

Employment First Report

**Pennsylvania Office of
Developmental Programs**



Issued March 30, 2026

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Acronyms Used in the 2024 – 2025 Employment First Report

AAW – Adult Autism Waiver

ACAP – Adult Community Autism Program

APSE - Association of People Supporting Employment First

CIE – Competitive Integrated Employment

CPS – Community Participation Support

CWDS – Commonwealth Workforce Development System

CWIA - Center for Workforce Information and Analysis

FY - Fiscal Year

HCSIS – Home and Community Services Information System

IDEA - Individuals with Disabilities Education Act

InVEST - Integrated Vocational Engagement and Supports Team

ISAC – Information Sharing and Advisory Committee

ISP – Individual Support Plan

MAWD- Medical Assistance for Workers with Disabilities

ODP – Office of Developmental Programs

O*NET - Occupational Information Network

OVR - Office of Vocational Rehabilitation

PDE – Pennsylvania Department of Education

P/FDS – Person/Family Directed Support

SIS – Support Intensity Scale

WIOA – Workforce Innovation and Opportunity Act of 2014

WIPA - Work Incentives Planning and Assistance Program

Introduction

The Office of Developmental Programs (ODP) believes that all people with an intellectual disability and/or autism should be supported in pursuing their vision for an everyday life, including seeking and obtaining competitive integrated employment. Competitive integrated employment offers everyone opportunities to achieve economic independence, build self-confidence, enhance self-determination, and meet new people while building new skills.

The [*Everyday Lives: Values in Action*](#) publication, developed by ODP's Information Sharing and Advisory Committee (ISAC), which includes self-advocates, reads, "Employment is a centerpiece of adulthood and must be available for every person. The benefits of employment for people with disabilities are significant and are the same as for people without disabilities."

ODP's Employment First report serves as an update to all stakeholders on the progress that has been made to support individuals served by ODP on finding and maintaining competitive integrated employment.

A message for stakeholders

ODP wishes to acknowledge that improving quality of services and employment outcomes for individuals is not possible without the valuable feedback and partnership that ODP receives from individuals and their families, providers, Supports Coordination Organizations, County ID/A Programs/Administrative Entities, advocates, state agencies, and other stakeholders.

In Fiscal Year (FY) 24-25, the contributions of ODP's stakeholders were vital to the development and success of ODP's employment initiatives. In the coming year, ODP will continue its collaboration with our partners to increase access to employment supports, challenge outdated mindsets about workers with disabilities, and ensure that competitive integrated employment is achievable for everyone supported by ODP.

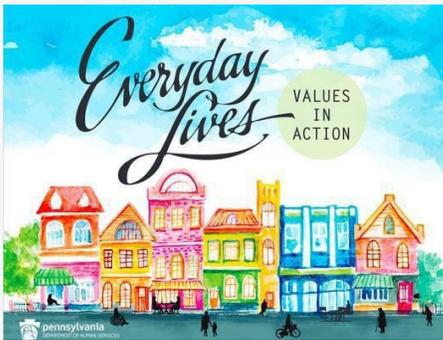
Background

ODP's employment policies and program designs are influenced by a few factors including:



The Workforce Innovation and Opportunity Act of 2014 (WIOA)

A federal law designed to help people with disabilities access employment, education, training, and support services to succeed in the labor market and match employers with the skilled workers they need to compete in the global economy.



Everyday Lives: Values in Action

With the publication of the [Everyday Lives: Values in Action](#) document, ODP's Information Sharing and Advisory Committee (ISAC) developed a detailed series of recommendations, strategies, and performance measures; including Recommendation #3 to increase employment.

Pennsylvania Executive Order and Statute

The Pennsylvania Employment First Executive Order was signed by Governor Wolf in 2016 establishing an "Employment First" state, meaning that competitive integrated employment is the first consideration and preferred outcome of all publicly funded education, employment, and training, and long-term supports and service programs for working-age Pennsylvanians with a disability. Act 36 of 2018, the Employment First Act, elevates the 2016 Executive Order for "Employment First" into Pennsylvania statute.



What is Competitive Integrated Employment?

A Worker with a Disability Is:

- Earning minimum wage or higher.

- Employed in a setting where the individual interacts with other people without a disability.

- Paid at least the same rate that is paid to people without disabilities that perform the same work with similar training, experience, and skills.

- Eligible for the same level of benefits provided to other employees.

- Presented opportunities for advancement similar to those for other employees without disabilities who have similar positions.

- Competitive Integrated Employment can be full time or part time and includes self-employment.

