

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

August 20, 2025



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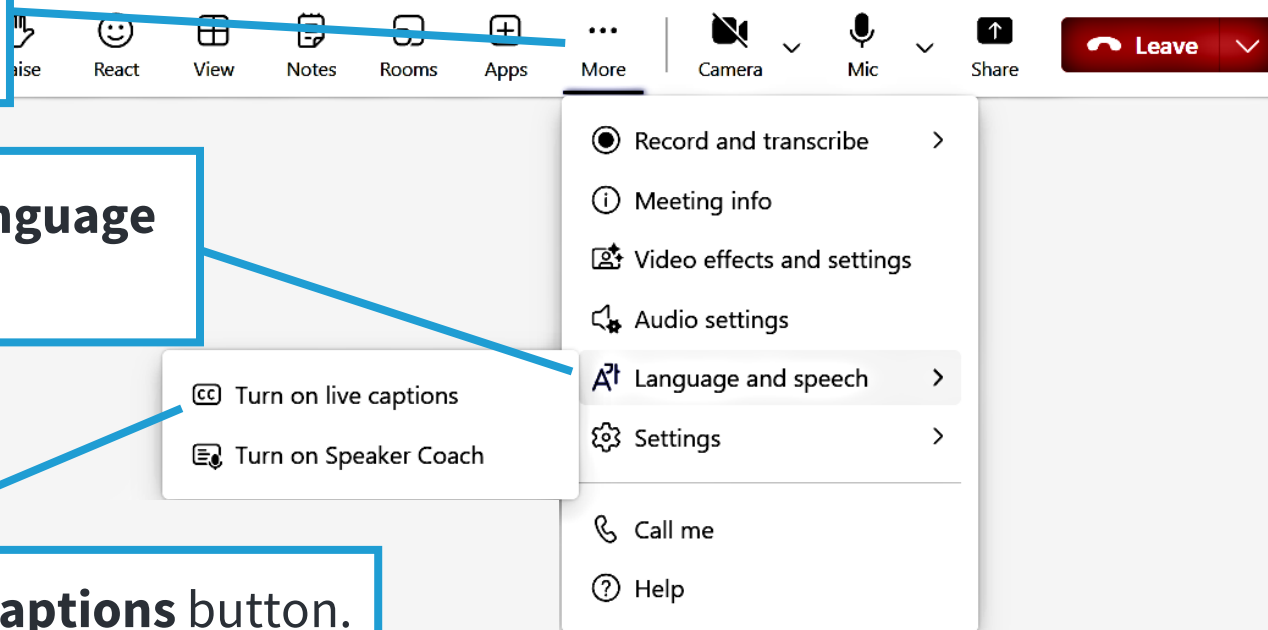
Accessibility (1 of 3)

You can turn on closed captioning for this webinar by following the steps below in Microsoft Teams.

Step 1. Click on the **More** button at the top of the screen.

