Choosing care for your baby

Three ways to arrange infant care in Los Angeles, what each one really costs and asks of you, and who to call.

There are really only three ways to arrange care for a baby in Los Angeles: hire someone, enroll somewhere, or build something with other families. Each one suits some families and not others. These pages walk you through the questions that decide it, then show what each path costs, the paperwork that comes with it, and where the legal lines are. None of it tells you what to choose.

> Who wrote this: I'm Jess Makram. I was a career nanny, placed nannies with families at a boutique agency, and am now opening a small licensed home program in Silver Lake, one of the options on page 5. I've tried to be fair to every path. Facts are sourced on each page, and my opinions stay on the back page.

A

Hire a nanny

The most personal care and the most paperwork. One steady adult in your own home on your own schedule; in exchange you become an employer. A payroll service makes that much easier.

PAGE 3

B

Choose a program

A daycare center or a licensed family child care home. The least paperwork and usually the lowest cost per child. You trade schedule flexibility and some intimacy for regulation, built-in coverage, and a program that is the employer, not you.

PAGE 4

C

Build something with others

Two families and one nanny, a rotating co-op, a friend who takes your baby, or a very small licensed home. Often the warmest setup, and the one with the murkiest rules. Each can be legal, depending on how it is set up.

PAGE 5

HOW TO USE THESE PAGES

1

Circle your answers on page 2. Count the circles. That shows which way you lean.

2

Read the page for the path you lean toward. Each one covers what is good about it, the trade-offs, and the steps.

3

Read page 6 whichever path you choose. Help isn't only for low incomes.

4

Keep page 7 for the tour or the interview. It is the short list of what matters most for a baby in any setting.

START EARLIER THAN FEELS NECESSARY

Most of the stress in this decision comes from starting late. A workable order, counting back from the first day you need care. This comes from my own experience, not from any rule.

As early as you can

Even mid-pregnancy: call your Resource and Referral agency (page 6), join two or three infant waitlists, and ask HR about the dependent care FSA and backup care. None of this commits you.

3–4 months out

Decide between the three paths using page 2. If it is a nanny or a share, start the search now; a good hire takes four to eight weeks from first post to first day. If it is a share, find the other family first, then the nanny.

6–8 weeks out

Nanny or share: offer in writing, workers' comp confirmed, payroll account opened. Program: enrollment paperwork, immunization records, and a conversation about how the first two weeks will go.

2–3 weeks out

Paid trial days or a gradual start. Short first days give the new adult time to learn your baby, and your baby time to learn them.

Month one

Put three short check-ins with your caregiver on the calendar: at 30, 60, and 90 days, then once a month. Small problems are easier to raise when the time is already set.

Eight questions that actually decide it

No answer rules anything out. Circle the column that sounds most like your family on each row. Schedule and budget come first because they are hard limits. "Being an employer" and "your home as a workplace" come next because they surprise people. Your baby comes last so it does not feel like a test.

	A · Hire a nanny	**B · Choose a program** center or licensed home	**C · Build with others** share, co-op, friend, very small home
1. What hours do you actually need, and how fixed are they?	◯ Any hours, including shifting, early, late, and travel weeks.	◯ Standard daytime hours, the same every week. Many centers only sell five-day spots; ask.	◯ A share follows nanny hours. A co-op or a very small program runs on fixed days, often two or three a week.
2. What can you spend each month, counting the extras? Full-time infant care, Los Angeles, 2026. Tax offsets on page 6 apply to every paid option.	◯ About $5,100 and up all in. Wages plus roughly 10% for employer taxes, workers' comp, and payroll (page 3).	◯ About $1,200–$2,700, plus registration and supplies. Licensed homes run 20–30% below centers.	◯ Share: about two-thirds of a solo nanny per family. Co-op: $0 plus your time. Very small program: above typical daycare.
3. Are you willing to be someone's employer? The question most families skip. Payroll registration, tax filings, workers' comp, sick leave, overtime rules.	◯ Yes. You are the employer. A payroll service does most of the paperwork, but it is still yours.	◯ No. The program is the employer. You are a customer.	◯ Depends on the shape. Share: yes, each family separately. Co-op or a friend's home: no. Very small program: no.
4. Is your home a workplace you want to run? Supplies, food, a place for their things, written expectations, a way to raise problems.	◯ Yes, every day. Some families love this; others find it the hardest part.	◯ No. Care happens somewhere else, and so does the commute.	◯ Only if you host the share. Otherwise care happens in someone else's home.
5. Do you want your baby in a group, and how large?	◯ One to one.	◯ One adult for every four infants in a center; a small licensed home may have up to four infants.[1]	◯ Two or three babies with one steady adult.
6. When the caregiver is sick, who covers?	◯ You do, and you still pay sick leave.	◯ The program does. When your baby is sick, you keep them home; most programs have exclusion rules.	◯ Share: both families scramble. Co-op: another parent does; that is the point of a co-op.
7. What is your baby like right now? Not a diagnosis, just noticing. This can change by the month; the choice is not permanent.	◯ Easily overwhelmed by noise or many faces; settles best with one predictable adult.	◯ Lights up around other babies and a rhythm to the day.	◯ Does well with a familiar few: one adult, one or two other babies.
8. How much do you want to be involved in the care itself?	◯ Hand it to a professional you chose, and trust them.	◯ Hand it to a program and its routines.	◯ Hands-on, daily: a co-op, or a program that treats parents as partners.
Count your circles The column with the most is your lean. Two columns close together usually means a share or a very small program is worth a look.	☐ go to page 3	☐ go to page 4	☐ go to page 5

