



Have you joined other healthcare systems in successfully recruiting internationally?

PPR International is closing the nursing gap by redefining international nurse recruitment.

“On behalf of Johns Hopkins Hospital and Health System, I can confidently recommend PPR and the quality of the nurses that they may provide to you.”
*Deborah Dang, MS, RN
 The Johns Hopkins Health System*

PPR International, a division of PPR Healthcare Staffing, is changing the staffing industry's traditional model of international nurse recruitment by mitigating the risk and expense to healthcare systems.

Despite the increasing shortage in U.S. nurse resources, international nurses are in good supply and benefit from comparable education and experience, tremendous work ethic and a strong desire to permanently relocate to a high quality U.S. healthcare provider.

According to immigration statistics, 12,000 to 14,000 skilled international nurses enter the U.S. each year and this trend is expected to increase 10% per year. Currently, foreign nurses represent about 17% of practicing nurses in the U.S. and this number is growing.

So why consider PPR International recruitment?

International nurses are a high quality supplement to the local and national supply of nurses. PPR International recruitment helps you solve your nursing shortage versus a "short term" band-aid approach. More cost effective than hiring travel nurses, PPR International rewards a short-term investment by delivering a long-term, high quality, permanent nurse to your core staff.

“PPR International has partnered with Johns Hopkins to deliver 113 international nurses over the past 5 years. An impressive 78% of those nurses remain employed with Johns Hopkins as part of their permanent staff.”
*Dwight Cooper, CEO
 PPR Healthcare Staffing*

Ensuring Quality Nurses Through Quality Management

Our extensive Quality Management program necessitates that professionals meet stringent screening requirements. PPR Healthcare Staffing was the seventh healthcare staffing company in the United States to achieve certification by the Joint Commission and participated in a pilot study conducted by the Joint Commission designed to develop performance improvement standards for the entire staffing industry. Our Clinical Instructors are also always available to address the specific concerns of our nurses and client hospitals. PPR International *guarantees* outstanding service for every nurse placement.

Our Quality Management department works with all PPR Healthcare Staffing divisions to ensure compliance with Federal, State and professional accreditation standards. Our staff reviews each file in line with established policies and procedures and supplies this documentation to the employer prior to the start date. PPR International staff continues to monitor each nurse's file to make sure it stays compliant and that licensure status is in good-standing with each state Board of Nursing.

“Our system reduced its dependency on travelers by roughly 50 after taking delivery of an equal number of international nurses, most of whom came from PPR International. Nine months later all but two of the PPR International nurses are still with us.”
*Davis Bourne, Employment Manager
 Palmetto Health System of Columbia, SC*

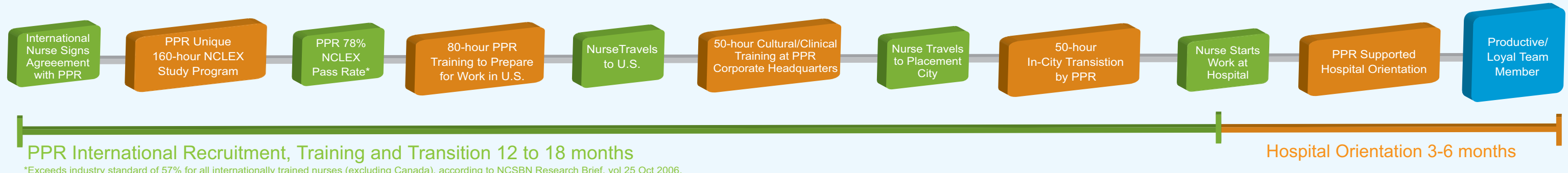
Proven Hospital Orientation Program

The PPR International nurse typically has between 5-20 years of experience and possesses strong spoken and written English skills as confirmed by testing prior to placement. These nurses are like experienced graduates requiring approximately 3-6 months of employer directed orientation/training. Successful training is most common when the employee has a dedicated 'champion' to ensure sufficient support is in place. A PPR International Orientation Support Manual as well as ongoing phone support with PPR Healthcare Staffing specialists provide reminders of how to best achieve success with nurse orientation. A true partnership between the PPR International nurse and the employer champion will result in a valued member of the team.

To get started with successful International Recruitment,
 Contact: Kerry Flack 888.824.5038
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“ We have redefined the traditional model of international nurse recruitment and changed expectations, placing the burden of transition on *us* rather than the hospital client. ”
 International recruitment is now more than a viable option, it's a smart option that our hospital clients are discovering. -Dwight Cooper, CEO PPR Healthcare Staffing



The PPR Difference

PPR International's refined approach to international nurse recruitment is achieved through extensive screening and prequalification, expert supplemental training, sophisticated transition support and ongoing quality management. The process is designed around the primary goal of delivering a nurse who will eventually become a permanent member of the core staff.

By refining our processes for recruiting and delivering international nurses, PPR International has reduced the employer's up-front effort and expense commonly associated with international recruits. And when a PPR International nurse reports for their first day of work, they are adequately prepared to quickly become a valuable contributor to your team.

