



Entrepreneur magazine ranks
JUNO Healthcare Staffing
as one of the Hot 100 Fast-Growth
Businesses in the U.S.

page 3



So you think
you can
travel [page 5](#)

Most common
concerns about
traveling [page 6](#)

License
to travel
[page 7](#)

Benefits of travel
nursing to healthcare
facilities [page 8](#)

The Hot List



What does it mean to have made "The List"? And with all the different types of lists people make, how does one particular list become something of a privilege or an honor if your name happens to be included on it?

Whenever I think of a list, the first thing that the synapses in my brain get all fired up about is a list of all the things I have to do.

At the start of each day, there is a mental checklist of chores/errands/responsibilities that I should do for that day, but the fact of the matter is, I rarely ever manage to "check off" all of them. The ones that do get checked off means they were that important that I chose to do them. And so it goes with industry listings such as the Fortune 500 or in our case, Entrepreneur Magazine's Hot 100 List (pg 3). It means somebody somewhere decided that we were that important they chose to include our name on the list. And in all honesty, one can't help but feel privileged.

Likewise, it's quite the privilege for us at JUNO that our President (my genius of a father) was selected as one of the Twenty Outstanding Filipinos Abroad for 2008 (pg 4); what's more, he was also accepted into the Owner/President Management Program at Harvard Business School (pg 11). With all these accomplishments and accolades, JUNO is definitely heading for brighter and greener pastures.

And as for the healthcare professionals, we focused this issue on travel nursing to give you as much information as we can. We have quite the list of places you can go, and think it's quite the privilege to have a job where you can travel to a new place and still make money at the same time. And so we hope that this issue will prepare you for your next travel assignment.

And before you go, don't forget to make your list!

The Editor

contents

- 3 **FEATURE *story***
Entrepreneur magazine ranks JUNO Healthcare Staffing as one of the Hot 100 Fast-Growth Businesses in the U.S.
 Of the nearly 21 million companies on the preliminary list, only 0.3% made the first cut, and just a fraction of those made it to the Hot 100, including JUNO Healthcare Staffing.
- 4 **NEWS *brief***
President of JUNO Healthcare Staffing & JUNO Investment & Management Inc. selected as one of the 2008 Twenty Outstanding Filipinos Abroad
 The TOFA project was initiated in 1990 and has been commended by many government officials of the United States and the Philippines. Read on to find out more.
- 5 **NURSES *first***
So you think you can travel
 Many nurses are embracing travel nursing as a part of their lifestyle...read on to find out how to make it a part of your own.
- 6 **Most common concerns about traveling**
 The most frequently asked questions regarding travel nursing, answered.
- 7 **License to travel**
 This article breaks down the processes involved in obtaining additional licensure or reciprocity for those who need it.

- 8 **NURSES *first***
Benefits of travel nursing to healthcare facilities
 Health facilities across the country are rushing to find qualified nurses to cover for missing staff. Read on to find out how travel nursing can help.
- 9 **Center for Continuing Education**
 JUNO believes Continuing Education for healthcare professionals should be a priority. Find out the latest classes being offered in the New York area.
- 11 **COMMUNITY *first***
FGG graduates 53 scholars
- 12 **THERAPY *talk***
It is never too late to start exercising

departments

- 13 **EMPLOYEES *first***
 Welcome to JUNO Healthcare
 Congrats to NCLEX Passers
 Nurse quote of the month
 Birthday Celebrants
- 14 **REVIEW *corner***
 Sample general NCLEX quiz
 Wordfind
- 15 **HUMOR *side***
 Nurse humor
 Pinoy humor
 Nurstoons



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Entrepreneur magazine ranks JUNO Healthcare Staffing as one of the Hot 100 Fast-Growth Businesses in the U.S.

Irvine, CA (April 22, 2008) – From a database of nearly 21 million companies reviewed by Entrepreneur magazine and research provider CentrisPoint, JUNO Healthcare Staffing was distinguished as one of the nation's Hot 100 fast-growth businesses. JUNO Healthcare Staffing ranks 86 on the list for its rapid sales growth and positive job growth, among other select criteria. The Hot 100 ranking appears in the May issue of Entrepreneur, on newsstands April 22.

Of the nearly 21 million companies on the preliminary list, only 0.3% made the first cut, and just a fraction of those made it to the Hot 100, including JUNO Healthcare Staffing.

JUNO Healthcare Staffing provides staffing solutions that meet the needs of hospitals, nursing homes and other healthcare facilities by offering supplemental staffing of nurses, physical therapist and allied healthcare professionals. It offers temporary, full-time, per diem, and traveling assignments.

"This year's Hot 100 listing reveals the shining stars continuing to drive the nation's economy forward," says Karen Axelson, executive editor

of Entrepreneur. "These companies, and the entrepreneurs who built them, are making a major impact on the economy with their revenue and the new jobs they create as a result of their growth. The innovation, persistence and passion they demonstrate in industries across the board are vital to the nation's success as a whole."

Entrepreneur magazine's 14th consecutive ranking of America's

funds, 42 offer tuition reimbursement and 40 offer flextime.

For the complete story and Hot 100 listing, as well as a profile of JUNO Healthcare Staffing, visit www.entrepreneur.com/hot100.

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solutions and resources that fuel the bold and independent way entrepreneurs think.

After 30 years, nobody reaches more growing businesses. As the original magazine for the small and midsize business community, Entrepreneur continues to be the definitive guide to all the diverse challenges of business ownership. Entrepreneur.com is the most widely used



top fast-growth companies revealed businesses with total combined revenue of \$4.6 billion in 2007. The Hot 100 are expected to employ more than 15,000 individuals by 2009, an increase from a total of 517 employees on their first day of business. And of the companies ranked, 91 offer employees health insurance, 73 provide retirement

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JUNO Healthcare President selected as one of the 2008 Twenty Outstanding Filipinos Abroad

By Nonoy Mendoza, Valjun Apuzen and C.T.

