



Healthcare Staffing Plus

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2024 Employer Presentation

Healthcare Staffing -Travel Nursing, local contract, per diem, locum tenens, and permanent. Finding solid clinical candidates. Yeah, that's a needle in the haystack.

Who we are



With close to 24 years of non-clinical healthcare experience that includes 16 years of solid medical staffing and recruiting experience, we deliver on our promise of adhering to strict and ethical recruiting standards handled with the utmost professionalism.

Never resting on our laurels of sourcing candidates thoroughly and presenting our clients only the cream of the crop.

Finding the needle in the haystack is our specialty. It's our secret sauce. We want **ONLY** the best of the best candidates taking care of **YOUR** patients. Searching high and low to find them, screening them thoroughly, and ensuring that no skeletons are hiding in the closet before we present them to you.



INTRODUCTION

Sometimes the inevitable becomes the norm as medical facilities across the US struggle to find clinical candidates. Where are they? COVID exacerbated the already known nursing shortage as well as other clinical candidates. More nurses are retiring in the next few years faster than colleges and universities can accept students and graduate them. What is the answer to the problem?

Patients need the best care possible in their most vulnerable moments of their life. No one wants to be sick or have an interruption in their lives due to an accident. Burnout for nurses is happening more and more these days due to the overload of patients and not enough clinical staff to care for them. Medical facilities struggle to recruit them and avoid having them unfortunately leaving sooner than expected.

The healthcare industry is changing rapidly as it adapts to innovative technology all the while the clinical professional shortage continues. Sometimes it feels like a revolving door. Recruiting budgets are strained and when the candidate doesn't work out, contract or permanent placement, it becomes a continuous daunting task which in turn increases the cost of healthcare, and who pays for it in the end? Your patients!

Why work with us?

By working with Healthcare Staffing Plus, you will find that our small boutique staffing agency will provide a more personalized approach in working together to achieve a common goal – hiring the best of the best clinical candidates. Building that relationship together results in enhanced patient outcomes, lowers costs, and reduces costly readmissions down the road. Our clinical internal database includes over 11 million prospective candidates.

- Registered Nurses - all specialties
- Licensed Practical Nurses
- Physicians and Surgeons - all specialties
- Pharmacists
- Radiology Techs - CT, MRI, Sonographer, X-ray, Mammography, Nuclear

Locum Tenens
Travel Nursing and allied health
Locum Tenens (not physicians)
Local Contract
Per diem
Permanent Direct Hire

- Therapists - Physical, Occupational, and Respiratory
- Nurse Practitioners
- Physician Assistants
- Cardiovascular Techs
- Surgical Techs
- CRNA
- Laboratory
- Speech Language Pathologist

Sourcing Candidates – Just how do we do it?

- Healthcare Staffing Plus website Career portal
- Professional Clinical Associations – National, State, and Local
- Internal Clinical Database
- Comprehensive external clinical candidate database – over 11 million
- Healthcare niche job boards (we **DO NOT** use Monster, Careerbuilder, and more general job boards that everyone else utilizes)
- Healthcare Journals and clinical media publications
- Referrals
- Recruiting candidate automation
- Social Media – Facebook, LinkedIn, Healthcare Social Media, and so much more.
-this is how we “find the needle in the haystack”

Inquire about our 60-day deposit – We charge a nominal fee of \$1,250 for all permanent direct hire openings (one fee for multiple hires) and if we do not find a candidate(s), under contract within that time frame, that money will be returned to you. If a candidate(s) is hired, the \$1,250 will be taken out of the placement fee. No questions asked.

Candidate Approach and Hiring Process



- Thorough detailed review of all resumes/CV's upon receipt
- Preliminary check to ensure that all state licenses and certifications are active, unencumbered, and no current or past issues BEFORE contacting any candidates
- Comprehensive candidate phone screen/interview
- All references validated and checked.
- Clinical Specialty Skills checklist
- Behavioral Assessments
- Clinical Competency exams
- Joint Commission exam
- OSHA exam
- Emotional Intelligence assessments
- Any client requested exams

Our Managed Service Providers (MSP) Strategic Partners



A Q U E N T



LoyalSource

Our Employer of Record



Back Office Staffing Solutions provides our entire back office. They are located in Beaverton, Oregon and have been in business since 2019. The President and Founder has worked in the staffing and recruiting industry since 1988 as have many other employees.

- Candidate onboarding general forms
- Comprehensive candidate background checks
- Candidate Drug Screens
- Employee Benefits
- General and Professional liability
- Workers Compensation
- Candidate Time sheets
- Client invoicing
- Payroll
- Client contract administrator
- Hiring of W-2 Employees only . We DO NOT hire international candidates

Background Checks and Drug Screens

Credentialing of our candidates is extremely thorough . No skeletons hiding in our closets. Do you want the "cream of the crop" candidates? Rest assure, you have come to the right place. Primary source verification is our specialty. What do we cover in doing so?

- SSN Trace & Address History
- County Criminal Direct Court
- Nationwide Federal Criminal Court Integrated
- National Criminal Database – Includes: National Wants and Warrants Multi-State/National Database
- Criminal Search
- Nationwide Sex Offender Search
- OFAC and additional government databases
- FACIS screening - Level III
- Employment History Verification
- Education Verification
- Professional License Prohibited Parties (OIG/GSA/SAM)
- Driving Records
- Credit Checks
- Database Searches
- International Screening
- Drug Screen - 5 or 10 panel
- Motor Vehicle Record
- Identity Verification
- E-Verify
- Disciplinary action searches through the National Practitioner Data Base, Nurses Aid Registry, DEA, and more
- PALS, BLS, ACLS certifications - American Heart Association
- Professional clinical specialty certifications and ALL state licenses (Nursys)





Healthcare Staffing Plus

Contact Us

Call us today to inquire about our travel, local, per diem, or locum tenens staffing needs

Not able to speak today, then **set up a time** at your convenience. We are located in the beautiful rolling hills of southern Indiana within just a short 10 minute drive to Louisville, KY.

Healthcare Staffing Plus

Lanesville, IN

(812) 704-5488

info@healthcarestaffingplus.com

Hours

Monday - Friday: 8AM–6PM EST

Emergency Services: 24/7

