



Providing the roadmap
for today's traveling nurse.

2020 Highway Hypodermics Top Ten

The Original Top Ten List



Finding the Right Travel Agency
eBook launching in 2020!!

Another hit book from Kay Slane



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2019 was a year of BIG mergers. Medical Solutions merged with Aureus Medical Group and Medical Staffing Solutions, LLC, merged with TotalMed, and Advanced Medical Personnel Services, Inc was purchased by American Mobile Network (AMN). On the financial side of things, bill rates have declined related to (1) Large companies promising hospitals savings by lowering the bill rate. (2) Uneducated “Newbie Travelers” accepting those low rates. (3) The increased cost to agencies in credentialing costs. What will we clearly see in 2020?

There are 3 requirements to be a Top Ten Company:

1

Have to have at least 20 company evaluations in the last 5 years.

2

Must have an updated list of your benefits.

3

Must have an updated company profile.

Highway Hypodermics takes pride in this list, and we will defend it's honor! We check email validity and now have the capability to track IP addresses. Any suspicious activity will be thoroughly investigated! In fact, we had two companies that were disqualified this year related to suspicious activity.

#10

Triage Staffing



T R I A G E

Triage Staffing places a wide range of traveling medical professions in nursing, rehab therapy, laboratory and radiology. Their company is medium-sized and privately owned which places travelers across the country. At Triage, they maintain a low traveler to recruiter ratio to ensure their folks get the attention they deserve. They run a one-stop shop meaning nurses have one single point of contact.

They put a heavy emphasis on engaging their prospective travelers in live conversations. Their recruiters want to get know the nurses as it ensures the relationship starts off strong from the very beginning. They also won't hesitate to make a recruiter change on behalf of a traveler if he/she feels they need a better fit. Plus, a number of their travelers join Triage via referrals, which creates a great foundation for the relationship.

Triage Staffing offers nationwide medical (Blue Cross Blue Shield), dental (Met Life) and vision (Met Life) benefits. "Triage offers an independent 401k program. Triage offers employee matching in accordance with Safe Harbor regulations:– Triage matches 100% of a nurse's first 3% contribution– Triage matches 50% of a nurses's next 2% contribution".

They also offers life insurance, a vacation bonus plan and reimbursements for continuing education. Outside of their standard benefits package, they are always looking to surprise and delight their loyal travelers! They treat their travelers like family. From their founding team to their tenacious recruiters to their diligent accounting and compliance department, everyone at Triage is dedicated to your career success. They place general acute care positions and specialize in high acuity placements—they don't shy away from nurses with more specialized skill sets. Triage Staffing is ready to serve you—working like crazy to find the placements that best meet your needs. Reach out to us and they will prove it to you!

#9

AHS Staffing



At AHS, they believe several things stand us apart from other firms: 1) Having a menu of options! AHS has a full menu of divisions, offering both nursing and full allied assignments. This is important for traveling couples, who may be of different disciplines, but want to travel together! 2) Having licensed clinicians as part of their Management & Recruiting team allows them to better understand the needs and desires of travelers, and offer appropriate assignments tailored to clinical skillset. 3) Having licensed clinicians as part of their Management team allows them to address any clinical situations and issues from an informed perspective. 4) Having clinicians who have been travelers in the past allows them to better understand and connect with their travelers, and assist in their success. 5) Being TJC certified allows them to ensure their processes are tried & tested, reassuring their travelers of their commitment to quality! 6) Choices! At AHS, they believe it is ALL about the travelers and finding successful fits for their career goals and experiences! For that reason, they offer as many choices as they can, putting the traveler in the driver's seat. 7) Safety! Because we adhere tightly to government guidelines on per diems, housing reimbursements, travel and tax allowances, their travelers can rest knowing they will not be jeopardized or put at any risk. 8) 24/7/365 Support! Because AHS is available all day, every day, our travelers know they can reach us at anytime should they need support. 9) Ease! Because AHS offers online applications with simple, easy-to-use credentialing, their travelers can complete required documents and forms with ease. They believe it should be easy for travelers to connect with us, apply with us, and renew with us! 10) Competitive pay! Since AHS is a mid-size firm, they are big enough to offer many assignments across the country, but small enough to offer the most competitive pay packages! 11) Referral program! Since the bulk of their travelers come to them from referrals, they believe that their travelers should be rewarded for this. AHS offers a referral program that pays the referring source monthly even if the referring source is not working for AHS!

