



Checklist matching with AuPairWorld



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.

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.

Searches:

Based on our positive experiences with previous placements and generally smooth immigration procedures, we recommend the following countries and regions as search areas for au pairs:

Europe: All countries, with a strong recommendation for Southern Europe.

Americas: Brazil, Colombia, Mexico, Argentina, Canada, and the United States.

Oceania: Australia and New Zealand.

Africa: South Africa, Namibia, and Zimbabwe.

Asia: Thailand, China, Japan, South Korea, Indonesia and the Philippines (max 23 y.o.).

If you find an au pair from a country not listed above, it is possible that we may not be able to facilitate the placement. This depends on specific circumstances and regulations. We advise against searching for au pairs in countries with highly unstable economic or political situations.

Expected Processing Times:

Within Europe: Au pairs can usually start within five weeks.

Outside Europe: The preparation process takes an average of 2.5 months.

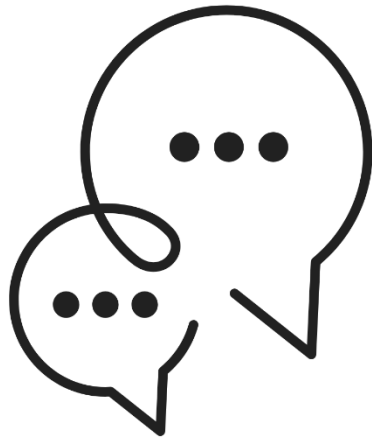
South Africa and the Philippines: Expect a longer processing time of approximately four months.

Discuss (mental) health:

The au pair program is a unique and valuable experience, but it can also be challenging. Au pairs must adapt to life within a host family, get used to a new language, culture, dietary habits, and climate. This requires resilience and adaptability.

Therefore, it is important to discuss in advance whether the candidate is both mentally and physically capable of taking this step. An open conversation about well-being and expectations helps to better assess whether a candidate is up to the challenges.

If our assessment indicates that the situation may not be in the best interest of the au pair or the host family, we reserve the right not to proceed with the placement. This will, of course, be done after careful consideration.



Checklist:

To prevent our agency from being unable to register the au pair of your choice, we advise checking off the following items:

- Can the candidate manage sufficiently in English?
- Is the candidate between 18 and 25 years old?
- Is the candidate unmarried and without children?
- Has the candidate previously applied for or held a residence permit in the Netherlands?
- Is participation in the au pair program the primary and sole reason for coming to the Netherlands?
Note: If the au pair has a relationship with someone in the Netherlands, this automatically raises doubts about the true motives for participating in the au pair program.
- Does the candidate have sufficient financial means to pay for the roundtrip ticket to the Netherlands and to cover unforeseen events during the au pair year?
- Does the candidate genuinely intend to leave the Netherlands after her au pair year?
- Does the candidate have sufficient physical and mental resilience to handle a year abroad? (See also the section 'Discuss (Mental) Health'.)
- Is the au pair from a country we work with?
(See also the section 'Recommended Countries for Au Pair Searches'.)

Below is a list of sample questions you can ask a potential candidate:

- What is your educational background?
- What are your hobbies?
- Do you have any siblings? How is your bond with your siblings and parents?
- Where do you presently live, and is it a city or a village?
- Could you show us your room? (Observe if it is neat and tidy or messy.)
- Why did you choose to become an au pair?
- What are your strengths and weaknesses, and what are your key personality traits?
- How do your family, friends, partner feel about your decision to become an au pair?
- Have you ever been abroad?
- What is something that really makes you happy?
- What do you want to do after your au pair experience?
- Is religion an important part of your life, and what are your beliefs?
- Are there any medical considerations that are important for your au pair duties?
- Do you know anyone in the Netherlands?
- What are you planning to do during your free time?
- Have you ever had experience working with children before? If so, what ages are you comfortable with?
- Do you have experience in taking care of multiple children at the same time?
- What did you like about your experience working with children?
- Describe some activities you have done with kids you cared for.
- Share a real-life example of when you have dealt with children who weren't listening or cooperating.

