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# 2026 Vocational Rehabilitation Provider Fee Schedule

Appendix 4123-18-09

BWC creates local billing codes for the delivery of vocational rehabilitation services. Definitions for these codes are specific to Ohio BWC and contain a brief description of the service and are listed below.

Unless otherwise indicated, all service codes are paid per the identified fee for that code. BWC will only pay for one time based unit of service for a specific time period unless the service is approved and provided for group participation, as appropriate.

**For the purposes of this fee schedule, the following definitions apply:**

**By Report (BR)** These are service codes that have no established fees for the identified service, and are approved for inclusion in the plan by the Managed Care Organization (MCO). The vocational rehabilitation provider must submit a detailed report of the service to the MCO, which shall determine the appropriate rate of reimbursement and follow standard bill reimbursement protocols for payment of vocational rehabilitation services.

**Service Code Limits** Services listed as "maximum" will be capped at the fee for units of service listed. When service caps are listed as "up to", the cap may be exceeded with prior authorization upon presentation of appropriate justification. When service caps listed as "up to" are limited by units of service and number of weeks, prior authorizations is needed to exceed either limit.

**Rounding** For all services, providers shall round time spent providing the service to the nearest whole unit when billing. No unit is billable unless more than half a unit has been provided.

**Outcome Payment** Outcome payments are payments made in comprehensive vocational rehabilitation plans in which a successful return to work is achieved. The following providers are eligible for outcome payments:

a vocational rehabilitation case manager who has provided plan implementation services authorized in an approved comprehensive vocational rehabilitation plan, or

a provider of employment services in an approved comprehensive vocational rehabilitation plan.

Outcome payments will only be made to the vocational rehabilitation case manager assigned to the plan at the time of plan closure (vocational rehabilitation plan implementation outcome payment) and/or employment services provider designated to receive the outcome payment (employment services outcome payment). If more than one servicing provider participates in the plan, the provider receiving the applicable outcome payment (either vocational rehabilitation plan implementation or employment services) is responsible to reimburse the other servicing providers for any portion of the outcome payment.

Additionally, for an employment services outcome payment, the return to work must be within ninety (90) days of the last date of an employment service. An employment services outcome payment may also be paid at ninety (90) days of employment when a return to work incentive agreement (i.e., on-the-job-training, gradual return to work, employer incentive contract, job modification) has been implemented and the employment situation is expected to continue.

**Successful Return to Work (RTW) Outcome**

For purposes of this fee schedule, a successful return to work is one in which the worker has returned to work in an appropriate job or to a job in the targeted job family of the comprehensive vocational rehabilitation plan, has remained on the job for at least thirty (30) days, does not need additional services to maintain the job, and the vocational rehabilitation plan is closed. This may also be applied to a return to work that occurs within sixty (60) days of a comprehensive plan closed as completed without a return to work, provided that the worker maintains employment for thirty (30) days. Maintenance of employment for less than thirty (30) days may be considered a successful return to work for purposes of this fee schedule if the MCO and BWC agree that the failure to maintain employment for thirty (30) days is due to extraordinary circumstances.

**Appropriate Job**

An appropriate job is one that is within the injured worker's physical capabilities and which may be performed by the injured worker subject to the injured worker's physical, psychiatric, mental and vocational limitations. An appropriate job is one for which the injured worker receives a rate of pay as close to the average weekly wage received by the worker in his or her former position of employment as possible, given the skills, abilities, capacities and availability of work in the injured worker's area.

**Referral**

A referral is a unique request for participation in vocational rehabilitation services in a claim according to Ohio Administrative Code 4123-18-03 *Guidelines for referral to and acceptance into vocational rehabilitation* . A referral has a unique case number within the case management system. An injured worker may only participate in one referral at a time.

**Case Complexity Modifiers**

Modifiers related to vocational rehabilitation case complexity may be utilized to adjust base rates for comprehensive vocational rehabilitation plans, according to the level of complexity of that referral. The level of complexity shall be determined by the BWC prior to plan implementation, based upon complexity factors identified by the vocational rehabilitation case manager and MCO.

For purposes of this fee schedule, BWC recognizes three levels of vocational rehabilitation case complexity. Complexity Level 1 does not require a modifier and is reimbursed at 100% of the unit of service fee. Modifiers for Complexity Levels 2 and 3 and their corresponding levels of reimbursement are as follows:

| | | |
|---|---|---|
| **Modifier W2** | Complexity Level 2 | 103.0% of unit of service fee |
| **Modifier W3** | Complexity Level 3 | 104.2% of unit of service fee |

**Group Modifiers**

Group modifiers reduce the reimbursement for designated services when two or more people are receiving the same service from the same provider at the same time regardless of funding source. The provider uses the following modifiers when billing for services provided:

| | | |
|---|---|---|
| **Modifier W5** | Two participants (injured worker and another) | 54.0% of unit of service fee |
| **Modifier W6** | Three participants (injured worker and two others) | 37.3% of unit of service fee |
| **Modifier W7** | Four or more participants (injured worker and three or more others) | 29.0% of unit of service fee |

**Group Modifiers Use** The group modifiers must be applied to the following services when services are provided to more than one person at the same time:

- W0620 Work Adjustment - Employer Based
- W0655 Employment Services - In Person - Not Ohio Region
- W3255 Employment Services - In Person - Ohio Region

**Reimbursement Methodology**

**Reduced provider reimbursement**

Independent Social Workers are reimbursed at 85 percent of fee schedule for Career Counseling - In Person.

Professional Clinical Counselors are reimbursed at 85 percent of fee schedule for Career Counseling - In Person.

Professional Counselors are reimbursed at 75 percent of fee schedule for Career Counseling - In Person.

Licensed Social Workers are reimbursed at 75 percent of fee schedule for Career Counseling - In Person.

Vocational Rehabilitation Case Management Interns receive 85 percent of the fee for all services other than mileage.

