



TRAVCON

FOR HEALTHCARE TRAVELERS

Secrets to Finding the Right Travel
Agencies

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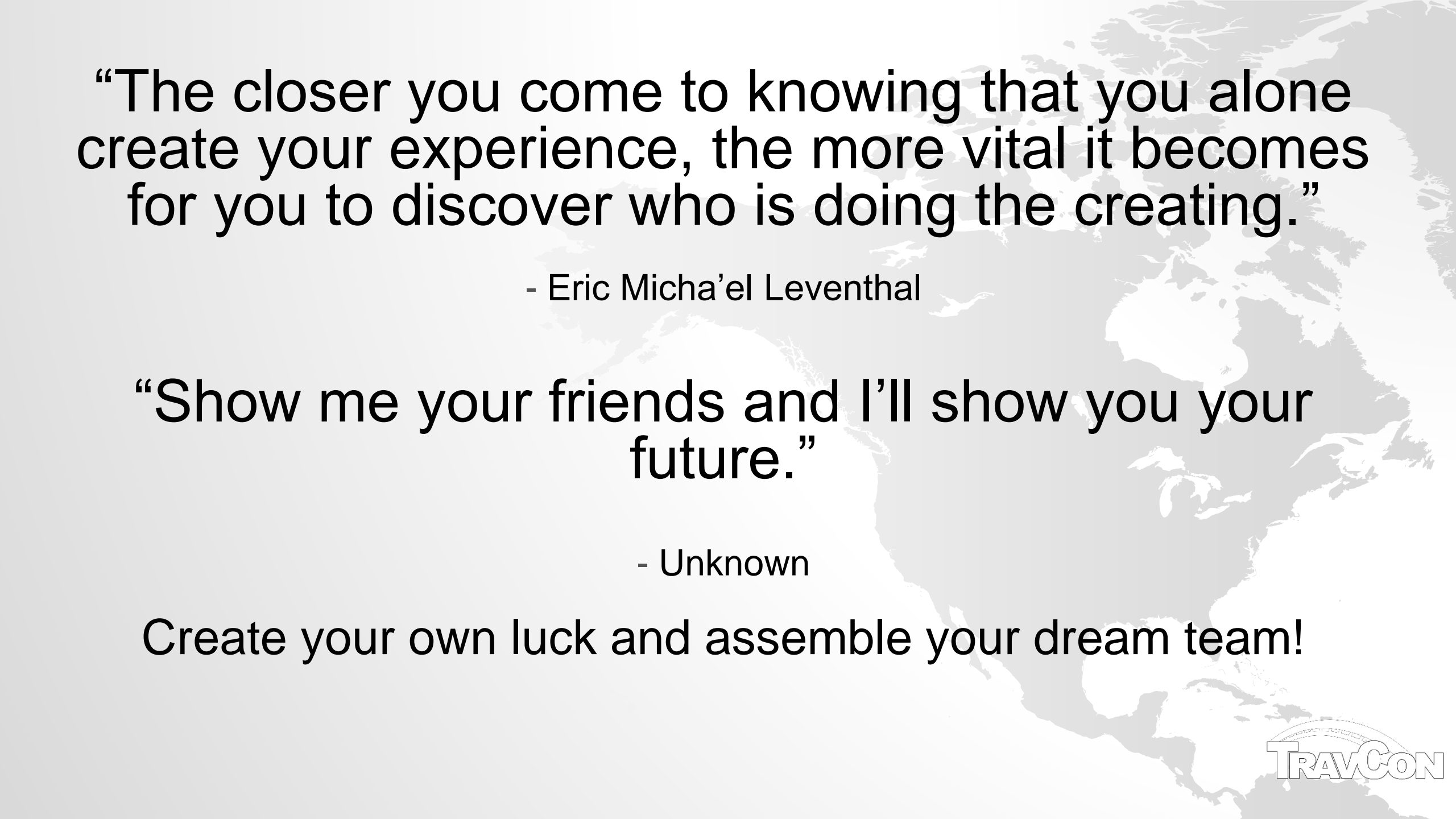
Four year traveler, TravCon Committee Member,

Host of the New Medical Nomads Podcast

Objectives

At the completion of this session you will:

- Know the primary differences between agencies
- Know the roles and signs of a great recruiter
- Know how to maintain a great relationship with your dream team of recruiters!



