

FREQUENTLY ASKED QUESTIONS

Why you should work for Home of Hope!

Applicant Q&A

I don't have any training in the field.

Home of Hope trains all employees to meet the individuals with intellectual disability state guidelines required and provides guidance to make you feel comfortable doing your job. We will teach and train you to do a job with purpose, there is no experience in the field required. There will be approximately one month of classroom, online and job shadowing provided. Additional training is also available in our learning management system to enhance your skills.

I don't have daycare for my child/children.

Home of Hope has a daycare in Vinita which is open from 6:30 am to 11:30 pm seven days a week to meet the needs of our staff. We offer discounted rates to all staff. The first step is to apply for either state or Indian daycare assistance, as a Home of Hope employee you will pay 50% of the cost as a benefit of working for us. If you do not live near Vinita, we offer a scholarship program for daycare assistance. Please request a form from an HR staff.

I need specific hours to fit my schedule.

Don't worry! Home of Hope offers many different types of flexible schedules, from "slam shifts" where you can work 40 hours straight in a house that allows sleeping, to being able to accommodate many different types of schedules to allow you to still get the hours you desire.

I heard Home of Hope only hires CNA's...

Home of Hope doesn't require you to hire in with a CNA. We will provide the required training to care and assist our clients in their daily lives.

I don't have experience in the field.

Home of Hope values everyone's experience that life has brought them. We value the experience you may not even realize you have. We have jobs that will let you take that experience and make a difference in the lives of adults with disabilities.

Can you help me get my CMA?

Yes, six months after you have completed your Developmental Disability Nursing Aide training and testing (and passed) you will be permitted to start the training for a CMA. Make sure you let your Administrator know this is a career path you want to take. Home of Hope values career growth and wants you to become the best version of yourself.

Do you require a valid Driver's License?

We do however, you can still work the 11:00 pm to 7:00 am shift in the ICF program. Or if you are in the process of getting your license you can work 30 days during training without a license or as a second staff until you get it.

I can make more somewhere else. Why should I work for Home of Hope?

It may be true that you could make more money per hour somewhere else, but Home of Hope pays for all meals and outings when you are on shift. We pay mileage to and from training and when you use your own vehicle to transport a client. We pay for all your training and offer career growth. We provide turkeys and hams at the holidays and support our Direct Support Professional with an angel tree for their children. We know the holidays can be a stressful time of year so we have a holiday savings plan so you can save paycheck by paycheck to help. We treat our staff like family if you have an emergency, we have an employee assistance fund to help you through your time of need.