Medical Solutions: The Fact and Fiction of International Recruitment

November 2, 2026

Hospital Council
Northern & Central California

Questions

Hospital Council
Northern & Central California

Online Questions: At any time, submit your questions in the Q&A box at the bottom of your screen. We will take questions at the end of the presentation.

Medical Solutions: The Fact and Fiction of International Recruitment

November 2, 2026

Hospital Council
Northern & Central California

Presenter



With more than 15 years of experience in recruitment, operations, and leadership, **Amy Kerr** serves as Vice President of Business Development for WorldWide HealthStaff Solutions (WWHS). She leads global recruitment strategy and execution, and the WWHS Client Partner team, connecting international clinicians with workforce solutions that support the evolving needs of U.S. healthcare organizations. Amy oversees recruitment operations, provides expert client support, drives process optimization, and partners across teams to deliver efficient, high-quality staffing outcomes for healthcare leaders.

What We'll Explore Today

- Understand the key advantages of international recruiting.
- Separate fact from fiction by debunking five common immigration myths.
- Learn how to strategically plan for international hiring.



Amy Kerr

VICE PRESIDENT, BUSINESS DEVELOPMENT,
WORLDWIDE HEALTHSTAFF SOLUTIONS

2026 Healthcare Recruiting Priorities

Planning v. Reacting

Make data-driven decisions to build talent pipelines that address current and future hiring needs and talent gaps.

Invest in Retention + Development

Prioritize retention strategies and development programs to reduce turnover and increase retention

Improve Ease of Use

Use automation and AI to improve both the recruiter and candidate experience and drive better outcomes.



WorldWide HealthStaff Solutions

International Recruiting

MORE THAN STAFFING — A STRATEGIC ADVANTAGE

Predictable costs,
fewer surprise vacancies



Reduced burnout from over-reliance
on short-term solutions



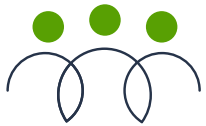
Stronger patient care
through clinical continuity



Less retraining &
onboarding fatigue



Enhanced diversity
& cultural competence



WorldWide
HealthStaff Solutions

It’s Life-Changing for Candidates, Too

Global Hiring Creates Mutual Value

- ✓ Experienced nurses receive a stable, career-aligned opportunity
- ✓ U.S. employers get loyal, ready-to-work professionals
- ✓ Long-term alignment = better patient care and stronger staff engagement
- ✓ It’s not just a job change — it’s a life transformation



WorldWide HealthStaff Solutions

5 Immigration Myths

MYTH 1

Immigration Is Impossible

MYTH 2

International Hires Are Expensive

MYTH 3

Integration Can Be Difficult

MYTH 4

No Experience or English Skills

MYTH 5

Immigration Is Risky

WorldWide HealthStaff Solutions

01

Myth 1: Immigration Is Impossible

FACT: THE EB-3 VISA IS RELIABLE



The Process Remains Consistent
Throughout multiple political administrations, the EB-3 (green card) visa process remains unchanged.



Average Timelines Remain at 30 Months
While the timelines do change based on visa demand and availability, the average time to the U.S. on an EB-3 visa remains around 24 months.

02

Myth 2: International Hires Are Expensive

FACT: TURNOVER COSTS MORE

Average Turnover Cost
The average turnover cost of a nurse in 2025 was $60k. Usually, the cost of international RNs is spread over 2+ budget cycles.

Decreased Contingent Labor
Direct hire international clinicians can help reduce reliance on contingent labor.

WorldWide HealthStaff Solutions

Myth 3: Integration Can Be Difficult

FACT: INTERNATIONAL RN SUCCESS CAN HAPPEN ANYWHERE

A Trusted International Partner Is Important
Your international recruiting partner should help in the preparation process. Supporting the transition to U.S. practice during the immigration journey is key.

Onboarding Is a Process
Planning for a structured, thoughtful onboarding process supports success.

04

Myth 4: No Experience or English Skills

FACT: INTERNATIONAL RNS HAVE BOTH

Clinical Experience
Many international clinicians work for years before taking their U.S. licensure exam, bringing 8-15 years of clinical experience with them.

English Requirements
Clinicians are required to take an English exam as part of the immigration process. Additionally, all international clinicians take their U.S. licensure exam in English.

05

Myth 5: Immigration Is Risky

FACT: EMPLOYMENT-BASED IMMIGRATION REMAINS CONSISTENT



Petition Success
When an EB-3 visa is filed properly, the success rate is almost 100%.



Noise Does Not Equal Risk
While there have been many recent immigration headlines, the impact on EB-3 immigration has been limited, with ~80% of candidates unaffected.

