

# Medicaid Model Comparison

## OF PERSONAL SERVICE ASSISTANCE

### Why Self Direction

Self-directed services (also called consumer-directed or participant-directed) help people with disabilities and older adults maintain independence in their home. Self-direction empowers the person with a disability or who is elderly, sometimes with support from their family or an authorized representative, manage services and supports needed to maintain independence. By having more choice over who provides caregiving services, and control over what those services entail, the individual can remain healthy and safe in their home and community.

Depending on state rules, Medicaid may fund a variety of personal assistance services. These services offer a range of responsibilities for the Medicaid participant. The Traditional Agency model means the provider agency has the most responsibility for care. The Fiscal/ Employer Agent model means the participant has the most responsibility for care. Agency with Choice offers a model with shared responsibilities.

### Program Feature / Responsibility

Key Characteristics	Traditional Agency	Agency with Choice/Co-Employment	Fiscal/Employer Agent
Employer of Record (Common Law Employer)	Provider	Provider	Participant
Managing Employer	Provider	Participant	Participant
Creation of individual spending plan	n/a	Dependent on program rules	Participant

### Spending Plan Functions

Spending plan flexibility	No	No	Yes
Pay invoices for qualifying supplies and services that support independence	n/a	Dependent on program rules	Participant
Track expenditures against the spending plan	n/a	Dependent on program rules	Participant
Maintain records and report expenditure activity	n/a	Dependent on program rules	Participant

### Caregiver Managing Functions

Recruit and advertise for caregivers	Provider	Provider and/or Participant	Participant
Interview, select/hire caregivers	Provider	Provider and/or Participant	Participant
Dismiss/terminate caregivers	Provider	Provider and/or Participant	Participant
Supervise caregivers	Provider	Participant	Participant
Schedule caregivers	Provider	Participant	Participant
Train caregivers	Provider	Provider and/or Participant	Participant
Ongoing direction of daily tasks	Provider	Participant	Participant
Caregiver evaluation	Provider	Participant	Participant
Depending on program, review or approve time submitted	Provider	Provider and/or Participant	Participant