

RECRUITMENT GUIDE

For health professionals seeking to
migrate to the United States

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WWW.CGFNSALLIANCE.ORG



Alliance for ETHICAL
INTERNATIONAL
RECRUITMENT *Practices*

A division of CGFNS International, Inc.®

About the Alliance



Alliance for ETHICAL
INTERNATIONAL
RECRUITMENT Practices

A division of CGFNS International, Inc.®

Our Mission

Our mission is to facilitate the adoption and compliance with responsible and transparent practices that promote the ethical recruitment of foreign-educated health professionals to the United States and empower them to make informed career decisions.

Our Work



Informing & empowering
health
professionals



Certifying
recruitment
firms



Conducting research on
recruitment
trends

Learn More

The Alliance for Ethical International Recruitment Practices (Alliance) is a division of CGFNS International that works to advance the fair and ethical treatment of foreign-educated health professionals.

[Visit our website](#) to learn more about the Alliance and find other valuable resources for your migration journey, including:

- The [Health Care Code for Ethical International Recruitment and Employment Practices](#)
- Quick Guides about the process of migrating to the U.S. • • •
- Frequently Asked Questions about the Alliance • • • • •

Contact

staff@cgfnsalliance.org

www.cgfnsalliance.org

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Philadelphia, PA 19104-2651



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HOW TO GET STARTED

Choosing a pathway

Ethical recruitment

The Alliance promotes international recruitment practices that are fair, ethical, and transparent. The Alliance **Health Care Code for Ethical International Recruitment and Employment Practices** (Code) lays out a list of best practices as reflected in the current recruitment landscape and agreed upon by stakeholders across the healthcare sector.

The principles outlined in the Alliance Code can be summarized in the following five tenets of ethical international recruitment practices.



Ethical international recruitment:



Follows all international, national, and state laws.

Uses clear messages, good explanations, and plain language in contracts and recruitment advertising.



Gives migrant health professionals enough time to make careful and informed decisions.

Includes helping professionals transition into a new life abroad with clinical and cultural orientation.



Respects and seeks to sustain the health systems of source countries, while respecting the right of individuals to migrate.

Certified Ethical Recruiters



The Alliance extends **Certification** to recruitment firms that bring foreign-educated health professionals into the U.S. ethically and transparently—in accordance with our Code—and submit their recruitment practices to additional Alliance oversight. The **Alliance Certification Seal** signifies recruiters that have completed the Alliance's rigorous certification application and are compliant with the Alliance Code.

If you have any questions or concerns about your experiences with an Alliance Certified Ethical Recruiter, please reach out to staff@cgfnsalliance.org to discuss confidentially.

HOW TO GET STARTED

Choosing a pathway

Recruitment models

There are several options for health professionals seeking to migrate to the U.S. It is possible to manage your own migration journey, however, as the immigration process can be complex, lengthy, and expensive, many health systems and health professionals utilize recruitment firms to aid in matching candidates to locations.

The Alliance divides international healthcare recruitment into two models based on the final employer: **direct** and **staffing**.

Staffing

Under a staffing model, you will sign an employment contract with a recruitment agency that has been hired to staff specific healthcare facilities. You will be employed by the staffing agency and assigned to work in a healthcare facility, but you may be required to change facilities during the contract period.

Direct

Under a direct model, you will sign an employment contract directly with a specific healthcare provider. This recruitment can be managed solely by the **provider**, or it can be facilitated by a **placement firm**—a recruitment agency that assists during the migration process and acts as a “matchmaker” between the workers and the provider.

To promote transparency and clear messaging, this guide classifies all Alliance Certified Ethical Recruiters under one of these two models.

When selecting a recruiter, transparency is key.

Before you sign any contract, you should fully understand what recruitment model you are signing on with, as well as what the process for your recruitment, migration, and employment will be.

If you have questions about your recruiter or a contract that you have been offered, you can reach out to the Alliance for assistance at staff@cgfnsalliance.org.

