

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 Quality Care Program · \$100 HHA certification reimbursement (after 90 days, Pediatric HHAs only)

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WHO THIS IS FOR

Two paths, one process

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 \$2,000 Quality Care Program 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. 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 PAY PATH

The 7 steps from inquiry to first paycheck

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, 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. A-Team offers a \$100 HHA certification reimbursement (after 90 days of employment, Pediatric HHAs only).

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

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 Quality Care Program benefit for eligible 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.

Pay frequency	Bi-weekly direct deposit — every other Friday, 14-day cycle. Not weekly.
\$2,000 Quality Care Program	For eligible quality-care positions, paid across the first 90 days per offer letter
HHA certification	\$100 HHA certification reimbursement (after 90 days of employment, Pediatric HHAs only)
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.

Agency	Reported caregiver pay (Philadelphia / PA)
A-Team Home Care	Tied to PA DCW \$15+ floor with experience-based premiums · \$2,000 Quality Care Program · bi-weekly direct deposit · \$100 HHA certification reimbursement (after 90 days, Pediatric HHAs only) · 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)

How to read this honestly: A specific job listing is a stronger signal than a multi-year aggregator average. 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.

BEFORE THE FIRST CALL

Documents to gather

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
- Caregiver candidate's 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, UPMC Community HealthChoices, or PA Health & Wellness. 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.

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.

COMMON QUESTIONS

Five honest answers

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

Bi-weekly — every other Friday, on the 14-day cycle, by direct deposit. Not 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.

Q: Is the \$2,000 Quality Care Program 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 terms in writing with milestones, that is a red flag.

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.

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.

Q: Do I have to pay for HHA certification?

A-Team offers a \$100 HHA certification reimbursement after 90 days of employment for Pediatric HHAs. The training counts toward the 16-hour orientation requirement. Contact the office at (215) 490-9994 for details on your specific situation.

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

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WHAT HAPPENS NEXT

- 1. Call (215) 490-9994** — Ask for the Family Caregiver Program (caring for a relative) or the caregiver hiring team (looking for a job). Both route directly to an intake coordinator.
- 2. Visit ateampa.com** — Browse open caregiver positions and Family Caregiver Program details. Submit the contact form and a coordinator calls back the same business day.
- 3. Schedule the in-home assessment** — If your documents are already gathered, ask the intake coordinator to skip the screening call and schedule the RN home visit directly.

General educational information only — not legal, financial, or eligibility advice. Contact A-Team Home Care at (215) 490-9994 for your specific situation.