“The closer you come to knowing that you alone create your experience, the more vital it becomes for you to discover who is doing the creating.”

- Eric Micha'el Leventhal

“Show me your friends and I'll show you your future.”

- Unknown

Create your own luck and assemble your dream team!

Choose Your Adventure!

Location --- (Setting) --- Pay --- Benefits

Agencies in General

How many are there?

How often do new agencies pop-up?

Is there really a big difference between agencies?

Benefits: Health Insurance

Do they offer health insurance?

Is it 1st Day? 30 Day? Or something weird?

My \$1600 mistake!

If you take another contract, how long before your insurance “runs out?”

- Last Day
- 30 days

Dental?

Benefits: Health Insurance Alternatives

- Government
- Marketplace / Insurance Sales Rep
- COBRA
- Health Shares - Might be a risk!

Benefits: Other

401K

- All over-the-place for rates, time needed to contribute, and time needed to withdraw employer contributions

Clinical Liaison

- Usually a 3rd party NP or experienced Nurse

Clinical Mentorship

Benefits: Other #2

Housing Team

- Becoming more rare

Partial Loan Forgiveness

- Terms and conditions usually “lock” you into using only that company

Continuing Education

Agency Jobs

- The 80/20
- Location & setting
- “Direct Marketing”

Agency Experience

- Tech Influence
- Customer Support

Agency Myths

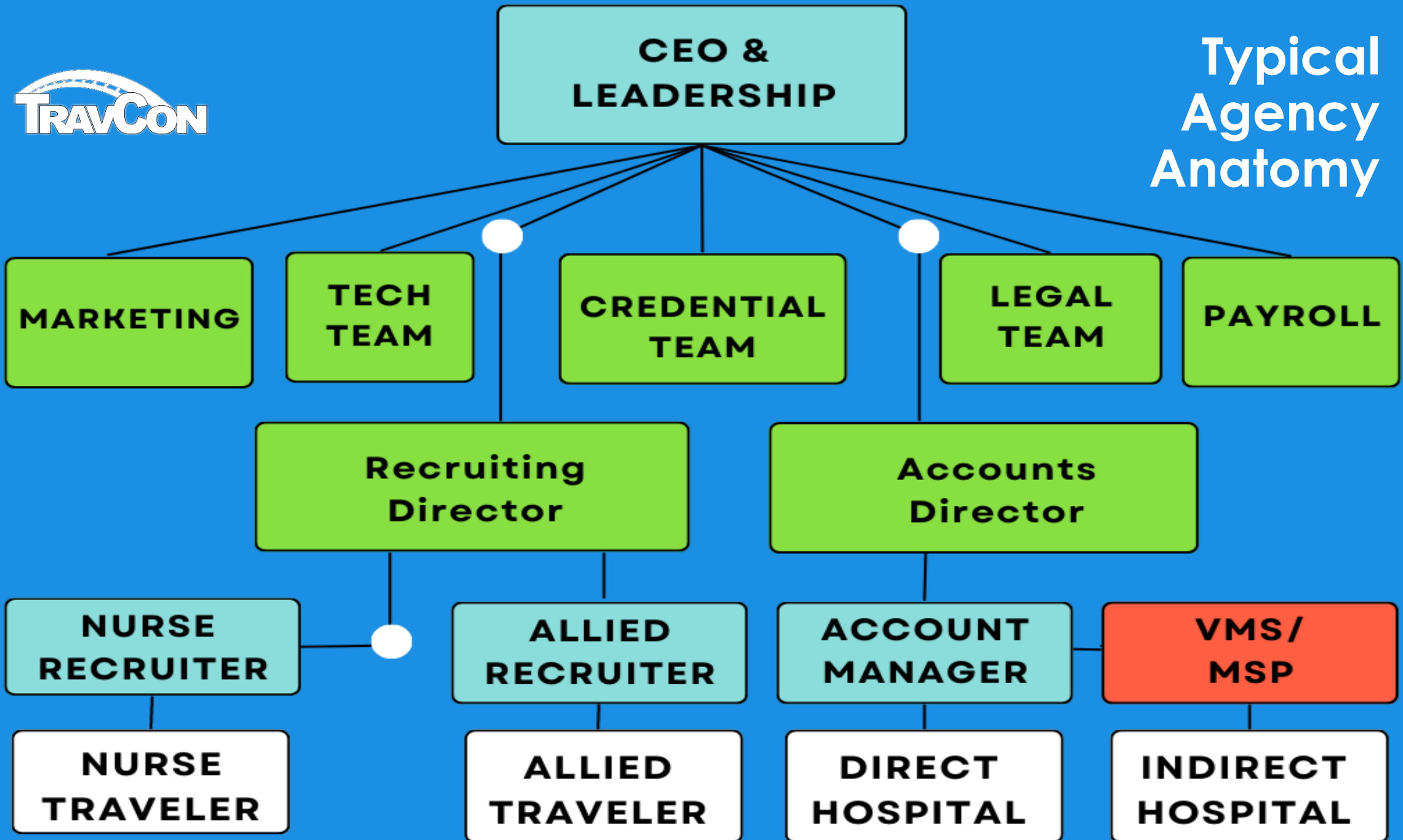
Myth: “The bigger the company, the less the pay.”

