



2023 Alliance Certification Survey Report

The Alliance for Ethical International Recruitment Practices certifies recruitment firms bringing health professionals to the U.S. The Alliance certification survey is disseminated to health workers who are working with recruitment firms that are applying to become Certified Ethical Recruiters (CERs).

A recent CGFNS study found that 55% of the health professionals migrating the U.S. with a recruitment firm are using a CER, and this survey provides invaluable data on the recruitment process and worker conditions directly from these immigrant health workers.

Survey Demographics

This report contains survey responses collected between 2020-2023 from over 3,300 health workers working with fourteen recruitment firms. All respondents worked with an Alliance Certified Ethical Recruiter within the past three years at the time of collection. This includes health workers who have completed their contracts, those currently working, and those who remain in their home countries.

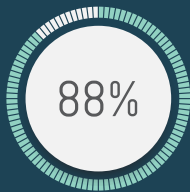
61% of respondents reported still being located in their home countries and therefore may still be awaiting information as they are in the early stages of the process.

With the recent increase in recruitment firms seeking and earning Alliance certification, the responses to this survey have increased by more than 500% since 2020.



Alliance Certified Ethical Recruiters (CERs) are signified by the **Alliance Seal**. Visit [our website](#) to view a full list of our CERs!

2023 Alliance Certification Survey Highlights



88% of respondents indicated a positive or very positive overall experience



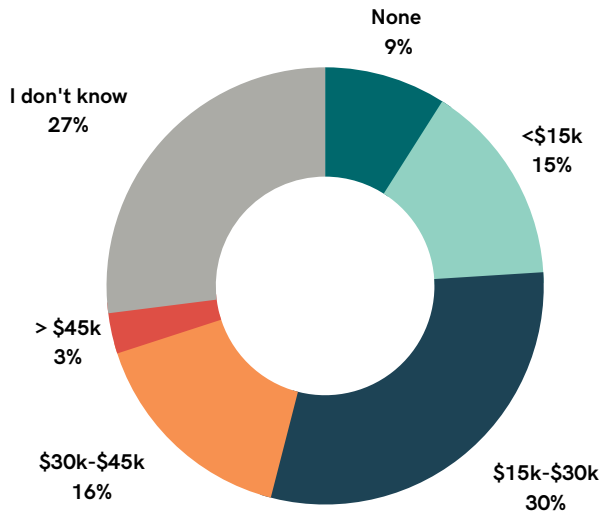
91% of respondents came from the Philippines, Kenya, Nigeria, and India



54% of respondents reported a first-year breach fee of \$30k or under



What is the fee for breaching your contract in your first year?



Ethical Issue Areas

Contract review & document withholding

There has been progress in recent decades in areas like contract review and document withholding. 98% of respondents reported that they were given time to review their contract before signing, and 95% reported that no documents were withheld during their migration process.