HOW TO GET STARTED

Reviewing your contract

Contract review questions

Did I receive a copy of my contract, and was I given time to review it?

You should receive a copy of your contract and be given adequate time to review the document before signing. Understanding what is included in your contract is critical, and misunderstandings can lead to larger issues later. No recruiter should be pressuring you to sign a contract immediately, without giving you multiple days to review the document on your own.

How long is the contract duration?

Some contracts will list the duration as a specific time frame (e.g., three years) and some will list the contract duration in the number of hours worked (e.g., 4,000 hours). It is important to understand how your contract duration is calculated and how other factors like orientation and time off can affect your overall contract length.

What happens if I leave my contract early?





Leaving a contract before the duration ends is called breaching and it can have serious implications. Most contracts will include information on how much notice is needed and any fees that would be due—sometimes referred to as breach fees or damages. Breach fees are common and can have a tremendous impact, so it is important to understand how they are calculated.






The Alliance requires that all Certified Ethical Recruiters prorate any breach fees—meaning that a breach in the final year of the contract would have a lower fee than a breach in the first year.

If you have any questions about the breach fee listed in your contract, please contact staff@cgfnsalliance.org.

When reviewing your contract, keep an eye out for these green and red flags!

Green flags are positive and can indicate an ethical recruiter. But if your contract has one or more red flags, proceed with caution! Consider reaching out to the Alliance for support.

-  All employment details specified in agreement (e.g., location, facility, specialty unit, hourly pay)
-  Support during initial transition period
-  Clinical and/or cultural orientation upon arrival in the U.S.
-  Thirty day open employment offer to review the contract and seek counsel

-  Recruitment fees or requests to provide collateral
-  Withholding your documents, such as your passport
-  Requiring an immediate signature on a contract with no review
-  Overly vague or restrictive non-compete clauses
-  Contract durations over 3 years

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Certified Ethical Recruiters

All firms listed below have been certified by the Alliance and are compliant with our Code. For more information about our Certification process, visit [our website](#).

The information below has been provided by the recruiter or is available on their website. Please reach out to the firms for specific recruiting questions. Firms are listed in alphabetical order.



African Wood



DIRECT



amakobe.com



+1 (302) 252 7279

Alere Care Solutions



DIRECT



alerecaresolutions.com



+1 (302) 252 7279



info@alerecaresolutions.com

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ANP Health
Services, INC

DIRECT

ANP Health Services, Inc

ANP Health Services has designed and built the perfect bridge that connects you to the great dream of practicing nursing in the United States. Our service is global, with experience, honesty, transparency, and reputation, as we have more than 10 years of experience in the validation of nursing credentials, which has helped us to streamline and improve the processes. ANP Health services can support you no matter where you are in the world, and can help you start the process without speaking English. Through personalized consulting, we will solve each of your doubts and design the best strategy for you to fulfill your dream.



anphealthservices.com



STAFFING

Avant Healthcare Professionals

Avant changes the lives of their healthcare professionals by helping them achieve their "American Dream." The Avant Healthcare Professionals team is dedicated to making long-term matches between our qualified internationally-educated healthcare professionals and our client facilities in the U.S. Our comprehensive program guides qualified registered nurses, physical and occupational therapists through each stage of the licensure and immigration processes and makes it simple!



avanthehealthcare.com



+1 (407) 681 2999



recruitment@avanthehealthcare.com

**BEMAZIES
CONSULT**

DIRECT

Bemazies Consult

Bemazies Consult guides health professionals through the U.S. licensure process and provides top-notch online and offline training through the NCLEX RN and IELTS review. Bemazies Consult can also assist health professionals with job placement and can provide continuous support to health professionals throughout their transition process until they are settled in their dream jobs.



bemaziesconsult.com



recruiters@bemaziesconsult.com



+1 (949) 943 2937

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DIRECT

Connetics USA - AMN Healthcare

Connetics USA helps healthcare organizations throughout the USA—acute care hospitals, rehab, skilled nursing/long term care, and surgery centers—with the nursing shortage by bringing in internationally educated nurses. Connetics USA will assist you and your family in finding the right match and help you step-by-step through the recruitment, immigration, licensing, credentialing, and onboarding processes. Connetics USA has successfully recruited thousands of nurses from over 60 countries around the world.



