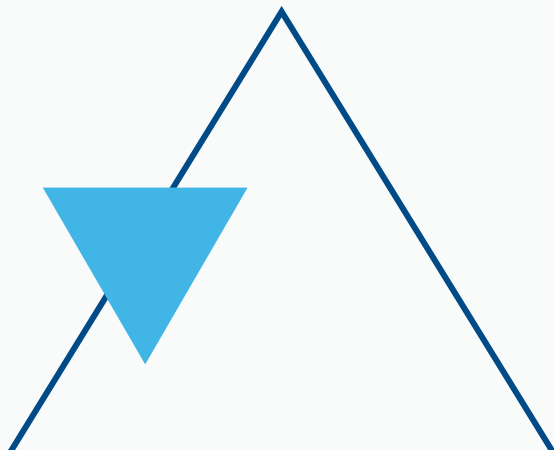


Qualivis

International staffing

From Ideation to Assimilation

AUGUST 31, 2022



Learning Objectives

- ▷ **Gain an understanding** of the advantages of incorporating international healthcare professionals into your workforce and facility.
- ▷ **Identify the potential challenges** that can occur and how to navigate a path forward.
- ▷ **Propose a program framework** and infrastructure to ensure your facility and the candidate are set up for long-term success.



Meet Our Speakers



Sherry Kolb RN
President Emeritus,
Qualivis



Ryan Nelson
Director of Business
Development, Guardian
Healthcare Providers



Ron Hoppe
CEO, WorldWide
HealthStaff



Nancy Luce RN
SVP Client Services, Qualivis

Strategic Partnerships



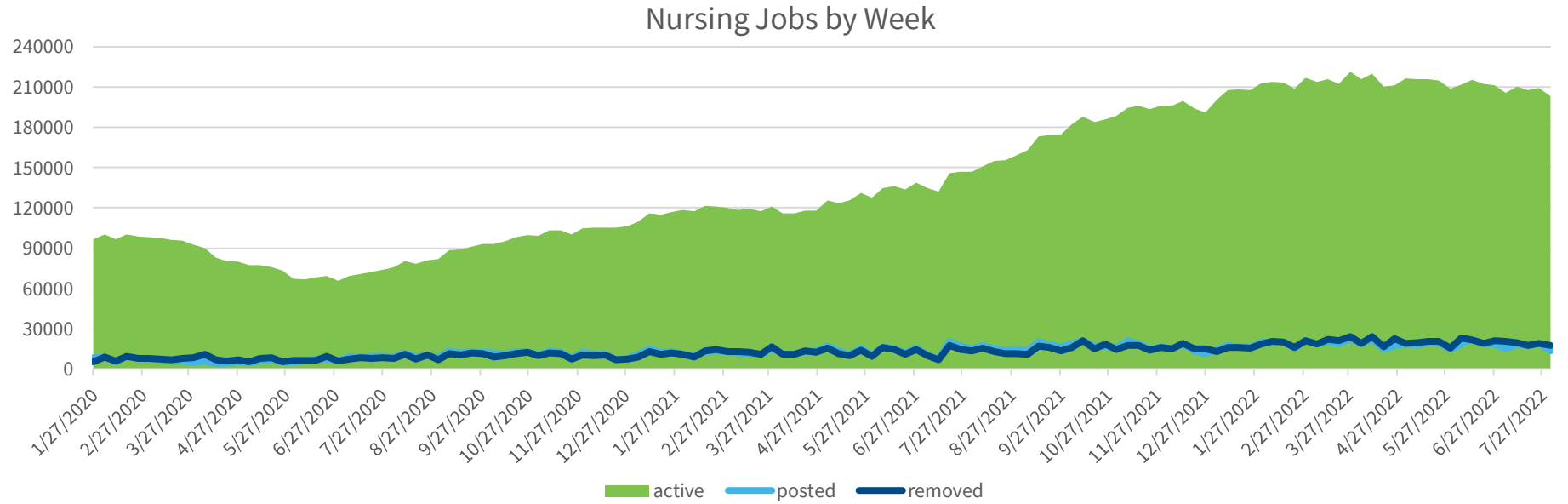
Qualivis

Direct Hire National Nurse Job Volume

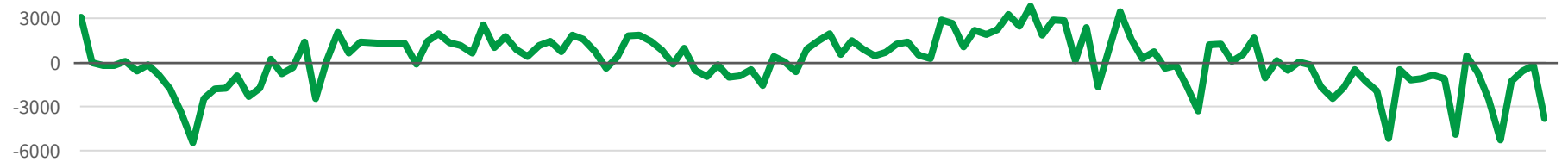
TRENDS

- ▶ Open direct hire RN jobs have decreased by 1.1% over the last 4 weeks.
- ▶ As of 8/8/2022 there were 203,306 open RN direct hire jobs nationally.

* Data is from LiquidCompass.com as of 8/8/2022.



Weekly Trend



International Demand

STATE OF THE MARKET

Background on labor and migration

- ▶ US BLS projects 438,100 nurse-related new jobs will be created by 2026.
- ▶ Allied demand for Medical Technologists and Physical Therapists
- ▶ Philippines supplies 25% of all foreign nurses in the world = \$1B in remittances.
