



## 8-STEP NANNY QUALIFICATION PROCESS

At Wonder Years, we believe exceptional childcare begins with an intentional and thoughtful screening process. Every caregiver goes through a detailed evaluation designed to ensure families receive safe, reliable, and high-quality care from caregivers who are both qualified and genuinely passionate about working with children.

### 1 APPLICATION REVIEW

Caregivers complete a detailed application outlining their childcare experience, availability, qualifications, and caregiving style.

### 3 VIRTUAL INTERVIEW

Selected candidates participate in a video interview where we assess personality, childcare approach, professionalism, and family compatibility.

### 5 REFERENCE VERIFICATION

Professional and childcare references are contacted to verify prior experience, reliability, and quality of care.

### 7 MOTOR VEHICLE RECORD CHECK

For caregivers who may transport children, driving history and motor vehicle records are reviewed.

### 2 INITIAL PHONE SCREENING

Our team conducts an introductory phone call to discuss experience, professionalism, communication skills, and overall fit for the agency.

### 4 CHILDCARE KNOWLEDGE & DEVELOPMENT ASSESSMENT

One of the things that sets Wonder Years apart is our intentional caregiver screening process. Rather than functioning as a simple listing board, we take a thoughtful, boutique approach to matching families with trusted caregivers.

Through real-life childcare scenarios and development-based questions, we're able to better understand each caregiver's instincts, professionalism, communication style, and approach to caring for children.

This step allows us to thoughtfully select caregivers who align with the level of care, safety, and support families deserve.

### 6 COMPREHENSIVE BACKGROUND CHECK

All caregivers must successfully pass a background screening prior to placement consideration.

### 8 CPR & FIRST AID VERIFICATION

Caregivers must provide current CPR and First Aid certifications or complete certification prior to placement.