Sources of Data

Unless otherwise specified, data contained in this report is for working- age adults, ages 18-64, enrolled in the Consolidated, Community Living, Person/ Family Directed Support (P/ FDS), and Adult Autism Waivers as well as Base Funded services and Supports Coordination only.

The following sources were used for the data contained in this report:



Individual monitoring employment questions

Individuals enrolled in an ODP program are asked questions about employment during meetings with a Supports Coordinator. Meetings occur at least once a year but usually happen more frequently. Because monitoring is conducted at various times, responses to each monitoring question are carried forward to the next month until a new monitoring is conducted and information is updated.

HCSIS

The Home and Community Services Information System, a statewide information system designed to support stakeholders in identifying, accessing, and documenting home and community-based services.

PROMISE

The Department of Human Services' claims processing, provider enrollment, and user management information system.

CWDS

The Commonwealth Workforce Development System. ODP and the Office of Vocational Rehabilitation (OVR) have had a Memorandum of Understanding (MOU) in place since 2017 that allows ODP to receive data from the CWDS that assists in service coordination for people that are receiving services from ODP and OVR.

Section 1: Competitive Integrated Employment

Each time a Supports Coordinator conducts monitoring with a person, data is collected on the Individual Monitoring Tool in HCSIS. The data below includes all persons enrolled with ODP, not just those that had a monitoring visit with their Supports Coordinator in June of each year. The response from their most recent monitoring visit is carried over to capture changes in employment status.

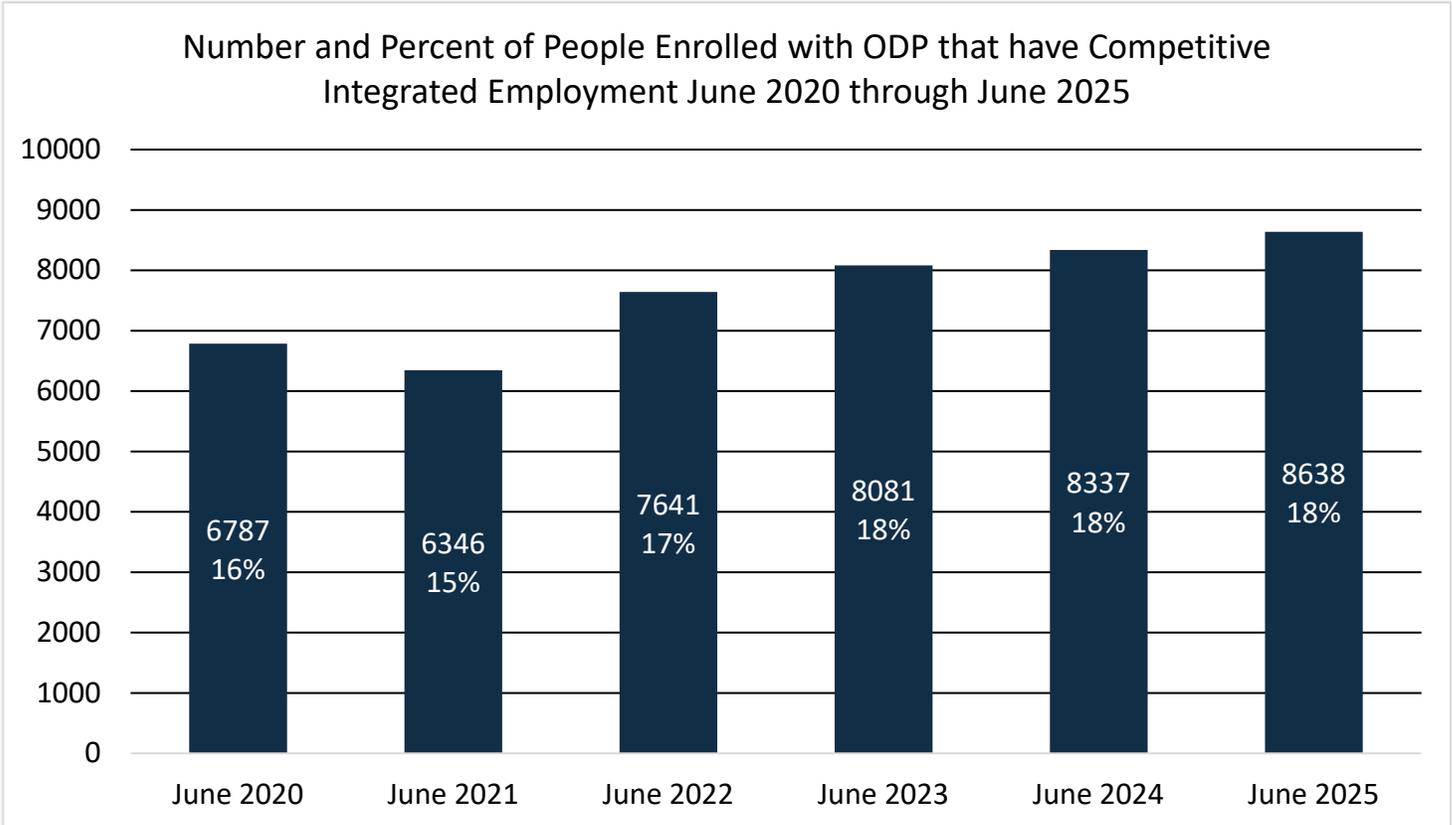
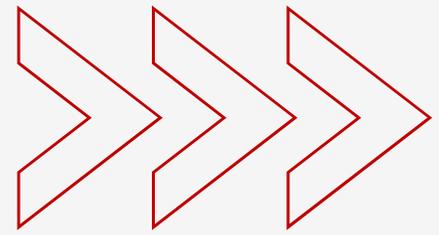
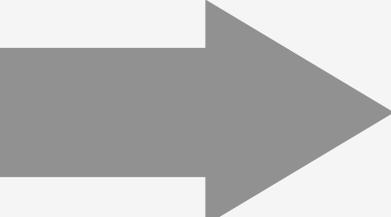


