

Caregivers, Personal Care Attendants and Respite



Figure 1:Photo Courtesy of Permobil.

Caregiving is not a role people usually choose. It seems to choose us, emerging from events and circumstances beyond our control.

This is a job that cannot be skirted and cannot always be delegated. It can be difficult, physically and emotionally. It can be time-consuming. While caring for

loved ones can be enormously satisfying, there are days, it seems, that offer little reward.

Caregivers, the men and women who care for family members and loved ones, deserve to be recognized and supported for the vital part they play in the lives of people with paralysis.

Caregivers may work in isolation from others in similar circumstances but they share much in common. It is important that caregivers connect with each other, to gain strength and to know that they are not alone.

It is essential that caregivers know about tools -- the homecare products and services -- that might make their jobs easier. It's also important that caregivers are aware of community and public resources that offer assistance.

Caregivers also need to know that support and respite systems exist to address the well-being and health of caregivers themselves.

The caregivers' links connect to several national organizations addressing the concerns of caregivers, including resources for hiring and managing personal care attendants.

Source: Christopher & Dana Reeve Foundation Paralysis Resource Center website

https://www.christopherreeve.org/living-with-paralysis/for-caregivers/caregivers

Web Sites

Caregiver Action Network (formerly National Family Caregivers Association)

http://caregiveraction.org

1150 Connecticut Ave. NW

Suite 501

Washington, DC 20036 Phone: 855-227-3640

General E-mail: info@caregiveraction.org

CAN educates, supports, empowers and speaks up for the more than 65 million Americans who care for loved ones with a chronic illness or disability or the frailties of old age. CAN reaches across the boundaries of diagnoses, relationships and life stages to help transform family caregivers' lives by removing barriers to health and well-being. CAN offers a **Caregiver Help Desk** to answer questions from caregivers from 8 am to 7 pm. Please call 855-227-3640 to reach it.

The Family Caregiver Alliance

http://www.caregiver.org/

235 Montgomery Street, Suite 930

San Francisco, CA 94103

Phone: 800-445.8106 (Toll-free)

E-mail: info@caregiver.org

FCA offers programs at national, state and local levels to support and sustain caregivers. FCA established the National Center on Caregiving to advance the development of high-quality, cost-effective programs and policies for caregivers in every. FCA also oversees Link2Care, an Internet support and information system for clients of California's system of Caregiver Resource Centers and operates the Bay Area Caregiver Resource Center in the six-county San Francisco Bay Area.

When Caregiving Ends (death of loved one) https://www.caregiver.org/resource/when-caregiving-ends/

National Alliance for Caregiving (NAC)

http://www.caregiving.org/

1730 Rhode Island Ave. NW, Suite 812

Washington, DC 20036 Phone: 202-918-1013 Email: info@caregiving.org

NAC is a non-profit coalition of national organizations focusing on issues of family caregiving. The Alliance was created to conduct research, do policy analysis, develop national programs, increase public awareness of family caregiving issues, work to strengthen state and local caregiving coalitions, and represent the US caregiving community internationally.

Well Spouse Association (WSA)

http://www.wellspouse.org/

63 West Main Street, Suite H

Freehold, NJ 07728 Phone: 732-577-8899

E-mail: info@wellspouse.org

The WSA advocates for and addresses the needs of individuals caring for a chronically ill and/or disabled spouse/partner. The organization educates health care professionals and the general public about the special challenges and unique issues of "well" spouses, facilitates a mentor program, and publishes a newsletter (*Mainstay*) and e-newsletter (*Member Minute*), among other activities. Peer to peer support is offered through a national network of support groups and an on-line chat forum.

AARP: Caregiving

http://www.aarp.org/relationships/caregiving/

AARP offers articles, tools, work sheets and tips on how to plan, prepare and succeed as a caregiver.

AARP and National Alliance for Caregiving: Caregiving in the U.S. 2015 report

http://www.aarp.org/ppi/info-2015/caregiving-in-the-united-states-2015.html

AARP and National Alliance for Caregiving: Caregiving in the U.S. 2015 report

https://www.aarp.org/pri/topics/ltss/family-caregiving/caregiving-in-the-us-2025/

AARP and United Hospital Fund's Report: Home Alone—Family Caregivers Providing Complex Chronic Care

https://www.aarp.org/content/dam/aarp/research/public_policy_institute/health/home-alone-family-caregivers-providing-complex-chronic-care-rev-AARP-ppi-health.pdf

Administration for Community Living: National Family Caregiver Support Program (NFCSP)

https://acl.gov/programs/support-caregivers/national-family-caregiver-support-program

330 C St. SW

Washington, DC 20201 Phone: 202-401-4634

The NFCSP provides grants to states and territories to fund a range of supports that assist family and informal caregivers to care for their loved ones at home for as long as possible.