Certified Rehabilitation Counselors are reimbursed at 75 percent of the fee schedule when billing W0523 for Career Counseling - In Person

**Ohio Bureau of Workers' Compensation**
**2026 Vocational Rehabilitation Provider Fee Schedule**

| Procedure Code | Mod | Procedure Description | Unit of Service (UOS) | Fee per UOS | Limits |
|---|---|---|---|---|---|
| W0513 | | ERGONOMIC IMPLEMENTATION | 15 min | $56.03 | up to 16 UOS |
| W0523 | | CAREER COUNSELING - IN PERSON | 6 min | $14.74 | up to 100 UOS |
| W0524 | | CAREER COUNSELING - RESEARCH AND REPORTING | 6 min | $6.16 | maximum of 40 UOS per referral |
| W0610 | | COMPREHENSIVE VOCATIONAL EVALUATION | 6 min | $8.73 | maximum of 120 UOS per referral |
| W0620 | | WORK ADJUSTMENT -- EMPLOYER BASED (Use the applicable group modifier if more than one participant) | 15 min | $17.52 | maximum of 140 UOS per week, up to 4 weeks |
| W0631 | | VOCATIONAL SCREENING | 6 min | $8.73 | maximum of 40 UOS per assessment |
| W0635 | | SITUATIONAL WORK ASSESSMENT | 15 min | $11.68 | maximum of 160 UOS per assessment |
| W0637 | | TRANSITIONAL WORK SERVICES | 15 min | $56.03 | maximum of 192 UOS in 13 weeks. Service limited to one 13 week session per vocational rehabilitation referral and one 13 week session apart from a vocational rehabilitation referral. |
| W0644 | | ERGONOMIC STUDY | 15 min | $56.03 | up to 28 UOS |
| W0645 | | JOB ANALYSIS | 15 min | $56.03 | up to 16 UOS |
| W0647 | | AUTOMOBILE REPAIRS | BR | BR | maximum of the trade in value of the vehicle |
| W0648 | | PHYSICAL RECONDITIONING - UNSUPERVISED | BR | BR | limit one 3-month program per referral, maximum $225 total |
| W0655 | | EMPLOYMENT SERVICES - IN PERSON - NOT OHIO REGION (Use the applicable group modifier if more than one participant) | 6 min | $8.73 | combined with W0656 - up to 1000 UOS in up to 23 weeks |
| W0656 | | EMPLOYMENT SERVICES - OTHER - NOT OHIO REGION | 6 min | $8.73 | combined with W0655 - up to 1000 UOS in up to 23 weeks |
| W0662 | | WORK ADJUSTMENT - FACILITY BASED* | 15 min | $5.09 | maximum of 140 UOS per week, maximum 12 weeks |
| W0663 | | JOB MODIFICATIONS | BR | BR | by report |
| W0665 | | TOOLS/EQUIPMENT | BR | BR | by report |
| W0672 | | JOB COACH | 15 min | $15.55 | up to 160 UOS |
| W0674 | | CHILD/DEPENDENT CARE | BR | BR | Follow ODJFS guidelines - see definition |
| W0690 | | TRAINING - BOOKS, SUPPLIES AND TESTING | BR | BR | by report |
| W0691 | | REMEDIAL TRAINING | BR | BR | by report |
| W0692 | | SHORT TERM TRAINING - LESS THAN 1 YEAR | BR | BR | by report |
| W0694 | | LONG TERM TRAINING OVER 1 YEAR, UP TO 2 YEARS | BR | BR | by report |
| W0702 | | OCCUPATIONAL REHABILITATION - COMPREHENSIVE INITIAL 2 HR SESSION | 15 min | $21.17 | maximum 8/UOS a day, 40/UOS per week, up to 8 weeks |
| W0703 | | OCCUPATIONAL REHABILITATION - COMPREHENSIVE EACH ADDITIONAL HR | 15 min | $16.89 | maximum 24/UOS a day/120 UOS per week, up to 8 weeks |
| W0710 | | WORK CONDITIONING | 15 min | $12.44 | up to 640 UOS in 8 weeks |
| W3007 | | VOCATIONAL REHABILITATION CASE MANAGER (VRCM) PHONE CALL/E-MAIL | 6 min | $9.34 | |
| W3017 | | VRCM FACE TO FACE MEETING | 6 min | $9.34 | |
| W3020 | | DOCUMENTATION REVIEW BY VRCM | 6 min | $9.34 | |
| W3025 | | INITIAL ASSESSMENT REPORT WRITING BY VRCM | 6 min | $9.34 | |
| W3030 | | PLAN AND AUTHORIZATION REQUEST WRITING BY VRCM | 6 min | $9.34 | |
| W3035 | | REPORT WRITING BY VRCM | 6 min | $9.34 | |
| W3036 | | LETTER WRITING BY VRCM | 6 min | $9.34 | |