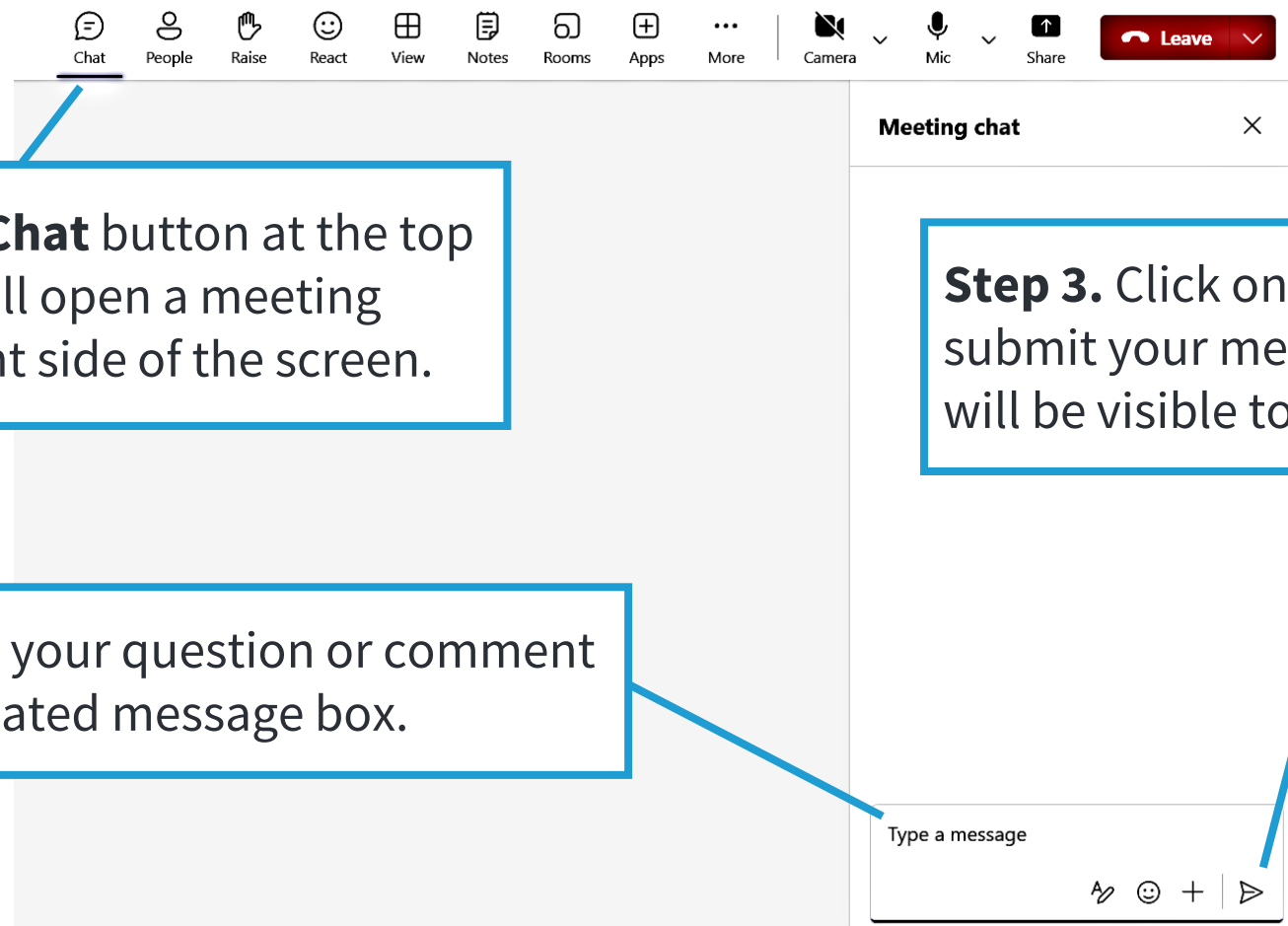
Step 2. Hover your mouse over the **Language and speech** button in the dropdown.

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Accessibility (2 of 3)

If you would like to submit a question or comment through the chat, please feel free to do so by following the steps below.



Step 1. Click on the **Chat** button at the top of the screen. This will open a meeting chat pane on the right side of the screen.

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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

Acting as the co-employer of the staff they choose

Selecting and recruiting staff

Training staff

Supervising staff on a day-to-day basis

Agency Responsibilities

Hiring staff chosen by individual

Conducting background checks



Approving and processing payroll

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
	Authority:	The individual has full authority over hiring, firing, training, supervising, and scheduling workers	The individual and the agency share employer responsibilities
	Legal Employer:	Individual receiving services	Individual, with the agency considered a co-employer
	Employer Role:	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

Please note that these self-direction models are established in accordance with Centers for Medicare and Medicaid Services (CMS) policy. For formal guidance and further details on managing services under different self-direction models, please consult the CMS Technical Guide: [CMS Technical Guide](#).

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

- 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

Thank You!

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