We congratulate JUNO Healthcare President, Dante Raul (DR) Teodoro for being unanimously selected as one of the 2008 Twenty Outstanding Filipinos Abroad (TOFA) by the TOFA Panel Board of Judges, headed by Nonoy & Aida Mendoza of Filipino Image Magazine and Pinoy Global Online News, as well as the Roxanne Andrea Mendoza (RAM) Memorial Foundation. The TOFA project was initiated in 1990 and has been commended by many government officials of the United States and the Philippines.

Dante Raul Teodoro is the owner and President of JUNO Healthcare Group of Companies, a company that started its humble beginnings with three employees in 2001, and has grown to approximately 400 employees by the end of 2007. An entrepreneur armed with exceptional skill, intensity and passion, DR Teodoro led JUNO Healthcare Staffing past the 2.5 million mark in just under two years. In 2004, he founded JUNO Investment and Management, Inc., a holding company for all JUNO Healthcare Staffing companies inclusive of JUNO Media Production Creatives, an Advertising and PR company, and the JUNO Review School for healthcare professionals in California. Before founding JUNO Healthcare Staffing, DR Teodoro was President of Wall Street Funding for over two years, a company that packaged loans for small-medium businesses. This year, JUNO Healthcare was selected out of nearly 21 million companies to be included in Entrepreneur Magazine's Hot 100 list of fastest-growing new businesses in America.

With his years of experience as a successful entrepreneur, it is no surprise then, that when DR Teodoro applied to the Wharton Advanced Management Program (Wharton School of the University of Pennsylvania) in an effort to broaden his professional foundation and strengthen his executive decision-making ability, he was accepted. As if that were not enough, he was also



carefully chosen among hundreds of applicants from around the world to be a part of the Harvard Business School Executive Education, Owner/President Management Program (OPM). The Harvard Business School OPM Program is available only to presidents and business owners who are actively involved in running their respective businesses, with minimum annual sales of 7 million; once accepted, participants will attend three sessions over three years. The Harvard Business School and Wharton School rank 1st and 3rd respectively among the top business schools in the nation.

As further proof of his entrepreneurial and leadership acumen, D.R. Teodoro received the 2007 Chancery Leadership Award and Most Outstanding Chapter President from University of the Philippines Alpha Phi Beta Chancery. He was inducted into the Chicago Filipino American Hall of Fame Class of 2007 for Humanitarian Leadership, receiving the Humanitarian-National Award. He has also been awarded several distinctions including: Business Man of the Year 2005, Business Advisory Council, State of New York; Business Achievement Award 2004, Pan-American Concerned Citizen Action League, Inc., New Jersey; and Certificate of Recognition 2004, Asian Pacific American Heritage, New Jersey.

Despite all the outward

manifestations of success, DR Teodoro knows that he would not be where he is without God's favor. As a testament to God's faithfulness, DR Teodoro established Foundation for God's Glory in 2005, a not-for-profit social service organization with three programs running in the Philippines: scholarship, hunger alleviation and disaster relief. Since its initial launch in the Philippines, FGG has assisted families struck by various disasters, fed 80 children daily in four economically-distressed urban communities in Manila, served 243 persons in three medical missions, and sponsored 118 scholars for a one-year training course for pastors, evangelists and church planters. In the US, FGG donated financial support to aid the people affected by Hurricane Katrina, fed 60 South American indigent migrants in New Jersey, regularly sends volunteers to help feed the homeless in New York City, and sends monthly financial support to 17 US-based Christian ministries. In April 2008, DR traveled to the Philippines to give the commencement address at the graduation of 53 FGG scholars this year.

When asked by Entrepreneur Magazine what success means to him, D.R. responded, "Success is when we have found ourselves in the center of God's will, doing exactly what we're meant to do." Indeed it seems D.R. Teodoro has found his calling.

So you think you can travel

By Pamela Tanjuatco

Are you thinking about taking on a travel assignment? Do you want to strengthen your nursing skills? Would you like to augment your income for the year? Or do you just want to explore a new and exciting city without burning a hole in your pocket? If you are entertaining any of these thoughts, then you just might be ready to embark on a unique and fulfilling adventure. You just might be ripe for the picking to become a healthcare traveler. If indeed you are dabbling with the idea of becoming one then you've come to the right place. Through this article, we at JUNO Healthcare hope to answer your questions and concerns about starting a career in healthcare travel.

The healthcare travel industry was born out of a serious nurse shortage about 2 decades ago. Nurses would temporarily relocate to cities that needed their skills and expertise. Today, Licensed Practical Nurses (LPN) and other allied healthcare professionals also partake in these travel assignments. The current shortage of healthcare professionals, particularly nurses, is what enables this industry to thrive. As a result, the Professional Association of Nurse Travelers estimates that there are 25,000 travel nurses employed today and 400 staffing agencies that deploy these nurses all over the United States.

Many nurses are embracing travel nursing as a part of their lifestyle by using their vacation leaves from their primary employment to embark on travel assignments. Other nurses even make a career out of travel nursing by booking assignments all throughout the year. Travel assignments allow you to hit two birds with one stone: the ability to travel to new places and earn great money at the same time. As a travel nurse, you usually earn more than per diem or permanent staff nurses because your salary package includes allowances to cover living expenses while on assignment. Most salary packages include free airfare, housing and insurance. Other packages offer sign-on or completion bonuses as an incentive. "You can say that travel nurses earn more...plus I get to travel to different states," Rose Gorospe, a travel nurse for 13 years who did several travel assignments for JUNO, happily declares. Travel nurses are also at an advantage as far as updating skills are concerned.



