



		Placement Agency	Hiring Privately
EMPLOYEE HIRING	Detailed in-person interview, 7-step screening process, must pass competency exam	Limited pre-screening	Family responsibility
BACKGROUND CHECK	Ensures no disqualifying conviction on the Health Care Worker Registry	Not required	Not required
TAXES	Assume all responsibility for payroll and related taxes	Family responsibility	Family responsibility
TRAINING	Mandate 8 hours of initial training and 8 hours of continuing education yearly	Not required	Not required
LIABILITY	Mandatory liability insurance required by state	Not required	Not required
BACK-UP SUPPORT	Contingency plan for vacations, holidays and sick days	Family responsibility	Family responsibility
UPFRONT FEES	No upfront fees	Typically required	Typically not required
ONGOING SUPERVISION	Provide for all caregivers, in-home supervision visits every 30 days	None	None
WORKMAN'S COMPENSATION	All employees fully insured against accidents	Family responsibility	Family responsibility
PLAN OF CARE	Comprehensive Plan of Care with documentation of services	Not required	Not required
ACCESSIBILITY	Available 24/7	Not required	Not required
ACCEPTS LONG-TERM CARE INSURANCE	YES	No	No