Global Pipeline Benefits

95%

International RN Retention

As low as

~5%

Vacancy Rates in Some Systems

Predictable

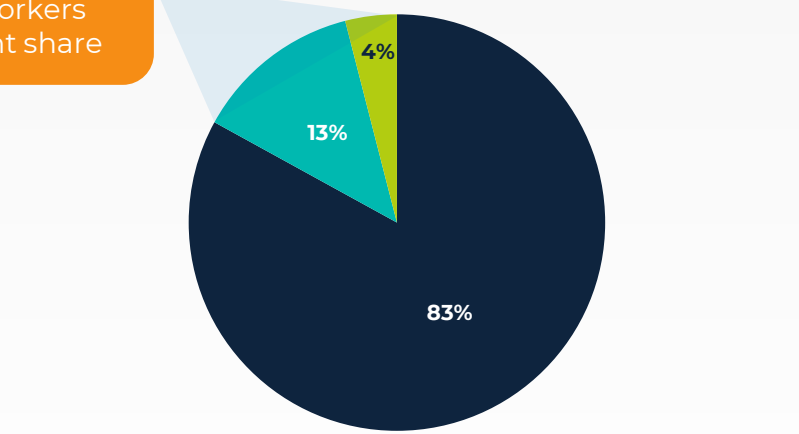
Flow of Experienced Clinicians

WorldWide HealthStaff Solutions

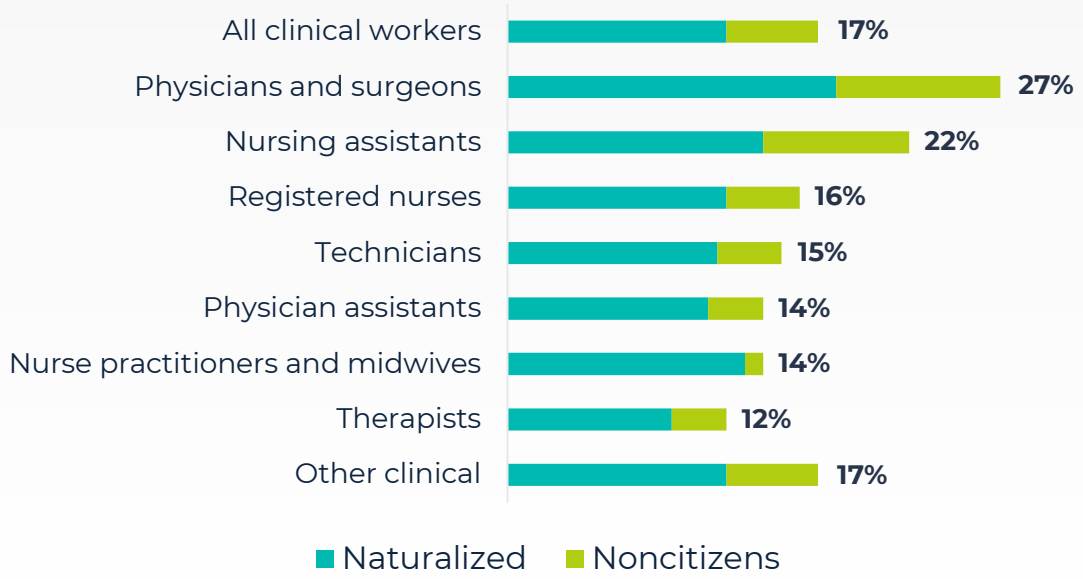
International Healthcare Workforce

Immigrants Account for About One in Six Clinical Workers in Hospitals

17%
Clinical workers
Immigrant share



Increasing Role of Immigrants Across all Clinical Workforce

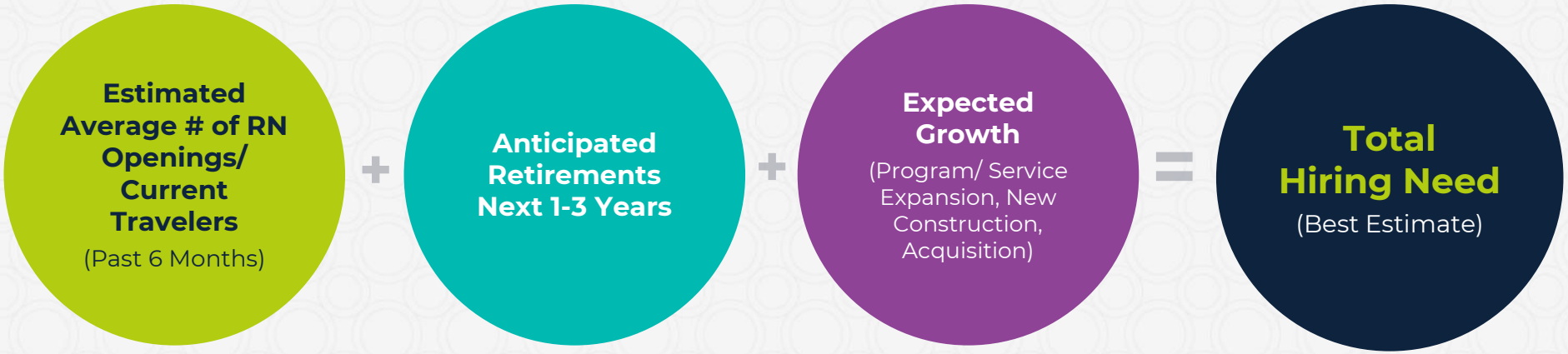


Source: *KFF*

WorldWide HealthStaff Solutions

International Pipeline Planning & Strategy

WWHS RECOMMENDED HIRING FORMULA:



IMPLEMENTATION STRATEGY:

1. **Initial Hiring Volume** = 5-25% of Total Hiring Need
2. **Recruitment Rhythm**: Annual, Bi-Annual, Quarterly
3. **Needs Assessment Review**: Bi-Annual/Annual

TYPICAL STARTING POINTS:

# of Beds	Recruitment (# of RNs)
< 25	2-5
25 – 100	5 - 25
100 – 300	25 - 50
300 +	50 ++

WorldWide HealthStaff Solutions

Questions

Hospital Council
Northern & Central California

Online Questions: At any time, submit your questions in the Q&A box at the bottom of your screen.

Contact Information

Hospital Council
Northern & Central California

Amy Kerr

Vice President

Business Development

Worldwide Healthstaff Solutions

akerr@healthstaff.org

Thank You

Hospital Council
Northern & Central California

Thank you for participating in today's webinar.

For education questions, contact education@calhospital.org.