

## **Recruiter Organization Perspective on Managing the Mobility of Health Care Workers**

Professional recruitment organizations play a vital role in the ethical recruitment and migration of health care workers.

Employers interested in recruiting migrating health care workers are motivated by factors related to persistent staff shortages in their domestic workforce. While employers know that they need to find a solution, they seldom have experience based insights into the many facets of international recruitment. The professional recruitment organization must first educate employers as to the potential and limitations of international recruitment and then develop and implement a recruitment plan that addresses the employer's needs while protecting the employer's reputation and financial wellbeing.

Migrating health care workers are motivated by the opportunity for a vastly improved standard of living and, or superior professional development opportunities in a new country. The professional recruiter will ensure that they have a full understanding of the environment from which the health care worker is migrating in order to be able to provide proper advice and guidance throughout the recruitment and migration processes to the individual and their ultimate employer. The professional recruiter will respect the dignity of the migrating worker and ensure that expectations of all stakeholders in the recruitment/migration process are clearly communicated and understood.

With health care worker shortages in many developed countries persisting and independent projections indicating no reversal in this trend for years to come, the professional international recruiter will play an increasingly important role in promoting and protecting the goals and interests of employers and migrating health care workers alike.