

# ODM Self-Direction Advisory Council Subcommittee: Co-Employer Model

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August 20, 2025



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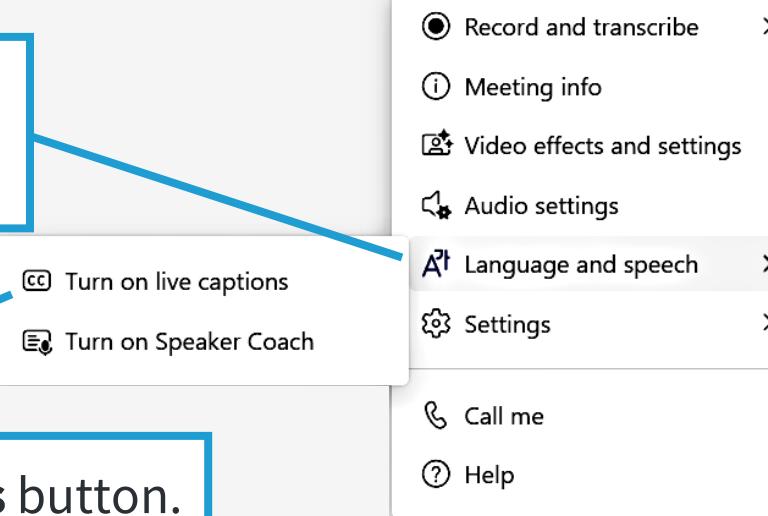
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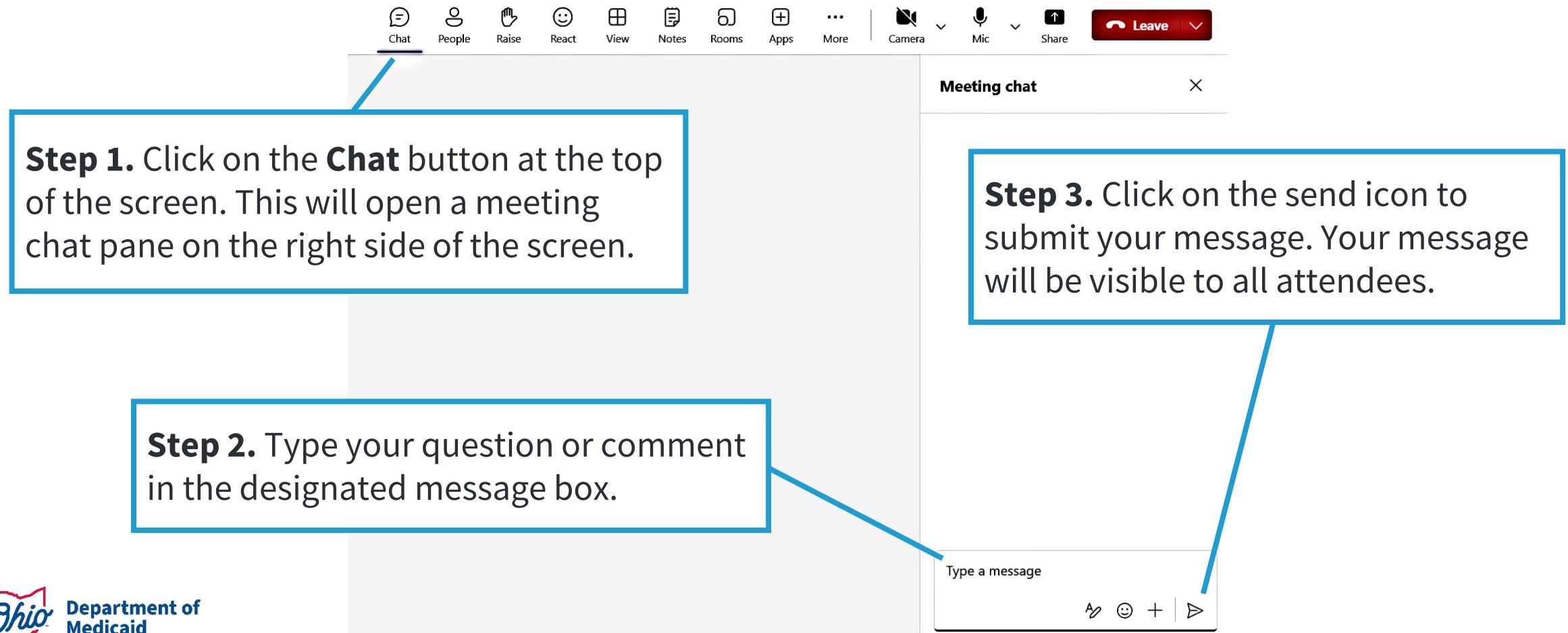
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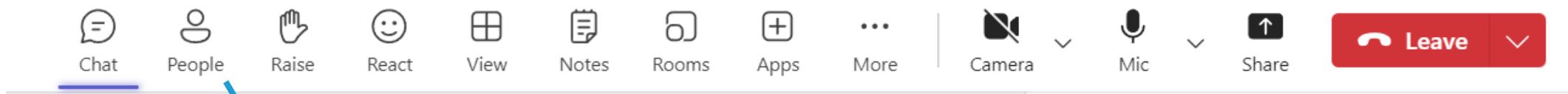
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# Accessibility (3 of 3)

