

Health Care
Recruiting
GUIDE



Professional Networking

Creating a network of colleagues in the health care industry is beneficial both for those looking to break into the field and those with experience. Even with the necessary education, getting started or advancing your career is easier with the right connections.

Building your professional network doesn't have to be intimidating. In fact, a great place to start is from the comfort of your home.

Consider these tips when reaching out to like-minded peers in the industry.

SOCIAL MEDIA ADVANTAGE

It's never been easier to connect with other professionals. Take advantage of social media by liking, sharing and interacting with those who have similar viewpoints. You never know when a new connection can lead to an exciting opportunity.

You can also use social websites to learn more about your industry. Join in on Q&A sessions with leaders and view live events they share with followers. Make sure to prepare a few questions or comments to suggest if you get the chance to participate.

ATTENDING CONFERENCES

Another good way to stand out in the medical field is attending professional conferences. Here, leaders will talk about exciting advances in the industry and will offer advice and training. Don't be shy when it comes to introducing yourself to others.



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Make your presence and ambitions known, but don't forget to listen. This is a great way to meet numerous people in the same setting.

To find a conference in your area, ask local venues about upcoming events or ask others in the industry if they are aware of a seminar in another

location. Traveling out of town for a conference can give you a new perspective of the medical field you are accustomed to.

LEAVING ON GOOD TERMS

If you get the opportunity to for a new position, make sure to leave your

team on good terms. While the health care industry is large, it's likely that executives in different locations have connections who are aware of your history.

Being a reliable employee may even land you a dream job based on a previous peer's recommendation.

Medical Career Planning

The road to a successful career in the medical field can be long. Beginning the journey as early as high school will help gain experience, credits and set expectations for what's to come. If you or a young adult in your life shows interest in the health care industry, encourage them to start taking steps toward career goals early.

A good way to gauge your own interest in the field is by applying to shadow professionals or volunteering. As a high school student, be vocal about your desire to pursue a career. Once you land a position, you will create connections, receive hands-on training and gain valuable experience.

Here are some good avenues to take when navigating a future in health care as recommended by the National Association for College Admissions Counseling.

CHOOSING THE RIGHT COURSES

While in high school, you should be honest about your career goals when discussing class schedules with a guidance counselor. Be specific about the avenue you plan to navigate as each field may require classes focused in certain areas. Most medical schools prefer their candidates have extensive history in courses like biology, chemistry, physics and math.

In addition to an impressive curriculum, many schools are impressed by



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those who volunteer. If you can, apply to volunteer at a nursing homes or health care facility to experience the industry.

EXCELLING AS A STUDENT

Choosing the right combination of classes to start your path on a medical journey is only the beginning. You must

also balance your education, social life and volunteering while excelling at the difficult courses. Don't be afraid to ask for help if you struggle on a subject and require more attention to understand. Hiring a tutor can help.

INTERNSHIPS

Many health care facilities encourage

high school students to take on an internship role to receive hands-on training. In these programs, you may can find yourself working in labs, conducting research and problem solving. This is experience you will use as you pursue a career after high school. Plus, internships are a great achievement to showcase on a college application.

Starting with no Experience

Standing out in the health care industry without prior experience can be difficult, but it's not impossible.

There are numerous careers which need well-educated and reliable professionals. If you have decided you need a change of pace from your current field, a medical career may be the destination to strive for.

While pursuing higher education can be daunting, especially if you have been away from the classroom for years, certification can put you ahead of other candidates. Courses are flexible to accommodate the schedules of full-time workers. Visit a counselor at a local community college or university to ask about options.

Consider pursuing one of the following healthcare careers if you're looking for a way to enter the field without much experience.

MEDICAL ASSISTANT

This is a clerical role that is needed for every health care facility. Medical assistants are required to perform office tasks, update medical records and schedule appointments. There may be situations where they will perform tasks like taking blood pressure, prepping for exams and even assisting during some proce-

dures. The annual salary for this position is \$32,000.

NURSING ASSISTANT

In this position, assistants work under the supervision of a facility's nursing and medical staff. They perform tasks like escorting patients to rooms, set up valuable

equipment and assist in different procedures. Sometimes, it is required to report on changes in a patient's physical and mental conditions. To land this position, there is generally a state-approved education program which must be completed and an exam before

becoming certified. It pays about \$27,500 annually.

CAREGIVER

For those who wish to travel for work, a caregiver can be an exciting role. A home health aide visits elderly or disabled adults at their homes or daytime facility to

assist with chores like laundry, cooking and cleaning. You will also work with both patients and their families to discuss concerns about nutrition and cleanliness. For this job, employers typically require a high school diploma or equivalent. It pays around \$23,000 annually.



Types of Physicians in Demand

According to the Centers for Disease Control and Prevention, the average life expectancy of an American is 78.6 years. As our population ages, so grows the need for specialty physicians. Consider the following roles as some of the most in-demand positions in the health care industry.

FAMILY PHYSICIANS

This physician works with the general public to diagnose and treat both diseases and injuries. Typically, they will be the first point of interaction for patients before recommending a specialist if the illness requires serious attention.

According to the American Academy of Family Physicians, prospects are required to begin their training by graduating from an accredited school of medicine. They must then complete a residency in family medicine for a minimum of three years and be approved for a license in the state where they will practice.

PEDIATRICIANS

A pediatrician is a doctor who specializes in attending to children. They must diagnose and treat a variety of diseases or injuries to toddlers, adolescents and babies. Their responsibilities include managing both physical, mental and behavioral health in their patients. These specialized physicians will either examine newborns in the hospital or receive notes regarding the examination from the on-site doctor.



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They will then continue to offer their child patients with annual checkups and be the first point of contact if a little one requires medical attention.