conneticsusa.com



+1 (844) 847 2414



DIRECT

Global Nurse Partners

Global Nurse Partners is a placement agency that brings internationally experienced nurses and U.S. healthcare facilities together for direct-hire opportunities. Our Partnership Program is dedicated to your U.S. journey and covers many of the costs of licensure, immigration, relocation, and setup, including temporary housing, furniture, and utilities. We provide acculturation and clinical preparation programs and help you navigate the demands of transition while supporting your adjustment to life in the U.S. We also have opportunities for medical laboratory scientists with select clients.



globalnursepartners.com



hello@globalnursepartners.com



STAFFING

MedPro International

MedPro International believes every foreign-educated healthcare professional should have the opportunity to live their American Dream. Since 2006, MedPro has been committed to helping healthcare professionals achieve a rewarding career in the U.S. MedPro's expert team will take care of all aspects of immigration, licensing, credentialing, testing, and training to ensure your successful journey to the U.S. Once you arrive in the U.S., you can trust that your Personal Journey Guide and the rest of the MedPro team will be here to support you every step of the way!



medprointernational.com



US: +1 (954) 739 4247 PH: +63 (917) 583 4503

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The Nash Group

The *Nash* Group

DIRECT

For over 30 years, The Nash Group has been working with hundreds of health care systems across the United States and is committed to providing individualized guidance and resources to every international nurse as they pursue their professional career in a top healthcare system in the U.S. The Nash Group advises and oversees every aspect of the process, beginning with candidates' interest through the completion of all requirements needed to work and live in the U.S. as a professional nurse. The Nash Group never charges the candidate a fee for their services.



recruitment.nashgroup.com



+1 (847) 425 4783

O'GRADY
PEYTON
INTERNATIONAL



STAFFING

O'Grady Peyton International - AMN Healthcare

With almost 40 years' experience in the industry, O'Grady Peyton recruits from 86 countries around the globe. The contracts are 4,160 hours in duration and placements are at one U.S. location, at one facility for the entirety of the assignment. O'Grady Peyton offers full services and support throughout the recruitment, immigration, and placement process, as well as while you are on assignment. You remain a part of the OGP Family even when you finish your assignment



ogradypeyton.com



US and CA: +1 (877) 686 7230 Other: +1 (912) 352 0684 ext. 2803



STAFFING

Passport USA - Health Carousel

At Health Carousel, the aspirations of our global healthcare professionals are the highest priority. As one of the largest staffing firms in the United States, Health Carousel has hundreds of healthcare clients across the country to provide the career opportunities that best fit your professional and personal goals. Throughout immigration, licensing, arrival, onboarding, and your clinical development, we are your partner in achieving the American dream.



passportusa.com



+1 (800) 580 8239

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STAFFING

Priority Care Staffing

Placing professionals. Building futures. Connecting professionals with the right opportunities. We're not just filling positions but also helping foreign-educated nurses carve out their paths to success and advancement in their careers. We believe that every healthcare professional should have the opportunity to provide care wherever they are needed. Priority Care International will invest in every foreign-educated nurse's personal and professional success, while helping our network of clients achieve excellent patient care.



prioritycarestaffing.com



usrnjobs@prioritycarestaffing.com



+1 (212) 580 3355



DIRECT

PRS Global

PRS Global specializes in connecting qualified nurses from around the world with rewarding direct-hire positions at top healthcare facilities. Our end-to-end staffing solution streamlines the entire process - from personalized recruitment to welcoming nurses into their new communities. PRS Global works closely with each nurse, carefully matching candidates to positions that align with their expertise and goals. By offering personalized service and comprehensive support, PRS Global helps nursing professionals achieve their international career goals, all while enhancing patient care at healthcare organizations.



