



Information for host families

Matching via *AuPairWorld*

How to find an au pair who truly fits your family yourself. From creating your profile to the second video call, with a checklist, recommended countries and sample questions.

Premium partner of AuPairWorld

IND-recognised sponsor since 2010

aupairinternational.nl



Our recommendation

Why we recommend self-match

With self-match, you search for an au pair yourself on the online platform AuPairWorld. You stay in control: you decide whom you get to know and who will be part of your family for a year. In our experience, this is exactly what leads to the best matches.



More choice

A wide range of candidates from all over the world, and so a better chance of the match that truly suits you.



A personal connection

You choose whom you get to know. When you live together for a year, a good connection is worth its weight in gold.



Cost-efficient

No foreign recruitment agency is needed, which keeps the costs down.



Direct contact

From the very first message, you get to know the candidate yourself and discuss each other's expectations right away.



Premium partner of AuPairWorld

Au Pair International is a premium partner of AuPairWorld. We owe this partnership to the attention we give to everything that comes after the match: careful guidance of every placement and an extensive programme of events for the au pair.

Found a candidate? Then we take over:

- ✓ Thorough screening of the candidate
- ✓ Registration and all IND procedures
- ✓ Visa and residence permit for au pairs from outside the EU/EEA
- ✓ Welcome training and support throughout the year

First intake free of charge*

for AuPairWorld customers

* If the placement actually goes ahead; otherwise cancellation fees apply.

How matching via AuPairWorld works

Six steps from profile to au pair. You take the first steps yourself on AuPairWorld; as soon as you have found a candidate, we take over.

- 1 Create a profile
- 2 Search with filters
- 3 Make contact
- 4 First video call
- 5 Second video call
- 6 We take over

1

Create your family profile

Register as a host family and tell candidates who you are, what an average week looks like and what you are looking for. A few warm photos and an honest description will attract candidates who really suit you.

2

Search with targeted filters

Filter by country of origin, age, availability, languages and childcare experience, for example. Choose the filters that really matter: with too many requirements, the pool of candidates quickly shrinks.

3

Get in touch and plan a video call

Seen an interesting profile? Send a personal message; au pairs can contact you too. If there is a connection, plan a video call. Ideally, talk to several candidates so you can compare.



Please note: AuPairWorld is a global platform

On AuPairWorld, au pairs and host families from all over the world find each other, and every country has its own rules. So not every candidate is eligible for the Dutch au pair programme. That is why it pays to check the legal requirements during your pre-selection, such as age, marital status, country of origin and motivation. Use the checklist on page 6.

Two calls, two goals

Take the time to really get to know each other. The first call is all about the connection; in the second, you go into more depth.

4 First video call: getting acquainted

The first call is about first impressions. Keep it light and general: tell the candidate something about your family and let them tell you about themselves.

Pay particular attention to:

- ✓ How does the candidate come across?
- ✓ Do you have a real conversation?
- ✓ Is there a connection, and do you laugh together?

A good feeling after the first call? Then plan a second one.

5 Second video call: going deeper

Now there is room for the details. Discuss what you expect from each other, so you know whether your expectations match:

- ✓ Mutual expectations and tasks
- ✓ The weekly schedule and free time
- ✓ Your views on parenting
- ✓ Any house rules



Are your children a bit older? Let them say hello and see how they respond to each other.

Tip: page 9 has a list of questions for this call.

Prepare

Read the profile and note what you would like to know more about, such as free time, family, hometown or experience with children.

Create a relaxed atmosphere

Candidates are often a little nervous. Start with something positive about their profile or a light question. People who feel at ease show more of themselves.

Keep the language in mind

Not everyone speaks English every day. Speak calmly, use simple sentences and give the candidate time to find their words.

Choose with head and heart



Talk to several candidates

That way you have something to compare. Always have at least two video calls with your preferred candidate before making a final decision.



Focus on your top five

The more selection criteria, the smaller the chance of finding a suitable candidate. Decide which five criteria matter most to you and stick to them. An au pair who plays tennis, cooks well, has a driving licence and has lived in the US for a year is a nice bonus. But perhaps this year you choose a sporty type, and next year a talented cook.



Trust the connection

You will be spending a year closely together. A good rapport is therefore at least as important as experience or skills. You notice that connection when the conversation flows naturally and you joke with each other.



Talk openly about (mental) health

An au pair year is a valuable but also challenging experience. A new language and culture, different eating habits, another climate and life with a host family all demand a lot of resilience and adaptability.

So discuss openly beforehand whether the candidate feels mentally and physically ready for this step. An honest conversation about wellbeing and expectations helps you judge whether someone is up to the challenges of a year abroad.

If our assessment shows that a placement may not be in the interest of the au pair or the host family, we reserve the right not to take on the placement. Of course, only after careful consideration.

Pre-selection

Checklist: is the candidate eligible?

AuPairWorld is a global platform, but not every candidate meets the requirements of the Dutch au pair programme. Go through this checklist before inviting a candidate. This way you avoid finding out later that we cannot register the au pair you have chosen.

☐ English

Can the candidate communicate well enough in English?

☐ Age

Is the candidate at least 18 and no older than 25?

☐ Marital status

Is the candidate unmarried and without children?

☐ First time in the Netherlands

Has the candidate never held an au pair residence permit for the Netherlands before?

☐ Motivation

Is the au pair programme the only reason for coming to the Netherlands? A relationship with someone in the Netherlands raises questions about the real motivation.