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|---|---|---|---|---|---|
| W3039 | | LABOR MARKET SURVEY BY VRCM | 6 min | $9.34 | |
| W3040 | | TSA REPORT WRITING BY VRCM | 6 min | $9.34 | |
| W3045 | | VRCM TRAVEL TIME | 6 min | $4.61 | up to 10 UOS one way |
| W3046 | | VRCM WAIT TIME | 6 min | $4.61 | maximum 5 UOS per occurrence |
| W3047 | | VRCM MILEAGE | 1 mile | $0.58 | up to 65 miles one way |
| W3050 | | OTHER PROVIDER TRAVEL TIME | 6 min | $4.61 | up to 10 UOS one way |
| W3051 | | OTHER PROVIDER WAIT TIME | 6 min | $4.61 | maximum 5 UOS per occurrence |
| W3052 | | OTHER PROVIDER MILEAGE | 1 mile | $0.58 | up to 65 miles one way |
| W3207 | | PLAN IMPLEMENTATION - VRCM PHONE CALL/E-MAIL | 6 min | $8.41 | |
| W3207 | W2 | PLAN IMPLEMENTATION - VRCM PHONE CALL/E-MAIL | 6 min | $8.66 | |
| W3207 | W3 | PLAN IMPLEMENTATION - VRCM PHONE CALL/E-MAIL | 6 min | $8.76 | |
| W3217 | | PLAN IMPLEMENTATION - VRCM FACE TO FACE MEETING | 6 min | $8.41 | |
| W3217 | W2 | PLAN IMPLEMENTATION - VRCM FACE TO FACE MEETING | 6 min | $8.66 | |
| W3217 | W3 | PLAN IMPLEMENTATION - VRCM FACE TO FACE MEETING | 6 min | $8.76 | |
| W3220 | | PLAN IMPLEMENTATION - DOCUMENTATION REVIEW BY VRCM | 6 min | $8.41 | |
| W3220 | W2 | PLAN IMPLEMENTATION - DOCUMENTATION REVIEW BY VRCM | 6 min | $8.66 | |
| W3220 | W3 | PLAN IMPLEMENTATION - DOCUMENTATION REVIEW BY VRCM | 6 min | $8.76 | |
| W3230 | | PLAN IMPLEMENTATION - AUTHORIZATION OR AMENDMENT WRITING BY VRCM | 6 min | $8.41 | |
| W3230 | W2 | PLAN IMPLEMENTATION - AUTHORIZATION OR AMENDMENT WRITING BY VRCM | 6 min | $8.66 | |
| W3230 | W3 | PLAN IMPLEMENTATION - AUTHORIZATION OR AMENDMENT WRITING BY VRCM | 6 min | $8.76 | |
| W3235 | | PLAN IMPLEMENTATION - REPORT WRITING BY VRCM | 6 min | $8.41 | |
| W3235 | W2 | PLAN IMPLEMENTATION - REPORT WRITING BY VRCM | 6 min | $8.66 | |
| W3235 | W3 | PLAN IMPLEMENTATION - REPORT WRITING BY VRCM | 6 min | $8.76 | |
| W3236 | | PLAN IMPLEMENTATION - LETTER WRITING BY VRCM | 6 min | $8.41 | |
| W3236 | W2 | PLAN IMPLEMENTATION - LETTER WRITING BY VRCM | 6 min | $8.66 | |
| W3236 | W3 | PLAN IMPLEMENTATION - LETTER WRITING BY VRCM | 6 min | $8.76 | |
| W3239 | | PLAN IMPLEMENTATION - LABOR MARKET SURVEY BY VRCM | 6 min | $8.41 | |
| W3239 | W2 | PLAN IMPLEMENTATION - LABOR MARKET SURVEY BY VRCM | 6 min | $8.66 | |
| W3239 | W3 | PLAN IMPLEMENTATION - LABOR MARKET SURVEY BY VRCM | 6 min | $8.76 | |
| W3240 | | PLAN IMPLEMENTATION - TRANSFERABLE SKILLS ANALYSIS BY VRCM | 6 min | $8.41 | |

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|---|---|---|---|---|---|
| W3240 | W2 | PLAN IMPLEMENTATION - TRANSFERABLE SKILLS ANALYSIS BY VRCM | 6 min | $8.66 | |
| W3240 | W3 | PLAN IMPLEMENTATION - TRANSFERABLE SKILLS ANALYSIS BY VRCM | 6 min | $8.76 | |
| W3241 | | PLAN IMPLEMENTATION OUTCOME PAYMENT - LEVEL 1 | per day | $2.86 | *see service definition |
| W3241 | W2 | PLAN IMPLEMENTATION OUTCOME PAYMENT - LEVEL 1 | per day | $2.95 | *see service definition |
| W3241 | W3 | PLAN IMPLEMENTATION OUTCOME PAYMENT - LEVEL 1 | per day | $2.98 | *see service definition |
| W3242 | | PLAN IMPLEMENTATION OUTCOME PAYMENT - LEVEL 2 | per day | $2.29 | *see service definition |
| W3242 | W2 | PLAN IMPLEMENTATION OUTCOME PAYMENT - LEVEL 2 | per day | $2.36 | *see service definition |
| W3242 | W3 | PLAN IMPLEMENTATION OUTCOME PAYMENT - LEVEL 2 | per day | $2.39 | *see service definition |
| W3243 | | PLAN IMPLEMENTATION OUTCOME PAYMENT - LEVEL 3 | per day | $0.57 | *see service definition |
| W3243 | W2 | PLAN IMPLEMENTATION OUTCOME PAYMENT - LEVEL 3 | per day | $0.59 | *see service definition |
| W3243 | W3 | PLAN IMPLEMENTATION OUTCOME PAYMENT - LEVEL 3 | per day | $0.59 | *see service definition |
| W3255 | | EMPLOYMENT SERVICES - IN PERSON - OHIO REGION (Use the applicable group modifier if more than one participant) | 6 min | $7.86 | combined with W3256 - up to 1000 UOS in up to 23 weeks |
| W3255 | W2 | EMPLOYMENT SERVICES - IN PERSON - OHIO REGION (Use the applicable group modifier if more than one participant) | 6 min | $8.10 | combined with W3256 - up to 1000 UOS in up to 23 weeks |
| W3255 | W3 | EMPLOYMENT SERVICES - IN PERSON - OHIO REGION (Use the applicable group modifier if more than one participant) | 6 min | $8.19 | combined with W3256 - up to 1000 UOS in up to 23 weeks |
| W3256 | | EMPLOYMENT SERVICES - OTHER - OHIO REGION | 6 min | $7.86 | combined with W3255 - up to 1000 UOS in up to 23 weeks |
| W3256 | W2 | EMPLOYMENT SERVICES - OTHER - OHIO REGION | 6 min | $8.10 | combined with W3255 - up to 1000 UOS in up to 23 weeks |
| W3256 | W3 | EMPLOYMENT SERVICES - OTHER - OHIO REGION | 6 min | $8.19 | combined with W3255 - up to 1000 UOS in up to 23 weeks |
| W3261 | | EMPLOYMENT SERVICES OUTCOME PAYMENT - OHIO REGION | 1 unit | $615.59 | *see service definition |
| W3261 | W2 | EMPLOYMENT SERVICES OUTCOME PAYMENT - OHIO REGION | 1 unit | $634.06 | *see service definition |
| W3261 | W3 | EMPLOYMENT SERVICES OUTCOME PAYMENT - OHIO REGION | 1 unit | $641.44 | *see service definition |
| Z0600 | | VOCATIONAL REHAB PROGRAM NON-CLAIMANT REIMBURSEMENT TRAVEL | BR | BR | by report |
| Z0601 | | VOCATIONAL REHAB PROGRAM NON-CLAIMANT REIMBURSEMENT MEALS | BR | BR | by report |
| Z0602 | | VOCATIONAL REHAB PROGRAM NON-CLAIMANT REIMBURSEMENT LODGING | BR | BR | by report |
| Z3007 | | RAW -VRCM PHONE CALL/E-MAIL | 6 min | $9.34 | |
| Z3017 | | RAW - VRCM FACE TO FACE MEETING | 6 min | $9.34 | |
| Z3020 | | RAW - DOCUMENTATION REVIEW BY VRCM | 6 min | $9.34 | |
| Z3035 | | RAW - REPORT WRITING VRCM | 6 min | $9.34 | |
| Z3036 | | RAW - LETTER WRITING BY VRCM | 6 min | $9.34 | |
| Z3045 | | RAW - VRCM TRAVEL | 6 min | $4.61 | up to 10 UOS one way |

