

Hiring In~Home HELP

A Practical Guide for Seniors and Their Families

Introduction

Most older adults want to stay independent for as long as possible. They aim to remain in control of their lives and live in their homes or apartments among familiar surroundings and friends. Sometimes, to achieve this goal, additional help at home is needed.

Hiring in-home help is a personal process, and each person will approach it differently based on their preferences. With many options available, making decisions can be overwhelming. Should you hire an agency or find someone on your own? How can you ensure all of your needs are met? How can you find someone you can trust? Learning how to answer these and other questions will help you hire a caregiver with confidence. This guide is designed to help you determine the most effective way to find, hire, and supervise in-home caregivers according to your individual needs and preferences.

As you use the guide, you may have questions or need additional information, such as eligibility requirements or a list of home care agencies. This information, as well as referrals for other services, can be obtained by calling Senior Connection at 800-510-2020 or (805) 928-2552.

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Getting Started

First, we recommend that you make a list of your needs. This list may include tasks such as bathing, dressing, feeding, lifting, medicating, shopping, laundry, housework, transportation, companionship, exercise, appointments, games, outings, reading, letter writing, supervision, diapering, pet care, taking out the garbage/trash, yard work, and more. Be sure to list ALL of your needs, no matter how small. Be creative! Remember, you want to maximize the impact of caregiving services on your quality of life.

Once your needs are identified, this list will help you write a job description. The purpose of the job description is to clarify the duties and responsibilities of the caregiver. It doesn't need to be complicated—just specific. List tasks that need to be done and any routines that need to be maintained (e.g., assist with shower, prepare morning meal, take a walk before 10 AM). This job description should be included as part of a contract (a usable example is provided on page 10).

It may also be useful to familiarize yourself with the levels of in-home care.

Homemaker Tasks

- House Cleaning
- Laundry Meal
- Preparation Shopping
- Errands
- Companionship
- Arrange Appointments

Personal Care

- Feeding
- Bathing
- Dressing
- Toilet Assistance
- Grooming
- Getting Around In/out of the Home

Professional Nursing Assists with:

Medications	Wound Care
Diabetes Treatment	Injections IV
Physical Therapy	Therapy
Occupational Therapy	

Each level of care requires different skills and training. You may want to separate tasks in the job description by level of care, as it may be more cost-effective to hire someone for homemaker/personal care tasks to be available for the majority of the time, while having a nurse come in only for a few hours as needed to complete nursing tasks.

Personality and Preferences

It is important to consider what tasks are needed and how you want them to be done. For many people, it is just as important how and when tasks are completed. One of the top complaints people cite when reporting a bad experience with a caregiver is that they didn't like the way the caregiver performed the work. Try to identify any special needs or preferences that a caregiver will need to address. Here are some areas to explore:

- How will they care for a person with severe memory loss?
- How do they handle non-compliance or resistance to assistance?
- How do they handle aggressive or abusive behavior?
- What are my meal preferences? Do I need a special or specific diet?
- Do they have compatible personal interests?
- Do I have any "pet peeves"?
- Can they operate my specialized equipment?
- What kind of personality am I compatible with?

You are not likely to find someone who meets all of your criteria perfectly. Some of your preferences may not make a difference for certain tasks (e.g., someone administering medication might not need to think Ricky Ricardo was a comic genius, or overnight staff needing to be able to cook Italian cuisine). However, there are some preferences that are critical and should be given careful consideration.

Private Agency or Independent Provider?

When choosing who will provide caregiving services, the first decision will be whether to hire an agency or an independent provider. Here are some factors to consider when deciding between these two options.

Advantages

Independent Provider

- Usually charge less per hour
- You have total control over selection of caregiver
- Can negotiate a more flexible work schedule
- More flexibility in what you can ask your caregiver to do

Disadvantages

Independent Provider

- Time, cost, and effort involved in hiring a caregiver
- Client or family must provide all supervision and training
- May involve some additional expenses for insurance hours
- No backup coverage for caregiver absenteeism
- Client or family is responsible for payroll deductions and taxes

Low Income Resources

Most people receiving home care services pay for these services out of their own pocket. However, some individuals may be eligible for financial assistance with their care needs.

Veterans

Qualifying veterans can receive the Aid and Attendance pension. This benefit provides a pension that can be used for purchasing in-home care or assisted living services. For more information, call your local Veterans Services Office.

