

In-Home Assistance

A Comparison between Independent Companions and In-Home Agencies

Hiring an Independent Companion:	Hiring Through an In-Home Agency:
<input type="checkbox"/> You are responsible for finding, hiring, training, supervising, scheduling, and firing the companion.	<input type="checkbox"/> The agency finds, trains, supervises, and fires the companion.
<input type="checkbox"/> The companion often charges less than an agency.	<input type="checkbox"/> It is often more expensive because of administrative costs.
<input type="checkbox"/> Because you get to interview the applicants, you can choose one that is compatible with you and your situation.	<input type="checkbox"/> You have less input (if any) in choosing the companion.
<input type="checkbox"/> You have to check references and do criminal and other background screenings on potential companions.	<input type="checkbox"/> The agency checks references and does background screenings before they hire.
<input type="checkbox"/> You may have more flexibility in scheduling.	<input type="checkbox"/> You may have less flexibility in scheduling (max./min. hours).
<input type="checkbox"/> 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.	<input type="checkbox"/> It is the agency's responsibility to get a replacement should the companion get sick, quit, or goes on vacation.
<input type="checkbox"/> You may have to hire more than one companion if you require a lot of assistance.	<input type="checkbox"/> The agency can coordinate multiple companions.
<input type="checkbox"/> You pay the companion and therefore must deal with the employer taxes and forms that go with this responsibility.	<input type="checkbox"/> It is the agency's responsibility to pay the companion, handle taxes, etc.
<input type="checkbox"/> You may need to have liability insurance in case the companion gets injured on the job.	<input type="checkbox"/> The agency handles liability and insurance issues.
<input type="checkbox"/> You are responsible for evaluating the companion's performance and providing adequate feedback.	<input type="checkbox"/> The agency handles performance evaluations.

Adapted from: *Hiring Privately vs. Hiring Through an Agency*; Alzheimer's Association—Cleveland