



# Top 10 FAQs

## 1. What is NAHCR?

### **Our Mission:**

NAHCR provides health care recruitment professionals education, networking and resources to become strategic business partners within a dynamic health care environment.

### **Our Vision:**

NAHCR will be the preeminent association for health care recruitment professionals.

## 2. What is the cost to join?

**Active Membership \$150** – Active members are recruiters or human resource professionals in any organization providing direct health care, such as a hospital, long-term care, home health or military.

**Federal Government Membership \$150** – Federal Government members are recruiters or human resource professionals in any organization owned and operated by the Federal Government, such as a VA Hospital.

**Associate Membership \$185** – Associate members are individuals who are not doing actual recruiting but support the work of health care recruiters.

**Institutional Membership \$1,100** – Institutional members are companies interested in supporting NAHCR and who provide services or products of interest to recruiters, such as advertising agencies, temporary or staffing agencies, publishers and software companies providing applicant-tracking systems.

## 3. What resources are available to NAHCR members to manage my day-to-day responsibilities as a recruiter?

- New and updated recruitment tools/forms located in our recruiter's handbook r/t Selection/Interviewing, Applicant Sourcing, Budget, Conventions/Travel, Metrics, Compensation, Benefits, Retention, Recruitment Plan and ROI.
- Resources from across the nation accessed via our eCommunities and Social Media networking
- National job posting and references
- Certification as a Health Care Recruiter (CHCR)
- Annual education conference (IMAGE)

## 4. What professional development programs do you offer?

- Certified Healthcare Recruiter (CHCR) Credentialing
- Webinars (no cost to members)
- IMAGE Conference and Pre-conference Workshops: i.e. Best Practices, Metrics

## 5. What is a Certified Health Care Recruiter (CHCR) and how do I achieve the credentials?

The NAHCR Credentialing Examination provides professional Health Care Recruiters and Human Resources Professionals the opportunity to earn the credentials of Certified Health Care Recruiter.

- Candidates must have at least two years' experience by the time of application and currently be working as a health care recruiter.
- The exam is offered on the Tuesday of the IMAGE Conference each year and consists of 90 questions developed by the NAHCR Credentialing Advisory Board. The exam must be completed in approximately 2 hours and in one sitting, in the presence of a NAHCR appointed proctor.
- Member discount available.

## **6. What resources are available to help me study for the CHCR exam?**

- A NAHCR Credentialing Review Course is offered prior to the Exam at the IMAGE Conference.
- A Recruiters Handbook is also available to members at a discount of \$150 (non-members \$300).

## **7. What are the requirements for CHCR recertification?**

Health care recruiters must repeat the examination every two years or demonstrate participation in at least 20 contact hours of continuing education provided by an appropriately credentialed and recognized provider of continuing education in areas of recruitment, human resources and health care.

## **8. What is IMAGE?**

The NAHCR IMAGE Conference is the premier health care recruiting event of the year. Held in a different city each July, the three and a half day conference offers a wealth of knowledge, ideas, and fun for all levels of health care recruiters wanting to enhance their skills. The schedule of events includes pre-conference workshops, educational keynote speakers and breakout sessions, an exhibitor showcase with vendors, evening receptions and a gala awards event, numerous networking opportunities to meet new colleagues, the Certified Health Care Recruiter (CHCR) exam, chapter event, and more. IMAGE also provides continuing education units (CEUs) for RN's, PHR/SPHR and CHCR certifications.

## **9. What is the best way to get information on questions I might have on various recruitment topics?**

Members can join the eCommunities discussion forums, follow us on LinkedIn and Facebook to post questions and receive immediate feedback nationwide.

## **10. How can I get more involved with NAHCR?**

Members can get involved with various standing committees including Education, Communications and Membership. The committees meet via conference calls. Becoming involved with a committee is a great first step towards a future committee chair or board member position.