



Who Is an Employer?

The Caring Across Cultures (CAC) materials use the word “employer” to refer to only one person. Which is a person with a disability who receives services from a direct care worker in their home. Using the word “employer” in this way was a conscious choice to keep things as simple as possible.

The word “employer” in the context of Home and Community-Based Service (HCBS) programs is complicated. Direct care workers and employers using CAC materials participate in different programs that use different terminology. This makes it difficult to choose a definition of “employer” that applies to everybody.

Depending on which program the person with a disability participates in, the word “employer” could refer to:

- Themselves
- A representative they appoint
- A provider agency that they asked to find a worker for them

The focus of the Caring Across Cultures project is not to educate people about HCBS programs. Instead, it is to provide learning materials and resources for direct care workers and employers that help them build stronger relationships.

Restricting use of the word “employer” to the people who are receiving services keeps the focus on the working relationship between them and their direct care workers.