





Work Relationship with Placement Agencies (continued)

- Background Checks included
- Resources offered
- Requirements of the clients they take on

Check agency reviews & reputation. The INA recommends that Nanny Employers check out the agency's online presence and social media avenues before engaging with the Placement Agency. Read what others have said. Note the agency's experience, credentials, and associations they belong to, like the INA. Personal referrals can also be very telling.

Work Relationship with Placement Agencies

Request a service agreement from agencies. The INA recommends that Nanny Employers thoroughly read through the details of a Placement Agency service agreement to ensure that you understand what is included in the service and at what cost to you.

Discuss ongoing support offered by agencies. The INA recommends that Nanny Employers be sure to understand what happens after placement. The agency may offer backup care or sitter services, assist in performance reviews or work agreement direction.

Work Relationships with Online Recruiting Sites

Communicate initially through the recruitment site. The INA recommends that Nanny Employers don't share personal details about their family, (last name, home address, children's schools) or personal contact information such as phone or email.

Conduct a phone interview prior to an in-person interview. The INA recommends that Nanny Employers conduct initial meetings in a public place such as a coffee shop, restaurant, or library meeting room. Only when the Nanny Employer is confident in proceeding should they invite the candidate to their home.

Contact references. The INA recommends that Nanny Employers conduct checks of the candidate's references either by phone or in person where possible or at least 2 previous employers. Nanny Employers should be sure to verify the information the candidate has given is correct about the start and end dates. Ask questions about the start and end dates.

Work Relationships with Online Recruiting Sites (continued)

Read online reviews throun

