

NANNY AGENCIES: EVALUATING USE

Using a reputable Nanny Placement Agency can be a great way to fast track the process for finding and hiring a Nanny to work in your home, but (like everything) there are pros and cons. The chart below is designed to help you better determine if using an agency is a good option for your situation.

Pro	Con
<p>Access to experienced and professional Nannies.</p> <p>Many of the most experienced Nannies find positions through agencies since the agency supports the placement process and provides guidance on professional work standards. (Nannies do not pay to be represented by the agency.)</p>	<p>The Nanny's hourly rates <i>may</i> be higher than the hourly rates of non-agency Nanny candidates.</p>
<p>A database with candidate history. There are candidates who have been rejected by an agency (sometimes for concerning reasons) who are only able to find non-agency positions. However, this doesn't mean all non-agency candidates aren't good/safe.</p>	<p>Because agencies have specific requirements for prior experience, their pool of available candidates will be limited as it reflects only those candidates with a certain level of experience. (This isn't necessarily a con, but it's important to know that you'll find a limited pool.)</p>
<p>The agency does the screening (background and reference checks) and vetting for your particular needs. Especially for part-time positions or unique care needs, the agency should show you only qualified candidates available for your particular schedule and needs.</p>	<p>It's not inexpensive.</p> <p>Typically there is a non-refundable Registration Fee of \$150 - \$250 and a Referral Fee of 10-18% of the Nanny's gross annual compensation with a minimum Referral Fee of \$1,500-3,000. The client pays whichever is the greater of the two.</p>
<p>The agency will provide suggested interview questions and coordinate interviews for you. As you move through the interview process, the agency should use your feedback to fine tune the referrals they offer.</p>	<p>Even though everyone might do everything "right" you still may find yourself in a situation where you have to find a new Nanny and pay a new agency fee to do so. If there is a separation in the first year, usually only a percentage of the original Referral Fee is credited toward a new placement.</p>

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<p>The agency should help create a work contract between you and the Nanny you hire, advising on standards for job duties and helping to define and negotiate compensation.</p>	
<p>The agency should be a support to both the Nanny and family should either party need advice and guidance on the employment relationship.</p>	