In-Home Supportive Services Program (IHSS)

The IHSS Program provides in-home assistance, both homemaker and personal care, to low-income elderly, blind, or disabled persons to help them remain safely in their own homes. IHSS recipients are responsible for hiring, supervising, and firing their own caregivers. Persons who receive Medi-Cal and are eligible for or receive Supplemental Security Income (SSI) may qualify for IHSS.

Private Non Profit Agencies

Private non-profits can assist low-income individuals in several ways: through grants for temporary or respite care, sliding scale fees for services, or services provided by volunteers. Services are generally limited and based on available funding. ***For more information about non-profit assistance, call Senior Connection at 800-510-2020 (toll-free) or 805-928-2552.***

Private Agency

- Staff coordinates scheduling of caregivers
- Staff trains and supervises caregiver
- Screens caregivers and may do background checks
- Can offer 24/7 customer service and backup staff
- May carry liability insurance and fidelity bonding
- Employer of caregiver (has tax & legal responsibilities)

Private Agency

- Higher cost
- Selection of caregiver by someone else
- May have restriction on tasks or require a minimum number of hours per visit

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If you decide to hire caregiving services through an agency, be sure to shop around first try to speak with at least three different companies before making a final decision. Hiring a "good" caregiving agency is like finding a "good" roommate-there are many "good" people, but only a few who might be the right fit as a roommate. When speaking with each agency, make sure to ask the same questions so you can compare their responses.

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- Is the initial evaluation free of charge?
- Can you provide the services that I need?
- How long have you been in business?
- What are the qualifications of your caregivers?
- How are caregivers screened and background-checked?
- Are the caregivers employees of the agency or contracted through a registry?
- Does the agency handle all taxes and reporting to the necessary local, state, and federal departments?
- Can you provide me a copy of your liability insurance, business license, and worker compensation?
- How are the caregivers monitored, and how often
- Does a supervisor personally introduce the caregiver to the client?
- Is caregiver coverage guaranteed if my regular caregiver is unavailable?
- What is the cost for services? Are there any additional costs, such as evaluations or monitoring of caregivers?
- What is the payment process? Do you require a deposit?
- If I am not satisfied with a caregiver, will the agency arrange for another one? What is the procedure? How long does it take? Are there any costs?
- If your services are covered by medical insurance, who completes the paperwork?
- May I have a copy of your agency's policies, guidelines, price list, and contract?
- Is someone available 24 hours a day to handle problems?
- What is the process for terminating services? What notice is required?

• Talk to friends about their experiences with specific agencies. Make sure to get information about how the agency performed, not just their experience with individual caregivers. Even if a friend had a good or bad experience with an individual caregiver, remember that you are hiring the agency.

• Hire the company that you are confident will provide the best care possible. Senior Connection maintains a list of caregiving agencies in the area. This list provides initial information that can help you focus on agencies that meet your needs. **Call 800-510-2020 or 805-928-2552 for a copy of the list.**

Hiring an Independent Provider

Understanding Your Financial and Legal Responsibilities

• In most cases, an independent caregiver is considered by the government to be an employee of the person or persons paying for the services. Many people mistakenly believe that their caregiver is an independent contractor and expose themselves to penalties, back taxes, and other financial obligations. Check with your tax preparer, attorney, or accountant before assuming that your situation is an exception. As an employer, you have the following responsibilities:

• **I-9 Verification-** Employees who work for you on a regular basis must complete Form I-9, Employment Eligibility Verification. You must verify that the employee is a U.S. citizen or an alien authorized to work in the U.S. Be certain to keep a copy of the completed form for your records. Call the INS at 800-255-7688 to order the INS Handbook for Employers.

• **Workers Compensation Insurance-** You are responsible for Workers' Compensation. Check to see if your home or apartment insurance covers your employee for the time they will be in your home. You may need to purchase additional insurance.

• **Federal Payroll Taxes-** If you pay \$2,700 a year to an employee, you are required to pay social security, Medicare taxes, and provide your employee with a W-2 by January 31st. You may also be responsible for withholding federal income taxes. The Internal Revenue Service (IRS) publishes a guide titled "Publication 926: Household Employer's Tax Guide" to help you understand your responsibilities. Call the IRS at 800-829-3676 to request publications. For federal tax questions, call the IRS at 800-829-1040.