Travel assignments expose you to new technology and the development of new skills when visiting different hospitals. In fact, you have it good as a travel nurse because while you are exposed to the learning environment of a hospital, you don't have to bother with the hospital politics and intrigues that the permanent staff deal with. "I don't like negative talk and I don't like hospital politics...I like travel assignments because I don't have to deal with all that," Rose shares.

With all the benefits that come with being a travel nurse, there are also some trade-offs. The single, obvious trade off is that as a travel nurse, you are away from home for longer periods of time. This means that you are immersed in an assignment away from the comforts of your home. Traveling to a new destination, whether as a nurse or tourist, always involves an adjustment to the new environment and for some, a fear of the unknown. This may cause temporary anxiety and stress especially to first time travel nurses like you. However, if you do ample research to anticipate what to expect, the fear of the unknown may be managed better. Furthermore, just like any other person breaking out of their comfort zone, these adjustments can be managed with minimum stress if the travel nurse has the flexibility to bend with unforeseen events.

To begin, there are certain requirements necessary for a traveler. The most basic qualifications include a current license, at least one year of recent

Make sure that you choose an agency that goes beyond just booking you an assignment. You need an agency that listens. You need an agency that can customize a work package that's right for you. We at Juno Healthcare Staffing understand that your needs are unique. So we listen to your needs and tailor the assignment according your specifications. Tell us what's important to you and we'll take care of the rest because at Juno, we always put you first.

clinical experience and references. These are the first set of documents staffing agencies will ask for. It's important to make sure that you have, or will have, the appropriate license by the time you start your assignment. Furthermore, your clinical experience is crucial. Your skills must be updated and you must be confident that you can do an exceptional

Continued on page 10

Most common concerns about traveling

By Pamela Tanjuatco

So you've decided to take that leap of faith and break the monotony of working in the same hospital shift after shift. You've weighed the pros and cons, you've spoken to your reliable JUNO Healthcare recruiter and you've chosen an exotic destination to live in for the next 13 weeks. Heck you're even taking your yappy Chihuahua, Rambo, along for the ride! In short, you've chosen to take on a travel assignment. And yet, in spite of the scores of information provided by your JUNO recruiter or the reassurances given by your colleagues who are more seasoned travelers, you still have your reservations about doing a travel assignment. Well fret not, because this article was written to quell your fears and banish any doubts you may have about travel nursing. We've taken the time to compile the most common questions and answers aired to us by first-time travelers, and now we're sharing it with you.

Question: I am in my late 40's. Can I still qualify for a travel assignment?

Yes. In this case, age is really just a number because hospitals are only interested in how well you can do the job and how easily you can work with its staff. This shouldn't be a concern, especially since there are thousands of travelers who are way past their 20's and 30's and married with kids, that still take 13 to 26 week-assignments. In fact, age may even be an advantage for you. You will be seen by your colleagues as a mature individual with years of professional experience and a gamut of well-developed life skills tucked under your belt. Scores of travelers fall within the retiring age range; they take travel assignments as an opportunity to visit places they've never been to during their career.

Question: Can I really be provided with free private housing while on assignment?

Absolutely! While many of our travelers don't mind shared housing because it gives them the opportunity to meet new people and make new friends, you can be given free private housing if you specify that as a preference when

you talk to your recruiter. Pet deposits, cable TV subscriptions or cell phone bills are considered extra expenses which you will have to pay on your own. Sit down with your recruiter to determine which items are included in your package, and which items are considered extra expenses.

Question: Can I request a transfer of accommodation if I am not comfortable with the current one?

The first thing you need to do if you find yourself in a situation like this is to contact your recruiter and inform him/her of your concerns about your housing arrangement. If your concern is deemed legitimate, then your representative should find you another place to stay. Keep in mind that situations like this could be avoided by clearly communicating to your recruiter your living arrangement preferences before the assignment.

Question: Will hospitals ask me to use equipment that I am unfamiliar with?

When you start a new assignment, the hospital is already aware of your skills and your capabilities. They know this because along with your credentials, you submitted a skills checklist which they reviewed and evaluated very carefully. They also clearly specified the qualifications that they require from their healthcare professionals. You were accepted for the assignment because the hospital determined that you have met all the requirements. Furthermore, your recruiter will not submit your credentials to any hospital if it was determined that you did not have the skills and experience for the job. Your recruiter would not put you in a situation that would risk the safety of a patient or would risk you the loss of your license.

Question: How should I handle unfriendly and unsupportive permanent staff?

Since healthcare travel is a more established industry today than it was in the 80's or 90's, permanent staff have become more accommodating towards travel nurses. This is so because they appreciate the work that you will do, which in turn, will ease their work load. If, in the slim chance, you do encounter an unsupportive colleague, remember that you are there to do your job. Focus

on your work and show your colleagues that you can adjust to any environment thrown at you, and you may just earn their respect for your determination and professionalism.

Question: Will it be difficult to return to a permanent job after doing a travel assignment?

No. In fact, you should be more marketable after a travel assignment. As a traveler, your resume will look even better because of the new knowledge and skills that you acquired while on assignment. Potential employers will consider you a well-rounded professional who can teach the other permanent staff the new skills and techniques you learned while away.

Question: Am I bound to the staffing agency who gave me the travel assignment once my work is done?

Your obligations to the staffing agency end when you've completed your assignment and complied with all the conditions stipulated in the agreement. If you feel that your relationship with the agency recruiter is beneficial to you, then you might want to take on another travel assignment with them. Many healthcare professionals opt to stay with the same agency because of the familiarity and comfort of interacting with the same recruiter. Others stay on to accumulate loyalty rewards which many agencies offer to travelers as a financial incentive.

