

Questions to Ask When Hiring In-Home Care

*When hiring privately, be sure to refer to our information sheet on “**What to Know if Hiring a Caregiver Privately**” Make sure you:*

- *Understand your legal obligations*
- *Have a written caregiver agreement created before the start of the relationship*
- *Do not classify anyone as an independent contractor or pay in cash with no record*
- *Meet with an employment lawyer for guidance and consider having the lawyer assist in your paperwork and plan*

*Please use this as a **guide** when interviewing in-home caregivers. We encourage you to add your own questions in addition to the examples listed below.*

A few basic caregiver interview questions:

- Are you looking for a short-term or long-term role?
- Have you ever cared for someone with [conditions relatable to your loved one’s care: memory problems, elderly, wheelchair bound, etc.] before? If so, please elaborate.
- Are you able to work the hours needed? When are you available to start working? After a 30-day trial period, would you be willing to commit to a [fill in a time frame like 6-month or one-year] term?
- Are you comfortable with pets?
- What type of personal care are you willing to provide? Be clear with what, if any, toileting assistance you’re looking for, as some in-home care providers are not comfortable with bathing, dressing or toileting.
- Here is a list of typical caregiving-related duties* — is there anything on the list that poses a problem or concern?

- Are you willing to do household chores? If so, which are you comfortable with as far as dishes, food shopping, cooking, cleaning, organizing, laundry, helping with mail?
- What are your expectations if hired, and what type of flexibility do you expect?
- Do you expect to receive a detailed daily/weekly/monthly task list?
- What are your expectations for vacation time or days off?
- Do you have a driver's license and a clean driving record?
- Do you have reliable transportation and car insurance? How far from here do you live?
- Are you willing to submit to a background check? Both state and federal?
- Are you a United States citizen or have a work visa?
- Will you drive to appointments or errands when needed? Will you be comfortable driving my loved one's car if need be, or using your own car to run chores if we request it? Do you expect mileage reimbursement if your car is used?
- Is there anything you aren't comfortable doing that hasn't been mentioned?

Questions Regarding Safety:

- What caregiving certification training do you have, if any? Do you have any CPR or first-aid training? If I pay for it, would you be willing to add to your skills?
- If you have CPR or first-aid training, when was the last time you put it to use and why? How do you tend to act in an emergency?
- How would you respond to care refusal? (ex. Person receiving care refuses or becomes agitated with personal care such as bathing, dressing or toileting)
- Do you keep daily records about the person you are caring for, and how will you keep the family informed?

*****Please see handout on "Typical Caregiving Duties*****

Questions regarding flexibility:

Ask the following questions to gauge a caregiver's bandwidth:

- Will you be working other jobs that might be affected if I'm delayed getting home?
- Would you be available for respite care or to stay over for a long weekend?
- What are your responsibilities outside of work? Do you have to account for the schedules or needs of others in your workday, or are you flexible?

Get a sense if the caregiver will be a good fit:

If you're satisfied with the above answers, explore some nontraditional interview questions to see how compatible they might be with your family.

Consult your loved one:

If things feel like a good fit, introduce the potential provider to your senior loved one.