Sources. 1. California Department of Social Services, Title 22 child care center regulations, cdss.ca.gov/getinfo/pdf/ccc7.PDF; CDSS family child care home regulations, cdss.ca.gov/getinfo/pdf/fcc.PDF. Cost ranges are from the sources listed on pages 3, 4 and 6.

Hire a nanny

In short: the most personal care and the most paperwork. You get one steady adult in your own home on your own schedule; in exchange you become an employer.

WHAT IS GOOD ABOUT IT

- Care happens in your home, around your baby's own rhythms: naps in their own crib, no commute for the baby.
- One consistent adult. For a baby, that continuity is worth a lot.
- Hours can move, and your baby's sick day does not cost you a workday.
- You pick the person yourself.

THE TRADE-OFFS

- Most expensive option for one child.
- You are the employer, and the paperwork is yours.
- No built-in backup when the nanny is sick or on vacation.
- No inspections or required training. Nannies caring for one family's children are license-exempt in California, so you set the standard.[1]

WHAT IT COSTS IN LOS ANGELES

FULL-TIME, ONE YEAR	AVERAGE $27/HR	EXPERIENCED $40/HR
Wages, 40 hours × 52 weeks	$56,160	$83,200
Employer taxes, workers' comp, payroll service[3]	$5,290–$6,390	$7,350–$8,450
Rough total	**$61,450–$62,550**	**$90,550–$91,650**
Per month	$5,100–$5,200	$7,550–$7,650

Platform averages run about $25–$27 an hour; agency-placed nannies $30–$40; experienced career nannies often $35–$45 or more.[2] The experienced rate varies with education and experience: an early childhood or child development degree, infant training, and years with babies all push it up. Inflation has hit families and nannies alike, and rates have risen with it. Overtime, a holiday bonus, and raises are extra.

BEING AN EMPLOYER, IN BRIEF

- $3,000 in wages in a year: you owe Social Security and Medicare, 7.65% from you and 7.65% from the nanny, and you give a W-2.[4]
- $750 in a quarter: register with EDD within 15 days.[5]
- Workers' comp from day one. Ask your homeowner's or renter's insurer first.[6]
- LA minimum wage is $18.42; overtime after 9 hours a day or 45 a week; at least 48 hours of paid sick leave a year in the city.[7]
- A household payroll service ($42–$75 a month) handles the filings.[3]

PAYING ON THE BOOKS, OR IN CASH

Cash looks about 10% cheaper. On the books, your nanny builds Social Security credit and can get unemployment, disability pay, and Paid Family Leave, including bonding time with a baby of their own.[8] You can use the dependent care FSA and child care credit, which ask for your nanny's Social Security number (page 6).[9] Paid in cash, you are still liable for the back taxes plus interest and penalties, and an injury with no workers' comp, an unemployment claim, or a wage dispute can bring it all to light.[10] Plenty of families start with cash; you can switch with the next paycheck and ask a CPA about the months already paid.

