

Hiring In-Home Assistance

A Comparison between Independent Companions and In-Home Agencies

Hiring an Independent Companion:	Hiring Through an In-Home Agency:
<ul style="list-style-type: none"> ❑ You are responsible for finding, hiring, training, supervising, scheduling, and firing the companion. 	<ul style="list-style-type: none"> ❑ The agency finds, trains, supervises, and fires the companion.
<ul style="list-style-type: none"> ❑ The companion often charges less than an agency. 	<ul style="list-style-type: none"> ❑ It is often more expensive because of administrative costs.
<ul style="list-style-type: none"> ❑ Because you get to interview the applicants, you can choose one that is compatible with you and your situation. 	<ul style="list-style-type: none"> ❑ You have less input (if any) in choosing the companion.
<ul style="list-style-type: none"> ❑ You have to check references and do criminal and other background screenings on potential companions. 	<ul style="list-style-type: none"> ❑ The agency checks references and does background screenings before they hire.
<ul style="list-style-type: none"> ❑ You may have more flexibility in scheduling. 	<ul style="list-style-type: none"> ❑ You may have less flexibility in scheduling (max./min. hours).
<ul style="list-style-type: none"> ❑ No matter how skilled or devoted a companion is, he/she is only one person. You must find a back-up worker if the companion gets sick, quits, or goes on vacation. 	<ul style="list-style-type: none"> ❑ It is the agency's responsibility to get a replacement should the companion get sick, quit, goes on vacation, or is no longer satisfying your needs.
<ul style="list-style-type: none"> ❑ You may have to hire more than one companion if you require a lot of assistance. 	<ul style="list-style-type: none"> ❑ The agency can coordinate multiple companions.
<ul style="list-style-type: none"> ❑ You pay the companion and therefore must deal with the employer taxes and forms that go with this responsibility. 	<ul style="list-style-type: none"> ❑ It is the agency's responsibility to pay the companion, handle taxes, etc.
<ul style="list-style-type: none"> ❑ You may need to have liability insurance in case the companion gets injured on the job. 	<ul style="list-style-type: none"> ❑ The agency handles liability and insurance issues.
<ul style="list-style-type: none"> ❑ You are responsible for evaluating the companion's performance and providing adequate feedback. 	<ul style="list-style-type: none"> ❑ The agency handles performance evaluations.