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| Procedure Code | Mod | Procedure Description | Unit of Service (UOS) | Fee per UOS | Limits |
|---|---|---|---|---|---|
| Z3046 | | RAW - VRCM WAIT TIME | 6 min | $4.61 | maximum 5 UOS per occurrence |
| Z3047 | | RAW - VRCM MILEAGE | 1 mile | $0.58 | up to 65 miles one way |
| Z3050 | | RAW - OTHER PROVIDER TRAVEL | 6 min | $4.61 | up to 10 UOS one way |
| Z3051 | | RAW - OTHER PROVIDER WAIT | 6 min | $4.61 | maximum 5 UOS per occurrence |
| Z3052 | | RAW - OTHER PROVIDER MILEAGE | 1 mile | $0.58 | up to 65 miles one way |

**W0513 Ergonomic Implementation**

Ergonomic Implementation allows for additional follow up with the injured worker when a job modification is recommended. The purpose is to ensure that the modification is appropriate and that the injured worker is trained to use the modification correctly.

**W0523 Career Counseling - In Person**

This is a counseling service that assists an injured worker in managing the personal and emotional issues that interfere with vocational rehabilitation progress and present barriers to return to work. This service specifically assists the injured worker who requires a substantial change in vocation due to the work related injury to identify and adjust to a new job goal that is realistic in terms of their current physical and mental status, and the availability of jobs in the injured worker's chosen area of residence. The counselor may utilize a variety of assessments and techniques to help the injured worker explore areas of vocational interest. Once the occupational field is narrowed, the counselor helps the injured worker to identify the skills, training, availability and earnings potential for the identified job.

Career Counseling – In Person is used when the counselor is face-to face and one-on one with the injured worker. Only professionals who are experienced with career counseling who have a working knowledge of the labor market, and who are licensed as one of the following provider types may provide Career Counseling – In Person services: Licensed Social Worker, Licensed Independent Social Worker, Licensed Professional Counselor, Licensed Professional Clinical Counselor, Psychologist, Certified Rehabilitation Counselor, Doctor of Medicine or Doctor of Osteopathy. Providers of this service may be reimbursed for travel, and mileage according to the codes for Other Provider Travel and Mileage. If the assigned vocational rehabilitation case manager provides this service, they may only bill using the case management codes for meetings.

**W0524 Career Counseling – Research & Reporting**

This service provides a limited amount of time for a career counselor to complete research of specific occupational requirements and/or report writing when the injured worker receiving career counseling is not present. The service may only be provided in conjunction with Career Counseling - In Person as part of an approved vocational rehabilitation plan, and must be performed by the same person who is providing the Career Counseling -- In Person services in the plan. If the assigned vocational rehabilitation case manager provides this service, they may only bill using the appropriate case management codes.

**W0610 Comprehensive Vocational Evaluation**

This is a process during which a certified vocational evaluator gathers vocational information about an injured worker, usually through the use of real or simulated work, to assist in determining vocational direction. The vocational evaluator uses extensive client interview and vocational exploration as well as psychometric testing, which may include aptitude, dexterity, academic, and vocational interest testing. The overall result is a report that provides recommendations about the injured worker's options for returning to work, within a vocational rehabilitation program. The report is based on integrating the injured worker's residual transferable vocational skills with their current physical capacities, and realistic return to work options which exist in the current labor market.

**W0620 Work Adjustment – Employer Based**

Employer Based Work Adjustment is a specialized structured program that uses an employer's work site to improve an individual's work abilities, skills and behaviors. The injured worker is placed in real work situations, their overall performance is assessed, and specific measurable goals are developed to improve their performance to facilitate successful return to work. Work Adjustment services focus on both the specific job skills and the soft skills associated with employment, such as stamina, grooming and hygiene, attendance, punctuality, social skills, team work, problem solving, customer service, and productivity. If the sole focus of the program is skill enhancement, it is not a work adjustment program.

**W0631 Vocational Screening**

Vocational screening is a test or assessment of a particular vocational area used to make a recommendation for the vocational services or vocational goals of the injured worker. In a vocational screening the evaluator relies primarily on the specific assessment, vocational interview, physician reports of the injured worker's physical capacities, and the injured worker's self-reports of interests and job history in preparing a report with the results of the assessment and the evaluator's recommendations for the worker's vocational goal or vocational services.