HIRING, IN ORDER

01 Write the job: hours, duties, sick days, holidays, and the gross hourly rate.

02 Interview for what matters to a baby, and call references yourself.

03 Line up workers' comp and payroll before day one.

04 Sign a written agreement with California's required wage notice.

05 Start with a paid trial, then check in at 30, 60, and 90 days.

IF YOU USE AN AGENCY

Placement fees in Los Angeles usually run 18–25% of the nanny's first-year salary, a few charge 10%, and many add a $450–$1,000 registration fee.[2] Ask how long the replacement guarantee lasts, and get it in writing. The nanny should never pay the fee. TrustLine, California's fingerprint background check for in-home caregivers, is optional for nannies and costs about $143.[11]

Sources. 1. California Dept. of Education, in-home care, cde.ca.gov/sp/cd/re/caqinhomecare.asp · 2. Nanny Lane, nannylane.com; Fun With Kids in LA, funwithkidsinla.com; Westside Nannies, westsidenannies.com; Los Angeles Nannies, losangelesnannies.com · 3. Itemized from IRS Publication 926, irs.gov/publications/p926; EDD rates, edd.ca.gov; EDD DE 202 (2026 FUTA), edd.ca.gov; Scher & Bassett, scherandbassett.com; Nest Payroll, nestpayroll.com; Forbes Advisor, forbes.com/advisor · 4. IRS Publication 926, irs.gov/publications/p926 · 5. EDD Household Employer, edd.ca.gov/en/payroll_taxes/household_employer · 6. Labor Code 3351(d), leginfo.legislature.ca.gov; Nolo, nolo.com · 7. LA Office of Wage Standards, wagesla.lacity.gov; DIR, dir.ca.gov (Domestic Worker Bill of Rights) · 8. SSA, ssa.gov; EDD Paid Family Leave, edd.ca.gov/en/disability/paid-family-leave · 9. IRS Publication 503, irs.gov/publications/p503 · 10. IRS Publication 926, above; EDD DE 44, edd.ca.gov; DWC FAQ, dir.ca.gov/dwc/faqs.html · 11. TrustLine, trustline.org. General information, not tax or legal advice.

Choose a program

In short: the least paperwork and usually the lowest cost per child. You trade schedule flexibility and some intimacy for regulation, built-in coverage, and a program that is the employer, not you. The real work is choosing well and getting a spot.

WHAT IS GOOD ABOUT IT

- Regulated. Licensed programs are inspected, caregivers are fingerprinted, and ratios are set by law.
- Built-in coverage: the program handles staff sick days and vacations.
- Lower cost per child than a nanny.
- Other babies and a rhythm to the day; some babies love that.
- You are a customer, not an employer. No payroll.

THE TRADE-OFFS

- Fixed hours; late pickup fees; closures on holidays and training days.
- Your sick baby stays home with you.
- Infants are cared for one adult to four babies in California centers, which meets the law but is not one-on-one.[1]
- Staff turnover can break the continuity a baby depends on. Ask directly.
- Infant spots are scarce; waitlists are the norm. Call early (page 6).

TWO KINDS OF LICENSED CARE

Child care center

A commercial setting, infants grouped by age, one teacher for every four infants.[1] Usually the longest hours and the longest waitlists.

Family child care home

Care in the provider's own home, mixed ages. A small home may care for four infants only, or six children with no more than three infants; a large home with an assistant may care for up to twelve children with no more than four infants. Counts include the provider's own children under 10.[2]

WHAT IT COSTS IN LOS ANGELES

FULL-TIME INFANT CARE, PER MONTH	RANGE
LA County median, family child care home (2024)[3]	$1,209
LA County median, center (2024)[3]	$1,818
Silver Lake / Los Feliz centers, 2026 estimates[4]	$1,750–$2,700
Licensed homes in the same area	about 20–30% less
Three-day schedules, where offered[5]	roughly 40% less

Plus registration fees and supplies. Ask every program three questions: sliding scale or contracted spots, sibling discount, and whether you can start part-time and add days.

> **Getting a spot.** Your Resource and Referral agency keeps the list of licensed programs with infant openings and can put you on waitlists in the same call. For Silver Lake and most of central LA that is Pathways LA, (213) 427-2700. The full county table is on page 6.

WHAT TO VERIFY BEFORE YOU SAY YES

01 Look up the license on the CDSS facility search and read the inspection reports, not just the status. Note capacity and any citations.