#8

Medical Staffing Solutions, LLC



Medical Staffing Solutions, LLC is 100% Women and Nurse owned. Related to the fact that their owners are nurses and are actively involved with their travelers, MSSL recruiters are very accessible to their travelers. Their company focuses on each individual traveler and their needs. They have 6 clinical personnel available to be a liaison for their clinical staff. A clinician is on call 24-hours a day for emergency clinical issues. They are Joint Commission Certified and a member of NATHO.

Every nurse has the option to choose their recruiter and always has the option to change recruiters if personality conflict arises. Melanie and Joanie, the Nurse Owners, are available to speak with any clinician that would like to speak with them about any issue that may arise.

Being Nurse owned is a huge advantage. The owners have worked in the trenches of the hospitals and know what it is like to walk in the Nurses shoes. They genuinely care about each and every traveler and about their experience. Medical Staffing Solutions, LLC has a very easy to remember Mission Statement: Patients First! They believe that putting the patients at the center of our company's focus makes us unique, along with having Nurses that own the Company!

#7

Ventura MedStaff



They are the first and only Veteran, Nurse, Minority, and Women owned company. No other company shares these distinctively diverse categories combined. In addition, they offer international travel contracts as well as domestic travel contracts. They are a small company that is not publicly traded and have never been purchased by any large company in the industry. The staff both nationwide and internationally.

Ventura MedStaff ensures that travelers are not treated as just a number by designing their company with specifically chosen leaders from many of the best companies out there. They operate with the mantra of "People over Profit". Their owners, who are all equally influential within the company, agreed when they all stood side by side together that there needed to be a 100% complete travel company in the market that can offer travelers not only what their competitors do, but even more, more locations, better pay, different countries to venture to with us right by your side, fair, open and honest, this is the Ventura MedStaff way! They are just as happy to be here as their travelers are to land that assignment that they thought was never possible! Why? That's simple! They are doing what the others in our industry said wasn't possible, was too hard for very little reward and they are doing it with you, the travelers!

Each recruiter finds their own nurses and is required to do so, nurses are not ever handed off to senior members after being recruited like some companies. By making this connection they naturally find people that fit their preferred procedures and way to do business. Each recruiter works in all 50 states domestically, so they don't need to be passed off to anyone ever. If there ever is a request from a nurse to be switched to a different recruiter, no matter what the reason, their request is immediately granted upon gaining details on the situation and what they want/expect. They are here for nurses; they want every nurse to love who they are working for!

#6

Talemed

TaleMed

TaleMed was founded upon dedication to strong moral and ethical principles. We take the time to make sure that every Healthcare Professionals who choose to travel with TaleMed receive the attention they deserve and are properly educated about the industry, as a whole, and every detail about the positions they accept.

TaleMed's processes to properly screen validate, and match talented healthcare professionals to assignments in all 50 states is backed by a talented staff with in-depth knowledge of the Healthcare Travel industry. Along with our topnotch customer service, we have exceptional benefits including medical/prescription offered through United Healthcare and Dental and optional Vision coverage offered through Guardian and Davis Vision. recently they have also added a 401K program!

TaleMed's inner office culture is one that constantly re-imagines proven methodologies to keep up with the times, provides an environment of open communication, fosters teamwork, encourages honesty, and acts responsibly. Every TaleMed employee is encouraged to create "Win Win" situations in every relationship.

TaleMed, LLC began operations in March of 2006 in Loveland, OH. Today, TaleMed has clients in all 50 states, and boasts a 95% retention rating for all of their employees. In September of 2007, TaleMed received the Gold Seal of Approval for Healthcare Staffing by The Joint Commission. 2016 they were rated as one of the Best Staffing Firms to work for. Work with us and you will receive the quality or customer service and attention to detail that is required for success.

