

Comparison CAP I/DD and North Carolina Innovations Agency with Choice Models

Focus Area	CAP I/DD Agency With Choice	North Carolina Innovations Agency With Choice
Services that may be Self-Directed	<ul style="list-style-type: none"> * Home and Community Supports * Individual Goods and Services *Participant/Natural Support Training and Education Services *Personal Care Services * Respite *Transportation 	<ul style="list-style-type: none"> * Community Guide * Community Networking * Individual Goods and Services * In-Home Intensive Supports * In-Home Skill Building * Natural Supports Education * Personal Care * Respite Services *Supported Employment
Individual/Legally Responsible Person Role	*Individual or Legally Responsible Person, if individual has a Legal Guardian, is the Managing Employer (Legally Responsible Person includes parents of minor child)	*Individual or Legally Responsible Person, if individual has a Legal Guardian, is the Managing Employer (Legally Responsible Person includes parents of minor child)
Representative	Parent of Minor Child or Legally Responsible Person services as Representative for Individual Managing Employer may also select a Representative	Managing Employer may select or be mandated to have a Representative based on an assessment
Common Law Employer	Agency With Choice	Agency With Choice
Assistance with Self-Direction Responsibilities	Community Resource Consultant is required	Community Guide is available but not required; could be mandated based on results of an assessment or if problems are identified
Reference/Background Checks	<ul style="list-style-type: none"> *Agency with Choice requests and reviews *Managing Employer cannot view background checks 	<ul style="list-style-type: none"> *Agency with Choice requests and reviews *Managing Employer cannot view background checks
Who Is The Agency With Choice?	A Financial Management Services Agency under contract with the State of North Carolina	Two or more Provider Agencies in the PIHP Network that are qualified to provide NC Innovations Services under contract with the PIHP (LME). The Agency's Policies and Procedures have been reviewed to ensure that they meet criteria for Agency With Choice designation
Hiring Decision	*Managing Employer makes recommendation to Agency with	*Managing Employer makes recommendation to Agency with

Focus Area	CAP I/DD Agency With Choice	North Carolina Innovations Agency With Choice
	Choice *Agency has final decision making authority	Choice *Agency has final decision making authority
Staff Orientation and Training	*Trained by Managing Employer *Community Resource Consultant ensures that staff have individual training	*Agency With Choice arranges or provides formal training *Agency With Choice and Managing Employer determine process for other training with Managing Employer training on day to day Individual routines and needs
Managing/Supervising employees	Managing Employer Community Resource Consultant provides Qualified Professional Supervision	Managing Employer with oversight by Agency with Choice Qualified Professional
Billing Rates	Agency with Choice Bills actual cost of service not to exceed CAP I/DD Rate.	Agency with Choice Bills NC Innovations Rate
Administrative Overhead Funds in Rate	*Provided as a PM/PM under contract with DMA	*Included in Innovations Rate *Agency with Choice provides time sheets, billing, documentation forms, performs financial support functions
Time Sheets, Billing Sheets and Documentation Responsibilities	Managing Employer verifies Time Sheets Managing Employer responsible for documentation with oversight by Community Resource Consultant	Managing Employer and Agency With Choice Qualified Professional joint responsibility
Employee Rate of Pay and Benefits	Determined by Managing Employer within an approved range	Determined by Agency with Choice according to Agency policy/procedure which may allow Managing Employer input
Workers' Compensation Insurance	*Required *Agency with Choice carries policy	*Required *Agency with Choice carries policy
Financial Support Services	*Required	*Functions performed by Agency with Choice
Access to Individual Goods and Services	Available based on service definition appropriate need and within the \$17,500 waiver limit	Available based on service definition appropriate need and within the \$135,000 waiver limit

Focus Area	CAP I/DD Agency With Choice	North Carolina Innovations Agency With Choice
Termination of Employees	*Managing Employer terminates employees if necessary	*Managing Employer recommends termination and may determine that the employee will not work with the Individual *Decision to fire employee is the responsibility of the Agency with Choice
Individual and Family Directed Portion of Individual Budget	Financial Management Services Agency uses services billed to pay employees and other expenditures associated employee (i.e. training, background check, etc.). Agency overhead is paid through PM/PM.	Agency with Choice uses services billed to pay employees and other expenditures associated with Agency with Choice duties
Individual and Family Directed Services Agreement	Required (Participant Choice Statement)	Required
Agreement with, Agency with Choice	Financial Management Services Agency executes required Medicaid Agreements	Required
Agreement between Employees and Employer/Managing Employer	Required (Participant Specific Competencies Form)	Required
Audits	Agency with Choice Responsibility	Agency with Choice Responsibility