Hopefully some of the questions you had about travel nursing were answered in this article. We at JUNO want to ensure that you are well-equipped physically, emotionally and mentally before you embark on your custom-made adventure. If you have any questions or concerns about your upcoming travel assignment, call your JUNO recruiter today to make sure you begin your assignment with peace of mind. Even if your concerns or questions arise while on assignment, feel free to call your JUNO recruiter; we see to it that we are by your side during every step of your travel assignment, and not just during the planning stages of your trip. Whether it is to air a concern, ask a question or even just to give a shout out to let us know you're having a blast, we will definitely be there 24/7.

License to travel

By Pamela Tanjuatco

Once you've decided the destination of your travel assignment the next major task would be to obtain a license to work in the state you've chosen. The process of applying for a license would vary from state to state. The application time would vary as well. Some states require you to take additional tests while others ask for reference letters from past employers. Some states need longer processing times while others do not. It all depends on the policies laid out by the individual state boards and the number of applicants. Your chosen specialty also determines the process of applying for a new license. Specialty licenses would most probably ask for additional requirements. Therefore, it is important to thoroughly do your homework before diving head first into a travel assignment. This article will provide you with valuable information that could be helpful to you when applying for additional licensure.

Nurse Licensure Compact

The Nurse Licensure Compact is an agreement of member states that allow nurses licensed and residing in a compact state to provide nursing care in another compact state without obtaining an additional license. This gives compact state nurses the flexibility of accepting assignments in other compact states. This works just like a driver's license where you are granted a driver's license in the state you reside in and is valid in other states. So far, the states that have taken part in this compact are Arizona, Arkansas, Delaware, Idaho, Iowa, Maine, Maryland, Mississippi, Nebraska, New Mexico, North Carolina, North Dakota, South Dakota, Tennessee, Texas, Virginia and Wisconsin. This compact only applies to Licensed Practical Nurses (LPN) and registered Nurses (RN). There is no compact for allied healthcare professionals. It is your responsibility to comply with the rules and regulations of the state in which you will be doing your travel assignment.

Reciprocity and Temporary Licensure

Reciprocity refers to the granting of a license without examination by a state



to an RN or an LPN who has already been granted a license from another state. If you are already licensed and reside in one state, you can apply for reciprocity in another state you intend to work in. Several states issue temporary short-term licenses valid for a few months while your application for reciprocity is pending. This will allow you to jump into your assignment sooner. Contact the Board of Nursing of the state you are interested in.

You should also be diligent enough to keep yourself updated with new developments in this state's Board of Nursing.

Management of Licenses and Records

In the process of applying for additional licensure, you will be building up a considerable amount of documentation. It is important that you organize, file and store these documents properly as you may need them from time to time. On your next travel assignment, you may be asked to submit copies of these documents as part of the requirements of the assignment. It is also important

to make copies of all these documents. While traveling, you might want to entrust a set of copies of these documents to a relative, with your recruiter or with anyone who can easily send them to you should the originals get lost. You may also want to bring a set of copies with you on your assignment and keep them with your other travel documents like your passport, your job assignment contract and your ticket. So in the event that you are asked to produce documentation by the hospital you can easily hand them over.

The process of obtaining additional licensure may be confusing in the beginning. However, if you have done your research in finding the most efficient way to apply for a license and you are thorough in providing all the necessary requirements for the application, you might just breeze easily through what many perceive to be a daunting and tedious process. Keep in mind that as you take on more travel assignments, the pre-work needed to obtain a new license becomes easier and, at times, non-existent.

Benefits of travel nursing to healthcare facilities

By Theresa Pe

Travel nursing imparts nothing but opportunity to those interested. Benefiting both the medical profession and the people profession, travel nursing can bring unlimited accolades and perks. A spokeswoman for a major state health association said once, "Hospitals have mixed feelings about the travel-nursing industry but still, they pay those vacant jobs with travelers." Nationwide, travelers staff 1% of nursing jobs, literally covering 15,000 to 20,000 travelers work in U.S. hospitals on a daily basis.

Health facilities across the country are rushing to find qualified nurses to cover for missing staff, making travel nurses a hot commodity. Because of this, versatility in being able to relocate makes the travel nurses higher in demand and more useful to cover all healthcare facilities' needs.

Hospitals like to hire travel nurses and other travel health professionals for a variety of reasons. Travel nurses can bring a variety of experience and knowledge from which hospital can benefit. Oftentimes, a travel nurse can act as a mentor for other nurses that have just completed their training and are uncomfortable or less confident with their new professional status. Healthcare facilities that have just opened will often hire the services of a travel nurse until they are up and running smoothly. Eventually, the new and inexperienced staff will be able to benefit from the travel nurse's previous work experience. Since hospitals can hire these experienced travel nurses, they can save on their resources that would have otherwise been spent for orientations of new nurses or extending matching employee benefits.

These current efforts from hospitals and hospital systems have been huge and tremendous. Administrators and Nursing Managers are working hard on recruitment activities and concurrently ardently focus their attention on retention programs for their current nursing staff. The reality is that a large number of nurses' transition from direct patient care nursing into education, management, quality review, and research positions before they reach their ten-year anniversary as a nurse. The result is that most hospitals have a 20 to 30 percent vacancy rate in their nursing staff positions, and must look to several solutions to fulfill this



growing need. These solutions include the placement of temporary nurses who may work on a short-term assignment basis, from daily to quarterly to a more "semi-permanent" placement of nurses where the assignment may be one year or greater. The short-term assignment solution can provide great flexibility for hospitals in terms of determining the correct number of nurses, specialties required for each shift and financial flexibility for budgeting purposes.