02 Ask who will be your baby's primary caregiver, how long they have been there, and what happens when they are out.

03 Ask whether you can stay long enough to watch a diaper change or a feeding. You will learn more from that than from the tour.

04 Ask about sleep practices, illness exclusion, and how they communicate during the day.

05 Ask how they handle a crying baby when another needs them. A straight answer is a good sign.

06 Ask what the schedule looks like for the youngest baby there, not the oldest.

Sources. 1. CDSS Title 22, child care centers, cdss.ca.gov/getinfo/pdf/ccc7.PDF · 2. CDSS, family child care homes, cdss.ca.gov/getinfo/pdf/fcc.PDF; 22 CCR 102416.5, law.cornell.edu/regulations/california/22-CCR-102416.5 · 3. Los Angeles Times, citing California Budget & Policy Center, latimes.com (April 21, 2026) · 4. Daycare Square, daycaresquare.com; Ekam, joinekam.com/daycare-cost/los-angeles · 5. Daycare Calc, daycarecalc.com. Facility search: ccld.dss.ca.gov/carefacilitysearch.

Build something with others

In short: two or more families working it out together. Whether California requires a license comes down to **who is paid, where care happens, and how many families.**

> **The license rule in one sentence.** If you care for your own children plus the children of only one other family, you do not need a license; if you care for non-relative children from more than one family, you likely do.[1]

C1

Nanny share

WHO IS PAID	WHERE	FAMILIES
one nanny, by two families	usually one family's home	two

Good: near one-to-one attention, roughly two-thirds the cost of a solo nanny per family, a built-in playmate, a better-paid job for the nanny.[2] One LA agency's example: a nanny earning $40 an hour solo might earn $32 in a share, with each family paying $20–$22.[3]

Trade-offs: two families' schedules, two sets of house rules, two babies' naps in one home, and the share ends when either family's needs change.

The legal part: each family is a separate household employer, with its own EDD registration, its own Schedule H, and its own share of wages, overtime, and sick leave; payroll services handle shares.[4] Check the host family's policy for workers' comp first; the other family should confirm coverage too. If the host rents, read the lease. **Licensing is unsettled:** the Child Care Law Center says a nanny caring for two families at once is not license-exempt, even outside their own home;[5] resource and referral agencies and parent networks commonly call a share hosted in one child's home exempt.[6] Everyone agrees a share in the nanny's own home with more than one other family needs a license. Ask your regional Community Care Licensing office rather than guess.

Put in writing: pay split, who hosts and what the host provides, sick-baby rules, holiday and vacation alignment, notice period if one family leaves, how raises are decided, what happens if one baby needs more.

C2

Unpaid parent co-op

WHO IS PAID	WHERE	FAMILIES
no one	rotating homes	two to four works best

Good: free, deeply relational, parents stay central, no employer status, no license needed if the rules are met.

The rules: parents rotate as the responsible caregiver for all the children; every caregiver is a parent, guardian, stepparent, grandparent, aunt, uncle, or adult sibling of at least one child; no money or in-kind income changes hands for care (sharing snacks and toys is fine, as is splitting the cost of an outside activity); no more than 12 children in one place at one time.[7]

Trade-offs: you give time, not money, which only works when every family has real flexibility. No tax benefit, no subsidy eligibility.[5] What makes it work: a written rotation, shared safe-sleep and feeding norms, an illness agreement, and one person who keeps the calendar.

C3

Paid arrangement with a friend or neighbor

It depends on where care happens:

- **Their home, yours is the only other family:** license-exempt. Your friend is generally self-employed, not your employee.[8] You still need their tax ID for the FSA or credit. TrustLine is optional (page 3).
- **Your home, for pay:** they are your household employee. Everything on page 3 applies, including workers' comp.
- **Their home, babies from two or more families:** a family child care license is required; operating without one can bring citations, daily fines, and in willful cases misdemeanor charges.[5] If this is the dream, the path is C4.

Money can strain a friendship. Writing things down protects you both.

C4

A very small licensed home program

A licensed small family child care home built around a fixed cohort of infants, often with a second adult. The small-home license allows four infants only, or six children with no more than three infants.[9] **Good:** as small as a share, but licensed, which means fingerprinting, inspections, a written emergency plan, and required training. The program is the employer, so families are customers, and the space is set up for babies from the start.

