

Health Care Staffing

FAQS

for Staffing Clients

DID YOU KNOW?

Health care staffing firms provide a spectrum of services—temporary, shift, per diem, temp-to-hire, longer-term contracts, and direct placement—to clients.



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



Why are companies turning to health care staffing as a workforce solution?

Health care organizations are tapping into the flexible workforce to keep fully staffed during busy times. They are turning to staffing to grow their businesses; address seasonal labor fluctuations, acuity needs, and the opening and closing of units; provide for unanticipated vacancies; and assist with fluctuations in census or business project management, software conversions, and other critical challenges.

Whether it's a temporary job lasting a few months or several years—or a permanent job placement—staffing companies allow businesses to adjust their workforces to meet their changing needs.



Why would a company choose to partner with a health care staffing firm?

Staffing firms remove the burdens of unemployment insurance, workers' compensation liabilities, tax issues, and health insurance concerns from clients. Staffing companies act as a continual information source to their clients about legal and legislative issues in their particular states to ensure that clients are protected from any new or updated regulations. Staffing companies also are experts at recruiting. A staffing firm has the expertise to find the best candidate (or candidates) for client needs and affords companies the flexibility to address skills shortages or fluctuating demand.



What types of positions can a company fill using a health care staffing firm?

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 is the range of services that health care staffing firms provide?

Health care sector staffing firms offer a wide variety of services, including, but not limited to, recruitment of viable candidates for open positions, technology-on-demand to review credentials of candidates and employees, tracking of continuing education, license verification, skills validations, clinical assessment testing, certifications, and background checks and other screenings.

Q What responsibility does a staffing firm have for the employee placed on site?

Day-to-day oversight of the employee varies for each specific staffing firm and negotiated arrangement, but is generally provided by the client's on-site supervisor. Other responsibilities are managed by the staffing firm, including, but not limited to, payroll, insurance and other benefits, and workers' compensation—alleviating human resource-related paperwork challenges for the client to allow focus on its core business.

Q Why should I work 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 and employer relations. Moreover, because ASA promotes legal, ethical, and professional practices for the staffing industry, its 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.

To review a comprehensive list of FAQs about health care staffing and learn more about research on the use of supplemental nurses, visit americanstaffing.net/workforce-solutions-for-staffing-clients.



What accounts for growth of the staffing industry?



Flexible labor force. Companies are tapping into the flexible workforce to keep fully staffed during busy times.