

1700 Bent Creek Blvd.
Suite 200
Mechanicsburg, PA 17050

July 20, 2026

Direct Care Worker (DCW) Retention Bonus Program

PA Health & Wellness (PHW) values its partnership with our Homecare Agencies and recognizes the significant challenges the homecare sector continues to face, including the workforce shortage, budget constraints and increased competition from other industries. To support agencies in retaining their workforce, PHW is pleased to introduce the **Direct Care Worker (DCW) Retention Bonus Program**.

Retaining high-performing DCWs is essential to the health, safety, and well-being of our mutual participants. Through this program, PHW will provide financial support to promote DCW retention using the calculations outlined below. **Important: Agencies must distribute 100% of DCW bonus funds directly to eligible DCWs serving PHW participants. Funds may not be retained for agency use, except for covering all employee-related taxes.**

1st Quarter 2026	HCBS Membership	Rate	Amount
DCWs	1,000	\$100	\$100,000
DCWs - Aligned DSNP	50	\$50	\$2,500
Agency Admin	1,000	\$100	\$100,000
Agency Admin Aligned DSNP	50	\$50	\$2,500
Exclusive Agency	1,000	\$50	\$50,000
* Payment Q1			\$255,000

*** The payment examples shown are for illustration purposes only and do not reflect actual First Quarter retention bonus amounts. Each participating agency will receive its own individualized payment calculation.**

To help offset the administrative effort associated with implementing this program, PHW will provide a separate administrative payment to participating agencies. This payment is in addition to, and separate from, funds designated for DCWs and demonstrated above under the "Admin" lines in the chart above.

Join one of our upcoming DCW Retention Bonus Program introductory sessions to learn more and ask questions.



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- [Thursday August 6, 2026 at 11:00 AM](#)
- [Thursday August 13, 2026 at 2:00 PM](#)

Action Required: Any agency choosing to participate must submit a completed attestation for each associated Tax Identification Number (TIN) by **July 31, 2026**. The attestation is available on the [Agency Attestation page](#) or can be found on the Provider Resources page at PAHealthWellness.com.

PHW anticipates issuing the first payment no later than **August 15, 2026**. PHW will audit the distribution of funds to ensure full compliance with the program requirements. If PHW determines that funds were not distributed appropriately or in accordance with the attestation, PHW reserves the right to recover those funds.

Please note that PHW does not guarantee that this program will continue beyond the current program period which runs through 2026, and participation in this program does not imply a multi-year commitment.

PHW appreciates the vital role Home Care Agencies and Direct Care Workers play in supporting our Participants. We look forward to partnering with you on this important workforce retention initiative.

Sincerely,

PA Health & Wellness