Aging Forward (formerly Shepherd's Centers of America)

https://aging-forward.org/

820 Armour Rd.

Kansas City, MO 64116 Phone: 816-960-2022

An interfaith, not-for-profit organization that coordinates 55 independent centers across the U.S to help older adults remain independent in their own living situation.

American Association of Caregiving Youth

https://www.aacy.org/

6401 Congress Ave., Suite 200

Boca Raton, FL 33487 Phone: 561-391-7401 Email: info@aacy.org

The mission of AACY is to increase awareness and provide support services for youth caregivers and their families.

American Psychological Association: State and National Resource Locators and Tools to Coordinate Caregiver Support

http://www.apa.org/pi/about/publications/caregivers/resources/locators.aspx

American Red Cross: Caregiving

http://www.redcross.org/take-a-class/program-highlights/nurse-assistant-training#family caregiving course

The American Red Cross offers a Family Caregiving Program that has been designed to: teach skills for caring for the elderly, chronically ill and disabled at

home; help community organizations provide services that benefit seniors; and prepare families to take on the responsibility and challenges of caring for a loved one at home. The program consists of 9 one-hour modules on various topics. Participants can take any number of the modules.

Caregiver Media Group

http://www.caregiver.com

1900 West Oakland Park Blvd.

Oakland Park, FL 33310 Phone: 954-893-0550 Email: info@caregiver.com

This site provides information, support and guidance for family and professional caregivers through topic-specific newsletters, online discussion lists, chat rooms and an online store. Caregiver Media Group also publishes *Today's Caregiver Magazine*.

Caring Connections

http://www.caringinfo.org

Alexandria, VA

Phone: 703-837-1500

E-mail: caringinfo@nhpco.org

Caring Connections, a program of the National Hospice and Palliative Care Organization (NHPCO), is a national consumer and community engagement initiative to improve care at the end of life. The program provides free resources and information to help people make decisions about end-of-life care and services before a crisis.

Caregiving.com

http://www.caregiving.com/

3323 W. Addison, MB6

Chicago, IL 60618 Phone: 773-343-6341

This site features the blogs of family caregivers, weekly words of comforts, free webinars and online support groups.

The Center for WorkLife Law

https://worklifelaw.org/

UC Hastings College of the Law

200 McAllister Street San Francisco, CA 94102 Phone: 415-565-4640

Email: hotline@worklifelaw.org

A non-profit research and advocacy organization that seeks to eliminate discrimination against caregivers in the workplace.

Johns Hopkins Medicine: Caregiving

https://www.hopkinsmedicine.org/health/caregiving

This site provides various guides for caregivers including information on home care, end of life, caregiver wellbeing, safety at home, and managing your loved one's care.

Johns Hopkins Medicine: Types of Home Care Services

https://www.hopkinsmedicine.org/health/caregiving/types-of-home-health-care-services

Leeza's Care Connection

https://leezascareconnection.org/

501 S Buena Vista St Burbank, CA 91505 Phone: 818-847-3686

Email: info@leezascareconnection.org

201 St. Andrews Rd. Columbia, SC 29210 Phone: 803-888-7525

Leeza's Care Connection is dedicated to connecting family caregivers with each other and with the information and support they need while they are walking the caregiving path. They offer virtual connection, wellness activities and educational workshops to caregivers.

Making the Move to Managing Your Own Personal Assistance Services: A Toolkit for Youth with Disabilities Transitioning to Adulthood

https://pueblo.gpo.gov/CAARNG/ODEP/PDF/ODEP051.pdf

MedlinePlus: Caregivers

www.medlineplus.gov

Type caregivers in search box. This page has general information on caregiving as well as links to other resources related to coping and specific conditions.

National Volunteer Caregiving Network

www.nvcnetwork.org

1765 Goodyear Ave., Suite 204

Ventura, CA 93003 Phone: 512-582-2197

Email: info@nvcnetwork.org

A non-profit organization whose mission is to support volunteer caregiving organizations.

