



New Caregiver Hire: Questions for Consideration

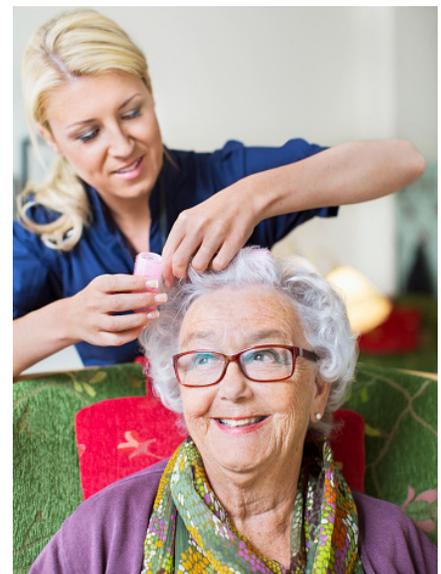
Caregivers for baby boomers and their parents are in hot demand. This sector of domestic employment has had the highest number of new hires for the last three years, and as the population of well-heeled Americans age, this trend will continue.

It is important to note that the Caregiver sector has an astonishing number of unqualified workers applying for jobs and has the steepest turnover rate, thus adversely affecting the entire family and their household.

How can families hire with confidence?

10 Questions to Ask Before Hiring a Caregiver

- 1 How do you qualify a person to offer the best care to your family?
- 2 Do you have a practicum test for day-to-day skills of candidates that will help you be successful in the hiring process?
- 3 What certifications and education are important to the position?
- 4 What questions might you ask to remove undesirables from your hiring process?
- 5 Is lifting 50 or more lbs. a part of the day-to-day responsibilities?
- 6 Will the caregiver be required to drive family to-and-from appointments and wait for the duration of the appointment?
- 7 Is keeping the home clean and tidy, plus doing household laundry, an important part of the well being of your family member? Is it a requirement of the job?
- 8 Are you providing a vehicle and mileage reimbursement? If so, how will you manage reimbursements to the employee?
- 9 Should the caregiver be willing and qualified to monitor and/or distribute medications to the family?
- 10 How will the caregiver pay for incidentals incurred when providing care? Employee credit card? Reimbursement? And how will you manage the day-to-day requests?



For more information about best practices for hiring and staff management, contact Teresa Leigh Household Risk Management at info@teresaleigh.com.