

Which Caregiving Path is Right for you?



Benefits of Working with an Agency v. Private Contract

In-home care is more important than ever, and career opportunities for caregivers are at an all-time high!

Most caregivers either join a licensed agency or work as private contractors. So, what are some common advantages and disadvantages of these choices?

Here are a few common differences between working as an HHA and working as a CNA:

Perks of Working for a Licensed Home Care Agency

- ✓ **Weekly Pay**, including direct deposit, accurate hours tracking, overtime, and proper taxes
- ✓ **Workers' Comp Insurance** through agency programs
- ✓ **Vacation and Paid Sick Leave**
Ability to attain **Medical Benefits** and a **401k**
- ✓ **Flexible Scheduling** that fits your needs and location
- ✓ **Career Development** through ongoing certifications and training

Working as a Private Contractor

Contracted Caregivers often gain a lot of freedom and flexibility when working outside of the safety of an agency. While there is a wide range of benefits associated with this, there are some additional drawbacks that can make this work more difficult.

Common Advantages

- ✓ Potential for **higher pay rates**
- ✓ **Contract flexibility** based on contract location and duration
- ✓ Optional **cash payment** based on contract negotiation
- ✓ Ability to **determine your workload**

Frequent Disadvantages

- ✓ **No support** or supervision
- ✓ Difficulty reporting hours and **loss of overtime pay**
- ✓ Overall **increased tax burden**
- ✓ **No benefits or retirement** provided by an employer

Start Your Career with an Award-Winning Agency!

Westchester Family Care is looking for responsible, reliable candidates to start or continue their caregiving careers!

We offer free, in-person HHA training and competency classes for those looking to start fresh or help experienced CNAs gain some supplemental education. Visit our website or apply now to learn more about this fantastic opportunity!

Apply Now