The long-term benefit of utilizing PPR International nurses is very clear. Although managers must often focus on short-term needs and goals, the statistics and financial analysis prove that international recruitment is *necessary and vital* for the success of U.S. healthcare institutions. PPR International nurses fill a growing gap of need. PPR International nurses are proven to be more loyal with a lower turnover rate than traditional nurses. And PPR International nurses are a more cost effective approach to fulfilling nursing needs than temporary or travel nurses.

PPR International Highlights

- PPR International has placed over 300 foreign nurses with hospital clients since 2001.
- 80% of PPR International nurses have become full-time employees with client hospitals upon completion of their 2-year risk-free contract with equally successful long-term retention.
- PPR International nurses typically have between 5-20 years of clinical experience.
- When comparing new graduates vs. international nurses, client hospitals report a measurable difference in international nurse productivity after a 3-6 month transition period as 'intuitive skills' are already in place.
- PPR International maintains a study program that is monitored by PPR International Clinical Instructors to ensure a high NCLEX/National Council Licensure Examination pass rate.
- More than 100 successful international placements with Johns Hopkins Health System.
- No expense to hospital until the nurse starts assignment.
- PPR International nurses possess strong spoken and written English skills as confirmed by testing prior to placement.
- PPR International is the green card sponsor and ensures all required licensing and certifications.
- PPR International has redefined the traditional model by doing most of the work in preparing nurses to come to the U.S.
- PPR International's nurse training and transition is industry leading and PPR Healthcare Staffing has been recognized with the Gold Seal of Approval as a Certified JCAHO Healthcare Staffing Company.
- PPR Healthcare Staffing is a 3-time Inc. 500 Fastest Growing Company and has been ranked in the Top 25 Best Small Companies to Work for in the United States by the Great Place to Work Institute.

Transition and Training Program

Before a PPR International nurse is transitioned to their new city they travel to PPR Healthcare Staffing corporate offices in Jacksonville Beach, Florida where they participate in a week of workshops. The nurse training program addresses basic nursing practices, computer skills, accent reduction classes, business etiquette, drug screening, BLS/Basic Life Support and other basic skills. PPR International has a long-standing partnership with the University of North Florida School of Nursing who assists with the clinical training aspect of the training program.

Once the nurse training program has been completed, the PPR International nurse departs for their new city with a dedicated PPR Transition Specialist who spends the next 5-10 days orienting them to their new city and position. Our transition program is industry leading and can be personalized to meet the needs of each nurse and employer. Ideally, 3-6 nurses are transitioned at a time in order to build an instant, lasting community and trust among them.

The PPR International transition program follows a process that maintains consistent communication between the nurse and PPR Transition Specialist prior to U.S. transition followed by day-by-day transition activities once the nurse arrives for their assignment in their placement city. The PPR Transition Specialist hand-holds the orientation process so that the nurse is prepared when they report for their first day of work.

“ Sylvia Rayfield & Associates, Inc. has been working with PPR for a number of years in NCLEX-RN Preparation. We have found the international nurses that we work with at PPR to be of the highest quality. The nurses are well prepared and confident of passing the NCLEX exam. They (PPR staff) have initiated a program that has set a standard for success in a highly competitive business. ”
*Sylvia Rayfield, President
 Sylvia Rayfield & Associates, Inc.*

In-City Transition by PPR

- A PPR Transition Specialist meets the nurse at the airport in their placement city.
- PPR will house the nurse in a hotel while assisting the nurse to secure housing for the nurse and their family.
- PPR will ensure that the nurse has current state nursing license, drug screens, titers, chest x-ray, TB skin test, etc.
- PPR will set the nurse up for the appropriate American Red Cross certification classes unless the client prefers to have the nurse go through classes at their hospital.
- PPR assists the nurse with apartment and furniture selection.
- PPR will take the nurse to a pre-scheduled "Share Day" at the hospital. This day allows the nurse to see the facility, meet her new co-workers, walk unit and even observe if the nurse manager feels it is appropriate during the time of the visit.
- PPR will assist the nurse to set up utilities, cable, phone and cell phone.
- PPR will assist the nurse registering children for school.
- PPR teaches basic banking skills (check writing, paying bills, deposits, etc).
- PPR will teach the nurse about local public transportation (to and from work, store, school, etc).
- PPR will locate ethnic markets, events and communities for the nurse.
- PPR will spend time orientating the nurse on the city surroundings (grocery stores, schools, church, etc.).
- PPR will assist the nurse in setting up their new home and getting ready to start work.
- PPR ensures that the nurse is comfortable with their surroundings prior to leaving.

“ Increasing the probability that the nurse stays on staff and is part of the hospital's long-term staffing solution... this is the goal of our process. There is little time invested and no risk for the hospital until a nurse has started. ”
*Kerry Flack, Manager of International Operations
 PPR Healthcare Staffing*