- ▶ Allied demand for Medical Technologists and Physical Therapists





POLL

What is your current biggest workforce challenge?

- ▷ Staffing shortages
- ▷ Burnout
- ▷ Extended time to fill
- ▷ Experience levels of available clinicians

International Staffing

UNDERSTANDING WHAT IT IS AND WHAT IT IS NOT

What it is

- ▶ A long-term workforce planning solution
- ▶ A source of strategic partnership with other staffing companies
- ▶ A significant investment into people and processes

What it is not

- ▶ A quick fix to labor problems
- ▶ A transactional vendor relationship
- ▶ Something that can happen without significant oversight and executive attention



Is international staffing right for you?

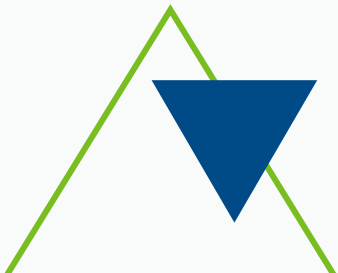
IHCP can bring many different and exciting opportunities to your workforce. They have years of training and practice and help provide continuity of care and expertise in several areas of your facility.

What are your long-term workforce solutions?

What is your timeframe to achieve optimized staffing?

What savings would you like to achieve?

How will your teams support IHCP?



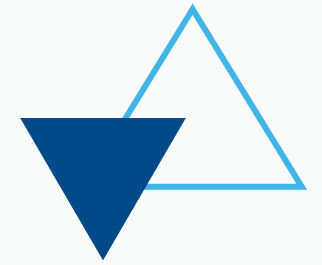
International Recruitment

PRE-VETTED PARTNERS

Introduce our pre-vetted partners with a strong track record of ethical sourcing practices. Agencies contract and communicate directly with the client to ensure a streamlined process.