Next Step in Care

http://www.nextstepincare.org/

This site provides information and advice to family caregivers and health care professionals to plan smooth and safe transitions between care settings, for example from hospital to rehabilitation center to home.

No Barriers USA

https://nobarriersusa.org/

301 Boardwalk Dr.

Box 270637

Fort Collins, CO 80527

Email: info@nobarriersusa.org

Provides services to caregivers. The Arch Foundation merged into No Barriers in

2019.

Northwest Regional Spinal Cord Injury System: Personal Caregivers – Tips, Tricks and Tales from Individuals with Spinal Cord Injury

http://sci.washington.edu/info/forums/reports/caregivers.asp

University of Washington

Rehabilitation Medicine

Box 356490

Seattle, WA 98195

At an April 8, 2008 forum, three individuals with longstanding quadriplegia described their experiences and shared tips for finding, hiring and managing personal caregivers. These presentations were followed by a brief talk by a University of Washington rehabilitation psychologist about maintaining personal boundaries when working with a personal caregiver. The presentations can be read as a report or watched as a 63-minute streaming video.

Open Caregiving: Caregiving Glossary https://www.opencaregiving.com/glossary

Road Scholar Caregiver Grant

www.RoadScholar.org/caregivergrant

PO Box 56033 Boston, MA 02205 Phone: 800-454-5768

Email: scholarships@roadscholar.org

The Road Scholar is a non-profit organization which offers unpaid family caregivers a chance to receive a scholarship of up to \$1,300 to take part in a Road Scholar educational travel program. The grant is for caregivers who are 50 and older and live in the United States. Please contact them for any other eligibility requirements.

Rosalynn Carter Institute for Caregiving (RCI)

www.RosalynnCarter.org

Georgia Southwestern State University

800 GSW Drive

Americus, GA 31709-4379 Phone: 229-928-1234

Through research, education and training, the RCI promotes the mental health and well-being of caregivers, delineates effective caregiving practices, builds public awareness of caregiving needs, advances public and social policies that enhance caring communities.

Share the Care: How to Organize a Group to Care for Someone Who is Seriously III

http://www.sharethecare.org

c/o National Center for Civic Innovation 121 Avenue of the Americas, 6th floor

New York, NY 10013 Phone: 212-991-9688

E-mail: info@sharethecare.org

ShareTheCaregiving™, Inc. seeks to improve the "quality of life" of persons who are seriously ill, disabled, or experiencing the challenges of aging, and to reduce stress, depression, isolation and economic hardship often suffered by their family caregivers. The organization is introducing a new paradigm in which ordinary people pool their efforts to help ease the burden on family caregivers and help those without family nearby.

Shepherd Center: Rebuilding Together—A Guide for Caregivers

https://www.shepherd.org/about/publications

Shepherd offers an electronic booklet about spinal cord injury for caregivers as well as one about acquired brain injury for caregivers.

Vanderbilt University's Critical Illness, Brain Dysfunction and Survivorship Center virtual support group for caregivers of people living with severe brain injury

Email: claire.burdick@vumc.org

This free education and peer support group is moderated by Vanderbilt University Medical Center mental health providers and is open to individuals in the U.S. who have been providing care to someone with a disorder of consciousness (DOC). A DOC is a condition that follows a severe brain injury. People with DOC have not recovered the ability to communicate or make decisions for themselves. They require a caregiver to assist with all or most physical, emotional, and cognitive needs. The group will meet via Zoom on Tuesdays from 4 pm to 5:15 pm Central. The following is a link to more information and to gather the contact info of those who are interested in participating: https://link.edgepilot.com/s/41db7ccd/0adilPR1NU_QSMbyqtaDiw?u=https://redcap.vumc.org/surveys/?s=AK9M9JY7LCPJJPJE

Women's Health.gov: Caregiver Stress

https://www.womenshealth.gov/a-z-topics/caregiver-stress

1101 Wootton Parkway,

Rockville, MD 20852

This fact sheet is designed to help women recognize if caregiver stress is a problem and has recommendations for obtaining help and relieving stress.