**W0635 Situational Work Assessment**

A simulated tryout of the job (or job family) which evaluates an injured worker's ability to perform the specific job tasks through vocational skills assessments.

### W0637 Transitional Work

Transitional work services are provided at the work site by an occupational or physical therapist. The services primarily focus on using the injured worker's functional work tasks to progress the worker to a target job. Progressive conditioning, therapeutic exercises, training in safe work practices such as proper body mechanics and other work site services may be used as part of the therapeutic program developed for that injured worker. Transitional Work services are separate and distinct from on-site Occupational or Physical Therapy services provided to injured workers at the work site.

### W0644 Ergonomic Study

An ergonomic study is an analysis of how the worker responds when performing the job in relation to the work environment. It examines the "fit" between the worker and the job requirements. An ergonomic study takes into account the worker's size, strength and ability to handle the tasks, tools and work environment. It is generally used to evaluate the risks of the job and to recommend job modifications. Services are provided on an individual basis as determined by need.

### W0645 Job Analysis

A job analysis is a process for examining a job and collecting measurements while the job is being performed. It explains what the worker does, how the worker performs the work and what the outcomes of the work are. It identifies the essential functions of the job and describes the physical demands of the required tasks, working conditions, and the knowledge, skill and experience required to safely perform the job. A job analysis includes information about the tools and equipment used in performing the job.

### W0647 Automobile Repairs

This service provides payment for necessary repairs to an injured worker's vehicle incurred during participation in vocational rehabilitation and made for the sole purpose of allowing participation in a rehabilitation program. Total cost of the repairs cannot exceed the trade in value of the vehicle as reported in nationally recognized data, i.e. "Kelley Bluebook value" at www.kbb.com. Estimates on repairs must also include a statement from the mechanic regarding the overall condition of the car.

**W0648 Physical Reconditioning Unsupervised**

This service provides short term membership at a health club, YMCA/YWCA, spa, or nautilus facility when requested by a physician of record to allow the injured worker to independently continue or maintain physical reconditioning necessary for return to work. This code may only be used in an approved vocational rehabilitation or Remain at Work (RAW) program.

**W0662 Work Adjustment – Facility Based**

Facility Based Work Adjustment is a specialized structured program that uses a facility site to improve an individual's work abilities, skills and behaviors. The injured worker is placed in training or work situations within the facility, their overall performance is assessed, and specific measurable goals are developed to improve their performance to facilitate successful return to work. Work Adjustment services focus on both the specific job skills and the soft skills associated with employment; such as, stamina, grooming and hygiene, attendance, punctuality, social skills, team work, problem solving, customer service, and productivity. If the sole focus of the service is skill enhancement, it is not a work adjustment program.

**W0663 Job Modifications**

A Job Modification is the removal or alteration of physical barriers that may prohibit an injured worker from performing the essential job functions and prevent the worker from returning to work or maintaining current employment. It may change the physical demands of the job, thus allowing the worker to perform their essential job functions without restrictions. Coordination among the employer, injured worker, POR, and other professionals is required to ensure the suitability of the modification. Job modifications require prior approval by BWC. Job modifications over $5,000.00 are subject to review by a qualified BWC safety professional (including, but not limited to, a BWC ergonomist, industrial hygienist, or safety consultant) prior to authorization.

**W0665 Tools and Equipment**

This service provides tools and/or equipment (i.e. chairs, etc.) necessary for employment to the injured worker once he or she has obtained a job, or has an approved rehabilitation plan that requires specific tools and equipment.

**W0672 Job Coach**

A job coach is a vocational specialist who provides on-site guidance, training, and assistance to the injured worker, focusing on job performance in the actual work situation. This behaviorally based program concentrates on teaching specific skills to assist in completing the job's required tasks and maintaining appropriate work behaviors. Effective October 1, 2015, providers must be BWC certified as an Employment Specialist as outlined in OAC 4123-6-02.2 (C) to be reimbursed for this service.

### W0674 Child / Dependent Care

This service provides reimbursement to an enrolled child care provider for care for a child or dependent of an injured worker with the sole purpose of allowing the injured worker to participate in their vocational rehabilitation program.

### W0690 Training – Books, Supplies, & Testing

This service provides reimbursement for books, supplies, and testing necessary for participation in or completion of a training program. Books and supplies are limited to the course-required books, manuals, software, and equipment. This service is not intended to reimburse incidental supplies, such as pens, pencils, notebooks, highlighters, etc., unless the course requirements specifically include those items. Reimbursement for testing may include fees for testing and required certifications or other occupationally required testing, such as background checks, credentialing, and licensing.

### W0691 Remedial Training

Remedial training assists injured workers in developing academic skills towards completion of their GED or remediation classes needed for admission to a training program beyond the high school level, such as business or trade school. In some situations, the instruction may be provided through "distance education", also called e-learning or on-line learning, in which the student communicates with the instructor via the internet. Except as otherwise provided below, remedial training must be in the form of organized instruction provided by an academic, business, and/or trade school that meets at least one of the following criteria: designated by the Ohio Board of Regents as a college or university;
identified as an Adult Basic Literacy Education (ABLE) provider or as an Ohio Adult Workforce Education (AWE) provider; granted a certificate of authorization from the Ohio Board of Career Colleges and Schools; approved by the appropriate state licensing board, department , or commission for training in a specific field; certified as an eligible training provider by state and local Workforce Investment Boards (WIB) and the Ohio Department of Job and Family Services; chartered or certified by the Ohio Department of Education; or accredited by an accrediting body recognized by the U.S. Department of Education. Remedial training may also be provided by an instructor certified or licensed by the product's developer, manufacturer or distributor; a teacher certified by the State of Ohio; a person employed as an instructor by an accredited college or school; or a provider accredited by CARF International.