**DIRECT
MODEL**

**INDIRECT
MODEL**



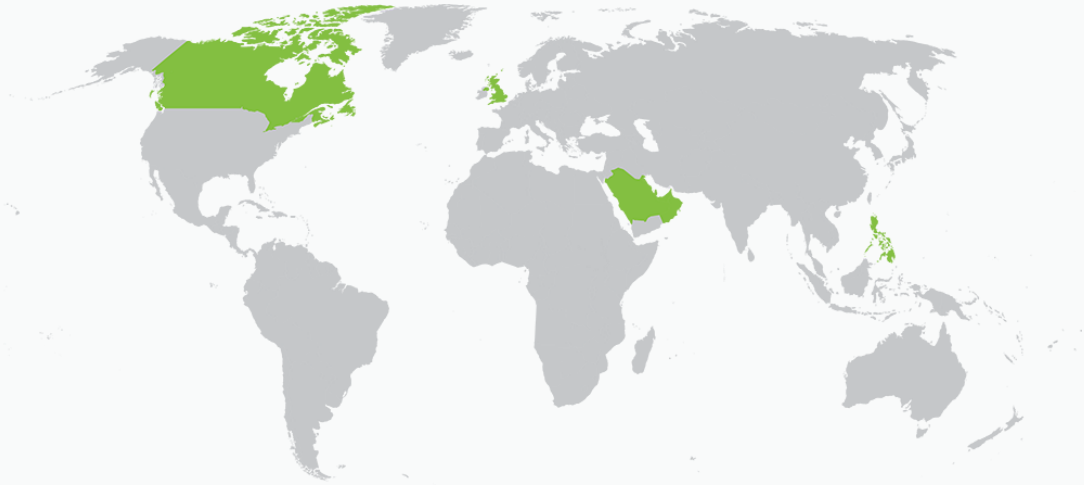
Let's meet our partners



Ron Hoppe
CEO, WorldWide HealthStaff



Recruitment



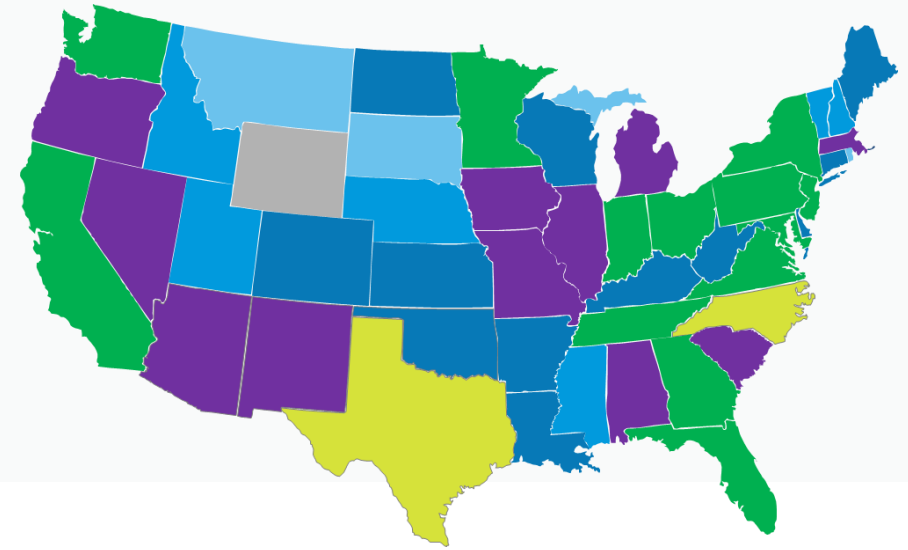
DIFFERENTIATED SOURCING MODEL

- ▷ Interview pools of candidates
- ▷ Average 6-8 years of experience
- ▷ Employed in modern healthcare facilities
- ▷ Clinical-readiness and second international placement

DIRECT HIRE BENEFITS

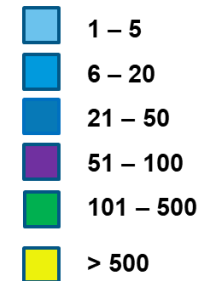
- ▷ Candidates start at same pay as domestic staff
- ▷ Flat fee spread across two budgeting cycles
- ▷ Three-year return of service agreement with **YOU**
- ▷ Your permanent employee on Day 1

Placements



WorldWide *HealthStaff*
Solutions Ltd.