The nursing crisis has created tremendous opportunities in travel nurse employment. In October 1999, California Governor Gray Davis signed a law to enforce the California State Department of Health Services to adopt regulations establishing minimum, specific and numerical licensed nurse-to-patient ratios for all hospitals by Jan 1, 2002. Since then many states have followed this model. This trend left many hospitals in a difficult and stressful situation. So to ease the problem, they have turned to the help of both nurse staffing agencies and travel nurses. Travel nurses can be used to adjusted nurse-to-patient ratio in a specific period of year, or supplement staff when nurses are undergoing new education or training. A majority of healthcare facilities nationwide are using agencies or traveling nurses to fill vacancies. At present, travel nurse employment accounted for a big percentage, an approximate of 20% in the nurse staffing market. The number of nursing positions that remain unfilled in U.S. hospitals ranges from 150,000

to 200,000 right now. That number is projected to grow rapidly to a range of 800,000 to one million unfilled positions by the year 2020.

America is really in the midst of a nursing shortage that is expected to get worse as baby boomers age and the need for health care increases. The fact that nursing schools and universities across the country are having difficulty maintaining enrollment levels that remain insufficient to meet the projected demand for nursing care, constitutes a factor in further complicating the nursing shortage problem. The number of applicants to nursing schools in the United States is actually rising. The basic problem is the lack of professors to train these applicants and the lack of facilities to provide proper instruction. Last year there were over 155,000 applications from qualified individuals that schools rejected due to lack of teaching and facility resources. The nursing shortage is also impacted by the fact that the average age of a working nurse in the U.S. is between 45 to 48.

It is common knowledge that there is a nursing shortage and this is viewed as a serious issue. A study revealed that 75% of Americans think that the nursing shortage is genuine and a very valuable health care concern. The general view is that the nursing shortage will have a harmful effect on health care services. Despite the nursing shortage, most Americans are confident those nurses' opinions on medical issues are highly

Continued on page 10

Center for Continuing Education

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Continuum Health Partners is the umbrella organization for 5 top ranked NYC hospitals, Beth Israel Medical Center, St. Luke's Hospital, Roosevelt Hospital, Long Island College Hospital and the New York Eye and Ear Infirmary.

It also supports 2 nursing schools, Beth Israel's Phillips School of Nursing and The Long Island College Hospital School of Nursing; the Doc's Medical Groups and the Center for Health and Healing.

The hospitals are full-service teaching centers for medical schools and the two nursing schools. In conjunction with our philosophy as a teaching and research institution, Continuing Education for our nurses and other health care professionals is a top priority.

The Center for Continuing Education is an approved provider by the NYSNA for RN contact hours. Traditional and complementary programs are offered to meet the educational needs of nurses at the bedside and in leadership roles. In partnership with the Beatrice Renfield Center for Nurses, continuing education opportunities range from the clinical to the alternative, from caring for others to self-care and protection.

Some of the sample courses they offer are:

A Nursing Challenge

Strategies for Managing Difficult Patients and Colleagues This full day workshop will provide you with the intervention and coping strategies to provide effective response to problem behaviors.

Dates: Not scheduled yet.

Acute Stroke

Recognition, Treatment, Nursing Care and Rehabilitation Stroke, also



known as cerebral vascular accident, is the third most common cause of death in the US. The purpose of this program is to discuss etiology, recognition and up-dated treatment modalities for acute stroke.

Dates: Not scheduled yet.

AIDS in the 21st Century

Care and treatment of AIDS and HIV has changed dramatically with increased hope for a longer and more productive life. This NYSNA contact hour approved workshop will provide information about the newest medication protocols and the latest research in monitoring, compliance and care.

Date: Not scheduled yet.

Asian Health Secrets Workshop

Acupuncturist and herbalist Letha Hadady brings the ancient knowledge of Chinese, Indian and Tibetan herbal medicine to this exciting workshop.

Dates: Not scheduled yet.

AWHONN Fetal Heart Monitoring Workshop

Topics include: antepartum testing, maternal-fetal physiology, terminology used in EFM, use of monitoring instrumentation, practice, and documentation.

Dates: Not scheduled yet.

Feel free to browse the site and register for courses. We encourage your feedback and requests. For more information, visit website at <http://www.nurse-education.org>.

So you think you can travel

Continued from page 5

job with your current skills because in most cases, you will be thrown into the job with little or no training at all. "We want to make sure that our travel nurses are quick learners and sure-footed. The facilities take on these nurses under the assumption that they already know what they are doing, so we want to make sure that is the case," says Charmaine Teodoro, SVP of JUNO Healthcare.

Along with these requirements, there are important characteristics you must possess to ensure success in your assignment. The first is to have an open mind. You are embarking on a new journey and at this point, your imagination should be running wild with all the speculations it is creating from not knowing what to expect. The only feasible way to calm your mind is to keep it open. Give yourself a mental pep-talk and prepare to embrace the situations that you anticipate to find yourself in. By opening your mind, you've conditioned it to absorb and learn new things. The things you learn while on assignment will be useful for your future assignments. Another important characteristic is to be flexible. By swaying gracefully with the sometimes conflicting demands of

hospital work, you will most likely meet those demands and open yourself up to new opportunities. The necessity of being confident as well as adaptable is so important if you want to work in this industry," says Charmaine Teodoro, SVP of JUNO Healthcare. Of course it goes without saying that your people skills must be exceptional. You will meet and interact with a diverse set of personalities in a hospital environment. You will need to work closely with many of these personalities whose interest in getting the job done might not be consistent with yours. This is where your extraordinary people skills will work for you, because you will need to find a way to get the job done by working together without causing any animosity with hospital personnel. Rose confirms the importance of having exceptional people skills, "You need to have a strong personality and you should learn how to go with the flow," she advises.

