

## Which Employment or DSA Service Code Do You Need?

*(updated 6/10/2022)*

With the implementation of the ODDS Compass Project, there have been additional service **modifier** codes for Employment & DSA services added to eXPRS Plan of Care to support the variety of service options for individuals. In addition, some existing modifiers (**ZE & R1**) will be re-defined starting in July 2022. This guide is to assist in helping you determine which eXPRS service/modifier codes to use for the type of employment or DSA service to be authorized.

Detailed service descriptions are available in the [ODDS Expenditure Guidelines](#).

- New services **modifier** codes are noted in **blue text** below.
- Redefined modifier codes are noted in **purple text/yellow highlight** below.

### **NEW MODIFIER CODES** for Competitive Integrated Employment (CIE) Job Coaching

Service Codes	Service Name	Types of Providers Allowed	Rate Type: NTE or Fixed	Brief Service Description
OR401 / <b>S1</b>	Job Coaching/ <b>Self-employment</b>	<ul style="list-style-type: none"> <li>• Agency Employment Providers</li> <li>• PSW Job Coaches</li> </ul>	Not-to-Exceed (NTE)	Job coaching supports for an individual who is <b>self-employed AND 100% of job coaching is required to be face-to-face.</b> <b>**Requires an approved exception.</b>
OR401 / <b>WV</b>	Job Coaching/ <b>initial w/o VR</b>	<ul style="list-style-type: none"> <li>• Agency Employment Providers</li> <li>• PSW Job Coaches</li> </ul>	Not-to-Exceed (NTE)	When an individual has obtained Competitive Integrated Employment (CIE) and <b>would not benefit from VR services</b> as outlined in the stabilization policy. <b>**Requires submission of "job coaching without VR" form.</b>

## NEW MODIFIER CODES for Employment Path

Service Codes	Service Name	Types of Providers Allowed	Rate Type: NTE or Fixed	Brief Service Description
OR541 / <b>R1</b>	Employment Path/ <b>1:1 Supports Facility</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For <b>1:1 supports</b> during Employment Path <b>in a facility</b> . <b>**Requires an approved exception</b>
OR541 / <b>ZH</b>	Employment Path/ <b>2:1 Single Provider Facility</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For <b>2:1 supports</b> during Employment Path <b>in a facility</b> provided by <b>2 separate provider Agencies each sending a single staff</b> . One Agency bills under this code, the other Agency bills under <b>OR541/W1</b> . <b>**Requires an approved exception</b>
OR541 / <b>ZF</b>	Employment Path/ <b>2:1 Both 1 Agency Facility</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For <b>2:1 supports</b> during Employment Path <b>in a facility</b> provided by <b>one Agency who sends both staff</b> . <b>**Requires an approved exception</b>
OR541 / <b>RC</b>	Employment Path/ <b>1:1 Supports Community</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For <b>1:1 supports</b> during Employment Path <b>in the community</b> . <b>**Requires an approved exception</b>
OR541 / <b>ZE</b>	Employment Path/ <b>2:1 Single Provider Community</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For <b>2:1 supports</b> during Employment Path <b>in the community</b> provided by <b>two provider Agencies each sending a single staff</b> . One Agency bills under this code, the other Agency bills under code <b>OR541/W2</b> . <b>**Requires an approved exception</b>

OR541 / ZC	Employment Path/ <b>2:1 Both 1 Agency Community</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For <b>2:1 supports</b> during Employment Path <b>in the community</b> provided by <b>one Agency who sends both staff</b> . <b>**Requires an approved exception</b>
OR541 / RS	Employment Path/ <b>1:1 Solo Community</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For <b>"Solo" 1:1 supports</b> during Employment Path in the Community.

### NEW MODIFIER CODES for Day Support Activities

Service Codes	Service Name	Types of Providers Allowed	Rate Type: NTE or Fixed	Brief Service Description
OR542 / R1	Day Support Activities/ <b>1:1 Supports Facility</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For <b>1:1 supports</b> during Day Support Activities <b>in a facility</b> . <b>**Requires an approved exception</b>
OR542 / ZH	Day Support Activities/ <b>2:1 Single Provider Facility</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For <b>2:1 supports</b> during Day Support Activities <b>in a facility</b> provided by <b>two separate provider Agencies, each sending a single staff</b> . One Agency billing under this code, the other Agency billing under <b>OR542/W1</b> . <b>**Requires an approved exception</b> .
OR542 / ZF	Day Support Activities/ <b>2:1 Both 1 Agency Facility</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For <b>2:1 supports</b> during Day Support Activities <b>in a facility</b> provided by <b>one Agency who sends both staff</b> . <b>**Requires an approved exception</b>

OR542 / <b>ZE</b>	Day Support Activities/ <b>2:1 Single Provider Community</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For <b>2:1 supports</b> during Day Support Activities <b>in the community</b> provided by <b>two provider Agencies each sending a single staff</b> . One Agency billing under this code, the other Agency billing under <b>OR542/W2</b> . <b>**Requires an approved exception</b>
OR542 / <b>ZC</b>	Day Support Activities/ <b>2:1 Both 1 Agency Community</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For <b>2:1 supports</b> during Day Support Activities <b>in the community</b> provided by <b>one Agency who sends both staff</b> . <b>**Requires an approved exception</b>
OR542 / <b>RS</b>	Day Support Activities/ <b>1:1 Solo Community</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	When an individual wants " <b>solo</b> " <b>1:1 supports</b> during Day Support Activities <b>in the Community</b> .