State Payroll Taxes- If you pay more than \$750 per quarter to an employee, you must pay certain California taxes. Contact the State Employment Development Department at 805-788-2697 for more information about California's requirements and their booklet, "Household Employer's Guide (DE8829)", available at https://edd.ca.gov/siteassets/files/pdf_pub_ctr/de8829.pdf.

Note that required forms may change yearly, so you will need to use the most current forms. If handling the paperwork personally is too difficult, ask a trusted friend or family member to assist with these responsibilities. Health problems can make even small details challenging.

If you cannot find someone to help manage these responsibilities, there are a number of private companies that provide payroll services. Contact Senior Connection for a list of those services.

Finding an Independent Caregiver

Referrals

The best place to start looking for a caregiver is by seeking out referrals. Going through sources you trust—such as family, friends, church members, and senior centers—is often the best way to get reliable recommendations. You can also use a caregiver registry service.

Registry Services

Registries are similar to employment agencies; they maintain a list of individuals seeking work as caregivers and may assist in matching them based on skills and needs. They may check the backgrounds and skills of people on their registry. Be sure to inquire about fees and the standards used to determine who can be on their registry before using any of these services. You can obtain information about registry services by contacting Senior Connection.

Advertising

If none of the referral methods proves effective, you could try advertising in the "Help Wanted" sections of your local newspaper, college newspapers, or organizations' newsletters. Your ad should include the hours needed, a brief description of duties, your telephone number, and the best times to call. You might also mention preferences, such as non-smoker or gender, as well as the wage offered.

A Sample Ad Might Read:

Companion for elderly man. Help needed with light housekeeping and personal care, 5 days per week. References and fingerprint screening required. Call 519-3360 between 9 AM and 3 PM. Or send resume to PO BOX xxx

Do not list your home address; Use post office box if possible

Interviewing in Person

We recommend having a family member, trusted friend, or neighbor with you during the interview. This will help you get the most information from the interview. If you are nervous about interviewing, practice what you plan to say with a friend or family member before the actual interview.

- You may ask to see an identification card with a picture of the worker (e.g., driver's license, DMV ID card) for basic safety.
- Take time to get acquainted with them.
- Have the applicants complete the application and review it with them.
- Provide the applicants with your "List of Needs" to read.
- Ask all the questions you need and continue to ask if you have any doubts.
- Remember, you can interview as many applicants as you want and always have the right to change your mind about your choice.
- If you have concerns or doubts about anything the applicants say, write it down and verify it.
- Allow yourself time to compare applicants with your friend or family member before deciding whom to hire.

Possible Interview Questions

These are suggestions for questions that you might ask during your interview.

Personal Information

- Why did you chose to become a caregiver?
- What are your interests?
- What types of work do you enjoy or dislike?
- Have you ever been convicted of a crime? What?Where? When?
- Are you allergic to cats or dogs?

Work Experience

- What kind of work have you done, aside from what is listed on the application?
- In your last caregiving job what were your likes and dislikes?
- How long do you plan to stay in this job?

Qualifications

- Do you have a driver's license and car insurance?
- What kind of training, if any, have you had?
- Do you smoke, drink, or use drugs?

Task Related

- Would you be willing to take me to church, outings, or doctor appointments?
- Would you be willing to work with me on some tasks?
- Would you cook according to my needs or plan menus with me?
- Is there anything on my "list of needs" that you can't or won't do?
- Are you familiar with special diets (e.g., diabetic, low sodium, low cholesterol)?

Working Relationship and Conditions

- Will it bother you to work around my cluttered house?
- Do you have any problem understanding written or oral requests?
- Are there any problems with the days or hours I need you to work?
- Would you be willing to agree to a trial period for training and getting acquainted?
- I can pay \$_____ per hour, is this agreeable to you?
- Would you ever need to bring someone with you? If so, who and why?
- Are you willing to undergo a criminal background check and fingerprinting at my expense?

After the Interview

- Thank them for coming to the interview. Inform the applicants that you have other appointments and will call them once you have made your decision.
- After the interview, write down your impressions or discuss them with the person who accompanied you. This can help you decide who is the best qualified.
- Select the applicant you feel most comfortable with and who you think can best meet your needs.

Background Checks

Checking references and background information can be useful in determining whom to hire. Using a firm to complete a background check can be an important tool, provided that you adhere to Federal (FCRA) and State (California ICRA) laws governing their use. These laws require that the employer obtain a signed consent form before a background check is conducted, provide a copy of the report at the candidate's request, and follow specific procedures if you decide not to hire the person based on the report.