As a visiting healthcare professional in a hospital, you might feel like the odd one out. You will probably feel the need to make a concerted effort to blend in with the hospital's permanent staff. However, some of the staff may be unsupportive and unaccommodating. Take this as an opportunity to display your resilience. If you show that you are eager to do your job

and are willing to learn along the way, this will most likely earn the respect of your colleagues because it demonstrates your willingness to surmount the challenges, whatever they may be. If you show a sincere effort to get involved, you are likely to win the trust of your colleagues, and then they will be more likely to treat you as one of their own. "I go out of my way to fit in," Rose says, "I also stay away from intrigues and hospital politics. That's how I get the other nurses there to like me," she adds.

Just like any profession, travel nursing has its pros and cons. But if your adventurous spirit is making you restless and you feel that you have the personality to take on the challenges brought on by a travel assignment, then go on and give it a shot!

One last note: Make sure that you choose an agency that will go beyond just booking you an assignment. You need an agency that listens, and one that will be able to customize a work package that's right for you. We at JUNO Healthcare Staffing understand that your needs are unique, so we listen to your needs and tailor the assignment according to your specifications. Tell us what's important to you and we'll take care of the rest, because at JUNO, we always put you first.

Benefits of travel nursing to healthcare facilities

Continued from page 8

credible and that the nursing profession is generally respected and admired. Because of the nursing shortage there are many more nursing positions available than can be filled and the fact remains that average nurse salaries match up quite well with other professions.

A lot of potential solutions like travel nursing are being developed to address the current nursing shortage. Travel nursing was created to tackle deficits in staffing on states that experienced dramatic swings in seasonal population. Now, being a travel nurse is regarded as operating in a specialized nursing category and has become a crucial factor in potential solutions to the worsening nursing shortage.

Summarily, for long-term problems, solving the nursing shortage will require focus and concentration on

several issues. First, the increase and improvement of teaching and facility capacity in U.S. nursing schools is critical. Next, providing job enhancement programs for current patient care nurses, re-defining the nursing role in inpatient and outpatient care, identifying the resources nurses require, and implementing these changes that will result in higher nurse retention rates. Finally, an increased understanding and enhanced partnership between hospitals and staffing solution companies for international, travel, and per diem nurse assignments which will eventually intensify patient care quality, improve and develop efficient strategies, and impart qualified staffing for the U.S. healthcare system.

I applaud anyone with the drive and courage to take this honorable position of being a nurse. A great deal of respect must be given to these nurses who often receive no praise for their hard work and dedication day in and day out in the healthcare facilities. I know this

for a fact because my mother is one and frequently, all that's been greatly done has always been left unnoticed. Nurses are the eyes and ears of all healthcare facilities, because they see and attend to patient care and at the same time, act as the voice of the patients and families whose concerns are always of the utmost attention. These nurses are what keep the hospitals and other healthcare facilities running like a solid machine.

For now though, travel nurses legally call the shots. An acquaintance who is a 10-year experienced ICU nurse, lives in Texas with his nurse wife who works locally and 2 children, has worked in Kansas, Colorado and Utah several times. In his recent assignment in Colorado, he was housed at a hotel but later requested to be moved in a furnished cabin, and was able to move in the soonest possible time. He works seven (7) days then travels back home for seven (7) days and said to me, "I travel, make twice as much and work half the time...it's a beautiful life."

FGG graduates 53 scholars

By Valjun Apuzen

DR Teodoro, JUNO Healthcare President and Foundation for God's Glory Executive Director, was in the Philippines last April to speak in two commencement ceremonies publicly acknowledging the graduation of fifty-three scholars who completed FGG's one-year course on Evangelism, Discipleship and Church Planting.

The commencement service of the Metro Manila scholars on April 12, 2008 was held at the Riverside Full Gospel Church in San Pedro, Laguna. Twenty scholars completed the course taught by the following teachers, namely, Rev. Teddy Quirante of Kerusso Community Church, Ptr. Jun Carlo Madridano of Payatas International Baptist Church, Ptr. William Acedo and Ptr. Orlan Soncuan of Riverside Full Gospel Church.

Thirty-three FGG scholars graduated in Northern Luzon during ceremonies held on April 15 at the



Capital City Chapel in Baguio City. These scholars were taught by the following teachers: Rev. Bishop John Coral, Rev. June Evasco, Rev. William Solomon, Ptr. Silver Hombrebueno, Ptr. George Kindipan, Ptr. Eduardo Kindipan and Ptr. Albert Taca.

It was with pride and pleasure that DR Teodoro extended his warmest and sincerest congratulations to the

class of 2008. In his address to the graduates, DR Teodoro emphasized that success in life depends upon a person's complete trust in God. It is through patience, industry, confidence and initiative that one can conquer the struggles in life. So he encouraged the graduates to continue serving God in the place where they are rightfully called.

News feature: JUNO Healthcare President to Attend Harvard Business School

We would like to congratulate our President, D.R. Teodoro, on his acceptance into the Harvard Business School Executive Education, Owner/President Management Program (OPM). Harvard Business School (HBS) was founded in 1908 and became renown for creating the first MBA program in the world. It currently ranks as the #1 business school in the nation, according to U.S. News and World Report. Harvard University, the mother college of HBS, was founded in 1636 and is the oldest institution of higher learning in the U.S. In attending Harvard, D.R. Teodoro will be joining the ranks of some of the most prestigious and influential figures in history, a list which includes seven past presidents of the United States, and more than 40



Nobel laureates.

The Harvard Business School OPM Program is available to executives and business owners who are actively involved in running their respective businesses, with minimum annual sales of 5 million. Participants in the program come from countries all around the world and are subject to a highly selective admissions process. Once accepted, participants will attend three sessions over three years, at the end of which, the participants are expected

to come away with "fresh insights, proven techniques, and tools to help chart and navigate the future course for the company's ongoing success" (cite online source: <http://www.exed.hbs.edu/programs/opm/objectives.html>).