Placements By State:



Placements by disciplines

RNs: 5000 +

Aides: 1800 +

MLTs: 100

HC Others: < 100

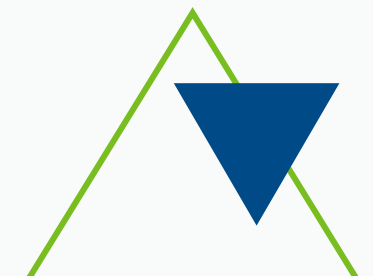
Long term, strategic partnerships

BUILD YOU A SUSTAINABLE PIPELINE OF PERMANENT TALENT FOR THE NEXT 5 YEARS OR LONGER

OUR CLIENTS	INTERNATIONAL NURSES HIRED				
	2017	2018	2019	2020	2021
National – Acute Care Client 135 inpatient facilities in 38 states	75	145	220	170	400
National – Specialty Care Client 2200 outpatient clinics in 400 hospitals	600	1,100	600	480	450
Regional – Long-Term/Home Care Client 75 facilities across 5 states	0	40	50	40	80
Local – Hospital Client 5 hospitals in 1 state serving rural communities	70	0	200	125	150

KEYS TO SUCCESS

- ▶ **Forward Thinking:** Medium-to-longer planning horizons with systematic planning of recruitment efforts
- ▶ **Top Talent Pools:** BSN graduates, 6-8 average years of experience, target 2 candidates/open position
- ▶ **Turnkey Package of Services:** Recruitment, immigration, licensure, relocation, onboarding, & retention
- ▶ **International Solutions Provider:** RNs, Aide to RN program, MLTs, Radiology, Technicians, Pharmacy, ++

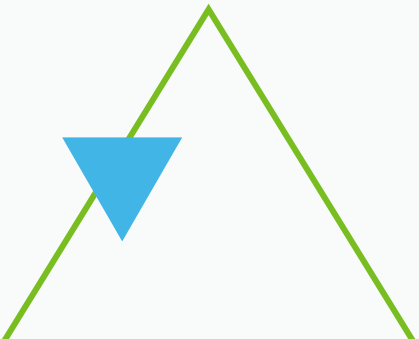


Let's meet our partners



Ryan Nelson

Guardian Healthcare Providers, a division of
Epic International



Recruitment through deployment lifecycle

Epic's recruiting, onboarding, and deployment processes provide a best-in-class experience for our foreign-trained nurses and allows us to place a high-caliber and diverse talent pool into U.S. acute-care facilities.



