

A-TEAM HOME CARE · PHILADELPHIA & BUCKS COUNTY

# The PA Family Caregiver Pay Path

A 7-Step Guide to Getting Paid to Care for Your Parent — or Build a Caregiving Career



Bi-weekly direct deposit · \$2,000 sign-on bonus · Free HHA certification

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[ateampa.com](http://ateampa.com) · (215) 490-9994

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## Two paths, one process

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This guide is for two kinds of Pennsylvania families — and the path is the same for both.

### 1. Adult children caring for an aging parent

You are already doing the work — medications, bathing, doctor visits, midnight calls. You took unpaid leave from your job. A county social worker mentioned in passing that "Pennsylvania pays family members for this." Then changed the subject. You went home and Googled it at midnight and found a confusing maze of acronyms (CHC, MCO, EVV, OBRA, AA). This guide is the clear path.

### 2. Caregiver applicants comparing agencies

You want a caregiving job. You have seen ads from BAYADA, Home Instead, Visiting Angels, Right at Home, and dozens of small agencies promising the highest pay in Philadelphia. Most of those numbers are aggregator averages mixing 2019 part-time data with 2026 weekend rates. This guide tells you what A-Team actually pays, what the sign-on bonus actually means, and what the first 72 hours look like.

The process is identical: the same intake call, the same RN assessment, the same background checks, the same training, the same bi-weekly direct deposit. The only difference is which funding source authorizes the hours — Medicaid Community HealthChoices for a relative, agency assignment for a hired caregiver.

**The first call is free** and does not commit you or your family to anything. Many adult children call from the hospital parking lot the day a parent is being discharged. That is fine. The intake coordinator works backward from the discharge date.

### What you will get from this guide

- The full 7-step path from inquiry call to your first paycheck
- How A-Team pay compares to BAYADA, Home Instead, Visiting Angels, and Right at Home (verified 2026-05-05)
- Documents to gather before the first call
- Exact timeline if you are already on Medicaid CHC vs. starting from scratch
- Five common questions answered honestly

## The 7 steps from inquiry to first paycheck

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Here is the operational walkthrough — the way an experienced intake coordinator at A-Team would walk you through it on the first call. Total time to first paycheck: **2–6 weeks** if your loved one is already on Medicaid CHC, or **4–12 weeks** if Medicaid enrollment must be initiated first.

### 1 The inquiry call

Call (215) 490-9994 and ask for the Family Caregiver Program. The intake coordinator captures the basics in 10–15 minutes: who the loved one is, what county, what level of help they need, who the caregiver candidate is (you, a sibling, a niece), and which funding path looks most likely. Call ends with a scheduled in-home assessment, usually within 48 hours.

### 2 Eligibility screening

Within a few business days, A-Team's intake team confirms which of three funding paths applies: Medicaid Community HealthChoices, U.S. Department of Veterans Affairs benefits, or private pay. If the loved one is not yet on CHC, the family is referred to the PA Independent Enrollment Broker.

### 3 The RN in-home assessment

An A-Team registered nurse visits the home, walks every room, and builds a written care plan: the specific tasks the caregiver will perform, the hours required, and the safety risks that need to be addressed. The plan is what authorizes the paid hours.

### 4 Caregiver hiring & PA background checks

Three required clearances: Pennsylvania State Police criminal record check, PA Child Abuse History Clearance, and FBI fingerprint check (if you have lived outside PA in the past two years). A-Team initiates and pays for all three.

### 5 Training and orientation

Minimum 16 hours of orientation training before paid care begins, then ongoing per PA DHS regulations. If the caregiver is not yet a Home Health Aide, A-Team provides **free HHA certification** — a \$1,000+ value at most outside training centers.

### 6 Authorization & start date

The managed care organization (Keystone First, UPMC, or PA Health & Wellness) issues service authorization listing approved hours per week. A-Team confirms the schedule with the family and the caregiver becomes a W-2 employee with payroll tax withholding, workers' compensation, and an employment record.

### 7 First shift & first paycheck

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Care begins. Hours are tracked through Electronic Visit Verification (EVV) per federal Medicaid rules. The first paycheck arrives via

**bi-weekly direct deposit on the 14-day cycle**

— every other Friday. The \$2,000 sign-on bonus for eligible quality-care positions is paid out across the first 90 days per the offer letter.