Trade-offs: rare; usually a fixed schedule and cohort; priced above typical daycare because fewer babies per adult costs more; when a spot opens it tends to go to families who can commit to the whole schedule. **How to find one:** ask your resource and referral agency (page 6), search the CDSS facility list for small family child care homes near you and read the reports, and ask directly about infant count and who is in the room.

Sources. 1. CDSS, Do I Need a License?, cdss.ca.gov (do-i-need-a-license) · 2. Childcare Cost Finder, citing Care.com, childcarecostfinder.com/nanny-share · 3. Los Angeles Nannies, losangelesnannies.com/nanny-share-los-angeles · 4. Nest Payroll, nestpayroll.com · 5. Child Care Law Center, childcarelaw.org (license-exempt care, 2022) · 6. Children's Council of San Francisco, childrenscouncil.org; Berkeley Parents Network, berkeleyparentsnetwork.org · 7. Health & Safety Code 1596.792(e), leginfo.legislature.ca.gov (HSC 1596.792) · 8. IRS Publication 926, irs.gov/publications/p926 · 9. CDSS, family child care homes, cdss.ca.gov/getinfo/pdf/fcc.PDF.

Paying for it in Los Angeles

A middle income can still qualify for help here, and most families in the system pay no fee at all. One call to your Resource and Referral agency screens you for everything. Make it early, even before the baby comes.

START HERE: ONE PHONE CALL

Los Angeles County has eight Resource and Referral agencies. Any family can use them regardless of income; they hold the referral lists, run the subsidy intake, and know which programs have infant openings. Waitlists are long (one agency has reported more than 30,000 families), which is the reason to call during pregnancy, not after.[1] Not sure which agency is yours: the county line **1-888-922-4453** routes by zip code,[2] or use the lookup at childcarechoiceslacounty.org.[3]

WHAT TO SAY

> "I'm expecting / have a baby due or born in [month]. I'd like referrals for licensed infant care near [zip], and I'd like to be screened for every payment-assistance program I might qualify for and put on the waitlists."

WHICH AGENCY IS YOURS, BY THE ZIP CODE WHERE YOU LIVE[5]

IF YOU LIVE IN	CALL	NUMBER
Silver Lake, Echo Park, Los Feliz, Atwater, Eagle Rock, Highland Park, Hollywood, Koreatown, Downtown, Mid-City, Beverly Hills	Pathways LA	(213) 427-2700
San Fernando Valley, Glendale, Burbank, Santa Clarita, Antelope Valley	Child Care Resource Center	(818) 717-1000
Westside, Santa Monica, Culver City, Venice, Malibu, South Bay beach cities, Torrance	Connections for Children	(310) 452-3325
South LA, Crenshaw, Inglewood, Hawthorne, Gardena, Compton	Crystal Stairs	(323) 299-8998
Boyle Heights, Lincoln Heights, East LA, Montebello, Southeast LA cities	Mexican American Opportunity Foundation	(323) 890-9600
Pasadena, Altadena, South Pasadena, Arcadia, Alhambra, Whittier area	Options for Learning	(626) 856-5900 ext. 1
Long Beach, Lakewood, Norwalk, San Pedro, Wilmington, Carson	Children's Home Society	(562) 256-7490
Pomona, Claremont, Covina, Diamond Bar, Walnut	Pomona USD Resource & Referral	(909) 397-4740 ext. 25030

Pathways LA also has an online screener you can fill out before calling: pathwaysla.org/for-parents/enroll.[4]

WHO QUALIFIES FOR A SUBSIDY

Families earning up to 85% of the state median can qualify if they need care for work, school, or a job search: about $96,650 a year for a family of three, or $115,600 for four, through June 2027.[6] Below 75%, there is no fee; above it, at most 1% of monthly income.[7] The voucher pays a provider you choose. Ask to be screened; the agency does the math.

