exams. This may include both a baseline nursing assessment exam and an English exam. We utilize these short, online examinations to assess your ability to pass the NCLEX-RN and meet the English requirements for the U.S. It is important that you take the time to complete these exams seriously and fully as the results *will* impact your opportunity to move forward in the process with Avant. You will receive an email from your assigned Recruiting Coordinator. In addition to the examinations, you will also be asked to complete a Skills Checklist to provide us with information on your clinical skills.

## 2. Interview and Selection

Once we have received your application and have confirmed your eligibility for our program, we will arrange a Skype or telephone interview for you with one of our Recruiters. If more information on your clinical skills is needed, you may have a clinical assessment interview. Following the interview, if you meet our program criteria, an offer will be made to you and contracts will be sent via our electronic document program for you to return with your signature.

## 3. U.S. Licensure

Every foreign-trained nurse who wishes to work in the United States must apply to a Board of Nursing and register for the NCLEX-RN examination.

### What is the NCLEX-RN Exam?

The NCLEX-RN is the *National Council Licensure Examination*. The NCLEX-RN exam is a standardized, computerized exam administered in the U.S. and now in many locations around the world including London,

Manila, Hong Kong and India. The NCLEX-RN tests a nurse's knowledge, skills and abilities in the safe practice of nursing. The results are used by the U.S. Nursing Boards when making licensure decisions.

The NCLEX-RN Review program provided by Avant is an in-depth review that focuses on the unique learning needs of the foreign-trained nurse. There are three phases to the program: knowledge-based review, application-based review with strategies and skills specific to the NCLEX-RN, and the final screening and testing phase. The internet-based tests provide information specific to your progress. Our clinical instructors and NCLEX-RN team in our corporate office will communicate regularly with you. This program is designed to be effective from anywhere in the world. It includes four easy-to-read books, MP3 lectures, and internet-based content and comprehensive tests.



# The Process



There is evidence and research to show that the more focused you are in your study and preparation, the more likely you are to be successful in the NCLEX-RN examination. The research also outlines that the longer it takes a nurse to prepare for the NCLEX-RN, the less likely they are to be successful. Therefore, we advise that you focus and complete your study program within the assigned time frame.

## 4. Green Card Sponsorship

Once you pass the NCLEX-RN and hold a U.S. license, the next stage in the process is U.S. visa (green card) sponsorship through the United States Citizenship and Immigration Service (USCIS).

Avant will sponsor and process an employment based visa with the USCIS. Currently, the immigrant visa or "green card" is the main visa utilized for nurses. The immigrant visa has many advantages including that your spouse and other dependents are able to work and attend public schools in the U.S.

Avant has assembled a team of immigration attorneys and in-house staff to process and closely monitor the visa filing and approval process. Your case will be assigned to an immigration specialist at Avant who will keep you updated on its progress. You will know what documents are required and when so that the process is as efficient and timely as possible.

Time frames for approval and process will vary depending on your country of birth as well as priority dates under process with the USCIS.

### VisaScreen

One of the main requirements of the U.S. visa sponsorship is a credentialing process called VisaScreen.

Many nurses ask us to explain the VisaScreen requirement to them. Very simply put it is a requirement of U.S. immigration law to prove that certain 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 (Commission on Graduates of Foreign Nursing Schools). When you attend your exit interview for your immigrant visa "green card" at a U.S. Consulate, you will present the original VisaScreen Certificate to the consulate officer.

If you have a CGFNS certificate or obtained a credential review during the U.S. licensure process, you are halfway there. CGFNS should have much of the required information to issue the VisaScreen Certificate. The VisaScreen process can take a few months and so we will begin this as soon as your green card is filed. We will guide you through the process.







## 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 finalize your placement but the first consideration is your preference. Your clinical skills, specialty and experience, and location preference will play a role, as will the vacancies that are available in our client facilities at the time you are due to travel. Some locations may also be restricted due to licensure criteria.

Avant represents the U.S. geographically with our client hospitals. We carefully select health systems that are a good fit with our international program. To provide the highest level of support to the hospitals and nurses and offer the most rewarding experience, we focus on a diverse geographic and demographic base of client hospitals that offer a rewarding and enriching nursing and personal experience.

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 submit your clinical profile to suitable

client openings. Once we receive feedback, you will be scheduled for clinical interviews with interested clients and you will have the opportunity to learn more about their facility and openings. The interviews will lead to an offer. In some cases, you may receive more than one offer and then you will make a choice as to which assignment you wish to accept. We will then 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 nurses work 36-40 hours per week leading up to commencing work in the U.S.A. We also ask that you do not change your clinical specialty during the process without first discussing your plans with us. We only make these requests to ensure that we can maximize your placement opportunities.

**Apply online with us today to  
start your American dream!**

**AvantHealthcare.com**

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# Referral Bonus Program

## Refer your friends to Avant and receive up to \$1,000!

Do you know a registered nurse who has one to three years of current experience in an acute care tertiary level or large secondary level hospital? If yes, then tell them to apply now at the link below! If they enter your name under the "Referral Information" section on their application, meet our requirements and complete 60 days on assignment in the U.S., we will contact you and send out your bonus. *It's that simple!*

### Bonus Structure

RNs who have the NCLEX-RN \$1,000

RNs who have not yet passed the NCLEX-RN \$500

[bit.ly/AvantReferral](https://bit.ly/AvantReferral)

*Send this link to  
your friends!*

*And get paid!\**



\* Bonus paid after candidate applies with Avant Healthcare Professionals, enters your name under the "Referral Information" section on their application, meets our requirements, and completes 60 days on assignment in the US.

*Avant Healthcare Professionals is an Equal Opportunity Employer encouraging diversity in the workplace. All qualified applicants will receive consideration for employment without regard to citizenship status, race, immigration status, national origin, gender, age, religion, disability, sexual orientation, veteran status, or marital status. Avant offers a range of immigrant and non-immigrant visa sponsorship for qualified applicants needing such assistance. Avant is an industry leader in international recruitment and our expert team will support you through each step of the application process.*

*Avant gives equal consideration to all qualified applicants, including U.S. citizens, lawful permanent residents, holders of employment visas, those seeking sponsorship, and other individuals authorized to work in the United States.*

**We're hiring  
registered  
nurses!  
Apply now!**



## **Avant Healthcare Professionals**

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**[AvantHealthcare.com](http://AvantHealthcare.com)**

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