



“How It Works”

INTERNATIONAL NURSING



International Nursing

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Why International Nursing

Stop the shell game, fill positions with high quality, vetted, international candidates

- Expand candidate pool overseas
- Fill roles w/ experienced & committed employees
- Unit Stability/Colleague Satisfaction
- Retention
- Manage candidate development
- Promote workplace diversity
- Increased patient satisfaction
- Reduce reliance on contract employees



Nursing Landscape and Talent Crises

- 100,000 RNs left in the past 2 years, with an additional 610,000 planning to leave by 2027.
- Projected nursing shortage exceeds 2 million within 3 years.
- Bureau of Labor Statistics anticipates over 200,000 RN job openings annually until 2031.
- Historic drop of 100,000 RNs from 2020 to 2021, notably affecting those under 35, predominantly in hospitals.
- **Factors Contributing to the Shortage:**
 - Retirement and Aging Workforce
 - Burnout
 - Location and Limited Options
 - Lack of Accessible Education
 - Job Satisfaction



Who are International Nurses?

Where do they come from?

- International Candidates come from over 40 different countries.
- Majority of Candidates come from Philippines, Jamaica, & India (77%). Africa (10%).

Are they experienced?

- 89% have over 10 years of experience
- Average years of experience = 12 years

What education level have they achieved?

- 90% have BSN or above (compared to 56% of American RNs)

What is their personality?

- International Candidates are generally grateful to be working in the U.S.
- Candidates are typically hard working

How are they accredited?

- All international candidates must pass their NCLEX-RN



Visas & International Nursing

Two Types of Visas:

EB3 (also known as a Green Card)

- **Eligibility:** Workers of extraordinary ability
- **Length of Work Authorization:** Indefinite
- **Renewal Period:** Every 10 years

H1B

- **Eligibility:** Highly skilled specialty workers
- **Length of Authorization:** Up to 3 years with 3 renewals/extensions available

Visa Processing Times:

Beginning of H1B Process: 12-24 months

- VisaMadeEZ can do it in 6.
- No new Visa applications are being accepted until April '24

EB3 Candidates: Are typically already here and all EB3 candidates are eligible to work in the U.S.

Responsibilities of Hospitals' Dedicated Representative

- Communication with VisaMadeEZ
- Managing interview and offer process
- Visa Postings
- Billing and Invoicing
- Pre-employment requirements
- Liaison between leaders, colleagues, and vendor
- Arrivals assistance/community resources
- Colleague Relations

Interview Tips

- Prioritize video interviews for efficient communication
 - Begin each interview by introducing yourself and your role
 - Ask questions directly, focusing on clinical experience
 - Inquire about the nurse's background and align it with your needs
 - Prepare a mix of clinical and situational questions for each nurse
 - Recognize that international nurses may share personal motivations
 - Acknowledge candidates' nervousness and the significance of the opportunity
-
- **Cover key unit details in the overview:**
 - Nurse-to-patient ratios
 - Typical cases
 - Orientation length and preceptor availability
 - Shift hours, on-call, and holiday rotations
 - Professional growth opportunities
 - Commonly administered medications
 - Collaboration with ancillary staff



How to Help International Nurses be Successful



Personal social and cultural needs:

- Finding an international grocery store, schools, daycare, where to buy certain items and how much they should cost, tipping, etc.
- Transportation
- Support while progression through the emotional process of relocation

Professional social and cultural needs:

- Integrating into the unit culture
- Identifying levels of understanding (i.e. Do one, see one, teach one method)
- Feedback on how to speak up or how to address issues as they arise
- Help understanding equipment terminology and slang
- Best practices for uniquely American dilemmas – i.e. narcotic administration

Orientation Focus Areas



Technology/Equipment

- EMR
- Medication and Equipment dispensing
- Pumps, PCA's, Vents, etc.
- Wall suction, wall oxygen
- Bed alarms, call bell



How to be a Team Member

- Expectation of team roles/functions – Manager collaboration
- Unit policies
- How to problem solve – find resources
- Organization Values
- Communication expectations such as how to address patients and team members



US Health Care System

- Roles of Interdisciplinary team members
- How insurance affects treatment
- LOS
- Readmission Rates



