

# **NEW TRAVELER GUIDE**

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# New Travel Healthcare Provider Guide

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Frequently Asked Questions

# **1. WHAT IS TRAVEL HEALTHCARE?**

Healthcare professionals can pursue their career aspirations, embark on a journey across the nation, forge new connections, and enhance their skills through traveling healthcare.

# **2. WHAT DOES A TRAVEL HEALTHCARE PROVIDER DO?**

Travel healthcare providers embark on temporary 13-week assignments spanning throughout the United States. They deliver patient care and offer valuable community resources.

### 3. WHY IS THERE A NEED?

There is a shortage of healthcare workers across the US. Many hospitals utilize travelers to allow their permanent staff a break in their day-to-day, preventing burnout and fatigue within their role.

Someone leaves suddenly, and a traveler will fill the gap.

Someone is away temporarily, like maternity or paternity leave.

Increase in caseload – more sick patients means more demand for staff.

They need help finding a permanent employee, such as facilities within rural areas or less desirable areas.

## 4. WHY TRAVEL?

### Enhanced Compensation

Traveling presents an opportunity to meet and surpass your financial objectives.

### Exploration & Adventure

Discovering new places across the United States.

### Versatility

The opportunity to experience various settings and facilities without the commitment of relocating

### Diverse Interactions

Meeting a wide range of individuals during assignments.

### Skill Enhancement

A prime occasion to refine your skillset within Healthcare and sharpen your expertise.

# 5. HOW DO I QUALIFY FOR TRAVELING?

1.

## Complete the Required Education

Regardless of your desired or current role in the medical field, whether it be nursing, medical technology, physical therapy, or any other profession, you must fulfill specific educational prerequisites and successfully graduate from an accredited program relevant to your chosen field.

2.

## Get Licensed & Certified

Now that you have your degree in hand, it is time to get licensed! The procedure varies based on your healthcare occupation but generally includes completing a standardized examination that validates your expertise and competency. In addition to your licensing, you must have certifications for your specialty (Basic Life Support from the American Heart Association).

*Nurses must pass the National Council Licensure Examination (NCLEX), while physical therapists must pass the National Physical Therapy Examination (NPTE). Eventually, you can apply for compact licensure, which allows you to work and travel across the country without obtaining multiple state licenses.*

3.

## Gain Real-Life Experience on the Job

Armed with your degree, licensure, and certifications, you might be ready to embark on your journey and officially embrace the title of a travel nurse or allied health traveler. However, before applying for travel positions, you must gain real-life experience in your healthcare profession. To become an allied health traveler for Malone Healthcare, one must have one year of experience in the healthcare setting. Travel nurses are required to have two years of experience before traveling. **Occupational therapists, physical therapists, and speech language pathologists** are the only healthcare professionals eligible to travel right after graduation.

4.

## Apply for Travel Jobs through a Reliable Agency

Having completed the initial steps, it's time to apply for travel positions with Malone Healthcare. Update your healthcare resume, emphasizing your latest experience, skills, and education. Submit your application and fill out the skills checklist. Our credentialing specialist will review your qualifications, and upon approval, you'll be paired with a dedicated Malone Healthcare recruiter who will guide you through the entire travel journey. Your recruiter will create an internal profile based on your preferences, and our resume team will craft a Malone Healthcare-specific resume to present to hiring managers at medical facilities nationwide.

5.

## Interview with Healthcare Facilities

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6.

## Prepare for your First Healthcare Travel Assignment

Prepare for your first travel assignment—the last step to officially becoming a travel nurse or allied health traveler. Individual preparations may include pre-travel housekeeping, packing, obtaining additional state licensure, and more. Essential tasks like researching your destination, printing crucial documents, or securing pet-friendly housing will contribute to a smooth transition, boosting your confidence for a successful first day on the job.

## 6. HOW DOES TRAVEL HEALTHCARE WORK?

Traveling healthcare professionals, including those in nursing and allied healthcare fields, collaborate with a recruiter from a staffing agency to identify short-term job opportunities within the United States. The initial phase typically involves researching to evaluate your choices. Consider the following questions:

### Where would I like to go?

As a traveler, you have a unique opportunity to travel the United States and have the freedom to explore as much (or little) as you want. Be sure to conduct research on areas of interest across the United States.

### What do I enjoy doing in my free time?

Selecting a travel destination isn't just about ticking off popular sights; it's about enjoying activities you love. Future travelers should factor in their hobbies and interests because it turns a trip from a generic getaway into a personalized experience.

### What states require licenses?

Nursing has a compact license that covers MOST states across the United States. Physical therapists also have compact licenses. While allied healthcare practitioners do not benefit from compact licenses, but many states offer swift licensure processes

### What setting do I enjoy working in?

Thinking about where you work matters for future travelers—it affects how well you get things done and how you feel. Considering your personal preferences ensures that working while traveling is smooth and enjoyable.

