



Policy No. 711	Subject: Comparable Services and Benefits
Section: Other Policies and Procedures	Revised: 03/2020
Signature: Brandy McOmber, Resource Manager	Version: FINAL

1. DESCRIPTION

Prior to providing accommodations or auxiliary aids or services or any vocational rehabilitation services other than those listed below to an eligible individual, IVRS must determine whether comparable services or benefits are available to the individual unless such a determination would interrupt or delay:

- a. The progress of the individual toward achieving the employment outcome identified in the IPE, unless said delay is caused by the eligible job candidate’s failure to cooperate;
- b. An immediate job placement; or
- c. The provision of vocational rehabilitation services to any individual who is at extreme medical risk, based on evidence provided by an appropriate and qualified medical professional.

2. EXEMPT SERVICES

The following services are exempt from a determination of the availability of comparable services and benefits:

- a. Assessment for determining eligibility and rehabilitation needs;
- b. Counseling and guidance, including information and support services to assist an individual in exercising informed choice;
- c. Referral and other services to secure services from other agencies;
- d. Job-related services such as job search, placement assistance, job retention services, follow-up services, and follow-along services;
- e. Rehabilitation technology, including telecommunications, sensory and other technical aids and devices (i.e. real-time captioning, reader services, interpreter services, but does not include personal devices such as cochlear implants, hearing aids, wheelchairs, eyeglasses, etc.); and



- f. Post-employment services provided directly by IVRS staff.

3. SCOPE OF WORK

If comparable services and benefits exist under any other program and are available at the time needed to ensure the progress of the individual toward achieving the employment outcome in the IPE, IVRS must use those services or benefits to meet, in whole or in part, the costs for the vocational rehabilitation service. If comparable services and benefits exist under any other program or service, but are not available at the time needed to ensure the progress of the job candidate toward achieving the employment outcome, IVRS must provide the service until those comparable services and benefits become available. However, the financial obligations of the job candidate are required to be explored prior to IVRS expending funds consistent with the policy of that service.

If a public entity other than IVRS is obligated under federal law or state law to provide or pay for any services considered to be vocational rehabilitation services, (i.e. interpreter services, FM systems, etc.) and if appropriate accommodations or auxiliary aids and services, they are to be provided by that entity and IVRS does not supplant it.

4. DOCUMENTATION

The agency requires that the application, search, and response be recorded and documented in the job candidate's case notes, in IRSS, and on the [Individualized Plan for Employment](#), as applicable, per policy guidelines.

5. EXCEPTIONS

See applicable service policies.

6. APPLICABLE FORMS/DOCUMENTS

- a. [Comparable Benefits/Direct Services Worksheet](#)
- b. [Individualized Plan for Employment Policy](#)

7. TRAINING

- a. [Comparable Services and Benefits Policy Training](#)