Myth: “I had payroll issues, they are a BAD company”

Myth: “They all have the same jobs anyways.”



Typical Agency Anatomy



Recruiters - Your key player!

- Likely the only company contact you will have
- A coach, a lifeline, and customer service
- An amazing recruiter can make an average company feel great and a below average recruiter can make a great company feel awful.

Recruiters: Their Role

Pre-Contract:

- Contacting you and winning your trust
- Notifying you of jobs/opportunities
- Holding you accountable for all the onboarding

During:

- Providing support if needed
- Supporting plans for after this contract

Recruiters: What to ask? Agency Q's

1. How long has your agency been staffing my profession?
2. What areas are your direct contracts? What types of jobs do you have?
3. Can you send your cert of insurance? What is your malpractice plan?
4. Do you have Day 1 Medical Insurance?
5. How do you pay Overtime/Extra Time/ Holiday Pay?
6. What are your cancelation terms? For both travelers and hospitals.
7. Can you send me the company's benefits package?

Recruiters: What to ask? Recruiter Q's

1. How long have you been a recruiter?
1. How often do you contact travelers on assignment?
1. How often do you contact travelers when pursuing new jobs?
2. I work with multiple recruiters. Is that ok with you?
 1. Do you blind submit travelers?

Recruiter Red Flags

1. Submitting you to travel assignments without your explicit approval.
2. Not showing you the full pay package before submitting you to a job.
3. Not putting promises in writing.
4. If they go MIA or "ghost."
5. Making you feel guilty for working with multiple recruiters and companies.

The Recruiter - Traveler Relationship

- A great team strongly influences your success as a traveler
- It is a professional partnership
- Both are working with others - what is a full desk?

How to be a Great Traveler

- Great Travelers get to work with Great Recruiters!
 - Paperwork
 - Quick Communication
 - Have appropriate expectations about your market
 - Be clear about needs and wants
 - There's a difference!

How to be a Bad Traveler

- Below Avg Travelers get to work c/ Below Avg Recruiters
 - Be a Shark
 - Play “Sleaze Ball”
 - Be needy
 - Accept an interview and decline because of bad pay
 - Canceling a contract for unprofessional reasons

Alas, all things must come to an end...

- When ending a relationship, be professional
- Give the reason why so there are no questions and/or both sides can learn!
- If wishing to work with another recruiter, politely ask.
- If wishing to be taken off the company's reach out list, ask this to be done, politely but firm.

Big Takeaways

- Have clear goals so you can choose your best team.
- The best travelers are fast & great communicators!
- Working with multiple recruiters is not only normal, it is expected. Work with 3.
- Find a team that meets your appropriate expectations, then treat them like invaluable, professional partners