



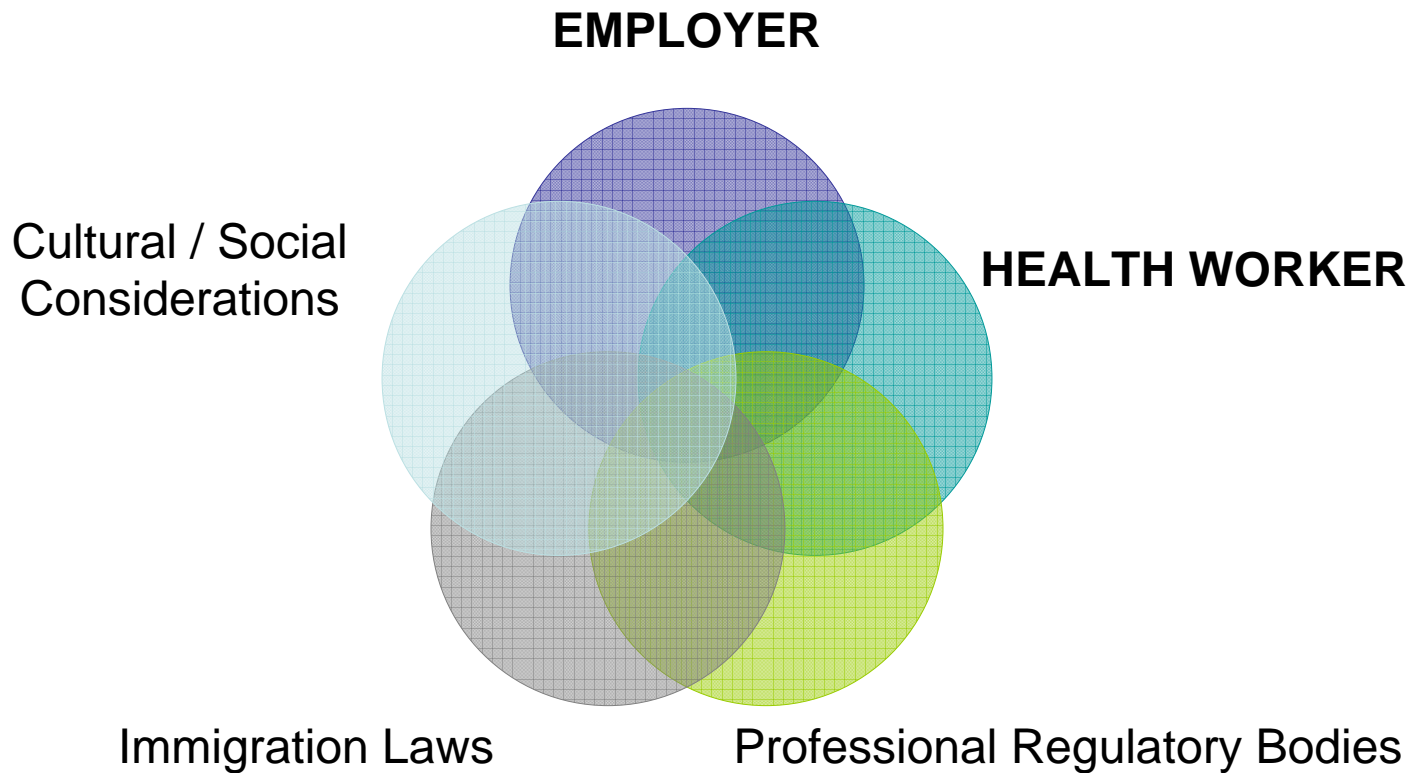
Engaging
Business in
Managing the
Mobility of Health
Care Workers



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



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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