#5

Travel Nurse Across America



At Travel Nurse Across America, they know that everyone's reason for traveling is different. That's why their knowledgeable, experienced recruiters spend time getting to know their nurses, answering any questions and understanding each one's individual needs so they can enhance their travel nursing careers. Since they're only as successful as the travel nurses they serve, their greatest satisfaction comes from matching a nurse with the perfect assignment.

Although 13 weeks is the average assignments, longer or shorter assignments can be negotiated. Also, a traveler typically has the option of renewing the assignment or rolling into a new assignment. Per Diem shifts are also available. Travel assignments are offered nationwide, including Alaska and Hawaii. There are a variety of settings to include teaching hospitals, rural facilities, LTC, clinics, and rehab facilities. Assignments are chosen based on skills, specialties, certifications, and experience.

Whether you're looking for adventure or need to be close to loved ones, TNAA's recruiters will use their extensive knowledge of their nationwide network of facilities to match you with the right location. Once you've found an assignment that meets your needs, their housing specialists will guide you through the process of locating and securing furnished housing in a safe, convenient area. TNAA is there for you at every step, and that doesn't change once your assignment is underway. No matter what kind of question you have – clinical, housing, payroll – they have someone available to help 24/7. They're 100% committed to getting you where you want to go.

Their generous benefits package has been recognized as one of the best in the industry. These are just a few of the reasons why they're consistently ranked among the best by independent sources and regularly receive referrals from their nurses.

#4

Advanced Travel Nursing



Advanced Travel Nursing is a medium privately owned company that places RNs and CSTs nationwide.

Proving that they treat every nurse or tech as an individual is built into their core principles – “Be Human”. “Treat every candidate like the hero that they are” is a big part of their sales training.” Their clinical liaison is on duty during regular business hours. Their recruiters take calls 24/7 in case of emergencies. The director of quality assurance is available also 24/7 for emergency calls.

Advanced Travel Nursing gives their recruiters the freedom to choose who they work with. It is the team leads responsibility to reach out to their travelers to check in periodically. They always ask about their relationship with the recruiter. They will definitely make adjustments if necessary.

Their insurance is Aetna for health, vision, and dental. All insurance starts on Day 1 of the contract. Their 401k is through John Hancock and takes affect after a 90-day grace period. They will match 50%, up to 4% of the healthcare providers income. Other benefits include: Corporate Housing, short term disability, term life insurance, travel reimbursement, and license and certification reimbursement.

What makes their staff more than just another recruiter: Without a doubt, their greatness comes from their talented and compassionate recruiters, combined with a well-oiled training program and sales process.

#3

Host Healthcare



Host Healthcare offers positions for all types of RNs, as well as therapy positions for PTs, OTs, SLPs, PTAs, and COTAs in all 50 states.

They are a medium-sized private company. Their goal is to offer all the jobs and benefits of a large company while offering the service and attentiveness of a smaller company. Host Healthcare cannot overstate how much they value their nurses and the services they provide to their patients. They care about each nurse as an individual. Their goal is not only to find their nurses the best assignment but also to act as their career counselor and friend.

Host Healthcare recruiters have recruitment managers who periodically check in with each nurse while they are on assignment. If a nurse does not feel that his or her recruiter is a good fit, the recruitment manager will assign a different recruiter to the nurse based on what the nurse is looking for in a recruiter.

Their people make a difference. They only hire the best nurse recruiters and support staff. Their goal is not only to match our nurses with the best assignments but to make a difference in the lives of our nurses by providing them with exceptional service and support. Their nurses can be confident that they are working with experienced travel nursing professionals who deeply care about them as individuals.

Host Healthcare is dedicated to going “above and beyond” to make each assignment memorable. They have a few key examples: In the past, they have provided travelers with rental cars, assisted with arranging activities for their nurses in their area, and personally taking their nurses out for dinner and drinks if they are visiting their area or if they are visiting beautiful San Diego!