PSYCHIATRISTS

The American Psychiatric Association defines a psychiatrist as a medical doctor who specializes in mental health, including substance-use disorders. They receive dedicated training to assess both the mental and physical

aspects of psychological problems. Diagnosing patients can be achieved by ordering medical laboratory and psychological tests combined with personal conversations. Once a diagnosis is made, they create a strategy to treat their patients that can include medication or psychosocial interventions.

ANESTHESIOLOGIST

The role of an anesthesiologist is to oversee the medical care of each

patient throughout their surgical experience. They evaluate subjects before surgery by researching their medical history and administering a physical examination. Next, they will consult with a team of surgeons with concerns and provide pain management and life functions during an operation. An anesthesiologist is also in charge of postoperative care and deciding when a patient can be discharged from the recovery unit.

The Role of Military Nurses

Since its inception in 1901, the United States Army Nurse Corps has been a force tasked with providing health care to the men and women who defend our country. Much like civilian nurses, they are responsible for treating and promoting the well-being of patients. However, their workplace is often far from a hospital.

While some nurses work domestically, many find themselves in risky environments like foreign war zones, dangerous locations and military bases. They must be trained to handle the emotional demands which come with working in war conditions. The position is highly rewarded with incentives like benefits, education and the chance to advance their career.

BECOMING A MILITARY NURSE

Military nurses follow a similar path to their civilian healthcare counterparts. First, a bachelor of science in nursing or advanced degree must be received from a licensed school. The next step is to earn certification as a registered nurse by passing the National Council Licensure Examination. Once they have their license, the decision of where to practice begins. Some professionals decide to gain experience in a civilian setting first before entering a branch of military. Others may find it more enticing to enlist after their education is completed.

The process begins by speaking



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with a recruiter to determine where their talents are most needed. Once a nurse is accepted, there is typically a requirement to pass an Officer Basic Leadership Course. It is generally training session lasting several weeks, where new recruits are introduced to military life and leadership skills.

BENEFITS

While being an active-duty health care professional can be dangerous,

its risks are compensated fairly. If you are considering taking a path towards a military career, here are some things which are generally offered to nurses, according to the United States Army:

- Sign-on bonus of up \$30,000.
- Attractive student-loan repayment plan.
- Low-cost or no-cost medical, dental and life insurance.
- Generous retirement plan and 30 days of paid vacation, annually.

There is also exciting room for growth in the industry. Military nurses follow three avenues for advancement: clinical/operations, staff and executive/leadership.

JOB OUTLOOK

The role of a military nurse is needed in each major branch. According to the Nurse Journal, the position shows a positive increase of growth of 19-26 percent over the next decade.

Non-Clinical Nursing

The role of a professional nurse isn't only needed in a hospital setting. In fact, according to the United States Bureau of Labor Statistics, non-clinical nurses make up more than a third of the industry.

Some positions which may come to mind include educational health care, government and ambulatory services. There are numerous other positions where registered nurses are just as important. Here are a few to consider if you are planning to make a career in the health care industry, as suggested by the Nurse Journal.

LEGAL NURSING CONSULTANTS

Working with legal experts, these specialized nurses provide medical information to coincide with trials and policies. Their expertise helps navigate medical terminology, procedures and practices to assist in building cases for law professionals. They also provide their services to long-term care facilities, insurance companies and law enforcement agencies. The annual median salary for this position is about \$75,000.

HOSPICE NURSES

This unsung hero in the medical field works with terminally ill patients and their families to prepare for the final stages of life. Their role requires more than treating and managing pain, as they are sometimes required to assist in household tasks and provide emotional support for their clients. Families of deceased typically become close with this health care



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professional and often seek comfort and guidance after the time of death. A hospice nurse earns an annual pay of about \$63,000.

OCCUPATIONAL NURSING

Another non-clinical role a nurse may undertake is offering guidance in a work environment. They will work closely with business managers and executives to build a strategy which develops safe workplace policies.

Many times, they are responsible for designing training courses to educate employees of the benefits of physical exercise, nutrition and provide emotional support for mental health issues. Some nurses will remain on site to treat workplace injuries and illnesses. In this position, the average annual salary is just under \$70,000.

HEALTH COACH

Professional health coaches guide

patients with chronic illnesses to care for themselves to treat or manage an illness.

They work one-on-one with their clients to develop plans to become healthier and prevent health issues by setting wellness goals and adopting a new lifestyle. Typically, nursing health coaches are employed by insurance companies or individual clients and earn an average salary of about \$45,000.



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Health Care Field Outlook

According to recent data from the United States Bureau of Labor Statistics, five of the 10 job markets expected to see the fastest growth in the next decade are in the health care industry.

Research shows that by 2025, one-quarter of the workforce will be older than 55 and entering their retirement years.

Check out these encouraging facts from the bureau.

- Home health aides will see a rise of more than 47 percent while personal care aides will increase 39 percent.

- Industry employment is expected to grow by 11.5 million jobs, reaching more than

167 million overall.

- Health care support occupations, health care practitioners and technical occupations are to be the industry's fastest growing occupational groups.

- Employment in health care and social assistance is projected to add nearly 4 million jobs, becoming the largest major sector by 2026.

- The country will experi-

ence a shortage of about 1.2 million nurses by 2022, which should lead to more aggressive recruiting methods.

- 1.26 million projected job openings in health care are expected each year; 204,000 positions for registered nurses.

- Due to retirement, there is expected to be a shortage of more than 100,000 physicians through 2030.

- Practitioners like physi-

cians and dentists are expected to see the most rapid growth at 54 and 21 percent.

- Fifteen of the 30 fastest-growing occupations nationally will be in health care.

- Factors like the an aging population, longer life expectancies and growing rates of chronic conditions demand higher demands of health care services.