Common candidate questions: Below is a list of frequently asked questions about the Caregiver role with Homebridge. If your question is not answered below, please submit your question via email to jobs@homebridgeca.org and a member of our Recruitment team will get back to you.

### About Homebridge

**What does your organization do?**
*A:* Homebridge provides home care and support services in San Francisco County. Our largest program is home care, in which we deliver more than 500,000 hours of home care service to over 1,500 clients annually. We also operate a training program for personal caregivers.

**Where do you operate?**
*A:* Currently, Homebridge provides services within the City and County of San Francisco. Our direct-care employees work within the city and county limits, including Treasure Island.

### Caregiver Position

**What is an HCP (Caregiver)? What do they do?**
*A:* At Homebridge, our official title for caregivers is Home Care Providers (HCPs). Caregivers are direct-service professional who provides care to community members in their homes. Caregivers at Homebridge are also advocates, and one of the most important members of the Homebridge family. Caregivers perform four main types of services: personal care, domestic care, paramedical and specialized care services, and accompaniment and transportation. While services from client-to-client will vary, you can expect to help with basic chores around the house, assist with bathing and hygiene, supporting your clients in getting to and from appointments in the community, and specific specialized care tasks (with appropriate training).

**Do you offer full-time and part-time schedules?**
*A:* Our Caregivers choose their schedules. We offer full-time (benefitted) and part-time positions. However, our mandatory new-hire training program does follow a full-time schedule. If you are unable to train full-time, please contact us; we may be able to work with you.

**I have my CNA/HHA/etc... Do I get paid more?**
*A:* Currently, we are unable to offer a higher wage to new employees, regardless of experience, certifications, or training. However, career advancement and pay increases are available, as well as opportunities for bonuses. For more information, please contact our recruitment department at jobs@homebridgeca.org.

**Do I have to be 18 to apply?**
*A:* Job seekers who can furnish a work permit or work authorization are welcome to apply for our Caregiver position.
Policies & Procedures

I already completed a LiveScan. Do I need to do another one?
A: Yes. However, Homebridge covers the cost of the LiveScan and includes it in the training schedule. Applicants do not need to complete their LiveScans until after an offer of employment has been made.

I already have my Tuberculosis test results. Do I need to do them again?
A: If you have negative test results from a TB test dated within the past year (365 days) you do not need to complete the test again. However, if your results have been misplaced, are older than a year, or (in some cases) are not able to clear you for the field, you may be asked to complete another one. In the event that you need to complete a TB test, Homebridge will cover the cost and schedule it as part of your training. TB tests do not need to be completed until an offer of employment has been made.

I already have my CPR/First Aid Certification. Do I need to get re-certified?
A: If your CPR/First Aid Certification is valid, you do not need to get re-certified. However, Homebridge includes CPR/First Aid certification as part of our paid New Hire Training. All new employees are encouraged to participate in the paid training and renew their CPR/First Aid certifications and skills.

I have my CNA. Do I need to complete the training?
A: Yes. As part of our contractual obligations with the City and County of San Francisco, all new Caregivers with Homebridge are required to complete a basic caregiver training. Training will provide you an opportunity to refresh your skills, get to know your co-workers, and understand the Homebridge approach to caregiving. Did we mention it’s a paid training?

I have a conviction history. Can I still work at Homebridge?
A: It depends. The State of California offers guidelines on the types of convictions that might limit a person’s eligibility to become a Caregiver. You can read about the SF Fair Chance Ordinance and Know Your Rights information. We always welcome questions and encourage interested individuals to apply, even if they’re unsure of their conviction history. If you have questions about your eligibility, email us at jobs@homebridgeca.org.

Final Steps

How will I know if I got the job?
A: After completing all the interview steps, you will be notified via phone or email within 5 business days about your application status. If your contact information changes, let us know so we can keep in touch.

Contact us at jobs@homebridgeca.org or via phone at 415.400.7550
www.homebridgeca.org/careers