



Workforce Planning Roadmap

A step-by-step guide to developing your international recruitment plan

Workforce Assessment



- What is your current RN vacancy rate?
- What roles are hardest to fill?
- How long does it take to fill a position?

International Recruitment Readiness



- Are you willing to sponsor international staff?
- Do you have cultural onboarding support?
- Is HR/Legal aligned?

Gap Identification



- Where are you most vulnerable?
- Rural, LTC, Specialty Areas?
- Anticipated Requirements?

Stakeholder Engagement



- Who should be involved (CNO, HR, board, etc)?
- What objections might arise?
- How will you gain buy-in?

Strategic Goals



- What does success look like in 12-24 months?
- How many positions do you want to fill?
- How will you measure success?

90-Day Action Steps



Identify 3 actionable steps to take in the next 3 months:

1. Attend International Roundtable Event



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Schedule a meeting with our team to learn more



Michelle, MSN, RN, NEA-BC
Director of Nursing, Senior Account Mgmt



Tessie Ward
Business Development Director