### How important are pay rates?

Evaluate your financial requirements to make a travel position feasible. Travel positions are renowned for offering significantly higher compensation compared to full-time roles. A standard contract has 13 weeks, or three months at one time. There are opportunities to extend your assignment. Consider housing that aligns with your standard of living. When your contract is over, you can continue your adventures to your next destination!

# 7. HOW DO I PREPARE FOR TRAVELING?

## **State Licenses**

Depending on your healthcare specialty, take the proactive step of exploring states where you can initiate the process of obtaining the necessary licenses. Different states have varying requirements, and your recruiter, well-versed in these regulations, will be an invaluable resource in guiding you through this crucial aspect. They can provide insights into expedited licensing processes and offer assistance in ensuring all documentation is in order for a smooth licensure journey.

## **Research Areas of Interest - Beyond Healthcare**

*Cost of Living:* Delve into the cost of living in potential destination states to make informed decisions about your travel choices. Consider factors such as housing, transportation, and daily expenses to create a realistic budget for your assignment.

*Consider Your Hobbies:* Factor in your personal interests and hobbies when selecting a destination. This ensures a well-rounded and fulfilling experience outside of your professional duties. Whether it's exploring outdoor activities, cultural events, or vibrant communities, aligning your destination with your interests enhances your overall satisfaction during the assignment.

## **Create a Plan for You & Your Travel Companions**

Decide who will accompany you on this adventure and consider any special accommodations they may require. Traveling with your pets is a viable option. You will need to check with your housing to ensure your place is pet friendly.

## **Think Key Benefits - Evaluating Employment Packages**

Evaluate the benefits offered by the company you plan to work with. Beyond the compensation package, consider health insurance, retirement plans, housing assistance, and any other perks that may impact your overall satisfaction. Ensure that these benefits align with your specific needs and preferences for your travel assignment.

## **Establish Your Timeframes - Charting Your Travel Journey**

Determine your availability to kickstart your travel journey. Establish clear timeframes that align with your professional and personal commitments. Discuss potential start dates with your recruiter and factor in any notice periods required by your current position. Creating a well-defined timeline ensures a smooth transition and allows for effective planning of your travel adventure.

## 8. HOW DOES THE PROCESS WORK?

### GATHER INFORMATION

1

Utilize your research to narrow down positions that align with your preferences. This is an excellent opportunity to collaborate with a recruiter who possesses insights into the facilities you'll be working with. They can determine if a position is a good match.

### RELIABLE COLLABORATION WITH A RECRUITER

2

Trust is a pivotal factor for your success during the assignment. Partnering with a recruiter you have faith in, who supports you, and is readily available, ensures a smooth assignment experience.

### COLLECT DOCUMENTATION

3

Most staffing agencies, including hospitals with Joint Commission certification, require health documents, competency tests, and proof of education. Safely store physical and electronic copies of these documents to ensure preparedness and have readily available compliance documentation.

### JOB DISCUSSIONS

4

A close relationship with a recruiter who understands you is crucial. Once a strong rapport is established, your recruiter will focus on matching you with positions that meet your specific requirements.

### JOB SELECTION & PROFILE SUBMISSION

5

Your recruiter will find potential positions and forward your information to the hiring manager for review. This initiates direct communication, allowing for the initial evaluation of qualifications and suitability for the position. The recruiter acts as a crucial link in presenting and positioning the traveler's profile effectively in the competitive healthcare job market.

### PHONE INTERVIEWS

6

Be well-prepared and keep your phone accessible. Managers may call you directly for interviews. It's essential to have a set of questions ready to address any concerns you might have about that specific position.

### JOB OFFERS

7

The facility is eager to welcome you on board after the discussions. This is an opportunity to address any concerns or questions from the interview, finalize details such as shifts, compensation packages, start dates, and other assignment-related specifics.

### COMPLIANCE

8

Upon accepting the offer, review the required documentation to commence your assignment. The company you are partnering with will communicate documentation requirements and arrange necessary health appointments, covering the associated costs.

### TRAVEL TO YOUR DESTINATION

9

Time to pack your bags! Once your agency confirms they've received your documentation, you are ready for your first day. Bring your documentation with you as a precaution and research the facility's location, including parking maps, department location, and first-day instructions.

### YOUR FIRST DAY!

10

As you begin your first day on a new healthcare assignment, let the excitement and anticipation fuel your journey. Embrace the opportunity to navigate unfamiliar surroundings, build relationships with colleagues, and swiftly adapt to the unique workflow, laying the foundation for a rewarding and professionally enriching travel experience ahead.