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**Step 1.** Click on the **Raise** button at the top of the screen. This will notify the presenter that you have a comment or question.

**Step 2.** Please wait for the presenter to acknowledge your raised hand before you begin speaking.

**Step 3.** If you are still muted, your mic will look like this. Please click on the mic icon to unmute.

# Today's Agenda

- 1 Roles and Responsibilities Recap and Discussion
- 2 Self-Direction Model Comparison
- 3 Announcements and Resources

# **Roles and Responsibilities: Self-Direction Co-Employer Model Discussion Recap**

# Roles in the Co-Employer Model: Individual vs. Agency

## Role of the Individual

The individual (sometimes called the employer) receives services and shares responsibilities with the agency to manage support staff. The individual manages the daily activities of the staff.

## Role of the Agency

The agency acts as a co-employer in self-direction and shares responsibilities with the individual. The agency supports the individual in administrative, legal, and compliance functions.

# Responsibilities in the Co-Employer Model: Individual vs. Agency

Individual Responsibilities	Agency Responsibilities
Acting as the co-employer of the staff they choose	Hiring staff chosen by individual
Selecting and recruiting staff	Conducting background checks
Training staff	Approving and processing payroll
Supervising staff on a day-to-day basis	Ensuring compliance with regulatory and policy requirements
	Providing other supports to the individual based on person-centered care plan, as needed



# Self-Direction Model Comparison

# Managing Services with Employer Authority Models: The Individual Perspective

	Common Law	Co-Employer
	<b>Authority:</b> The individual has full authority over hiring, firing, training, supervising, and scheduling workers	The individual and the agency share employer responsibilities
	<b>Legal Employer:</b> Individual receiving services	Individual, with the agency considered a co-employer
	<b>Employer Role:</b> Recruits, hires, supervises, and trains employees, manages performance issues, and oversees payroll and tax responsibilities	Individual can provide day-to-day supervision and direction of staff, including recruiting, scheduling, and supervising employees, with agency support as needed



# Announcements and Resources

# Schedule of Co-Employer Model Subcommittee Meetings

Co-Employer Model Subcommittee meetings are held on a monthly basis:



**Register for upcoming 2025 Co-Employer Model Subcommittee meetings below. Please register for each individual meeting.**

- [Wednesday, September 17, 1:30 – 3:00 p.m.](#)
- [Wednesday, October 15, 1:30 – 3:00 p.m.](#)
- [Wednesday, November 19, 1:30 – 3:00 p.m.](#)
- [Wednesday, December 17, 1:30 – 3:00 p.m.](#)

# Resources and Additional Information

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- Visit our website for additional information about ODM's self-direction program:
  - [ODM Self-Direction](#)
  - [ODM Self-Direction Workgroup](#)
- Visit the ODA website on PASSPORT Waiver participant direction [here](#)
- Visit the DODD website on participant directed waiver services for the Individual Options, Level One, and SELF Waivers [here](#)
- Review the [Ohio Self-Direction Summit, April 2023: Summary of Key Findings and Recommendations](#)
- Questions? Send an email to [SelfDirection@medicaid.ohio.gov](mailto:SelfDirection@medicaid.ohio.gov)

# Thank You!

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