A simple search for background check services on Google will yield hundreds of companies to choose from. Be aware that these checks are reports of information collected from public records and may be incomplete. Also, ensure that the company complies with FCRA and California ICRA laws.

Another option is to hire an investigator or an investigation firm. You can find such businesses in the yellow pages of the telephone book.

Checking References

You can request references on your application or after the interview. The references can include recent employers or supervisors, instructors, and even organizations where the person volunteers. References should not be family members or friends. The following are questions you can ask:

- How long have you known the applicant?
- What was the applicant's position with you?
- What were the job responsibilities?
- What was the applicant's final rate of pay?
- Did the applicant's performance meet job standards?
- Why are they no longer working for you? (Listen carefully to the answer; an unhappy former employer may reveal important information.)
- Would you rehire this individual?

Offering an Applicant the Job

Once you have decided on a candidate, be sure to notify the other applicants that you have hired someone. You may also want to ask qualified applicants if they would be interested in serving as emergency backup. Keep these applications on file for future reference.

After offering the job and receiving acceptance, you and your new employee should sign a contract that defines the terms of the employment relationship. The contract should include the job description, schedule, pay rate, payroll procedures, and termination procedures. A sample contract and a worksheet are available in this guide to assist you.

NEVER
*hire someone
without first
checking their
references!*

Having a Good Experience With Your Caregiver

Now that you have a caregiver or a caregiving agency, there are a few steps you can take to ensure a positive experience. First and foremost, remember that any healthy relationship needs to be mutually beneficial. Both you and your caregiver should be receiving and providing what you need. In its simplest form, you are paying your caregiver for the services you requested. However, it's unrealistic to expect the relationship to be so straightforward.

To maintain a mutually beneficial relationship, consider the following steps. The upcoming sections will offer guidance on how to foster a positive and effective relationship.

Safety

While most people who seek employment as caregivers do not intend to harm their employers, it can happen. There are several steps you can take to ensure the safety of both yourself and your caregiver.

For Personal Safety....

If your caregiver ever abuses you—hits, shouts, appears to be under the influence of alcohol or other substances, makes you feel afraid, or threatens your health or safety in any way—inform family or friends immediately. You may also call Adult Protective Services. Call 9-1-1 if you feel you are in immediate danger.

If your caregiver will be transporting you, ask to see a valid driver's license, vehicle registration (if they will be using their vehicle), and current insurance as required by law.

Do not give your caregiver a key to your home or allow them into your home when you are not present (unless another authorized, able-bodied adult is present).

Do not become overly involved in your caregiver's personal life. Unless you have a live-in arrangement, do not let them stay overnight in your home or remain there for extended periods outside of work hours.

Ensure that your caregiver does not undertake tasks beyond their ability or expertise (e.g., fixing electronics, moving heavy furniture, administering medical procedures).

For Financial Safety....

Do not add your caregiver's name to your savings, checking, or charge card accounts, insurance policies, documents related to sources of income, or any other legal documents.

Do not give your caregiver your debit/credit card, PIN numbers, or Social Security number.

Any time your caregiver shops for you, document the amount of money you give them, the amount spent (ask for a receipt from the store), and the amount of change returned to you.

Do not leave valuables lying around. Keep your jewelry, cash, checkbooks, and debit/credit cards stored in a safe place.

Monitor things such as phone usage, medications, and food supplies.

*Take charge of
your safety for
your own peace
of mind.*

Supervision

When you hire an in-home caregiver or home care agency, you may find that the relationship is more satisfying when you share responsibilities and do as much for yourself as you are able. Consider engaging in activities with your caregiver, such as folding clothes or helping with cooking. At the same time, remember that you are the employer. If you have never been a supervisor, adjusting to this role may be challenging. You set the rules and are responsible for clearly communicating your expectations to your caregiver. Here are some tips that might help you in your role as supervisor:

Communication

Let your caregiver know your expectations at the beginning of their employment. This will help prevent misunderstandings and disappointments later on.

Give clear instructions. Remember, there are many ways to do things. If you want something done in a specific way, you will need to communicate this to your employee.

Put instructions in writing and post them in a convenient place (e.g., the bathroom or kitchen).

