

AGENCY WITH CHOICE

Tips for Hiring Staff to Work With Your Loved One

Agency With Choice offers families and individuals greater choice and flexibility in selecting the services and staff who will work with their family member. You are choosing the staff who will be assisting your loved one and you will determine the rate of pay from a wage range set by the state for authorized services.

We understand that the responsibility for finding your staff may be challenging at times and are offering these suggestions for identifying and hiring the best people to fit your loved one's need.

Look to Your Family

Talk to your family, including your adult children, your siblings, in-laws etc. that may be interested in spending time and working with your loved one. Think beyond your immediate family to include cousins and other relatives.

Broaden Your Circle

Think about your friends, neighbors and coworkers. Would any of them be a good fit for your family?

Ask for Help

While your family and friends may not be able to work, they may have contacts in their families and neighborhoods who are looking for part-time work and would be a good fit for your loved one. Ask them to reach out to responsible people they may know to see if they are interested.



Post on Social Media

You may reach a wider group of interested people by posting about this opportunity on your social media page and asking people to share your posts. You may want to be cautious about how much you divulge, such as not posting your address or the name of your loved one. But indicate that you are looking to hire a trustworthy, responsible person to work with a loved one with an intellectual disability. If appropriate, you can also describe what some of the responsibilities might be. Ask anyone interested to send you a message through the social media platform.



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Explain What You Are Looking For

Most people will be unfamiliar with how Agency With Choice works, so give them as much information as possible to know what you expect from them. Provide details about your family member, what kinds of services/activities the staff will assist with, the days/times you are looking for help and, if possible, the total number of hours per week.

Be As Flexible As Possible

Some people who may be a good fit for your family, such as college students or working parents, may need some flexibility with their schedules. If you have any ability to work within a broad time frame, let them know that you can negotiate hours that might work for both of you.

When you receive a referral for a potential staff, be sure to contact them in a timely manner to prevent them from taking another position.

Let Them Know About Training

Some caring, reliable people may not have a lot of experience working the persons with intellectual disabilities. Let them know that they will receive training from either the family or a current staff before beginning to work with their individual.

Consider Pay Carefully

The state determines a range of pay for the various services offered through Agency With Choice, and typically does not increase that range of pay on a regular or even annual basis. While you will want to determine a wage that is appealing to attract qualified staff, you may not want to start new employees at the highest level available. Choosing a mid-point will allow you to increase the rate for employees who meet your needs and demonstrate that they are reliable and caring staff for your family member. This can also be an incentive for them to stay longer as there is a potential to earn more.



As with any questions that you may have, please contact your Family Liaison for information or assistance. He or she is here to help you in providing the best care possible for your family member.



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FOR MORE INFORMATION PLEASE CONTACT OUR AWC TEAM

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