## PAY STRUCTURE SUMMARY

### What you actually take home

Pay is set by role (HHA vs. PCA vs. companion vs. live-in), shift, certification, and which Community HealthChoices managed care organization is authorizing the hours. Here is what A-Team publishes and quotes on the phone:

| Element                  | What A-Team offers  |
|--------------------------|---|
| Starting pay             | At or above the Pennsylvania Direct Care Worker minimum of \$15/hour, with experience-based premiums [PA DHS, verified 2026-05-05]    |
| Pay frequency            | <b>Bi-weekly direct deposit</b> — every other Friday, 14-day cycle. Not weekly.   |
| Sign-on bonus            | \$2,000 for eligible quality-care positions, paid across the first 90 days per offer letter   |
| HHA certification        | Free training and certification — \$1,000+ value at most outside training centers   |
| Live-in / overnight      | Premium rates apply; quoted on a phone call by role and shift   |
| Family Caregiver Program | Adult child, grandchild, sibling, niece, nephew, in-law — W-2 employee with payroll tax withholding, workers' comp, employment record |
| Geography                | Philadelphia, Bucks, Montgomery, Delaware, Chester counties (PA)  |

### How A-Team compares to other Philadelphia agencies

Worker-reported salary aggregator data, verified 2026-05-05. These are averages mixing part-time, per-diem, weekend, and overnight rates from many years of reports — a 2019 caregiver self-reporting \$13/hour pulls the average down; a 2026 caregiver reporting \$20/hour pulls it up.

| Agency                  | Reported caregiver pay (Philadelphia / PA)  |
|-------------------------|---|
| <b>A-Team Home Care</b> | Tied to PA DCW \$15+ floor with experience-based premiums · <b>\$2,000 sign-on bonus</b> · <b>bi-weekly direct deposit</b> · <b>free HHA certification</b> · Family Caregiver Program |
| BAYADA Home Health      | \$15.11/hr Philadelphia HHA average; up to \$20 base + \$30 overtime for Bucks/Montgomery County listings (Indeed, 2026)  |
| Home Instead            | \$23.76/hr estimated average Philadelphia In-Home Caregiver (ZipRecruiter); \$14.38/hr national average (Glassdoor, 2026)   |
| Visiting Angels         | \$16.20/hr Pennsylvania caregiver average (Indeed); \$16–\$22/hr range (Glassdoor, 2026)  |
| Right at Home           | \$15.57/hr Pennsylvania In-Home Caregiver average; \$14.62/hr base caregiver average (Indeed, 2026)   |

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**How to read this honestly:** A specific job listing is a stronger signal than a multi-year aggregator average. Bucks County Home Care Aide listings showing up to \$20/hour base and \$30/hour overtime are useful; national

\$14.38/hour averages are not. Ask any agency — including A-Team — for a written offer letter with role, hourly rate, shift differential, and bonus terms. If an agency cannot put it in writing, that tells you something.

## Documents to gather

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Have these handy when you call (215) 490-9994 — it speeds up the intake call from 15 minutes to about 10:

- Loved one's photo ID
- Medicare card
- Medicaid card (if any)
- VA documentation (if applicable)
- Hospital discharge summary (if recent)
- Current medication list
- Caregiver candidate's photo ID and Social Security number

## The three funding paths, plain English

### Medicaid Community HealthChoices (CHC)

The loved one must be enrolled in Pennsylvania Medicaid and in CHC through one of the three managed care organizations: **Keystone First Community HealthChoices**, **UPMC Community HealthChoices**, or **PA Health & Wellness**. The loved one also needs an active service authorization or a pending level-of-care assessment. Adult child, grandchild, sibling, niece, nephew, in-law, and most other adult relatives can be paid — spouses are excluded under Medicaid CHC.

### U.S. Department of Veterans Affairs

The veteran must be enrolled in VA health care or have an active Aid & Attendance benefit. Three programs cover home care: **Veteran-Directed Care (VDC)**, **Homemaker / Home Health Aide (H/HHA)**, and the **Aid & Attendance pension supplement**. Some VA programs allow a spouse to be the paid caregiver — ask the intake coordinator which one fits.

