Engaging Business in Managing the Mobility of Health Care Workers
Recruiting is a Business

• Recruiters provide valuable services to employers and migrating workers alike.
• Recruiters invest in their businesses for future returns.
• Recruitment results in economic & social benefits for the sending and receiving countries.
The Recruiters Unique Role

- EMPLOYER
  - Cultural / Social Considerations
  - Immigration Laws

- HEALTH WORKER
  - Professional Regulatory Bodies
Unique Role = Unique Insights

• Receiving Country Issues
  – Current and anticipated needs
  – Immigration Policy & Legislation
  – Professional Regulatory Requirements
  – Workplace integration challenges.
Unique Role = Unique Insights

• Sending Country Issues
  – Educational and professional appropriateness
  – Sustainability of recruitment efforts
  – Ethical considerations
  – Legacy Opportunities
    • Health workers return to sending country
    • Receiving country makes strategic investments in the sending country.
Recruitment Firms & Ethics

• Recruiters are able to educate employers.
• Recruiters should be paid by employers not the health worker.
• Recruiters advocate for the health worker.
• Recruiters negotiate terms that are equally fair to the employer and the health worker.
Strengthening Health Systems
The Role of Business

• Business will identify opportunities for strategic investments, i.e.

  – Private business in receiving country invests in public university in sending country.

  – Private business and non-profit employers from receiving country establish/support health facilities in sending countries.
Strengthening Health Systems
The Role of Government

• Ensure sustainability of public policies, i.e.
  – Enabling MDs to be licensed as nurses so they can more easily emigrate. (Philippines)
  – Restrictive immigration policies. (U.S.)

• Support public, private and non-profit involvement.

• Promote appropriate regulation of professions and credentials recognition.
The Road Ahead

• Receiving countries must understand and respect the needs of sending countries.

• Sending countries must ensure an environment that supports internal and external capital investments.
Thank You

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