☐ Financial buffer

Does the candidate have enough money for the return ticket and to cover unexpected situations during the au pair year?

☐ Return

Does the candidate genuinely intend to leave the Netherlands after the au pair year?

☐ Resilience

Is the candidate physically and mentally strong enough for a year abroad? See page 5.

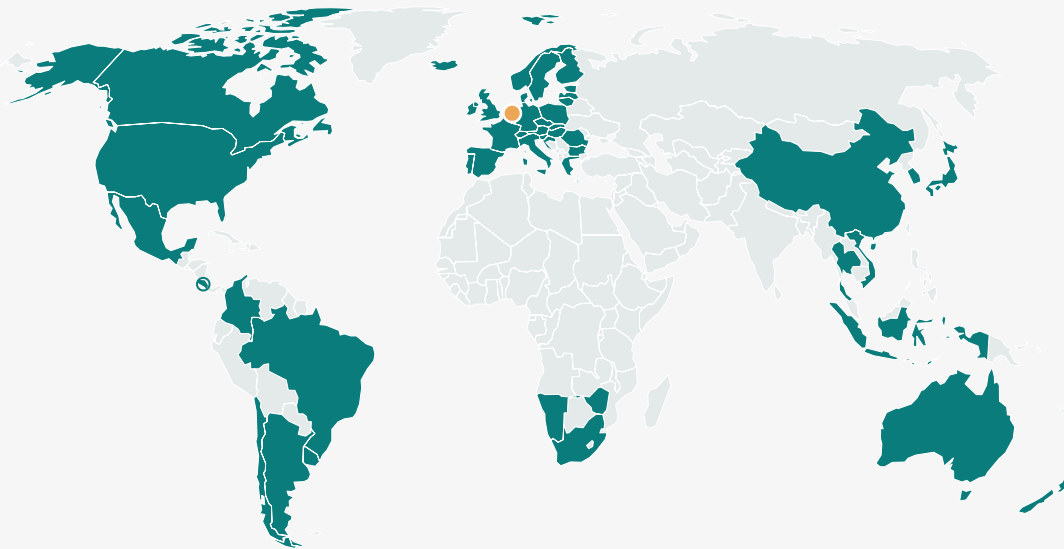
☐ Country of origin

Does the candidate come from a country we work with? See page 7.

Where to search?

Recommended countries

Based on our positive experiences with previous placements and the generally smooth immigration procedures, we recommend these countries and regions as your search area.



■ Recommended country ● The Netherlands

Europe

All EU/EEA countries (with a strong recommendation for Southern Europe), Switzerland and the United Kingdom

Americas

Argentina, Brazil, Chile, Colombia, Costa Rica, Mexico, Uruguay, Canada and the United States

Oceania

Australia and New Zealand

Africa

South Africa, Namibia and Zimbabwe

Asia

China, Indonesia, Japan, Thailand, Vietnam and South Korea. Please also read the points of attention on page 8.

Points of attention when searching

Au pairs from Asia

Au pairs from Asia generally thrive best in families with (very) young children.

We also ask host families to take extra care. In many Asian cultures it is not customary to say 'no' or to set boundaries. As a result, these au pairs are at greater risk of their boundaries being crossed, often unintentionally.

What you can do:

- ✓ Stick strictly to the agreed hours and tasks
- ✓ Ask regularly how things are going, even when there are no complaints
- ✓ Make it clear that saying 'no' or asking a question is always fine
- ✓ Watch for quiet signals, such as withdrawing or always saying 'yes'

Expected lead times

Within the EU/EEA ± 5 weeks

Outside the EU/EEA ± 2.5 months

South Africa ± 3.5 months

Au pairs from the EU/EEA can usually start within five weeks. From outside the EU/EEA, preparations take 2.5 months on average.

A different country?

Found an au pair from a country that is not on our list? Then we may not be able to support the placement. That depends on the circumstances and the regulations. If in doubt, please contact us beforehand.

We advise against searching in countries with a highly unstable economic or political situation.

Sample questions

Use these questions as inspiration: choose what suits the conversation and above all, ask follow-up questions.

About the 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 live now? Is it a city or a village?

Could you show us your room? (Is it neat and tidy?)

What are your strengths and weaknesses?

What really makes you happy?

Is religion an important part of your life?

Motivation and plans

Why did you choose to become an au pair?

How do your family, friends and partner feel about your decision?

Have you ever been abroad?

Do you know anyone in the Netherlands?

What are you planning to do in your free time?

What do you want to do after your au pair year?

Experience with children

Have you worked with children before? Which ages are you comfortable with?

Have you taken care of several children at the same time?

What did you like about working with children?

Describe some activities you have done with children.

Can you give an example of a time when children weren't listening or cooperating?

For the second call

How do you imagine a typical day with our family?

What do you expect from us as a host family?

We have rules about screen time, bedtime and food. How do you feel about following our approach?

What do you think about house rules, for example about having guests over?

How would you let us know if something bothers you?

What do you need to feel at home with us?

Are there any medical considerations that are important for your au pair tasks?

Step 6

Found a candidate?

Let your account manager know. We screen the candidate, take care of the registration and all procedures, and support you and the au pair throughout the year.

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Opening hours

Monday to Friday
9 am – 5 pm

Unsure about a candidate?

Feel free to call us before you
make a final decision.

