

## A New England Nanny vs. Online Job Boards

Online nanny agencies have become more popular in recent years, and while both traditional agencies like A New England Nanny and online ones each have benefits, there are some key differences listed below that may help an employer to decide which route to take when hiring a nanny or other employee.

	<b>A New England Nanny</b>	<b>Online Agencies</b>
<b>Time Savings</b>	<ul style="list-style-type: none"> <li>All searches assisted by agency staff.</li> <li>Job postings managed by agency staff.</li> <li>Agency staff assist in job descriptions and work agreements, scheduling interviews, may provide interview questions and other necessary paperwork.</li> <li>Agency will generally offer a select few qualified candidates, helping employers to immediately target the best candidates.</li> </ul>	<ul style="list-style-type: none"> <li>Search on your own.</li> <li>Do the selection process yourself for your preferred candidates.</li> <li>Post jobs yourself.</li> <li>Develop job description and work agreement yourself (some sites offer templates or articles to help).</li> <li>Perform background checks on your own (unless included).</li> </ul> <p><i>Note: There can be even more effort involved on your part, and therefore the process can take longer.</i></p>
<b>Screening</b>	<ul style="list-style-type: none"> <li>Pre-screening with phone and face-to-face interviews conducted before family interviews.</li> <li>Reference and employment checks verified.</li> <li>Full background checks provided.</li> </ul>	<ul style="list-style-type: none"> <li>You may have to conduct all pre-screening and interviews.</li> <li>You conduct your own reference/employment checks.</li> <li>You conduct background checks (unless included).</li> </ul>
<b>Tax, Payroll, &amp; Insurance Advice</b>	<ul style="list-style-type: none"> <li>Agency provides compliance education and materials.</li> <li>Referrals for detailed advice and free consultations.</li> </ul>	<ul style="list-style-type: none"> <li>You decipher compliance requirements.</li> <li>Some sites do refer to a household tax and payroll service, such as GTM.com.</li> <li>Some sites do post articles on tax and payroll issues.</li> </ul>
<b>Post-Placement Support</b>	<ul style="list-style-type: none"> <li>Ongoing support after placement.</li> <li>Managerial advice and job coaching.</li> <li>Temporary babysitting services.</li> <li>Emergency backup care for unexpected absence of primary caregiver.</li> </ul>	<ul style="list-style-type: none"> <li>No managerial or personalized support after hiring.</li> </ul>
<b>Guarantee</b>	<ul style="list-style-type: none"> <li>We will guarantee a placement by providing a replacement or an extended membership so you can use our services again for free.</li> </ul>	<ul style="list-style-type: none"> <li>Limited or no guarantee.</li> </ul>



**For more  
information call  
(518) 348-0400.**