

An Interview with Home Instead Senior Care

Edited by Emily Pritchard

Dave Krueger, Owner of Home Instead Senior Care located here in Missoula, feels his company has a lot to offer students interested in Social Work, Geriatrics, and other caregiving related fields. "Whatever you do, make sure you are making a positive impact on someone on a daily basis."

What is the main goal of Home Instead Senior Care?

"At Home Instead, we work towards enhancing the lives of aging adults. We do this through compassion and top-notch care, so that a senior can age in their own home with dignity and respect. We hand-pick our CAREGivers and match their personality to that of their senior clients to ensure that the personalities of each will mesh, which promotes an emotional connection. Our company motto "to us, it's personal" says it all!"

What do your CAREGivers do?

"Our CAREGivers help our senior clients with all non-medical tasks. We call these *Activities of Daily Living*, and think of them as anything you do on a normal day. This can range from just companionship, to running errands, light housekeeping, meal preparation, and maybe even accompanying the client on a walk in a nearby park or even golf!"



How did you come to own Home Instead?

"My wife was originally hired on as the marketer, then the general manager. We purchased the business from the previous owners in Jan 2012. We did this because we positively affect over

300 people a week (clients, family members, employees, admin staff) in a positive and beneficial way. This world needs more people with good hearts helping others, and that is exactly what we are doing one person at a time!"

How many clients and staff members do you have? Is a student responsible for their own gas to get to a client?

"Our Client and CAREGiver numbers change all the time, depending on the need. As a general rule we usually have around 100 Clients and approximately 60-75 CAREGivers. The student interns are responsible for their own gas (think of it as if they worked at Target- the responsibility to get to work and the gas spent is theirs- but they are reimbursed for mileage if they drive a client in their personal car on an errand)."

How does having UM student interns help your company?

"Having UM interns is a great help to our business and the community. Interns coming through this program have strong work ethics and are reliable. We are always looking for great CAREGivers to make a difference in a senior's life! We just finished with our first intern, who was amazing and is staying on with us as part-time employment!"

What does an intern's work schedule look like?

"Our interns would need to plan on working between 12-20 hours per week on average. The more open and available an intern is, the easier it will be to place them. We can work their schedule around pre-existing obligations, as long as their availability is consistent."

What is the culture and work environment like for a student intern?

"Our interns need to have a genuine interest in helping senior citizens. They need to be reliable, punctual, organized, and polite. The culture will be whatever they make it. Our senior clients typically love the interaction that they get with their CAREGivers, so each day is truly what you make it!"

How about training?

"All interns would receive 12-15 hours of instruction on how to perform their job duties. On-going trainings are also available 8-10 times per year to help them broaden their knowledge base."

Did you do an internship as a student?

"Yes I did. I found that you don't always have to do an internship in the exact field that you want a career. I picked a field that had many similarities to the field I wanted to be employed in, and during my internship my eyes were opened to other nuances of my field."

Are the internships paid? Are you looking for specific types of students?

"All interns are paid. We can support between 1-10 interns depending on what our current need is. We look for social workers, Nursing Students, Pre-med, Geriatrics, anything in the medical or social work field."

How long do the internships last?

"We would need at least a 6 month commitment from the intern (keep in mind we can be flexible with most consistent schedules), and we are happy to have them stay on after that 6 month period has expired."

Where can students get more information?

"Visit our website at www.homeinstead.com/539"

Is there anything else students should know about interning with your company?

"To be accepted we need to make sure that you are reliable, and have consistent availability. We are affecting senior's lives every day, and we need interns who will be on-time to each and every shift, and take the job personally. Even though we are completely non-medical, we have employed dozens of CNA's, Nurses, Social Workers, and even a bored Physician once! This is truly a job to make you smile."

"If the internship goes well we would love to keep the students employed on a part-time basis. This is an easy and fulfilling way to earn money, satisfy an academic requirement, and make a difference in someone's life!"