

Ability to Work Assessment (AWA)

Aged AWA Discussion Aid

An aged ability to work assessment (AWA) is a referral that has been open for longer than one year. Vocational rehabilitation counselors (VRC) can use the following questions as a guide when reviewing aged AWA referrals. The questions are designed to help VRCs determine the reasons for delay and develop a plan focused on worker goals and the four principles of work disability prevention.

Claim managers (CM) and vocational services specialists (VSS) are available to assist VRCs, when necessary. However, VRCs should have the information outlined below prior to contacting L&I for assistance.

Worker centric

What are the worker's goals (i.e. return to work, retirement, training, return to work in a new job)?

What does the worker think needs to happen next?

Is there anything the worker has identified as a need that hasn't been addressed?

Does the worker have any concerns/barriers about return to work or other aspects that would prevent return to work (i.e. childcare, COVID-19 and co-morbid conditions, etc.)?

Return to work

Have return to work priorities A-G, from [RCW 51.32.095\(2\)](#), been addressed? If so, what is the basis?

Were modifications considered? (i.e. Ask JAN)

What services have been provided for the worker? (WorkSource, resume, job search, etc.)

Medical information

MMI?

Clear treatment plan?

Lack of medical information/documentation?

Unclear or conflicting medical information?

Delays in treatment?

Delays in authorization?

Unaccepted/unrelated conditions?

Who have you contacted for assistance?

What are the medically necessary (meaning there is a risk of harm to self or others) reasons why the worker is being kept off work? What are the restrictions (medically necessary – risk of harm, contraindicated activities)?

What are the limitations (correlated with current capabilities and tolerance)?

ADDITIONAL

- Are there pre/post unrelated non-medical factors?
- Is there additional information that the CM needs to know?