

# All Med Search's Travel Nurse Reduction Program™

A strategic plan to save your facility \$192,000+ per RN over 36 months  
Save \$19,200,000 over 36 months by hiring 100 RNs



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## Tackle Nurse Shortages and Slash Travel Nurse Costs with our Long-Term Strategy for Building Your Permanent Nursing Team

The US Bureau of Labor Statistics estimates that more than **197,200 new Registered Nurse jobs** will be created annually from now until 2033. This means that for 2026, 2027 and 2028 the USA will need to recruit an additional **591,600 RNs**.

Hospitals are paying a steep premium for travel nurses. Bill rates now average **\$90 per hour**, equal to **\$3,240 per week** or **~\$168,480 annually** for a single full-time RN.

By contrast, permanent RNs cost hospitals **~\$46 per hour** or **~\$86,112 annually**. Hospitals are often paying nearly **double** for the same coverage when they rely on temps.

# How many RNs will your hospital need?

What will it cost your organization if those jobs go unfilled?

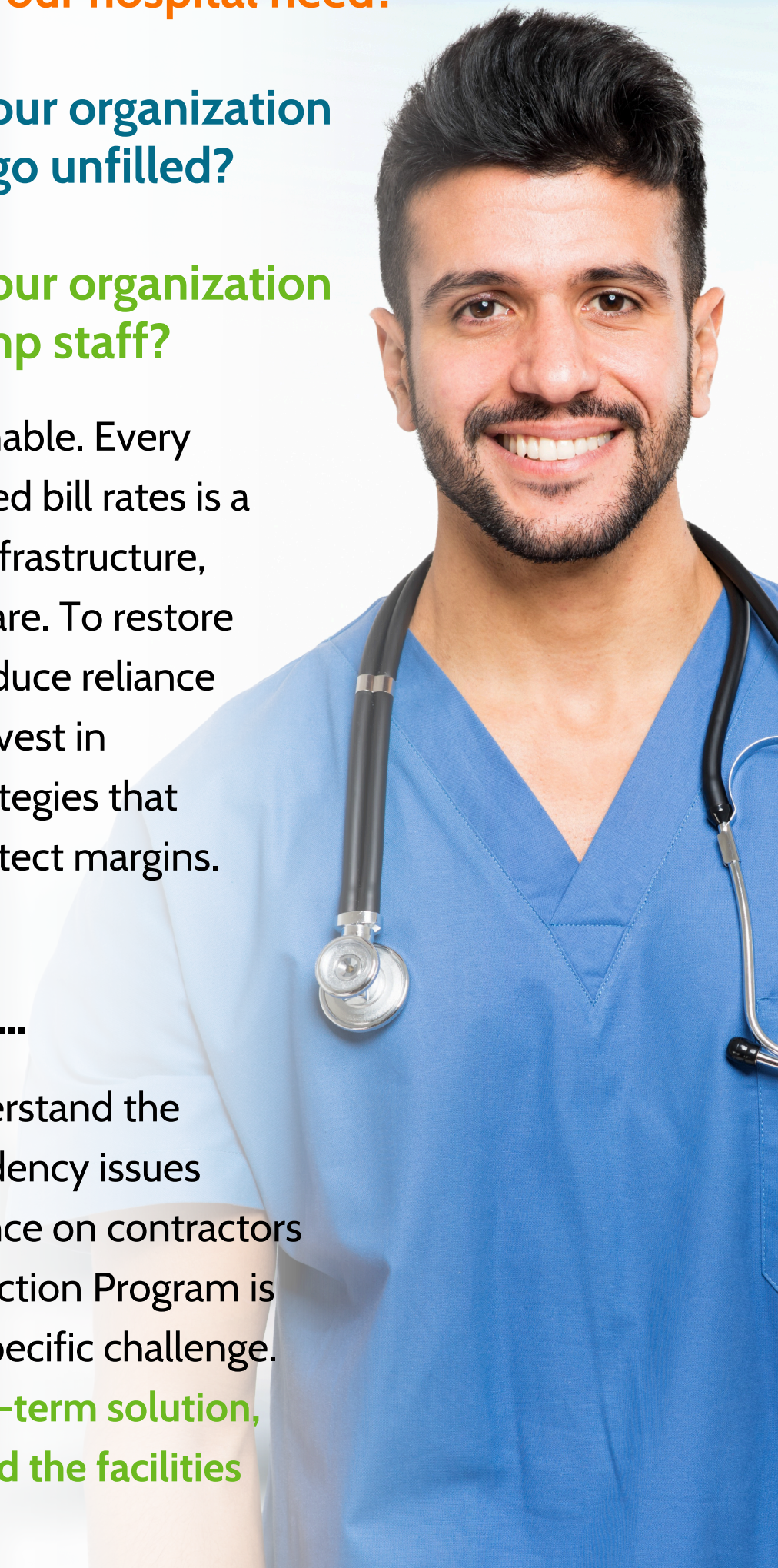
What will it cost your organization to hire temp staff?