Women's Institute for a Secure Retirement (WISER): Financial Steps for Caregivers – What You Need to Know About Protecting Your Money and Retirement

https://www.wiserwomen.org/wp-content/uploads/2020/09/financial-steps-for-caregivers-budget-worksheet-9.2020.pdf

This guide is intended to help women understand the financial consequences of caregiving and plan for a more secure future.

Craig Hospital: Caregivers and Personal Assistants Resources

https://craighospital.org/resources/topics/caregivers-and-alternative-therapy

3425 S Clarkson St. Englewood, CO 80113

Email: rehab@craighospital.org

Respite Care – General Information

Respite is short-term breaks from caregiving for family caregivers. Respite can happen in the home, in a group setting, or can result when the person living with a disability takes part in activities that don't require the presence of the family caregiver.

ARCH National Respite Network and Resource Center

http://www.archrespite.org

The mission of the ARCH National Respite Network and Resource Center is to assist and promote the development of quality respite and crisis care programs; to help families locate respite and crisis care services in their communities; and to serve as a strong voice for respite in all forums.

ARCH: Fact Sheets

http://www.archrespite.org/productspublications/arch-fact-sheets

This page has fact sheets on a variety of topics related to respite for caregivers of children and adults. Most are aimed at people managing respite programs.

ARCH: Lifespan Respite Task Force

http://www.archrespite.org/national-respite-coalition/lifespan-respite-task-force

The Lifespan Respite Task Force, established in 2000, is a coalition of over 100 national and state organizations which serves to develop and promote a national respite policy. The Task Force was a major force in passing the Lifespan Respite Act of 2006.

Caring Communities

http://www.caringcommunities.org/

1341 W. Liberty Rd.

Sykesville, Maryland 21784

Phone: 410-549-5707

E-mail: info@caringcommunities.org

Caring Communities offers respite care training for adults and teens in Maryland.

TimeBanks USA

www.timebanks.org

5500 39th St. NW

Washington, DC 20015 Phone: 202-686-5200 Email: info@timebanks.org

Offers membership in time banks in which one can perform a service and bank the hours donated in order to get a different service in return. Respite for caregiving

could be earned in this way.

Locating Respite Care

ARCH: National Respite Locator

http://archrespite.org/respitelocator

The National Respite Locator Service helps parents, family caregivers, and professionals find respite services in their state and local area to match their specific needs.

ARCH: State Respite Coalitions

http://archrespite.org/state-respite-coalitions

This page lists contact information for state respite coalitions. These coalitions are grassroots membership organizations composed of public and private organizations; family caregivers; and respite, social service and health care providers. Most often their activities are focused on advocacy, networking, and public education.

Additional organizations are listed below by state.

Alaska

Assisted Care Services

http://www.assistedcareak.com/

P.O. Box 221876

Anchorage, AK 99522

Phone: 907-929-2828, 866-516-2687 (Toll-free)

E-mail: info@assistedcareak.com

Florida

Florida Respite Coalition

http://archrespite.org/respite-locator-service-state-information/141-florida-info

E-mail: Contact@FloridaRespite.Org

Hawaii

Catholic Charities Hawaiii (CCH)

http://www.catholiccharitieshawaii.org/

1822 Ke'eaumoku St.

Honolulu, HI 96822 Phone: 808-521-4357

Email: info@catholiccharitieshawaii.org

CCH provides_respite for caregivers of seniors (60 years and older) and linkages to private hire providers. Limited financial support for respite services is available.

Illinois

Illinois Respite Coalition

http://www.illinoisrespitecoalition.org/

555 Skokie Blvd., Suite 500

Northbrook, IL 60062 Phone: 866-455-7377

Email: ilrespitecoalition@gmail.com

The Illinois Respite Coalition is an organization of caregivers and respite providers dedicated to advocating support for families by ensuring access to quality respite services for residents of Illinois.

Kentucky

Kentucky Caregiver Support Services

https://chfs.ky.gov/agencies/dail/Pages/caregiversupport.aspx

275 E. Main St. Frankfort, KY 40621 Phone: 502-564-5497 Toll-free: 800-372-2973

Email: CHFS.Listens@ky.gov

Maryland

Adventist HealthCare, Inc.

https://www.adventisthealthcare.com/

820 W Diamond Ave Gaithersburg, MD 20878 Phone: 301-315-3030

Operates as a hospital and rehabilitation provider offering emergency respite care for family caregivers of individuals living with paralysis. Services include in-home care and mileage support for certified nursing assistants to reduce caregiver burden and maintain continuity of care.

