



Arizona Autism United

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Tips for Parents on Recruiting Providers

Parents sometimes recruit their own candidates to be habilitation or respite providers for their child. In some cases, parents prefer to have more control over the selection process. In others, they may not have been able to fill all scheduling and service needs through referrals from AZA United or other agencies. If you are planning to do some recruiting, these tips may help. Once you have identified a person you would like to work with your child, refer them to AZA United to get started!

1. Determine your needs and priorities

- How would you describe the type of person you are looking for? What qualities are important to you and your family?
- How would you describe your child to someone else?
- What will be the schedule? What will a typical day or habilitation session involve?
- Will the provider need to drive with your child?
- *Prepare a basic job description or flyer with this information.*

2. Start with who you know

- Many people make great providers with some training and support, so previous experience is not always necessary. A good indicator is if they seem naturally good with children, especially with your child.
- Ask your friends, neighbors, co-workers and extended family. If they are not good candidates, maybe they know someone who is.
- *Share your job description or flyer with any candidates you find.*

3. Think locally

- Finding good providers that live near you (less than 15 miles) usually helps a lot! They are not reimbursed for travel time or gas expenses.
- Explore your neighborhood – where might you find good candidates?
 - Universities or community colleges (visit related departments)
 - Local elementary schools (teachers or instructional aides)
 - Community centers or religious congregations
- *Post flyers or contact these places to find out where you can advertise.*

4. Advertising resources

- ASU Job Board – open to the public, not just ASU students! Post your position for anywhere in the valley, even if not near ASU. It's free!
<http://students.asu.edu/employment/employers>
- Maricopa Community Colleges Job Board – also free! Used by all community college students in the valley.
<https://secure.jobing.com/ec/postajob.asp?ProfileID=669>
- Craigslist.org - \$25 to post a “job offered” classified
- www.care.com – search profiles of people interested in being caregivers
- Your local town newspaper
- **Sample Ad:** “Great job opportunity to make a difference in the life of our child with autism; part-time; \$9 – 14/hr; afternoon hours; training provided; please send resume to family@gmail.com.”

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