This trajectory is unsustainable. Every dollar consumed by inflated bill rates is a dollar pulled away from infrastructure, technology, and patient care. To restore stability hospitals must reduce reliance on contract labor and reinvest in permanent workforce strategies that strengthen teams and protect margins.

## Here's the good news...

At All Med Search we understand the financial strain and dependency issues associated with over-reliance on contractors and our Travel Nurse Reduction Program is designed to address this specific challenge.

**Our programs offer a long-term solution, ensuring patient safety and the facilities financial stability.**



# All Med Search's Travel Nurse Reduction Solution: Invest in Your Organizations Future

**Our Direct Hire Solution: A Permanent Fix:** Direct hire, or permanent placement, means employing candidates directly on your facility's payroll. These are full-time positions offering the same pay and benefits as any other similar role. Unlike travel, contract, temp, or per diem roles, these are stable, long-term engagements. All Med Search connects U.S. healthcare facilities with skilled professionals from Canada and worldwide to effectively address your nursing shortage.

**The All Med Search International team expertly oversees the entire process of delivering highly qualified healthcare professionals to our clients.** This comprehensive service includes not only recruitment but also navigating immigration procedures, handling licensing and credentialing, as well as providing extensive support to our practitioners to ensure their successful assimilation into the U.S. healthcare system and culture, thereby facilitating a seamless transition into the American professional environment.





**Overcoming Recruitment Hesitations:** Adopting a new recruitment approach can be daunting, especially concerning cost management and operational changes. **Our program is a long-term solution aimed at bolstering your core nursing and healthcare staff affordably and setting your facility up for success over the next several years.** By leveraging our expertise we enable hospitals to recruit and retain top clinicians, reducing the need for expensive, temporary staffing.

**Cost Concerns?:** We view talent acquisition not as a cost center, but as an investment in your facility's future. Our approach aims to boost your bottom line by sourcing full-time employees who embody your values and commitment to long-term service, saving you from the high costs associated with temporary staffing. Our performance and savings targets ensure you get the best value for your investment. Compare your permanent placement recruitment costs against your current spending on travel nurses. The savings along with reduced turnover and improved staff quality are significant.



# How Our Program Works

## Part 1

Hire **Canadian RNs** and Allied Health Professionals now for 2026 and 2027

### Estimated Savings Per Candidate Hired:

Travel RN at \$90 per hour x 36 hrs per week x 12 months = \$168,480

Perm Canadian RN at \$46 per hour x 36 hrs per week x 12 months = \$86,112

#### 2026 Savings per RN Vacancy Filled:

\$168,480 for Travel Nurse

-\$86,112 for Salary

-\$20,000 Placement Fee

-\$10,000 Relocation Bonus

-\$10,000 Sign-On Bonus

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**\$42,368 SAVINGS**

#### 2027 Savings per RN Vacancy Filled:

\$168,480 for Travel Nurse

-\$86,112 for Salary

-\$0 Placement Fee

-\$0 Relocation Bonus

-\$0 Sign-On Bonus

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**\$82,368 SAVINGS**

**Total Savings per CANADIAN CANDIDATE HIRED is  
\$124,736 over 24 months**

**Total Savings for 10 CANADIAN CANDIDATES HIRED is  
\$1,247,360 over 24 months**

**Total Savings for 100 CANADIAN CANDIDATES HIRED is  
\$12,473,600 over 24 months**

**Time Frame from Offer Letter to Start Date:** Approximately 3-6 months Candidate will sign a job offer committing to work for your facility for a minimum of two years. The candidate will be on your payroll and will be your direct employee

# How Our Program Works

## Part 2

### Secure **International** RNs and Allied Health Professionals now for 2027, 2028 and 2029

#### Estimated Savings Per Candidate Hired:

Travel RN at \$90 per hour x 36 hrs per week x 12 months = **\$168,480**

Perm International RN at \$46 per hour x 36 hrs per week x 12 months = **\$86,112**

2027 Savings per RN Vacancy Filled:	2028 Savings per RN Vacancy Filled:	2029 Savings per RN Vacancy Filled:
\$168,480 for Travel Nurse	\$168,480 for Travel Nurse	\$168,480 for Travel Nurse
-\$ 86,112 for International RN	-\$ 86,112 for International RN	-\$ 86,112 for International RN
-\$ 25,000 Placement Fee	-\$ 0 Placement Fee	-\$ 0 Placement Fee
-\$ 15,000 Relocation Bonus	-\$ 0 Relocation Bonus	-\$ 0 Relocation Bonus
-\$ 10,000 Sign-On Bonus	-\$ 0 Sign-On Bonus	-\$ 0 Sign-On Bonus
-\$ 5,000 Immigration Costs	-\$ 0 Immigration Costs	-\$ 0 Immigration Costs
<b>\$27,368 SAVINGS</b>	<b>\$82,368 SAVINGS</b>	<b>\$82,368 SAVINGS</b>