Providers who were reimbursed for this service code by BWC for dates of service between September 1, 2009 and August 31, 2012 may continue to receive reimbursement for this service code for dates of service on or after September 1, 2012, even if they do not meet any of the criteria identified above.

### W0692 Short Term Training

Short term training includes both training and skill enhancement that assists injured workers in developing new occupational skills and is less than one year in duration. In some situations, the instruction may be provided through “distance education”, also called e-learning or on-line learning, in which the student communicates with the instructor via the internet. Except as otherwise provided below, short term training must be in the form of organized instruction provided by an academic, business, or trade school that meets at least one of the following criteria: designated by the Ohio Board of Regents as a college or university; identified as an Adult Basic Literacy Education (ABLE) provider or as an Ohio Adult Workforce Education (AWE) provider; granted a certificate of authorization from the Ohio Board of Career
Colleges and Schools; approved by the appropriate state licensing board, department or commission for training in a specific field; certified as an eligible training provider by state and local Workforce Investment Boards (WIB) and the Ohio Department of Jobs and Family Services; chartered or certified by the Ohio Department of Education; or accredited by an accrediting body recognized by the U.S. Department of Education. Short term training may also be provided by an instructor certified or licensed by product’s developer, manufacturer, or distributor; a teacher certified by State of Ohio; an apprenticeship provider identified as a Registered Apprenticeship by the U.S. Department of Labor or the Ohio State Apprenticeship Council, or a person who has achieved mastery of a particular field by certification, licensing, or experience; or a person employed as an instructor by an accredited college or school; or a provider accredited by CARF International.

Providers who were reimbursed for this service code by BWC for dates of service between September 1, 2009 and August 31, 2012 may continue to receive reimbursement for this service code for dates of service on or after September 1, 2012, even if they do not meet any of the criteria identified above.

### W0694 Long Term Training

Long Term Training includes both training and skill enhancement that assists injured workers in developing new occupational skills and is from one year up to two years duration. Long Term Training services are directed toward a degree, a diploma, certification, license or certificate related to an injured worker’s vocational goal. Except as otherwise provided below, long term training must be in the form of organized instruction from an accredited academic, business, and/or trade school that meets at least one of the following criteria: designated by the Ohio Board of Regents as a

college or university, identified or as an Ohio Adult Workforce Education (AWE) provider; granted a certificate of authorization from the Ohio Board of Career Colleges and Schools; approved by the appropriate state licensing board, department or commission for training in a specific field; certified as an eligible training provider by state and local Workforce Investment Boards (WIB) and the Ohio Department of Job and Family Services; chartered or certified by the Ohio Department of Education; or accredited by an accrediting body recognized by the U.S. Department of Education. Long term training may also be provided by an apprenticeship provider identified as a Registered Apprenticeship by the U.S. Department of Labor or the Ohio State Apprenticeship Council, or a person who has achieved mastery of a particular field by certification, licensing, or experience.

Providers who were reimbursed for this service code by BWC for dates of service between September 1, 2009 and August 31, 2012 may continue to receive reimbursement for this service code for dates of service on or after September 1, 2012, even if they do not meet any of the criteria identified above.

**W0702 Occupational Rehabilitation - Comprehensive - Initial 2 Hour Session**

Occupational Rehabilitation – Comprehensive is a multi-disciplinary individualized, progressive therapy program with measurable outcomes. It is focused on assisting the injured worker to return to work through progressive physical conditioning and work simulation. In addition to therapy, Occupational Rehabilitation – Comprehensive assesses the injured worker across a combination of disciplines and provides intervention to meet the needs of the injured worker to achieve a goal of returning to work. Recommendations for reasonable accommodations or adaptations to the work environment while minimizing the risk of re-injury are made as part of this service. This code specifically addresses the initial 2 hours of any session of occupational rehabilitation. To be eligible for reimbursement for this code, the provider must have valid CARF accreditation for Occupational Rehabilitation – Comprehensive services. Services may be delivered to more than one participant at a time.

**W0703 Occupational Rehabilitation – Additional Hours**

Occupational Rehabilitation--Comprehensive is a multi-disciplinary individualized, progressive therapy program with measurable outcomes. It is focused on assisting the injured worker to return to work through progressive physical conditioning and work simulation. In addition to therapy, Occupational Rehabilitation – Comprehensive assesses the injured worker across a combination of disciplines and provides intervention to meet the needs of the injured worker to achieve a goal of returning to work. Recommendations for reasonable accommodations or adaptations to the work environment while minimizing the risk of re-injury are made as part of this service. This code specifically addresses the hours following the initial 2 hour session of occupational rehabilitation. To be eligible for reimbursement for this code, the provider must have valid CARF accreditation for Occupational Rehabilitation – Comprehensive services. Services may be delivered to more than one participant at a time.

**W0710 Work Conditioning**

Work Conditioning programs consist of a progression of treatments using physical conditioning and job simulation/real work tasks to help the injured worker regain optimal function and return to work. The program goals should address improvements in cardiopulmonary, neuromuscular, and musculoskeletal functions, education, and symptom relief. When appropriate, the program addresses reasonable accommodations for the worker and adaptations to the work environment. Services may be delivered to more than one participant at a time.

**W3007 – W3040 Vocational Rehabilitation Case Management - Return to Work (RTW)**
Vocational Rehabilitation Case Managers (VRCM) develop, coordinate and document the results of a variety of restorative services with the goal of assisting the injured worker to remain at work or to return to work.

**** These codes may only be utilized in service delivery in which the injured worker resides more than 50 miles outside of the state of Ohio, or in the assessment and plan development phases of service delivery, or in job retention plans.**

**W3207– W3240 Plan Implementation for Vocational Rehabilitation Case Management –Return to Work (RTW)**
These service codes are utilized by Vocational Rehabilitation Case Managers (VRCM) implementing an approved vocational rehabilitation plan to coordinate and document the results of a variety of restorative services with the goal of assisting the injured worker to return to work.

