

Which service delivery model is right for you?

Traditional Agency Home Health

- Agency is the legal employer of record.
- All hiring and firing is done by the agency.
- Agency determines worker rates of pay.
- Participant has no employer or budget authority.
- Agency determines scheduling and availability of staff.
- Agency sets the guidelines for training and compliance programs

Not a self-directed service delivery model. Limited choice and control.

Agency with Choice (form of Self-Direction)

- Agency fulfills a joint employer role with the Participant/Representative.
- Participant can recommend individuals they wish for the agency to hire. Hiring is at the full discretion of the agency.
- Agency determines worker rates of pay within a provider reimbursement rate. Participant may have some influence.
- Agency determines scheduling with the participant's input.
- Agency must provide support for backup care needs and emergencies.
- Agency provides required worker trainings and empowers the participant to assist with training and orientation.
- Participant determines workers they would like dismissed and works with agency for replacing workers and recruiting new.

Vendor Fiscal/ Employer Agent Model (form of Self-direction)

- Participant/Designated Employer is the legal employer of record.
- Financial Management Services (FMS) provider is responsible for all payroll, taxes, and paperwork.
- Participant/Designated Employer is responsible for all staffing and recruiting.
- Participant/Designated Employer is responsible for facilitating the completion of the required enrollment forms with the FMS.
- Participant/Designated Employer has budget authority meaning they determine rates of pay and how to utilize their service allocation within the established program rules.
- Participant/Designated Employer is responsible for all aspects of scheduling including backup care.
- Participant/Designated Employer is responsible for training workers and all aspects of workplace safety.
- Participant/Designated Employer is responsible for any worker terminations.

Maximum Choice and Control