

## 12 Interview Questions to Ask an In-Home Aide

Most older Americans want to remain in their homes as long as possible. For growing numbers of elders – and concerned family members – this is only possible with the help of a home care aide. In our practice, we frequently refer clients to a private nurse care manager to help arrange in-home care. There are two basic types of aides and two ways to engage one: either through an agency or hiring one yourself.

If you hire through an agency, use [the questions you'll find at Eldercare Locator](#) to screen and vet *the agency*.

Then, use the following questions to interview the candidates they suggest or those you have found on your own:

- Can you provide me with your full name, address, phone number, social security number and current photo ID so that I can run a background, including credit, check? (If interviewing an agency candidate, request contact information only.)
- Can you (your agency) provide me with copies of current documentation related to personal insurance, bonding, workers' compensation, and current health status (TB test, immunizations, etc.).
- Can you (your agency) show or provide me with current documentation related to specific services and assistance (dementia care, CPR, etc.) you are trained/certified to provide?
- Tell me about your experience as an in-home aide – how long you have been providing care, previous work situations, etc.
- Can you (your agency) provide me with references related to past clients and employers.
- Why did you leave your last position? (If they have not left this position, ask how they plan on coordinating schedules.)
- What are your expectations if I hire you?
- What hours and days will you be available?
- What hourly rate do you expect, and how do you expect to be paid?
- How do you like to get feedback and suggestions?
- What do you like and dislike about home care?

- Situation-specific questions related to specific issues, such as ability to prepare culturally appropriate foods or competency in the older person's language, should also be asked.

Two United Hospital Fund guides provide tips and strategies for a good interview *and* meeting the challenges that may come with employing a caregiver in the home, too. [Click here](#) and [here](#).

### **Additional resources**

AARP: Needs Assessment Checklists

Administration on Aging: How Do I Hire a Home Care Employee?

Family CaregiverAlliance: Hiring In-Home Help

National Institute on Aging: There's No Place Like Home – For Growing Old

Mayo Clinic: Home Care Services: Questions to Ask

Veterans Administration: Aide and Attendance Benefit

ElderCare.gov: Where and How to Find Community Resources

Caring Connections: Caring for Someone