Pennsylvania Office of Developmental Programs (PA ODP) Service Option Comparison

	Vendor Fiscal/Employer Agent (VF/EA)	Agency with Choice (AWC)	Traditional Agency Provider
Hiring Workers	The participant or their representative chooses, interviews, and hires workers.	The AWC checks that workers qualify and completes background checks.	The agency hires all workers.
Worker Qualifications	The participant or their representative makes sure workers qualify. Worker records are maintained by the fiscal management agency.	The participant makes the schedule and can ask the AWC for help.	The agency checks qualifications and background checks.
Scheduling	The participant or their representative makes the worker's schedule.	The participant makes the schedule and can ask the AWC for help.	The agency makes the worker's schedule.
Worker Duties	The participant or their representative decides what the worker will do during their shift.	The participant decides what the worker will do during their shift.	The agency decides what the worker will do during their shift.
Worker Training	The participant or their representative trains the worker.	The participant and AWC train the worker together.	The agency trains the worker.
Approving Timesheets	The participant or their representative approves timesheets.	The participant approves timesheets, and AWC reviews before paying.	The agency approves timesheets.
Paying Workers	The fiscal management agency processes payments and withholds taxes based on worker preference.	AWC processes payments and withholds taxes.	The agency pays workers and withholds taxes.
Worker Termination	The participant or their representative dismisses the worker.	The participant can ask for a worker to be dismissed, and the AWC completes the termination.	The agency decides when to dismiss workers.