### Private pay

The family agrees on rate and hours directly with A-Team. Private pay is also the bridge while Medicaid is being approved — you can start care immediately at private-pay rate, then convert to CHC reimbursement once the authorization comes through.

**Required clearances** for the caregiver: PA State Police criminal record check, PA Child Abuse History Clearance, and FBI fingerprint check (if the caregiver has lived outside PA in the past two years). A-Team initiates and pays for all three.

## Five honest answers

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### Q: Does A-Team pay weekly or bi-weekly?

Bi-weekly — every other Friday, on the 14-day cycle, by direct deposit. We do not pay weekly. Bi-weekly is the standard for W-2 home care employers because it aligns with payroll-tax remittance and Medicaid Electronic Visit Verification cycles. Your offer letter will specify the exact pay date.

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### Q: Is the \$2,000 sign-on bonus real, or just a recruiting headline?

Real, with conditions. It is paid across the first 90 days for eligible quality-care positions per the written offer letter — not the first paycheck. Ask for the offer letter in writing before you accept. If an agency cannot put the bonus terms in writing with milestones, that is a red flag.

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### Q: How long until my first paycheck if I am caring for my parent?

Two to six weeks if your parent is already enrolled in Medicaid Community HealthChoices and has a current service authorization. Four to twelve weeks if CHC enrollment must be initiated first. The intake coordinator gives you a specific date range on the first call once they know which managed care organization is involved.

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### Q: Can a spouse be paid to care for their husband or wife?

Not under Medicaid Community HealthChoices — spouses are excluded. Under specific VA programs (notably Veteran-Directed Care and PCAFC) a spouse may qualify. Adult children, grandchildren, siblings, nieces, nephews, in-laws, and most other adult relatives can be paid under CHC.

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### Q: Do I have to pay for HHA certification?

No. A-Team provides free HHA training and certification for caregivers who do not already hold the credential. Most outside training centers charge \$1,000 or more for the same program. The training counts toward the 16-hour orientation requirement.

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**The first call is free. The first call is the hardest.**

One 10-15 minute conversation. No commitment. The intake coordinator tells you which funding path applies, what the timeline looks like, and what to bring to the in-home assessment.

**(215) 490-9994**

## Three ways to start

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### 1. Call the office: (215) 490-9994

Ask for the **Family Caregiver Program** if you are caring for a relative. Ask for the **caregiver hiring team** if you are looking for a job. Both lines route to a real intake coordinator. Average wait is under 90 seconds during business hours.

### 2. Visit [ateampa.com](https://ateampa.com)

Browse open caregiver positions and the Family Caregiver Program details. Submit the contact form and a coordinator calls back the same business day.

### 3. Schedule the in-home assessment directly

If you have already gathered the documents on page 5, ask the intake coordinator to skip the screening call and schedule the RN home visit. Many families do this on the first phone call.

## Sources & further reading

- Pennsylvania Department of Human Services — Community HealthChoices: [dhs.pa.gov/HealthChoices](https://dhs.pa.gov/HealthChoices)
- PA DHS Direct Care Worker wage increase, January 2026 [verified 2026-05-05]
- Centers for Medicare & Medicaid Services — Self-Directed Services and 1915(c) HCBS Waivers
- U.S. Department of Veterans Affairs — Homemaker / Home Health Aide Program; Veteran-Directed Care; Aid & Attendance
- U.S. Bureau of Labor Statistics OEWS — occupation 31-1120 Home Health and Personal Care Aides (May 2024)
- A-Team Home Care — [ateampa.com/careers](https://ateampa.com/careers), [ateampa.com/caregiver-jobs](https://ateampa.com/caregiver-jobs) (verified 2026-05-05)

## Disclaimer

This guide provides general educational information for Pennsylvania families exploring paid family caregiving and caregivers comparing agencies. It is not legal, financial, tax, or benefits-eligibility advice. For your situation, contact A-Team Home Care at (215) 490-9994 to start the inquiry, and consult an elder-law attorney for estate, Medicaid asset, or guardianship planning questions.

**Get paid for the work you are already doing.**

Or get a job with bi-weekly direct deposit, free HHA certification, and a \$2,000 sign-on bonus.

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