FREE: EARLY HEAD START

Free for pregnant people and children under 3, for families at or below the federal poverty level or receiving CalWORKs, CalFresh, or SSI. Some programs take families a little over the line, so ask anyway: **1-877-773-5543** or prekkid.org.[8]

MONEY BACK AT TAX TIME

- **Dependent care FSA:** up to $7,500 a year pre-tax starting in 2026, if your employer's plan adopted the higher limit. Ask HR.[9]
- **Child and Dependent Care Credit:** 20–50% of up to $3,000 in care costs for one child, $6,000 for two or more. FSA dollars reduce it.[10]
- Both need care that is legal and documented: a nanny on payroll, a licensed program, or a provider with a tax ID.[11]

IF YOUR BABY'S DEVELOPMENT WORRIES YOU

Early Start is free to evaluate, with no referral and no income or immigration test. In central LA, including Silver Lake, call Lanterman Regional Center, **(213) 252-8610**; anywhere else, the state Baby Line, **(800) 515-2229**.[12]

Sources. 1. LAist, laist.com · 2. LA County CEO, ceo.lacounty.gov · 3. childcarechoiceslacounty.org · 4. Pathways LA, pathwaysla.org/for-parents/enroll · 5. California Dept. of Education, LA County R&R list, cde.ca.gov/SP/CD/re/larr.asp · 6. CDSS 2026 Child Care Bulletins (income ceilings and fee schedule, July 1, 2026), cdss.ca.gov · 7. Welfare & Institutions Code 10290, leginfo.legislature.ca.gov · 8. HeadStart.gov, headstart.gov/how-apply; LACOE 2024 annual report, prekkid.org · 9. Mercer, mercer.com · 10. IRS, irs.gov/newsroom/working-families-tax-cuts; TurboTax, turbotax.intuit.com · 11. Child Care Law Center, childcarelaw.org · 12. CA Dept. of Developmental Services, dds.ca.gov; Lanterman Regional Center, lanterman.org/getting-started.

What I'd look for on a visit

Questions to bring on a tour or to a caregiver interview

These are the things I pay attention to after years of caring for babies and helping families find care. A visit won't show you everything, but it can give you a starting point for conversation.

Familiar caregivers.

Who will care for your baby each day, and who covers breaks or absences? Ask how they learn each baby's cues, routines, and ways of being comforted.

Attention for every baby.

Notice the quiet babies as well as those who are crying. Ask what happens when several children need help at once.

Care that isn't rushed.

If you can, watch a feeding or diaper change. Does the adult talk to the baby, notice their response, and give them time to participate?

Specific, honest communication.

Ask, "Can you tell me about a difficult day and how you handled it?" Listen for what happened, what the caregiver did, and what they shared with the family.

Room for your questions.

Ask how you'll hear about your baby's day and how concerns are handled. Notice whether your questions are welcomed and answered directly.

You're looking for care that works for your baby and your family. Bring your actual hours, budget, and questions into the conversation.

Jess Makram, Infant Atelier

WHAT ABOUT AN AU PAIR?

An au pair is a young adult from another country who lives with you on a one-year cultural exchange visa, extendable to a second year.[1] It only works for some families. You need a private bedroom for them, and federal rules say an au pair cannot be left alone with a baby under three months, cannot be placed with a child under two without 200 documented hours of infant care experience, and cannot work more than 10 hours a day or 45 a week.[1]

The headline cost looks like a third of a nanny: a program fee near $11,000 plus the federal minimum stipend of $195.75 a week, about $21,400 a year.[2] Food, the room, car access, and up to $500 for classes are on top. Whether California's higher minimum wage applies to au pairs is unsettled, and the federal pay rules are under review.[3] If you explore it, ask the agency in writing what stipend applies in California, and read its contract as carefully as you would a nanny agreement.

ABOUT THIS GUIDE

General information for Los Angeles families, not legal or tax advice. Facts checked October 26, 2026. Subsidy income limits reset every July 1, the federal unemployment rate every November, and state tax credits every January; we refresh this guide each July. Two things we could not settle from a desk: whether a nanny share hosted in one family's home needs a license (page 5), and whether any given agency has infant openings this month. You can answer both with a phone call.

Thinking about care for your baby?

Get to know Infant Atelier, a small program in Silver Lake for infant care and parent education. A small family child care home for four infants with two adults, opening pending licensure. The companion guide to California paid leave is free at the same address.

infantatelier.la

Sources. 1. 22 CFR 62.31, ecfr.gov/current/title-22/.../section-62.31 · 2. U.S. Dept. of State, j1visa.state.gov/programs/au-pair; Cultural Care pricing, culturalcare.com/pricing · 3. Unified Agenda RIN 1400-AF12, reginfo.gov; AuPairSync California, aupairsync.com/guides/au-pair-rules/us-states/california. Sources for every other figure appear at the foot of the page where it is used.