Time Management

- Total care
- Documentation
- Navigating patient expectations
- Clerical responsibilities
- Instruction on appropriate delegation

Promoting Retention & Building Community

- Partner w/ local resources/organizations promoting community integration
- Prepare existing team including discussions around concerns
- Ensure a successful on-boarding & orientation process – Consider adding to nurse residency
- Treat as your permanent staff
 - Offer same considerations such as promotions, scheduling options, incentives, professional development opportunities, etc.
 - Include nurses in department and facility celebrations
 - Recognize nurses through programs available within your organization
 - Encourage opportunities for growth – certifications, charge roles, preceptor for new nurses, joining committees
- Offer Mentorship or buddy system
- Listen to & value the variety of clinical experiences & fresh ideas provided
- Celebrate their cultures



VisaMadeEZ's International Staffing Solution

A permanent staffing solution that happily works

- 250,000 Nurses in our database with 1,200 candidates readily available
- Fastest Delivery in the industry
- Visa processing, recruitment, credentialing, and vetting handled by VisaMadeEZ
- A cost-effective, high quality, permanent solution.
- Ongoing retention/success feature
- Success guarantee
- Multiple Fee Structures



Fastest Delivery in the Industry

1,200 EB3 and H1B candidates currently stateside and deployable in as little as 1 month

Candidates from facility selection to facility start date in as little as 120 days through H1B non-cap program

Candidates in as little as 9 months to 1.5 years through standard visa processing



Ongoing retention/success feature

VisaMadeEZ will train and help dedicated hospital personnel on how to navigate the assimilation process with the nurses the nurses that VisaMadeEZ provides (providing housing options, setting up banking, transportation, etc.).

VisaMadeEZ's Success team will check-in, monthly, with all nurses for any questions of concerns... notifying the hospital of any opportunities for intervention.



VisaMadeEZ's Success Guarantee

In the event a Healthcare professional is no longer employed with the Client within the first 90 days, VisaMadeEZ will source a replacement Healthcare Professional while the Client will only be responsible for the new filing fee.

Recoupment of the previous filing fees and any other employment costs, shall be outlined within the employment contract between the Healthcare Professional and the Hospital.



VisaMadeEZ's 2 Fee Structure Options

One Time Fee


**Most cost-effective solution*

- Fee due at candidate selection and remainder owed 90 days from candidate's first day.
- All sourcing, visa processing, credentialing, & vetting performed by VisaMadeEZ
- Nurse signs 3-year commitment
- Hospital employs the nurse and is solely responsible for training, benefits, hourly wage, etc.
- Hospital responsible for performance management, colleague engagement, retention, etc.

Filing Fee + Weekly Fee

- Fee due at candidate selection and then weekly flat fee charged while candidate is employed (up to 3 years).
- All sourcing, visa processing, credentialing, & vetting performed by VisaMadeEZ
- Nurse signs 3-year commitment
- Hospital employs the nurse and is solely responsible for training, benefits, hourly wage, etc.
- Hospital responsible for performance management, colleague engagement, retention, etc.

Why Choose Us? Cost & Value Per Nurse

SERVICES	 VisaMadeEZ	STAFFING AGENCIES	DIRECT HIRE	IMMIGRATION LAW FIRM
Admin Fees (HR)	✓ INCLUDED	✗	\$20,000+	✗
USCIS Fees	✓ INCLUDED	✗	\$5,000+	\$5,000+
Professional Fees	✓ INCLUDED	✗	\$10,000+	\$15,000+
Agency Fees	✓ INCLUDED	\$168,000+	\$10,000+	\$20,000+
AI Integrated Software	✓ INCLUDED	✗	✗	✗
Total Price	\$35,000	\$168,000+	\$45,000+	\$40,000+

Replacement nurse provided guaranteed. No hidden fees included.

In Summary

Placing International HCPs with VisaMadeEZ will help you:

- Expand your candidate pool overseas
- Fill roles w/ experienced & committed employees
- Improve Unit Stability/Colleague Satisfaction
- Increase Retention
- Manage candidate development
- Promote workplace diversity
- Heighten patient satisfaction
- Reduce reliance on contract employees





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