





# VERMONT *Nanny Connection*

## PROVIDING HIGH-QUALITY CHILDCARE

As the mother of two young children, Hope Moulton understands the importance of a good caregiver. In fact, Moulton, owner of Vermont Nanny Connection, often thinks of her daughters, five-year-old Corrina and two-year-old Kaya, as she places nannies and sitters with families.

“I say to myself, ‘If I didn’t trust my children with this person, there’s no way I could let them be part of the agency,’” Moulton observes. Potential hires must undergo a thorough interview and background check before they will be added to Vermont Nanny Connection’s roster. After a prospective nanny completes a detailed application, Moulton schedules an in-person interview and contacts no fewer than three references to assess childcare experience and skills, as well as personality. She also completes a criminal, sexual offender, and driving-record review.

“Not everyone’s meant to be a caretaker,” Moulton says. “I want to be sure I’m providing quality nannies and sitters, and that’s always in the back of my mind during the process.”

### Finding the Right Fit

Moulton also meets with families to familiarize herself with their dynamics and determine their needs. Does the nanny’s age matter? Is it okay if she has to commute, or do they want someone who lives nearby? How many hours a week do they need a nanny, and if she’ll be full-time, do they want her to live with them? Families are then provided with the names of a handful of prospective nannies and can choose which ones they’d like to meet. Even after a contract has been formalized and the nanny has started working, Moulton checks in a few times to make sure everyone’s happy with the arrangement.

The process seems to work. Molly Walsh of Shelburne has hired four part-time nannies, whom she calls “exemplary,” through Vermont Nanny Connection. “Besides their education, this is the most important decision we can make for our children,” says Walsh,

Opposite: Hope Moulton  
with her daughters.

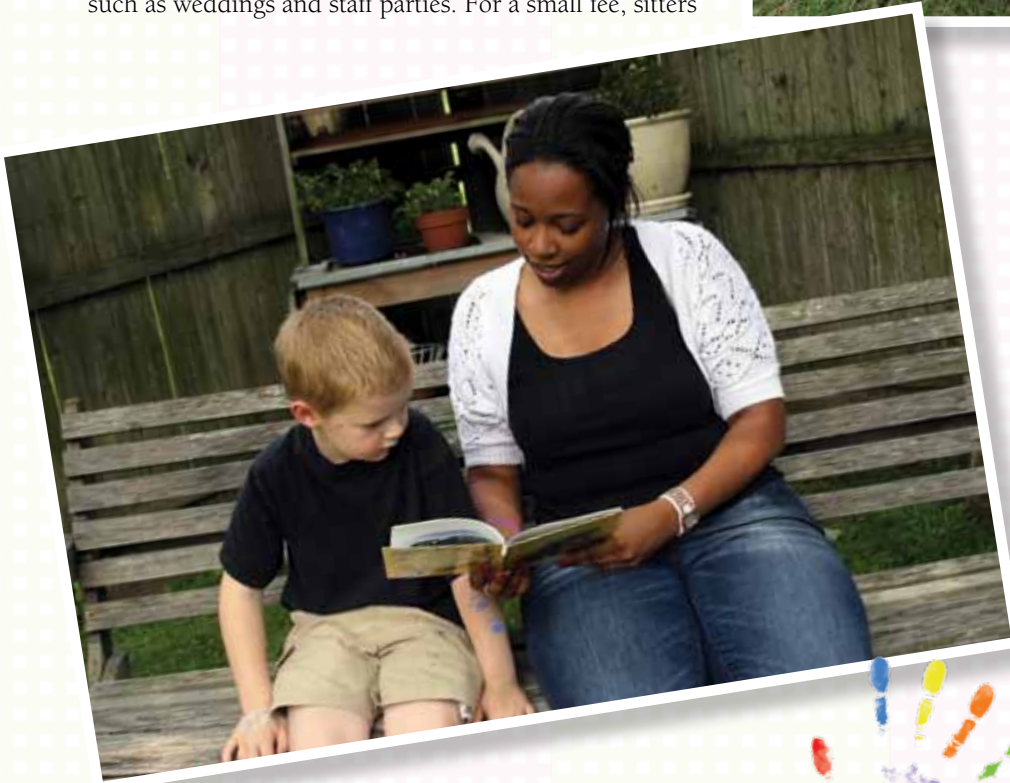
mother of twin three-year-olds. “Every time I leave the house, I know my kids are in great hands—loving, strong, careful, responsible, reliable people.”

### Meeting a Variety of Needs

The agency, which was founded by Katie Ketner in 2005, also provides traditional babysitters. The Sitter Connection meets short-term caregiving needs through occasional weekend and evening positions in homes and in area hotels. Other than the temporary nature of the assignments, the process is the same as for nannies—sitters are required to undergo background checks. On average, Vermont Nanny Connection’s roster lists between 200 and 300 nannies and no fewer than 100 sitters, though there is some overlap, as many of the nannies pick up sitting jobs during their off hours.

Applicants for both nanny and sitter positions must have reliable transportation and be at least 18 years old—the majority are in their 20s—with a minimum of two years of childcare experience. Most are college graduates, and all receive training in first aid and CPR. Favored by some families are the “granny nannies,” women in their 60s who are, in general, especially comfortable with newborns and infants. And male caregivers are available as well; Sitter Connection currently has on call two men in their 20s, both avid skiers and employees of area school districts who frequently meet their charges on the slopes during winter breaks.

Moulton also provides caregivers for special events such as weddings and staff parties. For a small fee, sitters



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will arrive armed with activity bags geared to the ages of the children; these might include Play-Doh, jump ropes, coloring books, or board games. Vermont Nanny Connection sitters have worked at Burton Snowboard's Fall Bash, for example; the activity bags for that event included pumpkins for decorating.

### Reaching Out

Moulton, who moved to Montpelier from Florida when she was 14, is one of five children. Growing up, she babysat often and spent several summers working as a nanny herself. With a master's degree in deaf education, Moulton also works part-time as a consultant for the Vermont Center for the Deaf and Hard of Hearing, primarily in schools in the Northeast Kingdom. She purchased the Vermont Nanny Connection in 2010 and is always looking for ways to help it grow and evolve. One goal is to be able to reach every corner of Vermont; right now, if someone calls from a location where she hasn't yet recruited a nanny, Moulton will go out of her way to advertise for that position, including postings on college bulletin boards and advertisements in local papers.

Moulton is constantly reaching out to those who work for her as well, including scheduling an annual get-together. The meet-and-greet allows newer nannies to get tips from those who have been "in the trenches" longer, but it's also a chance for Moulton to check in. "I love getting ideas and feedback from nannies for ways to improve things," Moulton says.

"Hope is diplomatic, calm, caring, and trustworthy," says Molly Walsh. "When it comes to our children, what could be more important than that?"

### Information

For rates and other information about Vermont Nanny Connection go to [www.VermontNannyConnection.com](http://www.VermontNannyConnection.com).



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