

When it comes to choosing a childcare solution, there are many factors that play into what will be best for your child and family including your personal preferences, the location of care, the approach and the cost. The chart below highlights the key differences between three professional childcare options.

	Home Based Day Care	Center Based Day Care	Private Nanny
Cost	\$\$ - \$\$\$	\$\$\$	\$\$\$\$
Convenience	☆☆☆	☆☆ - ☆☆☆	☆☆☆☆
Schedule flexibility	☆☆☆	☆☆	☆☆☆☆

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Setting	<p>Care is provided in the owner's home or another private residence so it generally has a home-like feel.</p> <p>The home may have a separate section for the childcare area or it may include the whole home.</p>	<p>Can have a facility/institution feel.</p> <p>A school-like environment can help prepare the child for formal schooling.</p> <p>Secured entrance and specific check in/out procedures.</p>	<p>Most often the Nanny comes to the parent/guardian's home.</p>
Reliability	<p>If the provider is sick or on vacation it's likely to be closed altogether.</p>	<p>Multiple teachers mean that closures because of sick or vacationing staff is unlikely.</p>	<p>If the Nanny is sick or on vacation alternate care will be needed.</p>
Schedule flexibility for the family	<p>May be able to accommodate a trickier schedule for parents/guardians who work late shifts or long or unusual hours.</p> <p>May offer back up care options for enrolled families.</p>	<p>Set and inflexible hours of care with fee penalties for late pick ups.</p> <p>May offer back up care options for enrolled families.</p>	<p>Likely able to accommodate adjusted or extended hours as mutually agreed upon.</p>

CHILDCARE OPTIONS

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Approach	The provider is an individual whose philosophies inform the care approach and structure.	Curriculum and learning approach is dictated by the center's structure, curriculum and management.	While a Nanny will have their own style, they should take the parent/guardian's lead on the approach to care, schedule and discipline.
Curriculum and activities	<p>Varies greatly as this is defined by the owner who may provide basic care or may use a curriculum for educational purposes.</p> <p>Without a highly structured curriculum, there is generally more flexibility with activities and more free play time.</p> <p>Screen/television time may be used.</p>	<p>Age based classrooms usually have a standardized curriculum appropriate for each age.</p> <p>Generally there are plenty of resources and supplies, e.g. guest presenters, enrichment activities like dance or music and technology such as iPads and computers.</p> <p>Curriculum use typically means less free play time.</p>	<p>Defined and managed by the parent/guardian, but implemented by the Nanny.</p> <p>Field trips, playdates, classes, community events and other outings are possible, especially if a Nanny is permitted to drive the child/children or they are in an urban area.</p>
Socialization	Care is usually for a mixed age group which means it's more like a family than a classroom. This means the older children gain a sense of pride from helping to care for the smaller children. The younger children also benefit from having the older children to learn from.	Children are exposed to socialization with a larger number of peers which provides the benefits of learning to get along with a wide range of personalities and temperaments.	<p>Varies greatly depending on the parent/guardian's wishes.</p> <p>Socialization through playdates, classes, community events can be utilized per interest and availability.</p>

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Caregivers	<p>The owner normally serves multiple roles: director, teacher, food preparation and cleanup crew. Some home-based programs employ other adult workers as well.</p> <p>Smaller ratios mean more individualized care and stronger bonds since they really get to know one another.</p> <p>The caregiver works with little supervision, so trust is essential.</p>	<p>The caregivers may be very specialized in their roles.</p> <p>Less one-on-one time with caregivers and not necessarily equal attention from caregivers.</p> <p>When the child ages out of one group they have new caregivers.</p> <p>Centers see higher turnover rates with caregivers.</p> <p>Because of the group setting and ratios there is consistent supervision and accountability including video cameras that provide surveillance.</p>	<p>A Nanny serves multiple roles: playmate, caregiver, teacher, activities coordinator, homework helper, driver, cook, household helper.</p> <p>Individualized care is maximized.</p> <p>It's possible for Nanny to work with one family for many years.</p> <p>A Nanny works with little supervision, so trust is essential.</p> <p>Regular communication with the parent/guardian during care hours is typical.</p>
Caregiver training	<p>Providers may or may not have formal early childhood education or training.</p> <p>CPR and First Aid requirements vary by state.</p>	<p>Teachers may have more education and be certified in care for specific age groups.</p> <p>Early childhood education and ongoing training is likely.</p> <p>CPR and First Aid requirements vary by state.</p>	<p>Nannies may or may not have formal early childhood education or training or CPR or First Aid.</p>

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Exposure to illness	A smaller group means less exposure to germs.	Multiple children and multiple classrooms means more germs.	Minimal exposure, mainly impacted by playdates and outings.
Sick Policies	Specific policies will vary, but tend to be less stringent than centers.	Policies tend to be strict regarding attendance while a child has a moderate illness and specific wait times before returning after illness.	Most Nannies will care for mildly sick children.
Licensing / Accreditation	<p>May be accredited by the National Association for Family Child Care (NAFCC)</p> <p>Licensing of home based daycare programs varies state-by-state.</p>	<p>Centers may or may not be accredited by the National Association for the Education of Young Children (NAEYC)</p> <p>State inspected and licensed means that centers must meet standards for cleanliness and safety, and comply with building codes.</p> <p>May be for-profit or non-profit and publicly or federally funded.</p>	No license or accreditation is available.

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Important to Note	<p>As home-based providers are responsible for both administrative tasks and childcare, they frequently do not have the bandwidth to fully complete our The Larkin Company screening process.</p> <p>As a result, the information we are able to provide on home-based day care options is significantly more limited than the information we provide for day care centers.</p>	<p>Centers are commercial businesses that may be independent or part of a chain of centers. They tend to be located in a larger structure and have way more employees than home-based programs.</p>	<p>Employing a Nanny means the parent/guardian becomes an employer and is legally required to withhold all relevant taxes from the Nanny's pay. As the employer, responsibilities also include managing the Nanny as an employee in general: employment contract, benefits, performance reviews, etc. Also, additional insurance may be necessary to cover liability and/or workers compensation.</p> <p>We are not able to screen individual Nannies, but can present your best Nanny placement agency option.</p>