HCAOA members provide critical employee protections, as required by law, offering security for their workers and wellbeing for their clients.

1. Workers’ compensation.
HCAOA member companies provide workers' compensation in the case of an injury on the job. Many consumers who directly hire caregivers are unaware that they are required to pay compensation if a hired caregiver is injured in their home – or incorrectly assume that this type of injury is covered by homeowner’s insurance. This could cause the caregiver to be left with no help for a devastating injury.

2. Protection for caregivers and clients.
HCAOA member companies conduct background checks to ensure safety, provide oversight and help manage relationships between clients and their caregivers.

HCAOA member companies accelerate career growth, providing critical skills that will only increase in demand with the growing aging population.

1. Training.
HCAOA member companies provide important training, helping their caregivers stay abreast of important senior care topics and technology.

2. Matching.
HCAOA member companies carefully match caregivers to the best client, ensuring that the client receives high-quality care and that the caregiver is a good fit for the client.

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**AT A GLANCE**

**EMPLOYER-BASED HOME CARE VS. REGISTRIES**

**EMPLOYER-BASED**
All HCAOA members use employer-based care, which means they fully employ their caregivers. These caregivers are afforded all the protections of employment by their home care company.

**REGISTRIES**
Registry models place their caregivers as independent contractors, making the consumer the employer – bearing the responsibilities of the burdensome liabilities, such as payroll taxes and workers’ compensation, that go hand-in-hand with this kind of relationship.