**W3241 Plan Implementation Outcome Payment Level 1**
Reimbursement to the vocational rehabilitation case manager assigned at plan closure for implementing a vocational rehabilitation plan to achievement of a successful return to work outcome and successful closure of the plan for the first 121 days duration per approved vocational rehabilitation plan. The minimum outcome payment for plan implementation is equal to 30 units of service. This code is not utilized with job retention plans. This code may only be utilized in comprehensive vocational rehabilitation plans in which service codes for Vocational Rehabilitation Plan Implementation W3207 through W3240 have been approved. It may be used with W3242 and W3243, depending on the agreed upon duration of the vocational rehabilitation plan.

**W3242 Plan Implementation Outcome Payment Level 2**
Reimbursement to the vocational rehabilitation case manager assigned at plan closure for implementing an approved vocational rehabilitation plan to achievement of a successful return to work outcome and successful closure of the plan with an expected duration from 122 to 486 days per the approved vocational rehabilitation plan. This code is not utilized with job retention plans. This code may only be utilized in comprehensive vocational rehabilitation plans in which service codes for Vocational Rehabilitation Plan Implementation W3207 through W3240 have been approved and a duration greater than 121 days was agreed upon prior to plan implementation. It may be used with W3241, and/ or W3243, depending on the agreed upon duration of the vocational rehabilitation plan.

**W3243 Plan Implementation Outcome Payment Level 3**
Reimbursement to the vocational rehabilitation case manager assigned at plan closure for implementing a vocational rehabilitation plan to achievement of a successful return to work outcome with an expected duration of 487 or more days duration per approved vocational rehabilitation plan. This code is not utilized with job retention plans. This code may only be utilized in comprehensive vocational rehabilitation plans in which service codes for Vocational Rehabilitation Plan Implementation W3207 through W3240 have been approved and a duration greater than 486 days was agreed upon prior to plan implementation. It may be used in combination with W3241 and W3242.

**Z3007 - Z3036 Vocational Rehabilitation Case Management - Remain at Work (RAW)**
When vocational rehabilitation case management services are provided to injured workers with medical only claims, they are considered Remain at Work (RAW) services. The focus of RAW services is keeping the injured worker on the job. RAW case management services use Z codes rather than W codes, and the services are charged to the employer’s risk.

**Employment Services**

Employment services are the specialized services designed to assist an individual to develop the skills to seek and secure an appropriate job and achieve a successful return to work outcome. Employment services are regular, in-person meetings with the injured worker and include preparing the worker for job search, facilitating job search, securing employment and follow-up. Employment services are only provided by individuals certified by BWC as an Employment Specialist pursuant to OAC 4123-6-02.2. Employment services within a referral are provided by a single employment specialist. The employment specialist submits a weekly report of injured worker progress to the managed care organization. Report guidelines are outlined in the BWC Provider Billing and Reimbursement Manual.

Preparing the worker for job search includes: assessing the skills of the worker to seek employment which includes assessment of the computer skills necessary for job search and providing services to ensure the worker has the skills to apply for jobs within their identified job goal in the current market. At the end of preparation services, the following topics will have been addressed: the job application process and developing the skills necessary to obtain employment, including: proficiency in interviewing, effective employer contacts with follow up, internet job search, on-line job applications, resume development, managing electronic documents for job seeking, and using email related to job search. The injured worker should learn to network, find job leads and use forms for recording job

contacts. The injured worker's presentation was reviewed with tips to improve, where necessary. The injured worker should learn to address difficult interview questions, including questions about their disability and workers' compensation. The provider and injured worker develop a list of prospective employers, and the provider explains the different ways that successful contacts can be made. These would include face to face, phone, fax, US mail or internet contacts. At the end of job preparation services, the provider completes a comprehensive summary as outlined in the Provider Billing and Reimbursement Manual of the injured worker's services and develops a job search plan that includes the job goal, the services to be provided and the expectations for both the injured worker and the provider. The provider also submits a resume and cover letter template for the injured worker.

During the job search phase, the employment specialist assists an injured worker by providing leads to the injured worker and making contacts with potential employers on behalf of the injured worker. The provider will closely follow the injured worker's progress, and correct/redirect the performance of activities through regular, documented in person meetings with the injured worker. The employment specialist uses their knowledge of the local job market to identify potential employment opportunities for both advertised and unadvertised positions. During job search, the employment specialist assists with tailoring resumes and cover letters specific to the job opportunity. The employment specialist should ensure the worker is prepared for specific job interviews and that the worker completes appropriate post-interview follow-up with the potential employers. The employment specialist verifies the accuracy of the information submitted by the injured worker.

When the injured worker has found a potential job, the employment specialist may assist the injured worker or the vocational rehabilitation case manager to negotiate accommodations from the return to work employer or the use of return to work incentives with the employer. With the agreement of the vocational rehabilitation case manager and the managed care organization, the employment specialist may provide the return to work follow-up services for the injured worker.

**Not Ohio Region:** When employment services are provided to injured workers living outside of Ohio and more than fifty (50) miles from the Ohio border, the following service codes apply.

**W0655 Employment Services – In Person – Not Ohio Region**
In person services includes any face to face meetings with the injured worker, employer or providers related to employment services.

**W0656 Employment Services – Other – Not Ohio Region**
Other services include: phone calls, email, reports, research, and other services provided specifically for the injured worker's benefit related to employment services.

**Ohio Region**: When services are provided to injured workers living in Ohio, or living outside of Ohio but within fifty (50) miles of the Ohio border, the following service codes apply:

**W3255 Employment Services - In Person - Ohio Region**
In person services includes any face to face meetings with the injured worker, employer or providers related to employment services.

**W3256 Employment Services - Other - Ohio Region**
Other services include: phone calls, email, reports, research, and other services provided specifically for the injured worker's benefit related to employment services.