Image Description 1: Bar graph showing the Number and Percent of People Enrolled with ODP that have Competitive Integrated Employment June 2020 through June 2025. June 2020: 6787, 16%; June 2021: 6346, 15%; June 2022: 7641, 17%; June 2023: 8081, 18%; June 2024: 8337, 18%; June 2025: 8638, 18%.

ODP continues to see steady growth in the number of individuals enrolled for services who also have competitive integrated employment. While ODP’s statewide rate of employment has remained steady at 18% since 2023, there has been consistent growth in the number of individuals employed for the last four years. This continuous growth in the number of individuals with competitive integrated employment has resulted in an average of 370 additional individuals enrolled with ODP obtaining competitive integrated employment every year since 2020.

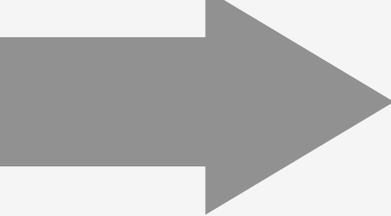


Supported Employment



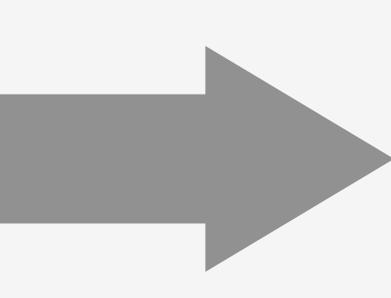
Supported Employment services support people to obtain and sustain competitive integrated employment. It includes an employment assessment, job finding or development, and/or job coaching and support. In the Adult Autism Waiver, the employment assessment and job finding components of this service are called Career Planning.

Small Group Employment



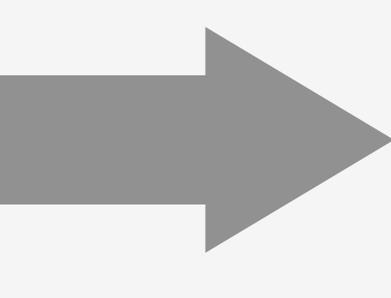
Small Group Employment services support people that are working within small groups of other people that have disabilities. This type of work is not considered to be integrated employment. The goal of Small Group Employment services is to support a person to transition to competitive integrated employment.

Advanced Supported Employment



Advanced Supported Employment helps people that have limited to no experience in seeking or keeping a job obtain employment with a three-pronged approach: Discovery, Job Acquisition (to include Job Development and Systematic Instruction), and Job Retention. The desired outcome is obtaining and maintaining competitive integrated employment that meets both the jobseeker's and employer's respective needs.

Benefits Counseling



Benefits Counseling is an individualized assessment that provides people with information and answers questions about how competitive integrated employment may or may not affect a person's benefits. It provides information on available work incentives for people that receive Supplemental Security Income (SSI), Social Security Disability Insurance (SSDI), Medicaid, Medicare, housing subsidies, food stamps, etc.

Supported Employment and Small Group Employment

This figure shows a comparison of the number of people with an approved Individual Support Plan (ISP) to receive Supported Employment or Small Group Employment from Fiscal Year 21-22 through Fiscal Year 24-25. These totals include anyone who was authorized on their ISP to receive Supported Employment or Small Group Employment as of June 30, 2025, through the Consolidated, Community Living, P/FDS, and Adult Autism Waivers as well as base funding.