Inform your employee that you will be checking to ensure that the tasks you agreed upon are completed, and specify when these checks will occur (as a general rule, daily duties should be checked twice a month, and weekly duties once a month).

Provide training as needed (e.g., show your employee where equipment and supplies are kept, and explain any unique care needs).

Encourage your employee to ask questions if they are unsure about how to perform a task.

Any important communication should be done in writing and verbally.

Encourage Good Performance

It is important that both parties are satisfied and comfortable with each other. Be respectful of your employee; this is likely to encourage them to also be respectful of you.

When your employee is working hard and doing a good job, let them know you have noticed. Most people appreciate praise.

Try not to criticize more than you compliment.

Give immediate feedback (e.g., “I loved the salad you made for lunch today.”).

People need to know when they are doing a good job!

Correcting Performance

Discuss problems as they arise (don't bottle them up), and address them fairly and calmly.

When offering corrections, first comment on a task that has been done well. Then, let the employee know, pleasantly but firmly, how you want the task done that needs correcting (e.g., “I am happy to see the bathroom so clean, but next time would you please rinse out the tub more thoroughly?”).

When correcting your employee, focus solely on work performance. Do not make personal criticisms of the employee's personality or character. Blaming or making them feel ashamed shows a lack of respect and may lead to the loss of your employee.

If you find it difficult to correct your employee, ask for help from a family member or friend.

Remember that your caregiver is your employee.

How to Dismiss a Caregiver

There are many reasons for letting someone go. It may be that you simply do not feel comfortable with the person. They might be bossy or fail to adhere to what was agreed upon. They may bring someone with them without permission, consistently arrive late to work, or miss days without giving notice. Other reasons for dismissal might include abuse of drugs or alcohol, excessive use of the telephone, or missing items.

It is best to address the problem during supervision and document these discussions. This documentation makes dismissal easier if things are not working out. Have someone with you when you are dismissing your employee.

If you have hired an agency, remember that you can request that a caregiver not be assigned to you if things are not working out and ask for a new caregiver to be assigned. Unless you find the service of the agency unacceptable (e.g., poor scheduling, not responding to requests, consistent poor performance by caregivers), one of the benefits of hiring an agency is that you can request a new caregiver if you are dissatisfied with the service.

Possible Reasons for Immediate Dismissal

THEFT – Confront your employee and ask for their explanation. If you are certain that something of value is missing, call the police.

ABUSE – If you are afraid your employee will harm you or is mistreating you in any way (hitting, hurting, screaming, or yelling), immediately contact your local police and the Adult Protective Services.

**DO NOT
remain in
an abusive
situation.**



Final Thoughts

Getting help to remain independent is rewarding. Take it as an opportunity to enjoy this time in your life and make as many choices as you can. Having a caregiver should relieve some of your stress and give you more energy to focus on other things.

Remember that having a caregiver will take some getting used to and there will be uncertainty at the beginning. It will be unfamiliar to have someone else doing your laundry, assisting you with grooming, etc. Give yourself a chance to adjust to this new experience.

Trust your intuition—if you are uncomfortable with anything (a caregiver's demeanor, references, or things said in the interview, etc.), investigate it until you are satisfied. Be careful not to jump to conclusions without checking things out first. Include others whom you trust; they can be excellent resources.

If you have any questions that were not answered in this guide or are interested in information on another topic related to being a senior (housing, health insurance, other long-term care options), you can contact Senior Connection at 800-510-2020 or 805-928-2552.

Job Application Sample

Job Application

Name _____ Social Security # _____
Address _____ Date of Birth / ____ / ____ / ____
Month Day Year

Telephone (____) _____ (____) _____ Country of Citizenship _____
Home Other (proof of legal right to work if not U.S. Citizen)

Driver's License # _____ State _____ Car Make/Model _____

If providing car for transporting client: Insurance Co. _____ Policy # _____

EDUCATION: Highest grade completed _____

Certification, License, CPR, etc. _____

Other Special Training/Skills _____

WORK HISTORY: Please list most recent job first.