## 9. HOW DOES TRAVEL PAY & BENEFITS WORK?

Pay for a traveling healthcare provider breaks down into the following:

- **Hourly or Salary Pay:** Traveling healthcare professionals often receive an hourly wage or an annual salary, just like permanent therapists. This is the base pay for your work.
- **Stipends/Per Diem:** As a traveler, you may receive stipends or per diem allowances. These are non-taxable funds intended to cover duplicated living expenses such as housing, meals, and travel. They are typically paid in addition to your base pay.
- **Housing:** Many travel agencies offer housing assistance, which can include providing a housing stipend. This helps cover the cost of housing while you are on assignment.
- **Travel Reimbursement:** You may also receive reimbursement for travel expenses, such as the cost of getting to your assignment location. This can include airfare, gas, or mileage.
- **Healthcare Benefits:** You might have access to healthcare benefits, which can include medical, dental, and vision insurance, often at a competitive rate.
- **Licensing & Certification Reimbursement:** The cost of maintaining your licenses and certifications required for your role may be reimbursed by the agency.

The specific details of your pay package can vary from one travel assignment to another and depend on factors such as the location, demand for your skills, and the travel agency you work with. It's essential to discuss the terms of your compensation with your agency or recruiter to understand your pay structure fully. Additionally, it's important to keep in mind that tax implications can vary depending on how your compensation package is structured: Consulting a tax professional is suggested.

## 10. HOW DO I FIND HOUSING?

Contact local realtors and agents

Start researching early, ideally during the submittal process.

Consider your local experts: Individuals who work at the facility can be a great resource for new travelers.

Consider a variety of options: Room rentals, house sharing, hotels/extended stays, RVs, campgrounds, apartment sublets and, more.

Confirm companions traveling with you.

When weighing options, consider the housing quality, included amenities, and proximity to the facility.

Travel as light as possible.

# 11. QUESTIONS TO ASK RECRUITERS

Traveling is a great opportunity to partner with someone who has your back that you feel supported by. Here's a few questions you can ask a recruiter to ensure your needs are met:

## **About the recruiter:**

- Do you find it comfortable to communicate with them?
- Are they consistently responsive?
- Can you reach them after regular office hours and on the weekends?
- Do you trust their guidance and advice?
- How extensive is their industry experience?
- How many fellow travelers do they typically work with at any given time?
- Do they have a contingency support system in the event they are not available?

## **About the company:**

- What geographical areas do they cover?
- Are they considered a small, medium, or large company?
- What are their benefits like?
- Will they "cold call" if I'm having trouble finding jobs?
- Do they offer reimbursements for licensing and continuing education?



# 12. FREQUENTLY ASKED QUESTIONS

## **Can I bring my dog?**

Many housing options are pet-friendly. Make sure to check where you're staying to confirm you can bring your furry friends!

## **Do I choose where I go?**

Yes! Your destination is always a collaboration between you and your recruiter based on your individual needs as a Healthcare Provider.

## **What are guaranteed hours and how do I get them?**

Guaranteed hours means that during your time on contract, if the facility is full staff and does not need you on that particular day, you will still be compensated for your scheduled shifts. While most contracts offer guaranteed hours, not all do. This is an excellent opportunity to discuss your requirements with your Recruiter before accepting a position.

## **What if I have time off?**

You are allowed to take time off during your assignment. Collaborate with your recruiter to ensure your time off is properly scheduled when you complete your profile. It's crucial to proactively inform your recruiter about your time off needs as soon as possible, as candidates with minimal time off preferences are often prioritized during the interview process. Submitting your requested time off (RTO) after your initial submission can lead to rejection from the position. Hospitals need RTO as soon as possible.

## **Do I have to get licensed in every state that I work?**

Some specialties (such as nursing and physical therapy) have compact licensure that can be transferred between states through reciprocity laws. However, not all professions have this option. Work with your recruiter to identify states without compact licensure. For allied healthcare (including technologists, technicians and occupational therapists), state licenses are necessary for each state you work in. Fortunately, the process is typically swift and straightforward for most states.

## **Do state licenses cost money?**

While many state licenses do have associated fees, not all do. Refer to our Licensing Guide for detailed information.

## **Is it difficult to find housing?**

The ease of finding housing depends on your destination. There are various housing resources available, and your recruiter can assist you in researching suitable housing options in the area.

## **How long is the average contract?**

Contracts are typically 13 weeks or 3 months long.

## **What if I want to stay beyond the 13-week assignment?**

Extensions are often feasible during your assignment, provided the facility still requires additional staff. Collaborate with your recruiter and unit manager to discuss extension possibilities and next steps.

## **How much experience do I need to travel?**

You generally need 2 years of experience to start traveling, except for physical and occupational therapists.

## **How many jobs can I submit to at one time?**

You can apply for as many positions as you wish! It's a wise strategy to diversify your applications and consider multiple positions at once.