D.R. Teodoro's acceptance into Harvard Business School follows shortly after his induction into the Chicago Filipino American Hall of Fame last November 2007. Each year, only 20 Filipino Americans across the nation are granted this prestigious honor. The 14th annual induction ceremony took place on November 3rd at the Hyatt Regency in Chicago, and was headed by Veronica Leyton of Chicago Philippine Reports and Via Times. D.R. Teodoro was inducted for Humanitarian Leadership, along with other prominent inductees such as Amb. Willy C. Gaa, Philippine ambassador to Washington D.C., inducted for Public Service, Diosdado P. Banatao for Entrepreneurial Leadership, and Rev. Noah R. Panlilio, OSL, for Community Service.

It is never too late to start exercising



By Dr. Andrew Maciak

Research points out that it's never too late to start a fitness program. Older people can recapture a high degree of physical fitness—even after years of inactivity – and actually reverse some of the deterioration that usually comes with aging. Regular, vigorous exercises can help prevent such conditions as high blood pressure, osteoporosis, heart disease, diabetes, and loss of muscle tissues.

One of the most astounding facts is that people who exercise are physiologically 10 to 20 years younger than their sedentary counterparts. “A person of eighty who exercises regularly will have the strength, flexibility and aerobic condition of a sixty-year-old”, says Roy Sheppard, Ph.D., M.D.,



formerly director of physical and health education and currently professor emeritus at the University of Toronto.

“No matter how old you are, if you use a fairly vigorous training program, improvements (in levels of fitness) are as good as or better than those of younger people”, says William Evans, Ph.D., an exercise physiologist and director of

the Noll Physiological Research Center at the University of Pennsylvania.

Of course, you should check with your physician before beginning any fitness program, regardless of your age. But if you're cleared for exercises, you'll join an increasing number of people in their 50s and 60s (and even older) donning shorts and athletic shoes.

Attention: Foreign Educated Nurses

Subject: Schedule A workers (Registered Nurses and Physical Therapists) legislation introduced in Congress

Legislation (H.R. 5924) was introduced in the US House of Representatives to address retrogression for Schedule A workers (Registered Nurses and Physical Therapists). The Bill has not yet been published, so all the details are not confirmed. From what the AAFEN has learned, the legislation seeks to lift the cap on annual visas for Schedule A occupations. This will be in effect for all I-140s filed prior to September 30, 2011.

There will also be a mandate that the USCIS review all Schedule A I-140s within 30 days of receipt. More details will become available when the text of the legislation is published.

Remember, there is also legislation pending in both the US House of Representatives and Senate that seeks to recapture unused visas from previous years.

American Association of Foreign Educated Nurses

www.aafen.org

JUNO CONNECTION will keep you posted with updates on this issue.

Welcome to JUNO Healthcare

Ajirotutu, K.	Plaisime, R.	Templonuevo, D.
Chuke, I.	Soto, N.	Moran, C.

Nurse quote of the month:

*“Bound by paperwork,
short on hands, and energy...
nurses are rarely short on caring”*

Sharon Hudacek, “A Daybook for Nurses”

REQUIREMENTS CHECKLIST FOR RN & PT APPLICANTS

- Updated resume
- Diploma from your country of origin
- Transcript of records
- Birth certificate, yours and dependents’ marriage certificate (if applicable)
- 3 copies of 2 x 2 ID pictures
- Board certificate and board license (PRC ID)
- Passport / US visa (if applicable)
- TOEFL / IBT or TSE / IELTS results
- Employment and training certificates
- NCLEX result or CFGNS certificate for RNs or NPTE result for PTs

Happy Birthday! April celebrants



2 Danton K.	7 Paz R. Irma B.	18 Maria Nena M.	23 Felicidad B.
3 Kathy R.	9 Maria C. Indramani P.	19 Anna Kathrina N.	24 Esther A.
5 Irene Q.	15 Darling P.R. Florabel M. Edwin C.	20 Joselito L. Rechelde Y.	27 Nadia D.
6 Julie L. Yvrose B.	17 Shirley C.	21 Dalilah A.	30 Alejandra G.
		22 Czarina C.	

NCLEX quiz for RNs

Sample NCLEX practice exam

1. A nurse is reviewing a patient's medication during shift change. Which of the following medication would be contraindicated if the patient were pregnant? Note: More than one answer may be correct.

- A: Coumadin
- B: Finasteride
- C: Celebrex
- D: Catapres
- E: Habitrol
- F: Clofazimine

2. A nurse is reviewing a patient's PMH. The history indicates photosensitive reactions to medications. Which of the following drugs has not been associated with photosensitive reactions? Note: More than one answer may be correct.

- A: Cipro
- B: Sulfonamide

- C: Noroxin
- D: Bactrim
- E: Accutane
- F: Nitrofur

3. A patient tells you that her urine is starting to look discolored. If you believe this change is due to medication, which of the following patient's medication does not cause urine discoloration?

- A: Sulfasalazine
- B: Levodopa
- C: Phenolphthalein
- D: Aspirin

4. You are responsible for reviewing the nursing unit's refrigerator. If you found the following drug in the refrigerator it should be removed from the refrigerator's contents?

- A: Corgard
- B: Humulin (injection)

- C: Urokinase
- D: Epogen (injection)

5. A 34 year old female has recently been diagnosed with an autoimmune disease. She has also recently discovered that she is pregnant. Which of the following is the only immunoglobulin that will provide protection to the fetus in the womb?

- A: IgA
- B: IgD
- C: IgE
- D: IgG

ANSWERS

- 1. A & B
- 2. F
- 3. D
- 4. A
- 5. D

JUNO Wordfind

1. Amnesia

Pathologic loss of memory; a phenomenon in which an area of experience becomes inaccessible to conscious recall. The loss in memory may be organic, emotional, dissociative, or of mixed origin, and may be permanent or limited to a sharply circumscribed period of time

2. Burnout

A stress reaction developing in persons working in an area of unrelenting occupational demands. Symptoms include impaired work performance, fatigue, insomnia, depression, increased susceptibility to physical illness, and reliance on alcohol or other drugs of abuse for temporary relief.

