

KEY QUESTIONS	DIRECT HIRE	AGENCY HIRE
Who is my employer & visa sponsor?	The specific health facility that extends a job offer to you.	The Staffing or Travel Nurse Agency.
Is the position permanent & full-time?	Yes. Your job offer will specifically state this.	Unknown. The Agency can only assign you to contracts with health facilities that it has available. There may be gaps in your employment.
Do I know where will I live and work?	Yes. In the specific city and facility specified in your job offer. You cannot be transferred to another location without your consent.	Unknown. The Agency may intend to place you in a named location, but almost always reserves the right to place you in any location where they have needs at the time of your arrival. They also reserve the right to relocate you during the time of your commitment to them. This means it is possible that you could be living and working in several different locations across the U.S.
How will I get paid?	You will be paid by the health facility that hired you.	You will be paid by the Agency that hired you, regardless of where they assign you.
How will my pay and benefits compare with other people working at the same facility?	You will receive the same pay and benefits as all other nurses who have similar qualifications and experience as you.	Unknown. Your pay and benefits are set by the Agency regardless of where you will be assigned. In almost all cases, your pay and benefits will not be the same as those of other workers at the facility to which you are assigned.
Who will sign my job offer?	A recruiter hired by the health facility will present the job offer on behalf of the health facility. The health facility will sign the job offer.	A representative of the Agency will sign the job offer.
What else should I be thinking about?	A Direct Hire arrangement provides greater stability. It allows you to settle down in one location, have your spouse and children find stable work and schools, and provides you with peace of mind knowing that you will not be mandated to relocate during your contract period.	Agencies offer the opportunity to move around and see different parts of the country and gain varied work experiences. The uncertainty of knowing where you will be placed until you are about to arrive in the U.S. and the potential to have to relocate at a time not of your choosing can be extremely disruptive to family life.