prsglobal.com



info@prsglobal.com



+1 (800) 708 1507



STAFFING

Shearwater Health

Shearwater Health partners with you through all aspects of your journey to the USA. With 25+ years of experience, we've helped over 2,500 nurses navigate every step from NCLEX, IELTS, and immigration sponsorship to ensure a smooth transition to the U.S. You will enjoy competitive benefits, career development programs, and ongoing support from our nurse alumni network. Choosing Shearwater Health means joining a community of successful nurses and turning your American dream into a reality for you and your family.



shearwaterhealth.com



info@swhealth.com



US: +1 (615) 921 9510 PH: +63 (277) 564 222

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DIRECT

Southeast Asian Placement Center, Inc.

Southeast Asian Placement Center, Inc., (SEAPCI) has placed over 50,000 professionals in 23 countries over its dynamic 53-year history. Founded in 1971, SEAPCI has pioneered the recruitment industry in the Philippines, supplying talent to more than 100 companies through the years. SEAPCI proudly services the international nursing needs of some of the top-ranked hospitals in the United States, such as Henry Ford Health, Rochester Regional Health, Sheppard Pratt Health System, St. Peter's University Hospital and recently forged a partnership with Elite365 as its exclusive staffing agency employer in the United States.



seapci.com



(+632) 8810 4033



STAFFING

Valley Medical Staffing

For more than 20 years, Valley Medical Staffing has been supporting international nurses through direct hire placement and visa sponsorship with expertise, integrity, and compassion. We offer long-term assignments for registered nurses at acute-care facilities in California, Minnesota and across the United States. You'll have direct access to your immigration attorney team and we'll work with you to support your financial and placement expectations. We provide relocation assistance, licensure/ certification/credentialing management, and offer assimilation support to get you started working as soon as possible.



vmstaffing.com



+1 (925) 297 6200

VEMA Staffing Partners

When you join VEMA, you'll be partnering with compassionate, trustworthy, and successful international nurse staffing and immigration experts. Since 2006, VEMA Staffing Partners has been an industry leader helping foreign- and U.S.-educated nurses find long-term, career-building assignments in major cities in California, Minnesota and elsewhere. We'll work alongside you to make sure your career, financial and placement needs are met. Our number one motivation is seeing your success through, no matter how long it takes or how challenging it may be.



STAFFING



vemastaffingpartners.com



+1 (925) 297 6200

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WorldWide HealthStaff Solutions

Your highest priority is finding the ideal position in your preferred location. HealthStaff is contracted with more healthcare employers who are offering more positions in more locations. HealthStaff's experienced team of recruitment and immigration professionals has a laser focus on recruitment/immigration process improvement to ensure you have a great recruitment experience. HealthStaff is the DIRECT HIRE leader for international applicants and U.S. employers alike.

Join the growing community of global nurses who are discovering the HealthStaff difference for themselves.



healthstaff.org



info@healthstaff.org

ADDITIONAL RESOURCES

Nursing associations

American Nurses Association

The American Nurses Association (ANA) is the premier organization representing the interests of the nation's 4 million registered nurses. ANA is at the forefront of improving the quality of health care for all. Founded in 1896, and with members in all 50 U.S. states and U.S. territories, ANA exists to advance the nursing profession by promoting a safe and ethical work environment, bolstering the health and wellness of nurses, and advocating on health care issues that affect nurses and the public.



Find out more at nursingworld.org/ana.

Ghanaian-Diaspora Nursing Alliance



The mission of the Ghanaian-Diaspora Nursing Alliance (G-DNA) is to foster a sustainable local-global collaboration between Ghanaian nurses in Ghana and the Diaspora to advance nursing education in Ghana and improve health outcomes of Ghanaian people. G-DNA's vision is to significantly contribute to Ghana's ability to produce global nurses who are skilled and knowledgeable in specialty nursing areas to improve health outcomes.

Find out more at g-dna.org.