Number of People Authorized for Supported Employment or Small Group Employment Services

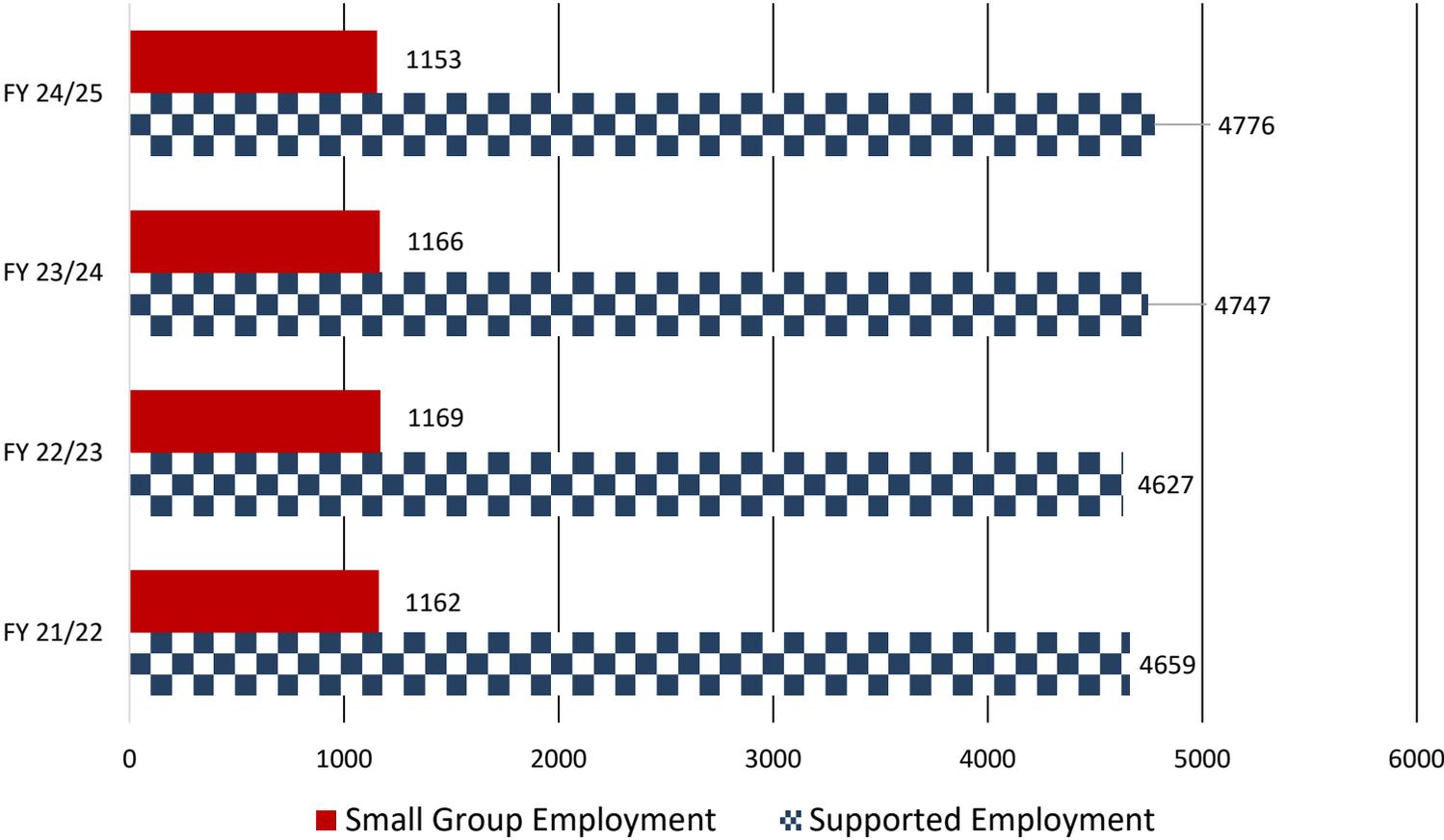


Image Description 2: Bar graph showing the Number of People Authorized for Supported Employment or Small Group Employment Services. FY24/25: 1153 for Small Group Employment and 4776 for Supported Employment, FY23/24: 1166 for Small Group Employment and 4747 for Supported Employment; FY22/23: 1169 for Small Group Employment and 4627 for Supported Employment; FY 21/22: 1162 for Small Group Employment and 4659 for Supported Employment.