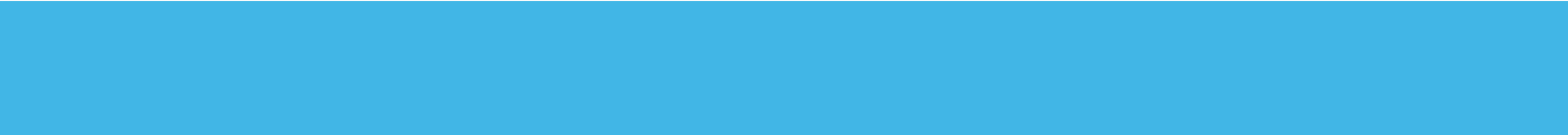
Recruitment

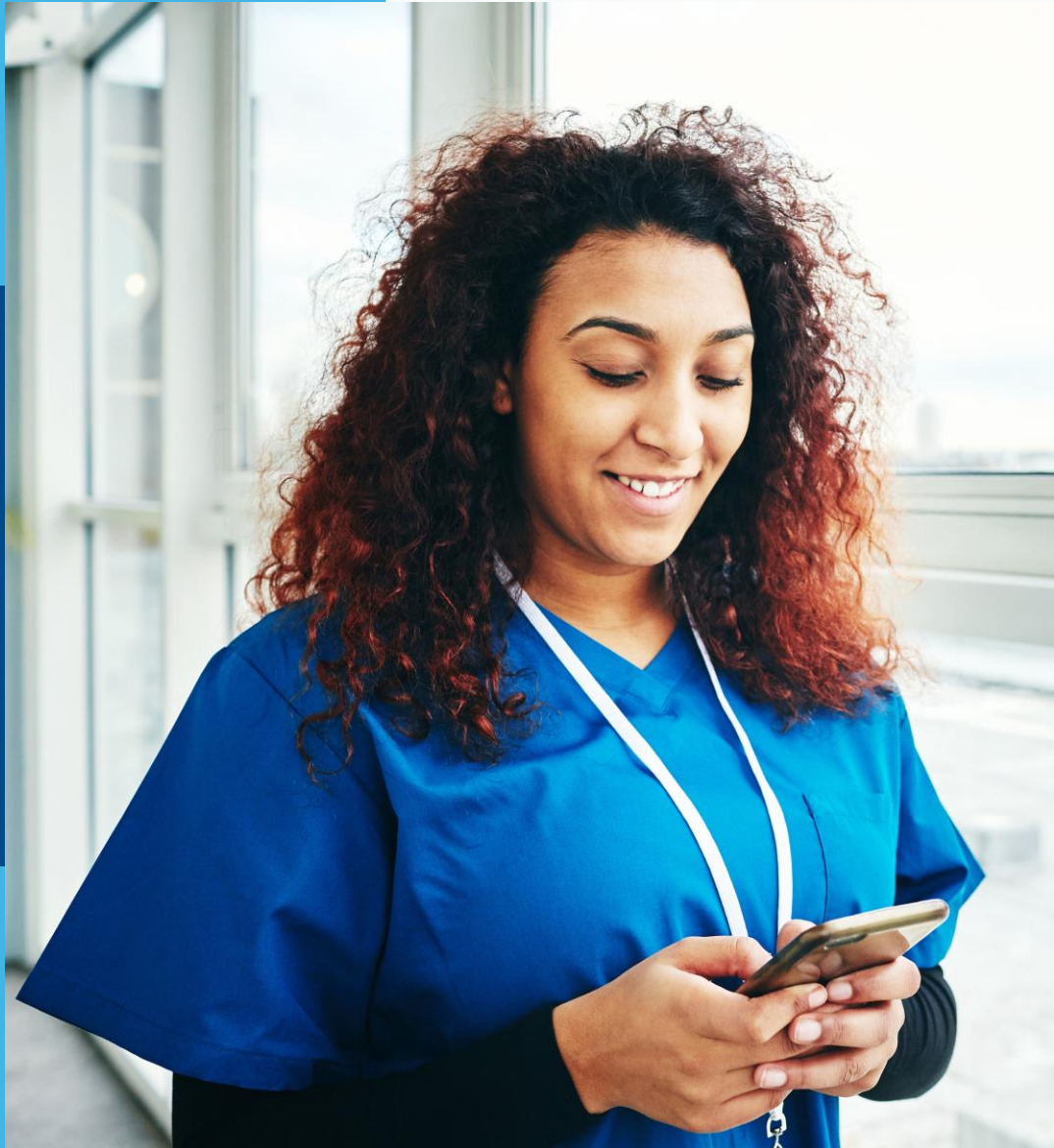
VISA Sponsorship

Arrival to U.S.

Pre-Development Support

Post-Development Support

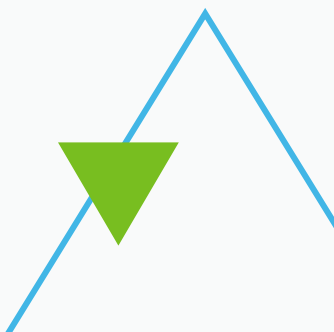




POLL

What timeframe do you think it will take to solve the workforce challenges that you are facing today?

- ▷ 0-1 year
- ▷ 2-5 years
- ▷ More than 5 years
- ▷ Ongoing (Never!)



A group of diverse people are gathered around a long wooden table in a bright, modern meeting room. In the foreground, a man with a beard and a blue patterned shirt is smiling as he looks at a computer monitor. Other people are seated around the table, some looking towards the camera and others looking at their laptops or notebooks. The room has large windows and bookshelves in the background.

Questions

International Healthcare Professionals Recruitment and Program Support

CONTACT

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Thank you!

Qualivis

