

## Comparison: Supported Employment vs. EPR

This document assists service providers and Support Coordinators in understanding the differences between the Supported Employment and EPR service codes in order to ensure individuals receive services under the service code that is best for them.

	<b>Supported Employment Individual (SEI)</b>	<b>Employment Preparation Services (EPR)</b>
<b>Community Access</b>	<ul style="list-style-type: none"> <li>● SEI services are delivered in community settings to ensure assessments, job development, individual skill training, and observation replicate the competitive integrated employment (CIE) workplace.</li> <li>● SEI job coaching supports are only intended to maintain a current CIE placement.</li> <li>● Vocational Rehabilitation (VR) services should be requested before SEI is utilized for activities listed above.</li> </ul>	<ul style="list-style-type: none"> <li>● When out in the community, individuals work on general pre-vocational skills based on their interests. Community activities under EPR should not be just for leisure (e.g. Individuals go out to eat at a restaurant). Individuals receiving services under EPR may engage in formal informed choice activities related to employment such as participating in a job tour, speaking to the manager or employees about the work they do, or practicing skills in the community that translate to any CIE environment.             <ul style="list-style-type: none"> <li>○ A main purpose of EPR is to provide individuals with vocational information, options, and experiences, in community settings, to decide whether to pursue CIE.</li> </ul> </li> <li>● EPR must be provided in the community (outside of the site-based setting) at least 20% of the time. The 20% of the time is calculated on a monthly basis.             <ul style="list-style-type: none"> <li>○ Please refer to the Scope of Work for information on providing EPR in the community more or less than 20% of the time.</li> </ul> </li> </ul>
<b>Skill Building</b>	<ul style="list-style-type: none"> <li>● SEI employment skills training must connect service activities with a specific CIE job task, or skill.</li> <li>● SEI skill-building activities fall within the following categories: pre-placement skill training; re-placement skill training; vocational assessments; job coaching; or other assistance to maintain current CIE placement.</li> </ul>	<ul style="list-style-type: none"> <li>● Skill-building includes developing and teaching general employment skills that support the Person's underlying habilitative goals related to CIE according to the Person's assessed strengths, needs, and interests. These general employment skills include:             <ul style="list-style-type: none"> <li>○ The ability to communicate effectively with supervisors, co-workers, and customers;</li> <li>○ Generally accepted community workplace conduct and dress;</li> <li>○ The ability to follow directions and attend to tasks;</li> <li>○ Workplace problem solving skills and strategies;</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>● VR services should be requested before SEI is utilized for activities listed above.</li> </ul>	<ul style="list-style-type: none"> <li>○ Stamina, memory, and interpersonal relations;</li> <li>○ General workplace safety and mobility training; and</li> <li>○ Other similar general employment skills.</li> </ul>
<b>Goal Focus</b>	<ul style="list-style-type: none"> <li>● SEI goals must clearly identify a specific CIE job task, or skill.</li> <li>● SEI goals should define the purpose for each skill or support, and strategies to achieve that outcome.</li> </ul>	<ul style="list-style-type: none"> <li>● The individual's goals are pre-vocational and focused on employment. The goals address the individual obtaining the individualized jobs skills necessary for any CIE environment.</li> </ul>
<b>Staff Training</b>	<ul style="list-style-type: none"> <li>● Staff must exhibit competency in training that prepares them to perform the employment service, as either an employment specialist, or job coach.</li> </ul>	<ul style="list-style-type: none"> <li>● Supervisory staff in the setting must have completed the Association of Community Rehabilitation Educators (ACRE) training or Utah State University's Workplace Supports training.</li> <li>● Providers must ensure that any new EPR Supervisory Staff completes either of the above trainings within 90 days of employment.</li> </ul>
<b>Service Limitations</b>	<p>Providers <b>cannot</b>:</p> <ul style="list-style-type: none"> <li>● Bill DSPD for SEI services funded by: the Utah State Office of Rehabilitation, (USOR), or the Individuals with Disabilities Education Act (IDEA);</li> <li>● Utilize SEI payments to fund individual incentives, subsidies, or unrelated vocational training expenses.</li> </ul>	<p>Providers <b>cannot</b>:</p> <ul style="list-style-type: none"> <li>● Provide EPR services for longer than 24 consecutive months (unless prior authorization is received from the DSPD RFS Committee).</li> <li>● Provide services that are primarily directed at teaching specific skills to perform a particular job task.</li> <li>● Bill DSPD for supervisory activities rendered as a normal part of a business setting; or for EPR services available under, or funded by, the USOR under the Rehabilitation Act of 1973 or the IDEA.</li> <li>● Provide services that are not in compliance with the HCBS Settings Rule if the individual is being served under the Community Transitions Waiver.</li> </ul>