



parents in a pinch, inc.



Screening of Childcare Providers

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Childcare providers undergo an extensive screening process to ensure that only the most experienced, flexible, responsible and nurturing caregivers are able to work with Parents in a Pinch. Parents in a Pinch reviews personal information, work history, and validity of their childcare references. Applicants seeking to become Parents in a Pinch caregivers are pre-screened regarding the strength of their childcare experience. Only those who meet their stringent criteria and can produce at least three recent references are invited to continue the process.

Parents in a Pinch reviews and evaluates the candidate's background and style via open-ended questions and hypothetical scenarios. They determine the individual's knowledge of child development, limit-setting techniques, and the degree to which the candidate shows warmth, creativity, know-how, humor, and flexibility.

The candidate's references are checked by phone even when written references are provided. Parents in a Pinch also verifies each caregiver's social security number and documentation verifying her ability to work in the United States. They then complete a criminal record background check that covers the previous seven years and check the National Sex Offender Public Registry.

Successful candidates also complete a training program covering health, safety, and child development. Topics include accident prevention, common childhood illnesses and their treatment, handling accidents and emergencies including choking emergencies, and best childcare practices. Candidates also are oriented on agency rules, procedures and expectations. In addition, Parents in a Pinch regularly offers Infant and Child CPR certification and training for both childcare providers and clients.

Once on board, after each and every job the caregiver completes, Parents in a Pinch follows up (via email and/or phone) with each client to ensure that their providers are maintaining the highest standards of care.