**W3261 Employment Services Outcome - Ohio Region**
A single reimbursement made to the assigned employment services provider for the achievement of a successful return to work outcome and successful closure of the vocational rehabilitation plan when employment services have been authorized and provided in a comprehensive vocational rehabilitation plan, or at ninety (90) days of employment when a return to work incentive service is utilized in the plan and the employment situation is expected to continue, or at verification of thirty (30) days of employment when a comprehensive vocational rehabilitation plan was closed completed without a return to work and the injured worker returned to work within sixty (60) days of closure but not more than ninety (90) days from the last date of an employment service by the designated provider. This code may only be utilized for service delivery in comprehensive vocational rehabilitation plans in which service codes W3255, and/or W3256 have been provided.

**W3045 Vocational Rehabilitation Case Manager Travel Time**

Vocational Rehabilitation Case Manager Travel Time is the actual time spent traveling to or from necessary vocational rehabilitation appointments by the Vocational Rehabilitation Case Manager (VRCM) to meet with the injured worker, employer, physician of record, or other vocational rehabilitation provider. If multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate travel time may be charged.

**W3046 Vocational Rehabilitation Case Manager Wait Time**

Vocational Rehabilitation Case Manager Wait Time is the actual time spent waiting by the Vocational Rehabilitation Case Manager for injured worker, employer, physician of record, or other vocational rehabilitation provider. Wait time begins at the scheduled appointment time, including "no shows".

**W3047 Vocational Rehabilitation Case Manager Mileage**

Reimbursement for actual miles traveled by the Vocational Rehabilitation Case Manager (VRCM) to meet with the injured worker, the employer, the physician of record, and other vocational rehabilitation providers. If multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate mileage may be charged.

**W3050 Other Provider Travel Time**

Other Provider Travel Time is the actual time spent traveling to or from necessary vocational rehabilitation appointments to meet with the injured worker or employer by a provider of the following services: job coaching, employment services – in person, vocational screening, vocational evaluation, ergonomic study, ergonomic implementation, job analysis, transitional work, and career counseling – in person.

If multiple appointments related to multiple injured workers occur on the same day within the same area, travel time should be prorated to the various claims. If during employment services - in person, multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate travel time may be charged.

**W3051 Other Provider Wait Time**

Other Provider Wait Time is the actual time spent waiting for the injured worker by the job coach, employment services – in person provider, vocational screening provider, or the vocational evaluator. Wait time begins at the scheduled appointment time a including "no shows".

**W3052 Other Provider Mileage**
Reimbursement for actual miles traveled to attend necessary meetings with the injured worker or employer by a provider of the following services: job coaching, employment services – in person, vocational screening, vocational evaluation, ergonomic study, ergonomic implementation, job analysis, transitional work, and career counseling – in person.

If multiple appointments related to multiple injured workers occur on the same day within the same area, mileage should be prorated to the various claims. If during employment services - in person, multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate mileage may be charged.

**Z0600 Vocational Rehabilitation Program Non-Claimant Reimbursement Travel**
Reimbursement to a provider for provision of travel services provided to an injured worker, when travel is approved as part of a vocational rehabilitation plan.

**Z0601 Vocational Rehabilitation Program Non-Claimant Reimbursement Meals**
Reimbursement to a provider for provision of meals to an injured worker, when the injured worker’s participation in an approved plan service includes one or more overnight stays away from home.

**Z0602 Vocational Rehabilitation Program Non-Claimant Reimbursement Lodging**
Reimbursement to a provider for provision of lodging to an injured worker, when the injured worker’s participation in an approved plan service includes one or more overnight stays.

**Z3045 RAW Service – Vocational Rehabilitation Case Manager Travel Time**
Vocational Rehabilitation Case Manager Travel Time is the actual time spent traveling to or from necessary vocational rehabilitation appointments by the Vocational Rehabilitation Case Manager (VRCM) to meet with the injured worker, employer, physician of record, or other vocational rehabilitation provider when done in a Remain at Work (RAW) plan. If multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate travel time may be charged.

**Z3046 RAW Service – Vocational Rehabilitation Case Manager Wait Time**
Vocational Rehabilitation Case Manager Wait Time is the actual time spent waiting by the Vocational Rehabilitation Case Manager for injured worker, employer, physician of record, or other vocational rehabilitation provider when done in a Remain At Work (RAW) plan. Wait time begins at the scheduled appointment time, including “no shows”.

**Z3047 RAW Services - Vocational Rehabilitation Case Manager Mileage**
Reimbursement for actual miles traveled by the Vocational Rehabilitation Case Manager (VRCM) to meet with the injured worker, the employer, the physician of record, and other vocational rehabilitation providers. If multiple appointments related to an injured worker's rehabilitation case occur on the same day within the same area, additional appropriate mileage may be charged.

**Z3050 RAW Services - Other Provider Travel Time**
Other Provider Travel Time is the actual time spent traveling to or from necessary vocational rehabilitation appointments to meet with the injured worker or employer by a provider of the following services: job coaching, vocational screening, vocational evaluation, ergonomic study, ergonomic implementation, job analysis, and transitional work when provided in a Remain at Work (RAW) plan.

If multiple appointments related to multiple injured workers occur on the same day within the same area, travel time should be prorated to the various claims.

**Z3051 RAW Service - Other Provider Wait Time**
Other Provider Wait Time is the actual time spent waiting by the job coach, vocational screening provider, or the vocational evaluator when done in a Remain at Work (RAW) plan. Wait time begins at the scheduled appointment time, including “no shows”.

**Z3052 RAW Service - Other Provider Mileage**
Reimbursement for actual miles traveled to attend necessary meetings with the injured worker or employer by a provider of the following services: job coaching, vocational screening, vocational evaluation, ergonomic study, ergonomic implementation, job analysis, and transitional work when provided in a Remain at Work (RAW) plan.