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MEMORANDUM

To: House Committee on Commerce and Economic Development
From: Dirk Anderson, Director of Workers' Compensation and Safety
Date: April 14, 2026
Re: Questions about Workers' Compensation Vocational Rehabilitation Services

Following testimony before the committee on S.173, *An act relating to vocational rehabilitation*, the Vermont Department of Labor submits the following written responses to questions raised during that hearing:

1) How many (or rather, which percentage of) referrals to a vocational rehabilitation (VR) counselor are made by an insurance adjuster prior to the statutory deadline of 90 days of the continuous receipt of temporary total disability (TTD) benefits?

Unfortunately, we cannot provide an estimate, as our legacy WC database does not track receipt of TTD benefits. Anecdotally, it does happen on a regular basis, but is not the norm.

2) What certification and training does Vermont require for an individual to provide workers' compensation VR counseling?

In order to be certified, VR Rule 57.1100 requires that anyone directly providing services or supervising vocational rehabilitation counselors, interns, or job developers have the following:

- Education:
 - Master's in Rehabilitation Counseling from an accredited institution;
or
 - Master's in Counseling from an accredited institution with documentation that the following courses had been successfully completed:
 - One graduate course with a primary focus on the Theories and Techniques of Counseling;
 - One graduate course with a primary focus on Assessment;



- One graduate course with a primary focus on Occupational Information; and
- One graduate course with a primary focus on medical or psychosocial aspects of disability.

All VR counselors are Commission on Rehabilitation Counselor Certification (CRCC) certified and required to complete 100 hours of continuing education every five years to stay certified.

3) How is DAIL VR/Hireability reimbursed for doing the screenings?

The insurance carrier pays DAIL \$160 per screening.

4) How many complaints has VDOL received against VR counselors?

Over approximately 20 years, VDOL has received 5 formal written complaints against WC VR counselors. Of those, one resulted in a Commissioner's referral to the CRCC, which ultimately decided against decertification.

