

Introducing the Volunteer Subscription Program for the Ethical Recruitment of Foreign-Educated Nurses

Free Pilot Phase in Effect May 2010–May 2011

The Alliance for Ethical International Recruitment Practices (Alliance) has launched a subscription program for organizations that agree to follow the Voluntary Code of Conduct for the Ethical Recruitment of Foreign-Educated Nurses to the United States (Code). By agreeing to comply with minimum standards, striving to achieve best practices and fully cooperating with the monitoring and remediation process, recruitment firms and employers who subscribe to the Alliance will be demonstrating their commitment to self-regulation and corporate responsibility.

“The Code represents a ‘stamp of approval’ to the healthcare community...By adhering to the Code, Alliance subscribers can set themselves apart as preeminent healthcare leaders and help raise the bar for recruitment excellence, as measured by objective evidence and established best practices.”

— Lydia Ostermeier, Vice President of the National Association for Healthcare Recruitment

Why was the Voluntary Code of Conduct developed?

The Alliance’s Code grew out of several concerns: (1) the recruitment of health professionals from less developed nations should not weaken the capacity of those countries to deliver critical health services; (2) health professionals recruited from abroad may be vulnerable to unfair labor practices; and (3) most foreign-educated health professionals need adequate clinical and cultural orientation programs in order to provide quality patient care. The Code, drafted in 2009, has already been endorsed by almost 100 national and international healthcare groups.

Who does the Alliance for Ethical International Recruitment Practices represent?

The non-profit Alliance is governed by a multi-stakeholder board that includes six sectors: unions, professional associations, foreign nurse associations, employers, recruiters, and licensure bodies. It aims to ensure that recruitment practices of foreign-educated nurses to the United States are ethical, responsible, and transparent—helping all parties involved.

Who should consider becoming an Alliance subscriber?

- Recruiting firms who contract with foreign-educated nurses in a source country to assist in their U.S. migration
- Staffing companies who recruit and employ foreign-educated nurses, contracting with healthcare providers
- Hospitals, health systems, and long-term care organizations who employ foreign-educated nurses

How does the subscription process work?

Phase 1: Provisional Subscribers. Organizations submit an online application and either an administrative plan for Code compliance or a narrative establishing current compliance. Provisional Subscribers have up to six months to implement the plan and request an interview with the Alliance for certification. Organizations that submit a narrative establishing current compliance will be contacted by the Alliance to arrange a certification interview.

Phase 2: Certified Subscribers. Organizations that have successfully implemented their initial plan are awarded Certified Subscriber status. They must agree to be monitored, and if necessary, participate in a remediation process. Certified Subscribers are listed on the Alliance’s Web site and allowed to display the Alliance’s Certified Seal.

The FREE Pilot Program: From May 2010 to May 2011, employers and recruiters can participate in the subscription and monitoring process at no cost. Upon completion of the pilot, subscribers will be charged a fee on a sliding scale.

What online resources are available for foreign nurses, recruiters, employers and other stakeholders?

- Potential subscribers can download the Code, instructions, and application materials.
- Nurses, employers and other interested parties can access the list of code-compliant Certified Subscribers.
- Anyone, including foreign-educated nurses, may use the Open Report function to file comments on recruitment practices of Certified Subscribers; reports of non-compliance will be investigated upon request.
- The list of Code Endorsers plus additional instructions, reports, links and information are also available.