

***RECRUITMENT
AGENCY***

VS

DIRECT HIRE

WHICH ONE IS BETTER FOR REGISTERED NURSES?



If you are interested in working as a US-RN,

you need a Green Card Sponsor.

International nurses **cannot** live and work in the U.S. without a visa.

The visa for nurses is a permanent residency visa, otherwise known as a Green Card, which a sponsor processes.

A direct hire option and a recruitment agency will provide you with that green card sponsorship.

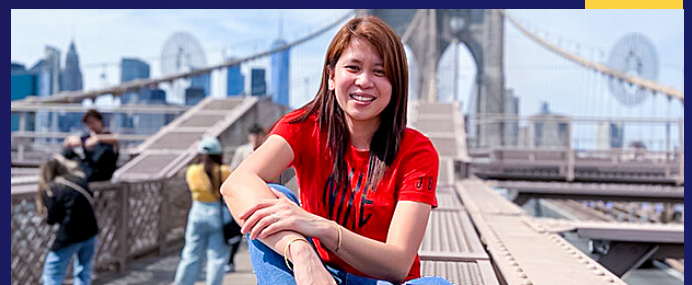


WHERE WOULD YOUR JOB PLACEMENT BE?

Direct-hire files a Green Card petition for a **single location**.

It could be beneficial for those who may want to know exactly where they are going ahead of time. For example, when a Green Card is filed for North Carolina, that green card petition will only be for that job as a registered nurse in that hospital in North Carolina.

The possible setback with this arrangement is that should the job or position get canceled, the green card processing will have to start again. This is because the opportunity is processed for only one single location.



Meanwhile, due to the nature of a recruitment agency's contract, you may not know which state you are assigned to ahead of time, but the great thing is that a **recruitment agency** files for a Green Card in **multiple locations**.

If a job gets canceled, your Green Card petition does not need to start from the beginning, your process continues, and there will be many options for your placement across the U.S.



WHAT IS THE ASSISTANCE PROVIDED IN THE PROCESS?

Direct Hire

More often, with direct hire, you are expected to do things independently for the NCLEX, IELTS, and Visa Screen. You will pay for everything involved in the process, like NCLEX and IELTS exam fees. You will also be the one to file your Visa Screen and pay for the related expenses.



Recruitment Agency

In contrast, with a recruitment agency, you are assisted with sponsorship and supported with the exams, and in most cases they process and pay for a Visa Screen on your behalf. This kind of support is usually a big deal for those nurses who may not have the extra money to pay for the fees involved in the process.

WHAT TO EXPECT

DIRECT HIRE VS RECRUITMENT AGENCY

The US hospital is your employer



The recruitment agency is your employer

Often need to complete NCLEX, IELTS, and VisaScreen on your own before eligible for hire



Support with process of becoming a US-RN

Direct Hire files Green Card petition for a single location



Files and pays for Green Card petition with multiple options for location

Contract types vary



Contract Employment

Salary and benefits paid directly by facility



Salary and benefits paid by Recruitment Agency



Interview with US clients to confirm job placement

HOW LONG IS THE CONTRACT?

Both options vary in the number of years or contract hours, so when you receive your contract, review the fine print, and ensure you know what you are signing up for and understand the terms of your agreement.

How Should You Decide Which One is **Better** For You?

Be wise and research your options.

Listen to nurses who have signed up with a direct-hire and recruitment agency and weigh the pros and cons.



Discuss your options with people you trust.

Have a trustworthy circle with your best interest at heart. Ask them the big questions up to the minor details that concern you.



Read the contract thoroughly.

Know what you're signing up for, and ask questions about the contract. Never feel rushed. Your safety and success should be your utmost priority.



Choose an ethical employer for your American Dream.

Look for an employer with a track record of commitment to see you through the hiccups and hurdles and bring you to where you need to be.



In conclusion, you will be the only person who can determine which choice is better for you. Make a list of your needs, see who can meet those, and ultimately help you live your American Dream.

Avant Healthcare Professionals is a recruitment agency that has helped thousands of international RNs in pursuing their careers as USRN since 2003. If you are interested to become an Avant nurse, [apply at avanthealthcare.com](https://www.avanthealthcare.com)