## NEW MODIFIER CODES for Small Group Employment

Service Codes	Service Name	Types of Providers Allowed	Rate Type: NTE or Fixed	Brief Service Description
OR543 / <b>RC</b>	Small Grp Employment/ <b>1:1 Supports Community</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For <b>1:1 supports</b> during Small Group Employment. <b>**Requires an approved exception</b>
OR543 / <b>ZE</b>	Small Grp Employment/ <b>2:1 Single Provider Community</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For <b>2:1 supports</b> during Small Group Employment <b>in the community</b> provided by <b>two provider Agencies each sending a single staff</b> . One agency billing under this code, the other Agency billing under <b>OR543/W2</b> . <b>**Requires an approved exception</b>

OR543 / ZC	Small Grp Employment/ <b>2:1 Both 1 Agency Community</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	<p>For <b>2:1 supports</b> during Small Group Employment provided by <b>one Agency who sends both staff.</b></p> <p><b>**Requires an approved exception</b></p>
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## NEW MODIFIER CODES for On-The-Job Attendant Care

Service Codes	Service Name	Types of Providers Allowed	Rate Type: NTE or Fixed	Brief Service Description
OR545 / ZE	OTJ Attendant Care/ <b>2:1 Single Provider Community</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	<p>For <b>2:1 attendant care supports</b> during Job Coaching and Job Discovery <b>in the community</b> provided by <b>two provider entities each sending a single staff.</b></p> <p><b>* Is authorized for the hours of face-to-face contact only.</b></p> <p><b>**Requires an approved exception</b></p>
		<ul style="list-style-type: none"> <li>PSW Job Coaches</li> </ul>	Not-to-Exceed (NTE)	
OR545 / ZC	OTJ Attendant Care/ <b>2:1 Both 1 Agency Community</b>	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	<p>For <b>2:1 attendant care supports</b> during Job Coaching and Job Discovery provided by <b>one Agency who sends both staff.</b></p> <p><b>* Is authorized for the hours of face-to-face contact only</b></p> <p><b>**Requires an approved exception</b></p>
		<ul style="list-style-type: none"> <li>PSW Job Coaches</li> </ul>	Not-to-Exceed (NTE)	

## Existing Service Procedure & Modifier Codes Still in Use

Service Codes	Service Name	Types of Providers Allowed	Rate Type: NTE or Fixed	Brief Service Description
OR401 / W5	Job Coaching - initial	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For an individual who is initially first placed in a competitive integrated employment (CIE) job/setting.
		<ul style="list-style-type: none"> <li>PSW Job Coaches</li> </ul>	Not-to-Exceed (NTE)	
OR401 / W6	Job Coaching - ongoing	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For an individual who is in their competitive integrated employment (CIE) job/setting ongoing.
		<ul style="list-style-type: none"> <li>PSW Job Coaches</li> </ul>	Not-to-Exceed (NTE)	
OR401 / W4	Job Coaching - maintenance	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For an individual to maintain their competitive integrated employment (CIE) job/setting.
		<ul style="list-style-type: none"> <li>PSW Job Coaches</li> </ul>	Not-to-Exceed (NTE)	
OR401 / W3	Job Development – Initial Placement	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Not-to-Exceed (NTE)	For initial CIE job development placements
OR401 / W9	Job Development – Retention	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Not-to-Exceed (NTE)	For CIE job retention
OR539 / NA	Job Discovery	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Not-to-Exceed (NTE)	For CIE Discovery profiles

OR541 / W1	Employment Path - Facility	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For receiving Employment Path services in a facility.
OR541 / W2	Employment Path - Community	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For receiving Employment Path services in the community
OR542 / W1	Day Support Activities - Facility	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For receiving Day Support Activities in a facility.
OR542 / W2	Day Support Activities - Community	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For receiving Day Support Activities in the community.
OR543 / W2	Small Grp Employment - Community	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For receiving Small Group Employment in the community.
OR545 / NA	OTJ Attendant Care	<ul style="list-style-type: none"> <li>Agency Employment Providers</li> </ul>	Fixed	For attendant care supports while at a CIE job setting/location.
		<ul style="list-style-type: none"> <li>DD PSWs</li> </ul>	Not-to-Exceed (NTE)	