Michigan

Judson Center

http://www.judsoncenter.org/

3031 Northwestern Highway, Suite 100

Farmington Hills, MI 48334

Phone: 248-549-4339

Judson Center provides respite care in three locations: Lahser Respite Home in Beverly Hills, Macomb Respite Home in New Baltimore, and Rose F. Kennedy espite Center in Westland.

Minnesota

LSS Caregiver Support and Respite Services

http://www.lssmn.org/respite/

2485 Como Ave. St Paul, MN 55108 Phone: 651-642-5990

Phone: 800-582-5260 (Toll-free) Email: caregiver@lssmn.org

LSS (Lutheran Social Services) offers short-term, non-medical respite care for

people 60 and older.

Minnesota Department of Health: Respite Care

http://www.dhs.state.mn.us/main/idcplg?ldcService=GET_DYNAMIC_CONVERS_ION&RevisionSelectionMethod=LatestReleased&dDocName=id_002203_

Phone: 651-297-3862 Toll-free: 800-657-3672 Email: DHSinfo@state.mn.us

Metropolitan Center for Independent Living (CIL)

https://mcil-mn.org/ 530 Robert St N St Paul, MN 55101

Email: info@mcil-mn.org Phone: 651-646-8342

Supports the PCA College Service Corps program, which engages university health field students in hands-on experience caring for people with disabilities, particularly paralysis, and preparing them to assist individuals in living as independently as possible. MCIL also provides information and referral, Long COVID resources, individual advocacy, youth transition services, home modifications and ramps, transitional services and nursing home relocation, independent living and vocational rehabilitation services, ADA Minnesota programs, case management, informed choice in WIOA, and related independent living supports.

Mississippi

Mississippi Department of_Human Services, Division of Aging & Adult Services

www.mdhs.ms.gov/adults-seniors

200 South Lamar St. Jackson, MS 39201 Phone: 601-359-4500 The In-Home Services Program provides respite care in some areas.

Missouri

St. Louis ARC

http://www.slarc.org/ 1177 N. Warson Road St. Louis, MO 63132 Phone: 314-569-2211

Ohio

Ohio Family Care Association

http://www.ofcaonline.org 2931 Indianola Ave. Columbus, OH 43202 Phone: 614-222-2712

E-mail: office@ofcaonline.org

Pennsylvania

Special Kids Network System of Care

https://www.health.pa.gov/topics/programs/Special%20Kids%20Network/Pages/Special%20Kids%20Network.aspx

Phone: 800-986-4550

South Carolina

South Carolina Respite Coalition

www.screspitecoalition.org

PO Box 493

Columbia, SC 29202 Phone: 803-935-5027

Email: info@screspitecoalition.org

Vermont

Vermont Department of Disabilities, Aging & Independent Living

http://dail.vermont.gov/

HS 2 South, 280 State Dr. Waterbury, VT 05671-1601

Phone: 802-241-2401

Washington

Senior Services

http://soundgenerations.org

Lillian Rice Building

2208 Second Avenue, Suite 100

Seattle, WA 98121 Phone: 206-448-5757

E-mail: info@soundgenerations.org

Wyoming

Wyoming Department of Health: State Respite Program

https://health.wyo.gov/aging/communityliving/older-americans-act-programs/nfcp/

2300 Capitol Ave., 4th Floor

Cheyenne, WY 82002 Phone: 307-777-7995 Toll-free: 800-442-2766 Email: wyaging@wyo.gov

The State Respite Program provides respite care to caregivers for children under age 21 with a severe, chronic disability which is attributable to a mental, emotional or physical impairment or a combination of impairments.

Personal Care Attendants

Center for Personal Assistance Services (CPAS)

http://clpc.ucsf.edu/about-community-living-policy-center

Department of Social and Behavioral Sciences

School of Nursing

University of California

3333 California Street, Suite 340

San Francisco, CA 94118-0612

Phone: 866-727-9577 (Toll-free)

CPAS provides research, training, dissemination and technical assistance on issues of personal assistance services (PAS) in the United States.

Centers for Medicare and Medicaid: Direct Service Workforce Initiative

https://www.medicaid.gov/medicaid/long-term-services-supports/workforce-initiative/index.html#:~:text=Workforce%20Initiative%20As%20the%20primary%20funder%20of%20long-

term,the%20paid%20and%20informal%20direct%20service%20community%20w orkforce.

