



Checklist: What should I pay attention to when pre-screening an au pair



General

Preparing:

Prepare for the interview and make a list of questions. You can view the au pair's profile and decide which topics you want to know more about. For example, you can ask how the au pair spends her free time, what she likes/finds difficult when dealing with children, or have the au pair tell you something about her place of residence, family, hobbies, etc.

During the conversation:

Start the conversation calmly and try to create a relaxed atmosphere. For example, by saying something positive about the profile of the au pair. Or by asking: 'What are you going to do/ did you do today?'. Candidates are often a bit nervous at first, because they still see it as kind of job interview. By putting the au pair at ease, he/she can be perform better and you get a better impression.

Language:

Not all au pairs speak English fluently. Depending on the country of origin, the candidate may be less likely to put thoughts into words. In some countries, young people are not used to hearing English around them on a regular basis and have learned the language more from a book. In that case, try to take this into account: talk slowly and in simple words and sentences..

Checklist

Selection:

Of course, check whether the au pair has affinity and experience in babysitting children in the right age category. Ask about what he/she finds easy and difficult and possibly submit a number of cases. For young children, experience with childcare is important, for older children other skills are also involved, such as setting boundaries and inventing activities.

Speak to multiple candidates so that you have comparison material. Before accepting a candidate, it is wise to have at least two video calls with the final candidate. If you are strongly considering inviting a particular candidate, it may be good to briefly involve the children in a video call. You can then see how the au pair reacts to the children and vice versa.

Remember that the more strict selection criteria you use for the au pair, the more difficult it will be to find a suitable candidate. We recommend that you make a top five list of criteria which are most important to you, and focus on them. Of course it is nice to have an au pair who plays tennis just like you, can cook well, has a driver's license, and has already lived in the United States for a year. You can also choose to invite a sporty person this time, and a kitchen prince(ss) next year.

One of the more important criteria remains that you feel a good click with the candidate. You notice that when, for example, you really get into conversation with each other and jokes are shared back and forth. You will eventually work intensively with each other for a year and then a good mutual understanding is essential.

To prevent our agency from ultimately not being able to register the au pair of your choice, we advise you to check off the following items::

- Can the candidate manage sufficiently in English?
- Is the candidate a minimum of 18 and a maximum of 25 years old?
- Is the candidate unmarried and childless?
- Has the candidate not previously had a residence permit in the Netherlands?
- Is participation in the au pair program the only reason for coming to the Netherlands?
- Does the candidate have sufficient financial resources to pay for the return ticket from the Netherlands and to be able to cope with unforeseen events during the au pair year?
- Is the candidate actually planning to leave the Netherlands after her au pair year?
- Does the candidate have sufficient physical and mental resilience to cope with a year abroad?
- Does the au pair come from an economically and/or politically stable country? (If in doubt, you can of course consult with us.)

GUARANTEES

The choice of an Au Pair agency that will supervise the placement of your Au Pair is of course an important one: you would like to be able to count on prompt assistance in the screening of your Au Pair and in handling the immigration formalities.

During the year you would like to be able to contact an experienced party when you have any questions. It is important that the Au Pair is included in an active community of other Au Pairs in your area and that fun activities are organized for them.

By choosing Au Pair International you have the following guarantees:



NO HIDDEN COSTS

Simply download the full cost overview; what you see is what you get.



FAST TURNAROUND TIMES

The necessary forms such as the au pair visa and residence permits quickly arranged.



PROFESSIONAL GUIDANCE

An experienced and involved account manager during the entire au pair program.



ONLINE REGISTRATION

Simply register in our own portal and follow the entire process online.



COMPLETE PACKAGE

Eight fantastic au pair events plus training including a first aid presentation.



FLEXIBILITY

We offer the option to pay the costs for the exchange program in installments.

All amounts stated on this website are subject to printing and spelling errors and include VAT.