



Ultimate Checklist

Questions to Ask When
Choosing an International
Nurse Staffing Agency



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The Ultimate Checklist

Staffing Agency Being Evaluated: _____

Y **N**

 Do they offer onboarding programs?

It's important to understand what types of training programs are offered to support these nurses before the transition on assignment. A comprehensive program will include cultural and clinical onboarding.

What types of programs do they offer?

Clinical onboarding

Cultural onboarding

Y **N**

 Do they offer ongoing support?

When deciding on an international nurse staffing firm, ensure that their team will offer support during the full length of the contract.

Y N

Can you tour their clinical classrooms?

Can they give you an up-close and personal look at where they conduct their simulation training? What does their skills lab look like? While touring their facilities, medical equipment, and clinical classrooms can build trust, it can also give insight into how an international nurse will transition into your specific facility.

Y N

Do they have a high conversion rate after the contract ends?

As you are building and stabilizing your staff, you are looking to retain nurses at your facility. As you consider different options for staffing agencies, ask what percentage of healthcare professionals convert to the clients' full-time staff upon completion of the agreement. For example, Avant Healthcare Professionals have nurses transitioning to their clients' full time staff at a conversion rate of 90 percent.

Conversion rate: _____

Y N

Are they Joint Commission Certified?

Finding an organization that has the gold seal of The Joint Commission will establish its legitimacy to meet accreditation standards set forth by the organization. The standards promote safe and effective patient care of the highest quality and are developed with input from healthcare professionals, providers, subject matter experts, consumers, and government agencies.

Y N

Are they a member of AAIHR?

The American Association of International Recruitment (AAIHR) is a 501(c)(6) not-for-profit organization that assures standards of ethical conduct among organizations engaged in international recruitment. When considering an international nurse staffing agency, ask if their organization is a member of AAIHR, whose mission is to promote legal, ethical, socially responsible, and professional practices for international healthcare recruitment.

About Avant Healthcare Professionals

Avant Healthcare Professionals is the premier staffing specialist for internationally educated registered nurses, physical therapists and occupational therapists. Avant helps clients improve the continuity of their care, fill hard-to-find specialties, and increase patient satisfaction, revenue and HCAHPS scores. Avant is a Joint Commission accredited staffing agency and founding member of the American Association of International Healthcare Recruitment (AAIHR).

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