



ELDER IN-HOME CARE: HIRING RISK



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Families struggling to care for the changing needs of their loved ones will find new obstacles to overcome. While many households have employed staff for years, other families may be hiring elder in-home care for the very first time.

Understanding the evolution of employment risk, it is essential for families to be well advised when interviewing, vetting and hiring new staff. A lack of knowledge of the U.S. workforce culture when hiring new or additional staff can increase risk exponentially.

1. Aging-Out Employees

Employees who have worked for many years in domestic service are aging out of the profession and retiring. Those that remain may no longer be able to fulfill their duties and responsibilities due to decreased capacity and/or prior injuries.

2. Work Place Injuries

To avoid workplace injuries, employees must be properly trained. Employees could be seriously injured when called upon to lift their employers or carry heavy objects as part of their job responsibilities. Should an injury occur, an accident report and a worker's compensation claim must be filed.

3. Decreased Number of Viable Employees

Because fewer individuals are choosing to enter the field of domestic service, families hiring in-home care often find it very difficult to hire dependable, well-trained employees. In addition, it is not uncommon for candidates to provide fake and/or fabricated professional and personal references as well as falsified work histories, educational backgrounds, certificates, and degrees.

4. Ineffective Background Checks

Online background checks are an antiquated way of vetting candidates. It is "Hirer beware." Consider the following. The U.S. has more than 3,007 counties, an additional 64 parishes in Louisiana, 16 boroughs in Alaska, and 42 independent cities and the

District of Columbia.

- How many counties does the online background check include?
- Is the data current or out of date?
- Does the online background check provide information on possible mental health issues or concerns regarding the candidate?

5. Uninformed and/or Complacent Employers

Successful individuals tend to overestimate their ability to evaluate candidates and their references. Implementing best practice hiring policies in today's economy will ensure lower risk, thus providing a safe, peaceful home and work environment.

Solution

Engage Teresa Leigh Household Risk Management to lower risk and safely navigate the hiring process.



TERESA LEIGH IS A NATIONALLY RECOGNIZED, AWARD-WINNING EXPERT IN THE FIELD OF HOUSEHOLD AND PROPERTY STAFF FOR UHNW AND HNW CLIENTS.