

Hiring a Support Worker

Finding and hiring a suitable support worker can feel like an overwhelming task. It's important to find someone who not only has the right skills and experience but also connects with you or your loved one with an intellectual and developmental disability on a personal level.

It's also important to understand the different options, for example, hiring an employee, a self-employed worker, or contracting with an agency for staffing. What are the different pros and cons to each option, and what are the different responsibilities that come along with each option.

Below are some links to information and resources we hope you might find useful as you consider your options and take steps toward hiring a suitable worker.

Module Related Tools and Resources

DSO tools and resources

1. DSO Housing Toolkit Step 4: <https://www.dsontario.ca/housing/welcome-to-the-dso-housing-toolkit/step-4-managing-housing-supports>
2. My housing and support plan: <https://www.dsontario.ca/housing-toolkit/my-housing-and-support-plan>
3. My Support Needs tool: <https://www.dsontario.ca/housing-toolkit/my-support-needs>

Other tools and resources

1. Canada Revenue Agency: <https://www.canada.ca/en/revenue-agency/services/forms-publications/publications/rc4110/employee-self-employed.html>
2. De-escalation Training: <https://www.crisisprevention.com/en-CA>
3. Family Managed Home Care: <https://ontariohealthathome.ca/home-care/family-managed-home-care/>
4. First Aid: <https://sja.ca/en>

5. Government of Canada Information on Payroll:
<https://www.canada.ca/en/revenue-agency/services/tax/businesses/topics/payroll.html>
6. Government of Canada Payroll Deductions Online Calculator:
<https://www.canada.ca/en/revenue-agency/services/e-services/digital-services-businesses/payroll-deductions-online-calculator.html>
7. Home Care 101 – hiring and managing a private caregiver toolkit (for a fee):
https://homecare101.ca/blogs/news/hiring-a-private-caregiver-in-ontario-everything-you-need-to-know?srsId=AfmBOooSGMg1CrVdJVSiu8SqUqdrsTYgcXo3_p7z1eZUxqU-c2Wee01p
8. Live in Caregiver program: <https://www.canada.ca/en/immigration-refugees-citizenship/services/work-canada/hire-permanent-foreign/caregiver-program/after-apply-next-steps.html>
9. Ontario Government - Guide to the Employment Standards Act:
<https://www.ontario.ca/document/your-guide-employment-standards-act-0>
10. Ontario Government - Guide to the Termination of Employment:
<https://www.ontario.ca/document/your-guide-employment-standards-act-0/termination-employment>

DSO Tools Resources

1. Find your area DSO: <https://www.dsontario.ca/find-your-dso>
2. What is DSO housing navigation: <https://www.dsontario.ca/housing>
3. Find your local DSO Housing Navigator:
<https://www.dsontario.ca/housing/welcome-to-the-dso-housing-toolkit/dso-housing-navigators-contact-list>
4. Events Calendar: <https://www.dsontario.ca/calendar/>

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