National Association of Hispanic Nurses

Since 1975, the National Association of Hispanic Nurses (NAHN) has been the nation's leading professional society for Latino nurses. With a growing membership and more than 40 local chapters, NAHN represents the voices of Latino nurses throughout the United States. NAHN is devoted to promoting safe, quality health care delivery to Latino communities and individuals, as well as recognizing excellence among Latino nurses, providing formal and informal mentoring opportunities, and serving as a center of excellence for our members.



Find out more at nahnnet.org.

ADDITIONAL RESOURCES

Nursing associations

National Association of Indian Nurses of America

The National Association of Indian Nurses of America (NAINA) is an ethnic minority nursing organization in the United States that represents first generation immigrant nurses, second generation nurses, and nursing students of Indian origin and heritage. NAINA was established with the goal of uniting all Indian nurses with one voice to increase visibility within the professional arena and to rejuvenate the unique cultural heritage and values.

Find out more at nainausa.org.



National Association of Nigerian Nurses in North America

The National Association of Nigerian Nurses in North America (NANNNA) is a united organization of all the Nigerian Nurses Associations and Nursing School Alumni in North America working to improve the health and quality of lives of Nigerians at home and abroad. One of the core missions is to create opportunity for collaboration in the health-care community both locally and internationally to improve the Nursing profession and quality of health of American and Nigerian citizens.

Find out more at nannna.nursingnetwork.com.



Philippine Nurses Association of America

Established in 1979, the Philippine Nurses Association of America (PNAA) is a professional nursing organization representing 55 chapters with over 5,000 members. PNAA's mission is to uphold and foster the positive image and welfare of Filipino-American nurses, promote professional excellence, and contribute to significant outcomes to healthcare and society through education, research, and clinical practice. PNAA is a member of the National Coalition for Ethnic Minority Nurses Association (NCEM-NA) and an affiliate member of the American Nurses Association.

Find out more at mypnaa.org.



ADDITIONAL RESOURCES

Labor unions

American Federation of Labor and Congress of Industrial Organizations

The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) is a democratic, voluntary federation of 57 national and international labor unions that represent 12.5 million working men and women. The AFL-CIO strives to ensure all working people are treated fairly, with decent paychecks and benefits, safe jobs, dignity, and equal opportunities.

Find out more at aflcio.org.



American Federation of Teachers



The American Federation of Teachers (AFT) is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare, and public services for our students, their families, and our communities. AFT is committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work its members do.

Find out more at aft.org/healthcare.

National Nurses United

National Nurses United (NNU), with nearly 225,000 members nationwide, is the largest union and professional association of registered nurses in U.S. history. Through energetic advocacy NNU is organizing to win accessible, quality healthcare for all, as a human right, and to secure mandatory health and safety standards in the workplace to protect patients and nurses against infectious diseases like Covid-19. NNU has built a powerful movement of direct-care RNs, and that movement is growing in the United States and globally!

Find out more at nationalnursesunited.org.



ADDITIONAL RESOURCES

Labor unions

Service Employees International Union

Service Employees International Union (SEIU) is an organization of 2 million members united by the belief in the dignity and worth of workers and the services they provide. SEIU is dedicated to improving the lives of workers and their families and creating a more just and humane society.

Find out more at seiu.org.

The SEIU logo consists of the letters "SEIU" in a bold, purple, sans-serif font. To the right of the text is a decorative graphic made of overlapping teal and light blue geometric shapes, including squares and triangles.

ADDITIONAL RESOURCES

Legal support

Towards Justice

Towards Justice is a nonprofit legal organization that defends workers and their rights through impact litigation and policy advocacy in its home state of Colorado and across the country. Through collaboration with workers and workers' organizations, Towards Justice builds worker power and advances economic justice.

Find out more at towardsjustice.org.

The Towards Justice logo features the words "towards" and "justice" in a dark blue, lowercase, sans-serif font, stacked vertically. A small yellow triangle points upwards from the top right of the word "towards". To the right of the text is a decorative graphic made of overlapping teal and light blue geometric shapes, including squares and triangles.