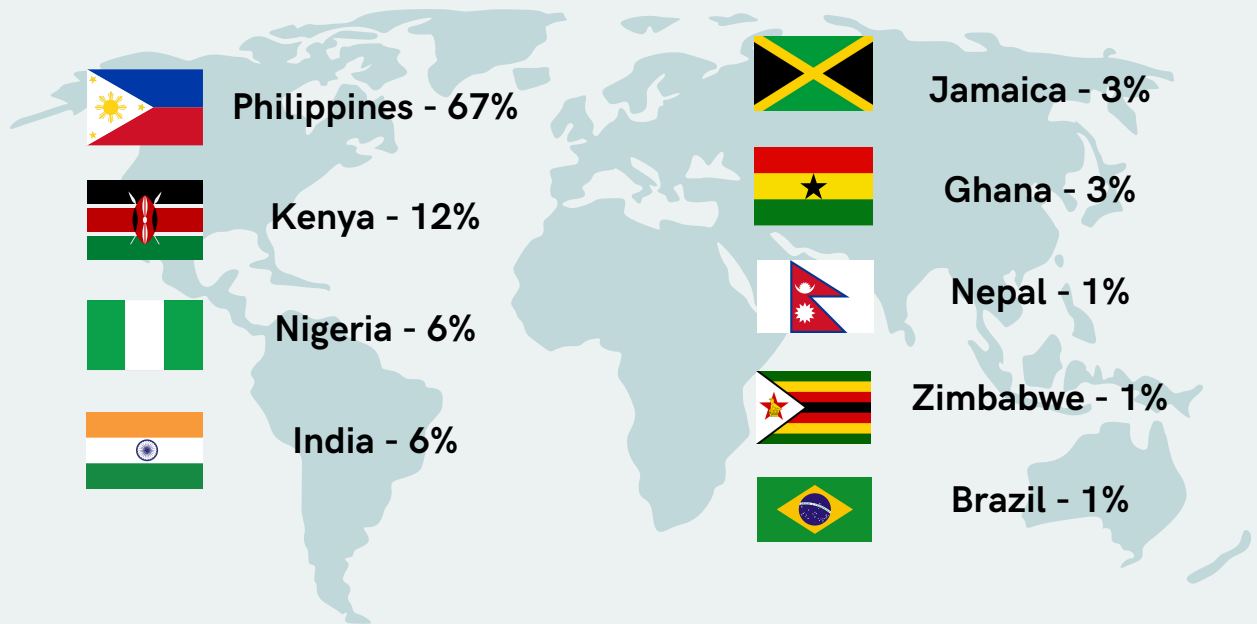
Breach fees

When asked about the fee for breaching their contract within the first year, the most common answer was that respondents did not know. Despite that, awareness does appear to be increasing as the answer declined by 10 percentage points from last year to 27% in 2022.

There has been an increase in those reporting a \$15,000-\$30,000 breach fee which has risen from 18% in 2021 to 30% in 2022. There was also a notable decrease in those reporting a \$30,000 to \$45,000 fee, declining from 23% in 2021 to 16% in 2022.

Top Countries for Initial Education

Respondents from the Philippines, Kenya, Nigeria, and India made up 91% of respondents. Responses from Filipino-educated healthcare workers increased from 48% in 2021 to 67% in 2022.





Overall satisfaction rates

Were you dissatisfied with any aspect of your firm?

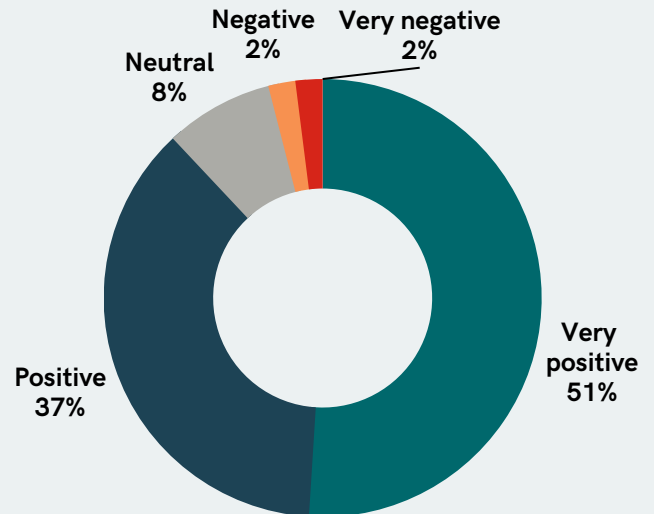


Overall satisfaction remains high, with 88% of respondents indicating a positive or very positive experience. This is a five-percentage-point drop from the 93% positivity rate collected in 2021. Given the drastic increase in data once again as well as the continuing delays in U.S. immigration, this loss was anticipated and likely provides a more accurate depiction of current sentiments.

There was a gain in negative or very negative experiences, increasing from 2% in 2021 to 3.5% in 2022. This number is more in line with the 3% reported in 2020.

When asked if they were dissatisfied by anything about their firm, overwhelmingly most respondents indicated that they were completely satisfied. Though considerably lower, high fees remains the second top complaint, continuing the growing conversation on breach fees.

How would you rate your experience with your firm?



About the Alliance for Ethical International Recruitment Practices

The Alliance is a division of CGFNS International, Inc., that works to ensure that all foreign-educated health professionals are recruited fairly, ethically, and with transparency for work in the U.S. The Alliance's [Health Care Code for Ethical International Recruitment and Employment Practices](#) lays out current best practices in international recruitment to support migrant healthcare workers, uplift recruiters that adhere to ethical standards, and help protect healthcare workforces in vulnerable countries. Visit www.cgfnsalliance.org for more information.