

Questions to Ask Recruiters:

- 1) How many travelers do you currently have working for you?**
 - a. You want this to be a fairly high number. If a recruiter doesn't have a good amount of travelers working for them, there's probably a reason for it.
- 2) How many travel/staffing companies have you worked for? How long have you been with your current company?**
 - a. There are recruiters that tend to jump around every 6 months or so. Sometimes even less. This is not a good sign. The last thing you want to happen is for your recruiter to leave while you're in the middle of an assignment!
- 3) How do you make yourself available to your travelers while they are on assignment?**
 - a. Your recruiter should be available to you nearly 24/7. You want them to be available and responsive to your needs.
- 4) Give an example of a time you advocated on behalf of one of your travelers.**
 - a. I didn't realize how important this was until when I was in a non-ideal situation and my recruiter came to my rescue along with the other departments of the company. While most assignments are fantastic, not every facility is going to be perfect and there are some bad eggs out there regardless of all the precautions that are taken ahead of time. You want a recruiter that will have your back in these situations.
- 5) Along with the previous question... Does your company place sub-par facilities on a DNU (do not use) list after a traveler has a bad experience with them?**
 - a. This is an important step to ensure that travelers are given the best opportunity to have a good experience wherever they go!
- 6) If I accept an interview from you, do I have to take the position?**
 - a. If the answer is yes, forget it. You can always interview and decline the position. I had recruiters tell me that if they set up an interview for me, I better intend on taking the position. This is absolutely not true! Work with someone else!
- 7) Are you willing to set me up with multiple interviews?**
 - a. The answer should be YES to this question. The more you interview, the better. As I said before, everything in travel is your decision. It is perfectly ok to interview for multiple positions before accepting that perfect fit.
- 8) I am new to the interviewing process. Can you offer coaching before I accept an interview?**
 - a. This answer should be an automatic yes.
- 9) Do you personally update your traveler's resumes to maintain an up-to-date profile of each of your travelers?**
 - a. You want a recruiter who keeps you file accurate and up-to-date so that when that perfect position in that location and in the perfect setting comes up you're ready to go!
- 10) Do you have an assistant that works under you?**
 - a. There isn't necessarily a right or wrong answer to this question. I personally like it when recruiters have assistants working under them because they can be even more efficient in what they do and they have a second person looking out for you.

11) How is your relationship with the other departments in the company? (i.e. account management, quality assurance, benefits, housing, payroll, etc)

- a. It is important that your recruiter be well-connected within the company. There is a lot that goes into travel and the more pull your recruiter has within the company, the better taken-care-of you will be!

12) How does the pay package work? How is the pay package broken down?

- a. Your recruiter should be able to explain this seamlessly.
- b. They may ask you about your expectations. A good recruiter will be honest with you when it comes to the money and what is realistic depending on the current state of the market (location, setting, level of experience, etc).

13) What is your company's hourly taxable wage?

- a. Some companies offer really low hourly taxable wages so they can amp up the non-taxable income to dramatically increase your weekly take home pay. Fantastic you think! – Until you are being faced with an audit from the IRS. The tax experts at travel tax recommend an hourly wage of no less than \$18 per hour to protect against the chance of an audit. To be safe, better keep it around \$19-\$21 for PTs, OTs, and SLPs and \$13-\$15 for PTAs and COTAs.

14) Know which states you are interested in traveling to and ask them to break down the status of the travel PT market in each of those states.

- a. This answer should come automatically. If they can't come up with an answer right away they don't really know what they are doing. Their answer should be specific and not a general answer.

15) Can they explain the licensure process for the states you are interested in? What are the timeframes for each of the states you are interested in becoming licensed in?

- a. This will give you an idea of their familiarity and knowledge of the licensure process. You want them to be knowledgeable in this area if you are planning on branching out to different states! Timing is key in travel!
- b. If a recruiter wants to submit you for a job in CA or NJ and you are not licensed in that state, walk away! – CA takes about 4 months for licensure and NJ takes 5-6 months. See what I mean???

16) Can you explain what a tax home is? How do travelers qualify for all the tax-free money?

- a. A good recruiter should be able to explain what a tax home is and provide additional resources to travelers to ensure that they have one.

17) Housing – If I decide to take the stipend instead of the company-provided housing, do you offer any sort of assistance for finding housing for my contract?

- a. If they are a good recruiter, the answer will be YES!

18) If I take the stipend and then am unable to find housing, can I switch to the company-provided housing?

19) I would love to speak to one of your current travelers! Do you have a traveler you work with that would be open to speaking with me?

- a. There is no better reference than from one of their current or long-time travelers. Don't feel bad about asking them this!

20) For new grads!!! Ask about their experience working with and placing new graduates.

- a. This is a niche in travel therapy and some recruiters are more passionate about it than others! You want a recruiter who will take the time to research which facilities are going to be new grad friendly as opposed to submitting you to the first facility they have available. While you will not have the 6 weeks to 6 months of orientation/mentorship you would have in a permanent position as a travel therapist, it is

very possible to have great mentorship in a travel therapy position. You just have to be matched with the right facility!

21) Are you okay with me working with multiple recruiters (say 1 or 2 others)?

- a. If you are set on only working with one recruiter, this question isn't necessary. However, if you are traveling in teams, are a PTA/COTA, or are set on a location and/or specialty setting, it would be in your best interest to work with 2-3 recruiters.
- b. Good recruiters know and understand that it can be advantageous to work with multiple agencies in the above-listed circumstances. They should not become defensive when this question is asked. As a traveler, make sure to always be as transparent as possible with all parties involved. Recruiters spend a lot of time searching for jobs and it's important that we respect their time and efforts.

22) When will you let me know the name of the facility?

- a. Some recruiters do not want to say the name of the facility prior to submission because they want to protect their jobs as much as possible. This is understandable, however, if you are working with multiple recruiters from different agencies, you need to know the name of the facility as to avoid a double submission. If you have already been submitted to a facility in the same area that is in the same practice setting, you want to let them know. If they can't give you the name of the facility, you need to walk away.
- b. You should absolutely know the name of the facility prior to interviewing. Any recruiter who says they do not know the name of the facility is not being truthful. This is a red flag and a very good reason to steer clear of that recruiter in the future. The last thing you want is to be unprepared during an interview because you know nothing about the facility.

23) Lastly, this is not a question, but advice.

- a. Talk to the recruiters about your interests. For example, you may really want to start in outpatient because you feel most comfortable there and then branch out to acute care, peds, occupational medicine, sports medicine, aquatic therapy.
- b. Does it sound like the recruiter is listening? Really listening?
- c. You are the driver in this travel therapy process, but they are the navigator. You want the navigator to be steering you in the right direction so you can have the best experience possible both professionally and personally.
- d. If it doesn't sound like they are listening, move on!