1. Employer _____ Dates: _____ to _____ Telephone _____

Job Title/Duties _____

Reason for Leaving _____

2. Employer _____ Dates: _____ to _____ Telephone _____

Job Title/Duties _____

Reason for Leaving _____

3. Employer _____ Dates: _____ to _____ Telephone _____

Job Title/Duties _____

Reason for Leaving _____

REFERENCES: DO NOT provide family or friends

1. Name _____ Relationship _____ Dates: _____ to _____

Address _____

Telephone _____

2. Name _____ Relationship _____ Dates: _____ to _____

Address _____

Telephone _____

3. Name _____ Relationship _____ Dates: _____ to _____

Address _____

Telephone _____

EMERGENCY CONTACT: In case of emergency please notify...

Name _____ Relationship _____ Telephone _____

PERSONAL HISTORY

Have you ever been convicted of a felony? _____

Do you have any limitations for which you would need reasonable accommodation to be able to do the job description? _____

If so, explain: _____

Do you smoke? _____ Drink? _____ Allergic to? _____

I understand the above employers and references will be contacted. I attest to the best of my knowledge and belief that all above information is true.

Applicant Signature _____

Date _____

Sample Job Description & Employment Contract

Job Description and Employment Contract

I, _____ a home care provider, understand that I am being hired by
(employer) _____, to provide care for _____.

Salary

\$ _____ per hour, day, week, month (circle one) {Fringe benefits:
}

Terms of Payment

Provider will be paid on a weekly, bi-weekly or monthly basis (circle one), by _____ (check or other)
(Additional pay for use of the providers' car \$ _____)

Schedule

To start on _____.

of Hours

Monday _____ from: _____ to: _____

Tuesday _____ from: _____ to: _____

Wednesday _____ from: _____ to: _____

Thursday _____ from: _____ to: _____

Friday _____ from: _____ to: _____

Saturday _____ from: _____ to: _____

Sunday _____ from: _____ to: _____

TOTAL HOURS/WEEK _____

Changes in scheduled hours are negotiable.

For live-in care provider: The provider may be present in the house at other hours, but is only expected to be on duty and available for work during hours specified.

Duties and Frequency (e.g. Daily, weekly, Tuesdays, As Needed)

HOUSEHOLD CARE:

_____ Light Housekeeping _____ Yard Work
_____ Heavy Housekeeping _____ Pet Care
_____ Laundry & Linnen _____ Cooking & Dishes
_____ Grocery Shopping & Errands _____ Transfers (i.e. bed to chair)

PERSONAL CARE:

_____ Bathing/Grooming _____ Bowel/Bladder
_____ Dressing _____ Exercises
_____ Companionship _____ Escort

Other

RESTRICTIONS

TERMINATION: Each party agrees to give the other, two week notice of termination, except when physical, emotional or financial abuse occurs, or _____, in which case termination will be immediate.

Home Care Provider's Signature

Date

Client Signature

Date

Address

Address

Check List for Hiring

- Make a list of needed tasks/ a job description**
- Decide if you are using an Independent Caregiver or an Agency**

Hiring an Independent Caregiver

- Use contacts to find a referral
 - Family and friends
 - Community Contacts (church, civic clubs, senior center)
 - Referral agency
- If necessary, place an ad
 - Do not give home address
- Screen applicants
- Interview qualified candidates
- Select finalists-
 - Do Check References/ Background check
- Write contract- include work schedule/ pay rate and schedule/ tasks
- Offer job/ sign contract
- Set up record keeping for payment and taxes
- Review performance regularly

Hiring an Agency / Company

- Seek referrals
 - Family and friends
 - Community Contacts (church, civic clubs, senior center)
- Get list of companies
 - Call Senior Connection (800) 510-2020
- Phone interview at least 3 companies
- Invite company(s) to your home to make an assessment and recommendations for care. Make sure to get an estimate of the cost in writing.
- Review estimate and contract
 - Look for procedures and costs for terminating contract
- Sign contract/ set start date
- Review and report any positive or negative feedback to company immediately.

Senior Connection

Senior Connection is the information and referral program of the Central Coast Commission for Senior Citizens. We help people connect with senior resources for financial, medical, consumer, social, emotional, and legal issues. Our goal is to provide seniors, their families, and caregivers with the information they need to access the services they require. In addition to this publication, we produce the Senior Resource Guide.

For more information contact us at 800-510-2020 or 805-928-2552



Hiring In~Home HELP

This Hiring In-Home Help guide is designed to help you determine the most effective way to find, hire and supervise in-home caregivers for your individual needs and preferences. Updated in August 2024.

Funded by the Area Agency on Aging.



Central Coast Commission for Senior Citizens

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