

Our Caregivers

How they are employed, screened, trained, and supervised — and what that means for your community.



EMPLOYMENT	SCREENING	OVERSIGHT
W-2 employees only	Five checks before shift one	Registered nurse supervision

EVERY CAREGIVER IS OUR EMPLOYEE

All Vanguard caregivers are **W-2 employees**. We do not use 1099 contractors and we do not refer independent providers. That means we carry the payroll taxes, the workers' compensation, the liability coverage, and the supervision — not the family, and not your community.

SCREENED BEFORE THE FIRST SHIFT

What We Verify

Maryland criminal background check through Allied Screening	Maryland Nurse Aide Registry verification
OIG List of Excluded Individuals and Entities	Maryland Medicaid exclusion list
Reference checks and verification of credentials	

Screening is repeated on our published re-check schedule for the length of employment.

TRAINED BEFORE THEY ARE ASSIGNED

Training and Certification

Orientation	Completed and paid before any client contact. Covers scope of practice, client rights, HIPAA, infection control, emergency procedures, and reporting.
Ongoing training	Assigned through CareAcademy and tracked. Annual requirements met and documented.
Dementia care	Select caregivers carry essentiALZ® certification — required within the first year of employment.

SUPERVISED BY A REGISTERED NURSE

Clinical Oversight

- 1 An RN completes an in-home assessment before care begins.
- 2 The RN writes the plan of care and updates it as needs change.
- 3 Supervisory visits are conducted and documented.
- 4 Caregivers report changes in condition; the RN determines what happens next.

What This Means for Your Community

Your staff never has to verify a caregiver's credentials, chase an insurance certificate, or manage a worker who is not ours. We follow your sign-in, badging, and orientation requirements. **If something happens on your property, one phone call reaches the owner.**