3. Catatonia

Immobility with muscular rigidity or inflexibility and at times excitability.

4. Delusion

A false belief based on an incorrect inference about external reality and firmly sustained despite clear evidence to the contrary. The belief is not part of a cultural tradition such as an article of religious faith.

5. Empathy

Insightful awareness, including the

A	C	E	M	U	C	Y	A	O	U	C	S	E
Y	O	U	R	P	H	O	B	I	A	S	C	A
E	N	V	I	T	E	D	R	U	F	G	H	I
X	Z	S	A	C	A	T	A	T	O	N	I	A
O	M	P	H	I	M	E	S	I	L	E	Z	O
D	M	B	U	R	N	O	U	T	S	H	O	R
E	X	O	U	R	E	T	A	C	E	B	P	T
L	F	F	L	A	S	H	B	A	C	K	H	A
U	C	L	H	I	I	X	U	R	S	T	R	W
S	D	E	A	Z	A	I	N	A	M	X	E	Y
I	G	J	K	Y	H	T	A	P	M	E	N	I
O	A	C	E	I	O	U	L	F	W	O	I	F
N	O	I	T	A	N	I	C	U	L	L	A	H

meaning and significance of the feelings, emotions, and behavior of another person. Contrast with sympathy.

6. Flashback

Hallucinogen persisting perception disorder or posthallucinogen perception disorder; reexperiencing, after ceasing the use of a hallucinogen, one or more of the perceptual symptoms that had been part of the hallucinogen experience while using the drug.

7. Hallucination

A sensory perception in the absence of an actual external stimulus; to be distinguished from an illusion, which is

a misperception or misinterpretation of an external stimulus.

8. Mania

Bipolar disorder; a mood disorder characterized by excessive elation, inflated self-esteem and grandiosity, hyperactivity, agitation, and accelerated thinking and speaking. Flight of ideas may be present. A manic syndrome may also occur in organic mental disorder.

9. Phobia

Fear cued by the presence or anticipation of a specific object or situation, exposure to which almost invariably provokes an immediate anxiety response or panic attack even though the subject recognizes that the fear is excessive or unreasonable. The phobic stimulus is avoided or endured with marked distress. In earlier psychoanalytic literature, phobia was called anxiety hysteria.

10. Schizophrenia

A group of idiopathic psychotic disorders characterized by both positive and negative symptoms associated with disturbance in one or more major areas of functioning such as work, academic development or achievement, interpersonal relations, and self-care.



Nursing humor

Does childbirth hurt?

A woman goes to her doctor who verifies that she is pregnant. This is her first pregnancy. The doctor asks her if she has any questions. She replies,

“Well, I’m a little worried about the pain. How much will childbirth hurt?”

The doctor answered, “Well, that varies from woman to woman and pregnancy to pregnancy and besides, it’s difficult to describe pain.”

“I know, but can’t you give me some idea?,” she asks.

“Grab your upper lip and pull it out a little...”

“Like this?”

“A little more...”

“Like this?”

“No. A little more...”

“Like this?”

“Yes. Does that hurt?”

“A little bit.”

“Now stretch it over your head!”

Just a slight adjustment

The patient shook his doctor’s hand in gratitude and said, “Since we are the best of friends, I would not want to insult you by offering payment. But I would like for you to know that I mentioned you in my will.”

“That is very kind of you,” said the doctor emotionally, and then added, “Can I see that prescription I just gave you? I’d like to make a little change...”

Pinoy humor

Sa Classroom

Teacher: Class, give me a color that starts with letter M.

Pupil: Ma’am, maroon!

Teacher: Anybody else?

Ngongo: mrown, mink, mlue, mlack, miolet, mreen..

Teacher: Mely good.. Malakmakan!!

...

You Harden There!

There was this Pinay named Maria who was born and raised in Olongapo City. She met her husband, John while he was stationed at Subic Bay Naval Base.

Maria doesn’t have an excellent command of the English language, but she and John manage to communicate.

One day, Maria decided to cook a big dinner for John, so she called John up at work and told him to come home straight from work.

John and his co-workers had been working long hours trying to finish up a project their admiral had assigned weeks ago, so they were excited to finally finish it. They decided to go to the ship’s chow hall to celebrate.

When John came home around midnight, he realized he forgot about the dinner that Maria had made for him. As Maria came out of the kitchen, John began to explain.

John: “Honey, I’m really sorry. The

guys decided to celebrate a little bit, so we ended up eating at the ship.”

Maria: “ Ah, like that, ha? I cook the house for you, you eat the ship! ”

John: “Honey, I’m really sorry.”

Maria: “ Ahh! Don’t sorry to me! From now, you do your do, I do my do! You harden there! ”

(Maria’s Tagalog translation)

Ah, ganon ha? Pinagluto kita dito sa bahay, kumain ka naman sa barko! Mula ngayon, gawin mo ang gusto mong gawin, gagawin ko ang gusto kong gawin! MANIGAS KA DIYAN!

This is Maria’s story. If you didn’t find it as funny, oh well...

YOU HARDEN THERE!

...

Mag-kaaway

Nang minsang nag-away sina bulag at duling.

BULAG:Duling wag kang mag tago sa dilim lumabas ka jan.

DULING:Paano ako lalabas eh dalawa kayo!!!

...

Diamond

Juan: Birthday ng asawa ko.

Pedro: Ano regalo mo?

Juan: Tinanong ko kung ano gusto nya.

Pedro: Ano naman sinabi?

Juan: Kahit ano daw basta may DIAMOND.

Pedro: Ano binigay mo?

Juan: BARAHA!

Nurstoons

by Carl Elbing



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