

# Health Care Staffing FAQS for Job Seekers

## DID YOU KNOW?

Nursing, allied health, locum tenens, and other trained health care professionals can utilize the services of staffing firms.



### What types of positions do health care staffing firms place?

NURSING PROFESSIONALS (REGISTERED NURSES, LICENSED VOCATIONAL NURSES, AND LICENSED PRACTICAL NURSES)

THERAPISTS, (PHYSICAL, OCCUPATIONAL, SPEECH, AND RESPIRATORY)

ADVANCED MEDICAL PROFESSIONALS

MEDICAL TECHNOLOGISTS

CERTIFIED NURSING ASSISTANTS

DIETITIANS

SOCIAL WORKERS

HOME HEALTH CARE WORKERS

MEDICAL RECORDS, BILLING, AND CODING PERSONNEL

CASE MANAGERS

DISCHARGE PLANNERS

### Q What services do health care staffing firms offer?

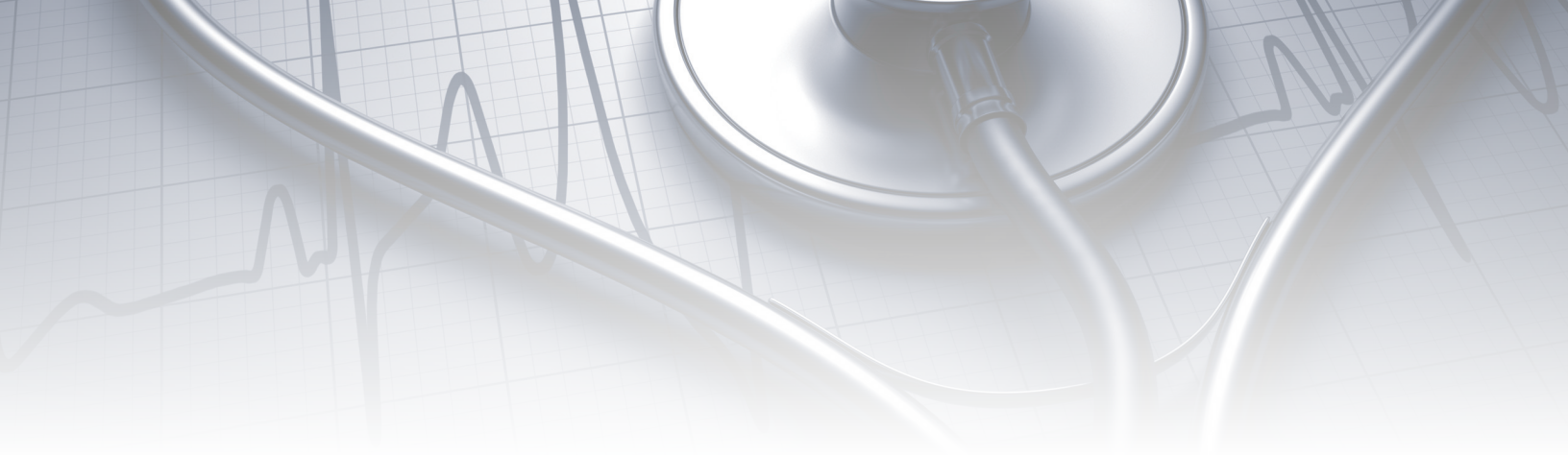
Health care sector staffing firms provide a spectrum of services to their temporary and contract employees and clients:

- Temporary staffing
- Shift staffing (four-, eight-, or 12-hours)
- Daily staffing (per diem)
- Longer-term contracts (local or travel)
- Temporary-to-permanent positions
- Direct-hire placements

Assignment lengths can vary. An individual can easily find an assignment (or assignments) to meet his or her current professional and personal requirements.

### Q What level of experience is required for a position with a health care staffing firm?

Candidates must possess the education, state licensure or certification, and training in their particular disciplines to be considered for positions with health care staffing firms. The level of necessary experience varies by staffing firm and job position.



## What type of businesses use health care staffing services?

HOSPITALS  
ACUTE CARE FACILITIES  
HOME HEALTH CARE COMPANIES  
HOSPICE AGENCIES  
NURSING HOMES  
ASSISTED LIVING FACILITIES  
PHYSICIAN PRACTICES  
OUTPATIENT SURGERY CENTERS  
CLINICS  
CORRECTIONAL FACILITIES  
SCHOOLS  
PHARMACEUTICAL COMPANIES  
HEALTH CARE SOFTWARE COMPANIES  
WELLNESS CENTERS  
RAPID RESPONSE ORGANIZATIONS  
GOVERNMENT AGENCIES  
DRUG STORES  
VARIOUS HEALTH CARE AFFILIATE ORGANIZATIONS OF ALL SIZES

## Q What kind of pay and benefits do temporary and contract health care employees receive?

To attract the most qualified employees, staffing firms offer competitive wages and benefits, including the all-important benefit of schedule flexibility. Many staffing companies offer health insurance, as well as vacation and holiday pay, and some offer retirement savings plans.

## Q What are the benefits of working with an American Staffing Association member staffing firm?

ASA members pledge to adhere to a code of ethics and best practices—most of which deal with employee relations. Moreover, because ASA promotes legal, ethical, and professional practices for the staffing industry, members are kept abreast of the latest developments in labor and employment laws and human resource best practices. One of the principal missions of ASA is to encourage high standards of ethical conduct in dealings with employees, clients, and competitors. ASA member firms keep their employees' and potential candidates' best interests at heart.

To review a comprehensive list of FAQs about health care staffing, visit [americanstaffing.net/job-seekers](http://americanstaffing.net/job-seekers).



## Reasons for Choosing Health Care Staffing for Employment

1

### Work Schedule Flexibility.

Flexibility is a compelling draw for health care professionals when considering working in staffing.

2

### Bridge to Permanent Employment.

If a permanent position is a current career goal, staffing employment offers a proven bridge to permanent jobs.