

Selecting Employment or Day Support Activity Service Codes

(updated 9/18/2025)

With the implementation of the ODDS Compass Project, more service **modifier** codes for Employment & DSA services were added to the Plan of Care. These codes support the variety of service options for individuals. In addition, some existing modifiers (**ZE & R1**) were re-defined as of 7/1/2022. The charts below will assist in helping users determine which eXPRS service/modifier codes to use when authorizing employment or DSA services.

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 **blue 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 / S1	Job Coaching/ Self-employment	<ul style="list-style-type: none"> • Agency Employment Providers 	Not-to-Exceed (NTE)	Job coaching supports for an individual who is self-employed AND 100% of job coaching is required to be face-to-face.

		<ul style="list-style-type: none"> PSW Job Coaches 		**Requires an approved exception.
OR401 / WV	Job Coaching/ initial w/o VR	<ul style="list-style-type: none"> Agency Employment Providers PSW Job Coaches 	Not-to-Exceed (NTE)	<p>When an individual has obtained Competitive Integrated Employment (CIE) and would not benefit from VR services as outlined in the stabilization policy.</p> <p>**Requires submission of "job coaching without VR" form.</p>
OR401 / RC	Job Coaching/ 1:1 supports community	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	<p>Job coaching supports when 100% of job coaching is required to be face-to-face.</p> <p>**Requires an approved exception.</p>

NEW MODIFIER CODES for Employment Path

Service Codes	Service Name	Types of Providers Allowed	Rate Type: NTE or Fixed	Brief Service Description
OR541 / R1	Employment Path/ 1:1 Supports Facility	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	<p>For 1:1 supports during Employment Path in a facility.</p> <p>**Requires an approved exception</p>

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

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

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/ 1:1 Supports Facility	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	<p>For 1:1 supports during Day Support Activities in a facility.</p> <p>**Requires an approved exception</p>
OR542 / ZH	Day Support Activities/ 2:1 Single Provider Facility	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	<p>For 2:1 supports during Day Support Activities in a facility provided by two separate provider Agencies, each sending a single staff. One Agency billing under this code, the other Agency billing under OR542/W1.</p> <p>**Requires an approved exception</p>

OR542 / ZF	Day Support Activities/ 2:1 Both 1 Agency Facility	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	<p>For 2:1 supports during Day Support Activities in a facility provided by one Agency who sends both staff.</p> <p>**Requires an approved exception</p>
OR542 / ZE	Day Support Activities/ 2:1 Single Provider Community	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	<p>For 2:1 supports during Day Support Activities in the community provided by two provider Agencies each sending a single staff. One Agency billing under this code, the other Agency billing under OR542/W2.</p> <p>**Requires an approved exception</p>
OR542 / ZC	Day Support Activities/ 2:1 Both 1 Agency Community	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	<p>For 2:1 supports during Day Support Activities in the community provided by one Agency who sends both staff.</p> <p>**Requires an approved exception</p>
OR542 / RS	Day Support Activities/ 1:1 Solo Community	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	<p>When an individual wants "solo" 1:1 supports during Day Support Activities in the Community.</p>
OR542 / RC	Day Support Activities/ Community 1:1 in a Group	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	<p>For 1:1 supports during a Day Support Activities service that occurs as a group of individuals in the community (not in a facility), and the individual who is participating in the group activity is assigned an agency staff member.</p>

****Requires an approved exception**

NEW MODIFIER CODES for Small Group Employment

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

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/ 2:1 Single Provider Community	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	<p>For 2:1 attendant care supports during Job Coaching and Job Discovery in the community provided by two provider entities each sending a single staff.</p> <p>* Is authorized for the hours of face-to-face contact only.</p> <p>**Requires an approved exception</p>
		<ul style="list-style-type: none"> PSW Job Coaches 	Not-to-Exceed (NTE)	
OR545 / ZC	OTJ Attendant Care/ 2:1 Both 1 Agency Community	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	<p>For 2:1 attendant care supports during Job Coaching and Job Discovery provided by one Agency who sends both staff.</p> <p>* Is authorized for the hours of face-to-face contact only</p> <p>**Requires an approved exception</p>
		<ul style="list-style-type: none"> PSW Job Coaches 	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"> Agency Employment Providers 	Fixed	For an individual who is initially first placed in a competitive integrated employment (CIE) job/setting.
		<ul style="list-style-type: none"> PSW Job Coaches 	Not-to-Exceed (NTE)	
OR401 / W6	Job Coaching - ongoing	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	For an individual who is in their competitive integrated employment (CIE) job/setting ongoing.
		<ul style="list-style-type: none"> PSW Job Coaches 	Not-to-Exceed (NTE)	
OR401 / W4	Job Coaching - maintenance	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	For an individual to maintain their competitive integrated employment (CIE) job/setting.
		<ul style="list-style-type: none"> PSW Job Coaches 	Not-to-Exceed (NTE)	

OR401 / W3	Job Development – Initial Placement	<ul style="list-style-type: none"> Agency Employment Providers 	Not-to-Exceed (NTE)	For initial CIE job development placements
OR401 / W9	Job Development – Retention	<ul style="list-style-type: none"> Agency Employment Providers 	Not-to-Exceed (NTE)	For CIE job retention
OR539 / NA	Job Discovery	<ul style="list-style-type: none"> Agency Employment Providers 	Not-to-Exceed (NTE)	For CIE Discovery profiles
OR541 / W1	Employment Path - Facility	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	For receiving Employment Path services in a facility.
OR541 / W2	Employment Path - Community	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	For receiving Employment Path services in the community
OR542 / W1	Day Support Activities - Facility	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	For receiving Day Support Activities in a facility.
OR542 / W2	Day Support Activities - Community	<ul style="list-style-type: none"> Agency Employment Providers 	Fixed	For receiving Day Support Activities in the community.

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