#2

Premier Healthcare Professionals



PHP has numerous openings for RN's LPN's, OT's, ST's and PT's throughout the 50 States. They offer nationwide assignments through PHP and its subsidiary Bridge Staffing. PHP can also offer International assignments (when available) through their company owned offices in England, Australia and South Africa.

The level of care and support provided to their Healthcare Professionals is PHP's major focus. Most of its staff have worked for the company for over 12 years and they believe that they have built up a vast experience on how their Healthcare Professionals should expect to be treated.

PHP understands that its Healthcare Professionals are human and each have personal targets and personalities. The recruiters are trained to both recognize and adapt to the fact that each of their clinical colleagues are different and have varying requirements. Management makes itself readily available to all Healthcare Professionals should any issues arise. They work quickly to resolve any such matters and always make the requirements of their Healthcare Professionals their main priority.

PHP truly is special. Many of its Healthcare Professionals continue to trust in the company and have completed multiple assignments over several years. The facts are that they know what they are doing.....they have been doing the same thing for 25 years. Their staff are some of the most experienced in the industry. On average each of them has been employed by PHP for over 12 years. On top of all of this they have won numerous awards within the industry for their pay and service standards. Not many staffing companies can boast all of that.

#1

Health Providers Choice



HEALTHPROVIDERSCHOICE

Health Providers Choice is a mid-sized private owned company held corporation, which offers Registered Nurses (RNs) throughout the United States and Canada.

They are able to offer assignment terms of 4 weeks up to 26 weeks in length for travel and local RN's and flexible scheduling for casual/ per diem RN's. Health Providers Choice specializes in nurse placement however they also place certified scrub techs and a few allied health personnel. HPC was nurse founded in 2001 and remains nurse owned and operated.

They pride ourselves on living their mission and their values. They honor each person in their organization and because of their commitment there are no numbers, everyone is a very important professional in their organization. They take time to build mutually beneficial relationships with the nurses they partner with as well as their clients.

Health Providers Choice is nurse owned and operated. All decisions that are made within the company are made by nurses for nurses. The nurse founders of HPC are dedicated to the success of their colleagues. HPC uses full disclosure and open negotiation allowing for mutual decision making and collaborative contracting. They are proud to have high retention rates and employee satisfaction scores that are 68% higher than the national average.

At Health Provider Choice their mission is to exceed the service and quality expectations of their customers, the community, the professionals they employ and themselves. They are true to this mission and are always excited to have another industry professional join them in successfully executing it.



The Results

Rank	Company Name	# Evals	Eval Score	Ben. Score	Total
#1	Health Providers Choice	127	18.15	20.00	38.15
#2	Premire Healthcare Pros	124	17.83	20.00	37.83
#3	Host Healthcare	103	18.19	19.50	37.69
#4	Advanced Travel Nursing	80	17.54	19.50	37.04
#5	Travel Nurse Across Amer.	307	17.52	19.50	37.02
#6	TaleMed	435	17.35	19.50	36.85
#7	Ventura MedStaff	35	18.64	18.00	36.64
#8	Med. Staff. Solutions, LLC	47	17.23	19.00	36.23
#9	AHS Staffing	84	17.85	18.00	35.85
#10	Triage Medical Staffing	32	18.64	17.00	35.64
#11	Next Medical Staffing	52	18.11	17.50	35.61
#12	Tailored Healthcare	165	18.10	17.50	35.60
#13	Axis Medical Staffing	106	18.94	16.50	35.44
#14	Medical Staffing Options	46	17.92	17.50	35.42
#15	PPR	48	18.00	17.00	35.00
#16	Flexcare	234	16.92	18.00	34.92
#17	Atlas MedStaff	116	18.11	16.00	34.11
#18	Emerald Healthcare	42	17.21	17.00	34.21
#19	Fusion Medical Staffing	246	18.11	16.00	34.11
#20	RN Network	47	16.48	17.50	33.98
#21	TotalMed	23	17.87	16.00	33.87
#22	Aureus Medical Staffing	99	17.07	16.50	33.57
#23	Trustaff	58	17.84	15.00	32.84
#24	Convergence	83	17.72	15.00	32.72
#25	Medical Solutions	33	17.15	15.50	32.65