**Total Savings per INTERNATIONAL CANDIDATE HIRED is \$192,104 over 36 months**

**Total Savings for 10 INTERNATIONAL CANDIDATES HIRED is \$1,921,040 over 36 months**

**Total Savings for 100 INTERNATIONAL CANDIDATES HIRED is \$19,210,400 over 36 months**

**Time Frame from Offer Letter to Start Date:** Approximately 18-36 months for an International candidate to get their license, credentialing and green-card (varies per country). They must be offered a job ASAP for them to start immigration.

Candidate will sign a job offer committing to work for your facility for a minimum of three years. Candidate will be on your payroll and will be your direct employee

# Candidate Testimonials



"All Med Search is awesome because they guide new applicants by offering tips for job interviews, crafting proper resumes, and, most importantly, supporting every applicant's success in reaching their goals. From the bottom of my heart, thank you!"

Daisy E. - Successfully Placed International RN



"I'm currently working with All Med Search and I'm amazed by their dedication and effort in ensuring a seamless process. Marni is a superstar! I highly recommend!"

Nixon M. - Successfully Placed International RN



"Nadia with All Med Search quickly secured an interview and a job offer for me. I would recommend them for anyone looking for a job opportunity in the USA."

Jean Marie N. - Successfully Placed International RN



"All Med Search was very efficient and agile in their tasks – the best we've experienced."

Solomon A. - Proud Husband of a Nurse Placed in the U.S.



"I had an exceptional experience with All Med Search! After a lengthy job search, they provided invaluable assistance. I highly recommend their services, as they respond promptly to inquiries. Overall, my experience was outstanding."

Seema R. - Successfully Placed Canadian RN

# Client Testimonials



"All Med Search is a highly valued partner and has been instrumental in finding quality nurses who make a difference in the lives of the patients they care for and within the communities they serve."

Lisa Acevedo - Vice President, Recruiting and MSP Delivery,  
HealthTrust Workforce Solutions



"All Med Search is excellent in their work and achieves great results. I highly recommend them to any senior level recruitment."

Michael Sarian - CEO, Prime Healthcare



"Nadia is one of the best recruitment and retention experts I have worked with. She is indeed a true expert in the healthcare recruiting. She makes it simple to partner with both HR and managers to make a "great" placement.

Lilit Apelian - Recruiter, Prospect Medical Center



"All Med Search has been very helpful in finding talented team members, particularly when other resources have failed."

Marlene Mullen-Clayton - Chief Medical Officer at Performant



"Nadia is a professional and easy to work with recruiter. She works hard to find the best fit for organizations. She is equally skilled for the placement of staff level, management and hard to fill positions."

Kathrine McLaughlin - CEO, Southern California Hospital

# Q&A

## Hiring Canadian and International Registered Nurses

**Q** Is the international hiring process too lengthy to meet our staffing needs?

Not at all. Canadian RNs can start within 3 to 6 months using TN visas, giving your facility immediate relief.

International RNs on EB-3 visas typically take 18 to 36 months, which ensures you have a steady pipeline of staff arriving in future years. This approach balances your short-term and long-term hiring needs.

**Q** What measures are in place to ensure long term retention?

Our placements are permanent, direct hires who commit to working at your facility for a minimum of 3 years.

This provides greater team stability and lower turnover compared to temporary staffing.

**Q** What if our facility has never hired international nurses before?

Many of our clients begin with no prior experience in international recruitment. All Med Search manages the entire process step by step, guiding your HR and leadership teams to ensure a smooth and successful first experience.

**Q** Who manages immigration, licensing, and credentialing requirements?

Our team manages every administrative detail, including immigration paperwork, VisaScreen, state licensure coordination, and relocation.

This comprehensive approach creates a seamless process and removes the burden from your internal HR.

**Q** How do we ensure that international candidates are properly qualified?

Every candidate has successfully passed the NCLEX, are English speaking and have at least 2 years of RN experience prior to being presented to your facility.

Your team will interview nurses who are fully prepared to deliver safe, effective care and succeed from their first day on the job.

**Q** What happens if we delay starting international recruitment?

Waiting pushes the candidates start date further out.

By acting now, you secure Canadian nurses in months and EB3 nurses for 2027 and beyond.



**Don't wait any longer  
Contact us today**



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