



Onboarding International Nurses Checklist



BACKGROUND

The U.S. nursing shortage is a top concern for current hospital leadership. To combat the lack of frontline nurses, hospitals have turned to international nurses to help fill the gap. Internationally-trained nurses work on long term assignments with contracts that are three years in duration. These more extended contracts add stability and promote retention.

International nurses provide healthcare leaders assurance that they have consistent patient care in turbulent times. International healthcare professionals are a good option for nurse leaders looking to retain experienced nurses on staff long-term while bringing cohesion to high-turnover units. Read our checklist for tips on how to properly onboard an international nurse.



How To Properly Onboard an International Nurse

The Ultimate Checklist



Provide a strong orientation program

Have in place a comprehensive onboarding

program for nurses and include them in residency programs so they can fully understand U.S. standards and feel secure at your facility.



Make introductions with your staff

You can help reduce any reluctance from your international nurse by taking them around the floor to meet anyone they may come in contact with on a regular basis.



Assign a preceptor to answer questions

Hospitals should assign a mentor that is a trusted employee who won't just train them in their duties but also help them better understand the culture of your clinic, or hospital.



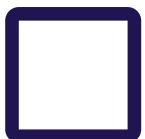
Work with their staffing agency

When using an international staffing agency it is important both and your nurse lean on them as they are a great resource. They will be able to provide feedback throughout the assignment.



Engage new nurses with experienced nurses

One way to demonstrate an organization's commitment to a nurse success is to connect them with an experienced nurse who they can discuss their goals, needs and expectations with.



Personalize their experience

Prior to their arrival, it is necessary to review new hires' background and assessment reports. Nurse managers can use that to tailor their learning and development during onboarding and beyond.



Provide specialty training specific for nurses

Specialty training is essential for international nurses as this is a brand new environment for them. They should be introduced to the company culture and workflow as well as have hands-on training to become familiar with practices and procedures.

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). Contact us at clients@avanthealthcare.com.



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