



Individual and Family Directed Services and Employer of Record Updates

Effective Oct. 1, 2026, Vaya Partners will put into effect the following NC Innovations Waiver Individual and Family Directed Services (IFDS) Employer of Record (EOR) model:

Community Alternatives Program for Children (CAP/C) Waiver Self-directed Care Model Transitioning to the Innovations Waiver IFDS EOR Model:

Vaya Partners offers choice to the members and families transitioning from one waiver to another. Under the CAP/C Waiver, families that self-direct their supports are in the CAP/C self-directed care model.

- When a CAP/C Waiver member is offered an Innovations Waiver slot, they can choose provider-directed services, the IFDS Agency With Choice model, or the IFDS EOR model.
- If they choose the EOR model, Vaya Partners will assist them with coordinating with their chosen Community Navigator provider for training and chosen Financial Support Services provider prior to their “go-live” as an EOR.

Employer Supplies Package:

Initial Start-Up Supplies

Vaya Partners will provide an allowance of up to \$1,500.00 (previously \$750.00) as an authorized Employer Supplies service for members **entering** the IFDS EOR model. This will allow the prospective EOR to obtain employer supplies for the initial start-up of self-directing services. Vaya Partners has a comprehensive list of approved items that may be obtained that will be in effect as of Oct. 1, 2026. This applies to any members transitioning to the EOR IFDS model as of Oct. 1, 2026, moving forward.

Annual Employer Supplies

Vaya Partners will provide an allowance of up to \$1,500.00 (previously \$750.00 under Partners), per member annual plan, authorized Employer Supplies. Vaya Partners has a comprehensive list of approved items that may be obtained that will be in effect as of Oct. 1, 2026. This new amount will be automatically included at the time of the next annual care plan/Individual Support Plan (ISP) start. If needed prior to the next annual plan start date, an ISP Update and request to add Employer Supplies can be completed and sent to the Utilization Management Team for approval.

Using Accrued Fund Balance for Employer Supplies

Any Employer Supplies costs that exceed the increased amount of \$1,500.00 through the member's annual plan will be covered by the EOR using their accrued fund balance.

IFDS EOR Rates with Administrative Fee Withheld:

Per the 1915(c) HCBS NC Innovations Waiver (page 240 of the July, 1 2024, approved Waiver Renewal):

- *“In the employer of record model, the individual and family directed services rates are set by the PIHP and are the established hourly service rates for provider directed services rates minus an administrative rate established to cover the costs of Financial Support Services, forms and supplies provided to employers of record and start-up costs for employers (blood-borne pathogen supplies, first aid kits, employment ads, background checks, initial employee training, etc.)”.*
- **Vaya Partners will implement a 1% administrative rate difference (reduced from 5% previously withheld from Vaya service rates) to all self-directable services in the EOR model.**
- A new Vaya Partners Innovations Member Budget will be created reflecting the EOR rate for services allowed to be self-directed in the EOR model.

EOR Annual Reviews/Audits:

Vaya Partners will conduct scheduled reviews/audits as they are currently scheduled. Vaya Partners has developed a merged tool for reviews and is currently comparing the merged tool against a recently issued tool by the North Carolina Department of Health and Human Services.

Bundling Services for Electronic Visit Verification (EVV) and (Non-EVV):

As communicated in [Vaya Provider Communication Bulletin 2026-27 Issue 13](#) (Aug. 26, 2026), Vaya Partners will bundle service codes for Community Living and Supports – EVV and non-EVV with a new blended rate for provider organizations. Rate schedules are available at [VayaPartners.org](https://vayapartners.org). The impacted codes are listed in the table below:

Procedure Code/Modifier	Service Description
T2013 TF	Community Living and Supports – EVV
T2012	Community Living and Supports Only in Community, non-EVV
T2012 GC	Community Living and Supports, Relatives as Provider, non-EVV
T2013TFHQ	Community Living and Supports – Group EVV
T2012GC-HQ	Community Living and Supports – Group, Relative as Provider (non EVV)
T2012HQ	Community Living and Supports – Group, Only in Community (non-EVV)
1915(i) T2013TFU4	Community Living and Supports – EVV
1915(i) T2012GCU4	Community Living and Supports – Relative as Provider, non-EVV
1915(i) T2013TFHQU4	Community Living and Support Group (EVV)