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**Agency with Choice**

Agency with Choice offers the option to partner with an Agency. For those individuals who wish to share responsibility of selecting their support staff and directing their day-to-day activities**,** the Agency with Choice model may be an option to consider.

Individuals who choose this support model will have a budget allocation for the purchase of services to meet their needs. The participant/family is able to identify the people they wish to employ with the support of an agency to assist in the hiring process, payroll management, and other related tasks.

**The Agency with Choice Program offers the following:**

* A co-employment model in which the agency serves as the employer, partnering with the individual to help train and manage employees.
* The agency will support the individual to interview, hire, and negotiate a pay rate for the employees the participant/family identifies, subject to agency personnel policies.
* The participant/family has responsibility for daily supervision of employees.
* The agency assumes responsibility for paying employees, including withholding, filing and paying federal and state income and employment taxes, as well as providing a worker’s compensation policy.
* The agency provides the individual with a monthly financial report so the individual is aware that spending is occurring as planned and can make adjustments if necessary.
* Service options within Agency with Choice program model include:
	+ Service Navigation
	+ Individualized Home Supports
	+ Individualized Day Supports
	+ Flexible Funding

**MASSACHUSETTS DEPARTMENT OF DEVELOPMENTAL SERVICES**