

In-Home Child Care- *nanny, babysitter, au-pair, or mother's helper*



In-Home Caregiver- Nanny Care

Nanny care is a term generally used to designate child care provided in the child's own home. The person who provides such in-home care might be called a nanny, babysitter, governess, au pair or mother's helper. Such care may be provided by a person who lives in the home or comes only to provide care for certain defined hours.

Nannies may be found by using an agency to help locate caregivers and/or checking schools or programs that train nannies. **Please note: CCR&R agencies provide referrals to child care programs that are licensed by the state or certified by the county. CCR&R does not provide referrals to in-home care providers or nannies.**

Costs for in-home care will vary depending on the area where one lives and the worker's training and experience. The family that employs an in-home care giver is also responsible for a variety of taxes, including Social Security(FICA), Unemployment tax, Income tax and Worker's Compensation.

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Advantages of In-Home Child Care:

- Convenience
- Care can be provided for more than one child
- Children may remain home during illness or emergencies
- Community/neighborhood activities are easily accessible

Disadvantages of In-Home Child Care:

- Higher wage cost
- Not subject to child care regulations
- Hard to find
- Isolating for children and caregivers
- Must comply with tax and employment rules
- Regulations and liability issues may be complex
- Screening applicants may be difficult and time consuming





How to Find an In-Home Caregiver

Create a Job Description

Before you start looking for an in-home caregiver you should first know exactly what you are looking for. Write a job description in clear, precise terms. The job description should include everything from duties, hours, and authority; to the salary you wish to pay.

Advertise

Look for a reputable company to help you find an in-home caregiver. **Due to obvious safety concerns, CCR&R does not recommend placing advertisements online or in newspapers for in-home child care providers.**

Narrow the choices

In order to narrow down the applicants, first screen them by telephone. Ask basic questions about their qualifications, personal habits, and background. This will give you a chance to learn about them, and to see how they present themselves.

Ask the applicant to send you a brief description of their qualifications and three references with phone numbers. Be sure to get in touch with all references before you interview the applicant!





Making the Final Choice

The next step is to interview the applicants in your home with the children present. This gives your children and the applicant a chance to meet and interact.

Questions to ask include:

- What makes you suitable for this type of work?
- Is child care something you are doing temporarily or do you intend to do it for a long period of time?
- Why are you looking for a position taking care of children?
- In what capacity have you worked with children (this age) before? For how long?
- Do you have training in CPR or First Aid?
- What activities do you enjoy most with children?
- What were your last 3 jobs? Why did you leave?

Background Check information for families choosing in-home care

- When an individual becomes regulated the Dept. of Children and Families (DCF) performs a more in-depth background checks than the general public has access to. A private citizen would have to ability to view some aspects of the background of a potential care provider through the **Wisconsin Circuit Court Access Page** or the **National Sex Offender Registry**.

CCAP: <http://wcca.wicourts.gov/index.xsl>

Sex offender Registry: <http://www.familywatchdog.us/default.asp>



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Know Your Legal Responsibilities and Tax Duties

- Be aware of what household workers are covered by nanny tax rules. Household workers include anyone who does work in or around your home such as babysitters, nannies, health aides, private nurses, maids, caretakers, yard workers and similar domestic workers.
- You may need to withhold and pay Social Security and Medicare taxes, or you may need to pay federal unemployment tax or you may need to do both.
- If you pay cash wages of \$2,400 or more (in 2022) to any one household employee (including nanny or in-home babysitter) you MUST withhold and pay Social Security and Medicare taxes
- If you pay total cash wages of \$1,000 or more in any calendar quarter of 2022 to household employees (including nanny or in-home babysitter) you must pay unemployment tax.

Additional resources

<http://www.nanny.org>

http://www.babycenter.com/0_legal-requirements-for-employing-a-nanny_5946.bc

<http://www.legallynanny.com/>

Child Care Resource & Referral, Inc.
***Improves the quality and accessibility of
early childhood education and care.***

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