Direct service workers perform personal care for individuals.

Christopher & Dana Reeve Foundation: PCA blog series:

Selecting and Hiring a PCA 6/4/19

https://www.christopherreeve.org/blog/daily-dose/selecting-and-hiring-apca

Managing a PCA 6/11/19

https://www.christopherreeve.org/blog/daily-dose/blog-two-managing-a-personal-care-attendant-pca

Parting with Your PCA 6/24/19

https://www.christopherreeve.org/blog/daily-dose/parting-with-your-personal-care-attendant

Independent Living Institute: Consumer Directed Personal Assistance Guide http://www.independentliving.org/docs6/conceptsmanual.html#anchor46

This site has detailed tips for hiring, training and working with a personal assistant.

New Mobility: The Business of Managing Your PCAs

http://www.newmobility.com/2017/08/managing-personal-care-assistants/ Article from August 2017 issue.

Origin

http://www.origincare.com/

7.0.6. Cameron House

White Cross

Lancaster LA1 4XQ

UK

Phone: 01524 34100

E-mail: info@origincare.com

Origin is an experienced, specialist care agency providing, one-to-one, 24 hour, live-in care services for people with spinal cord injuries. The company is owned and managed by a man who is spinal cord injured.

Employment as a Caregiver

Those seeking employment as a caregiver may want to check their local offices of:

Independent Living Centers Visiting Nurse associations ARCH Respite

Support and Support Groups

Barren Heights Christian Retreat Center

http://www.barrenheights.com/

11420 Watterson Ct. #800

Louisville, KY 40299

Phone: 502-327-9495

Barren Heights provides free weekend retreats to families of children with physical and/or developmental disabilities from May through October.

Caring Bridge

http://www.caringbridge.org

2750 Blue Water Road Suite 275

Eagan, MN 55121 Phone: 651-789-2300 Email: customercare@caringbridge.org

Caring Bridge offers free private websites where people can blog about an individual's health status. Friends and family can post guestbook messages.

Lotsa Helping Hands

http://www.lotsahelpinghands.com

118N. Peoria St, 2nd Floor

Chicago, IL 60607

Email: info@lotsahelpinghands.com

This site offers free private community pages to organize volunteers in helping an individual with health care or other needs.

Well Spouse Association: WSA Support Groups and State Contacts

http://www.wellspouse.org

63 W Main St Suite H Freehold, NJ 07728 Phone: 732-577-8899

This page lists contact information for support groups for spousal caregivers.

Chat Rooms/Online Discussion Groups

Caregiver Media Group

http://www.caregiver.com

This site has online discussion lists and chat rooms.

Well Spouse Association (WSA)

http://www.wellspouse.org/

Phone: 800-838-0879

The WSA offers an on-line chat forum.

Print Magazines

Mainstay

http://www.wellspouse.org/

A quarterly newsletter written by and for members of the Well Spouse Association.

Today's Caregiver

https://caregiver.com/magazine

Published 6 times a year by Caregiver Media Group.

E-mail or Online Newsletters

TAKE CARE! Self Care for the Family Caregiver

www.caregiveraction.org

A monthly e-newsletter is available to members of the Caregiver Action Network (CAN).

Caregiver.com Newsletter

http://www.caregiver.com/caregiver_newsletter/index.htm

Free newsletter sent once a week via email.

Family Caregiver Alliance (FCA): Newsletters

https://www.caregiver.org/about-fca/news-press/connections-newsletter/

FCA publishes four free e-newsletters covering all aspects of long-term family caregiving. They are: *The Newsletter of the Technical Assistance Centers* with information for the aging and lifespan respite networks about best practices, key research findings, and policy trends; Caregiving *PolicyDigest*, a twice-monthly briefing on current federal and state legislation, new programs and funding initiatives for long-term caregiving; *Connections*, focusing on issues and information important to caregivers; and *News*link, a publication exclusively for Link2Care members.

E-books

Shepherd Center's electronic book "How to Successfully Hire and Manage a Personal Care Assistant for People with Spinal Cord Injury"

https://itunes.apple.com/us/book/how-to-successfully-hire-manage/id756884980?mt=11&ign-mpt=uo%3D4

Can be downloaded to Mac or iOS devices.

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