Supported Employment and Competitive Integrated Employment

This figure shows a comparison over time of the number of people who have approved employment services on their ISP and the number of people with competitive integrated employment. For the purpose of this chart, employment services include at least one component of Supported Employment, Advanced Supported Employment, and Small Group Employment. This data shows the total number of people at a point in time. Because employment and services are fluid, the people that are approved to receive employment services in June of 2019 may or may not be the same people that are approved to receive employment services later on. Similarly, the people that are employed at any given point in time are not necessarily the same people that are receiving employment services. Some people that are receiving employment services are not yet employed in competitive integrated employment. In June of 2025, 32% of people employed (2,841 people) did not need ODP-funded employment services to support them at work.

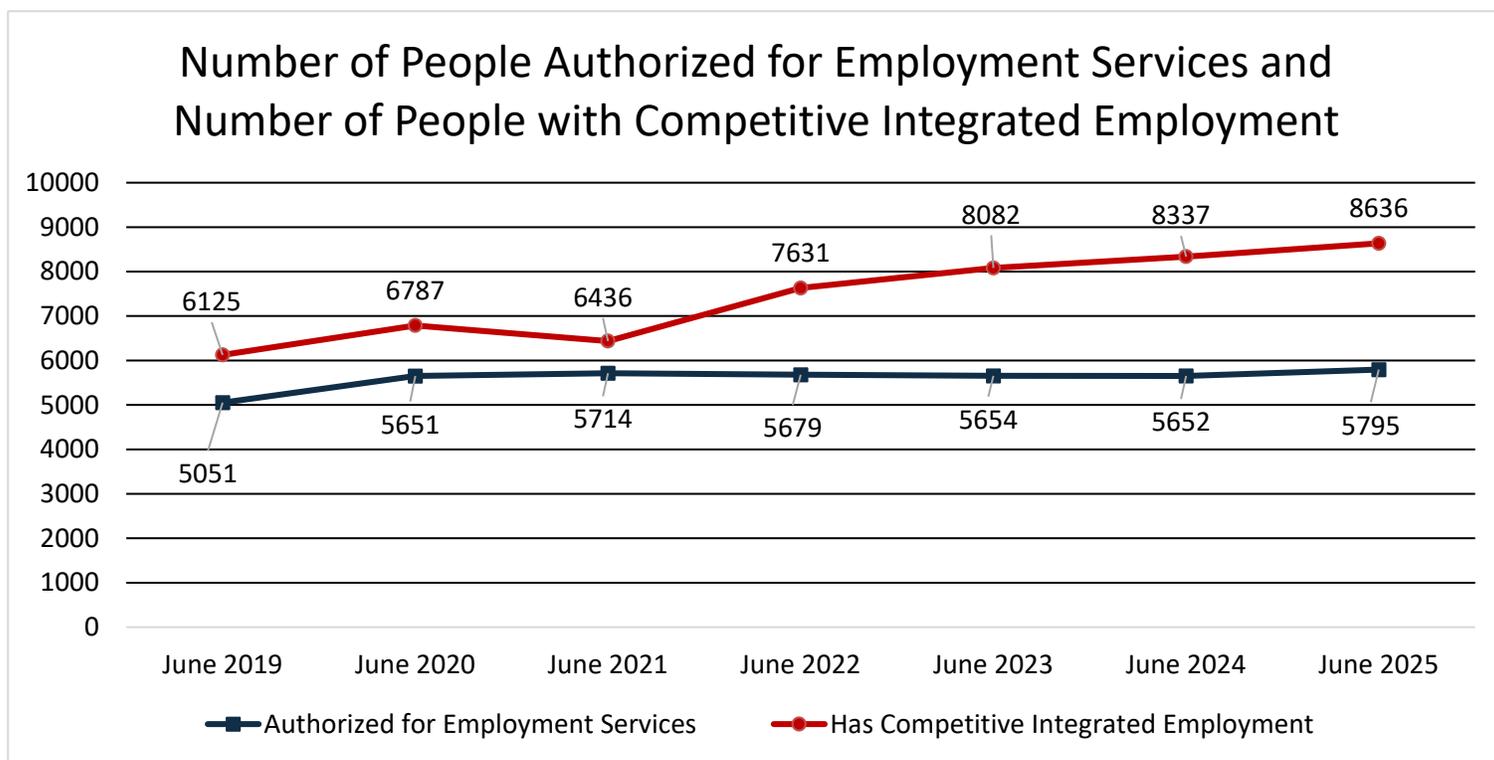


Image Description 3: Double line graph showing the Number of People Authorized for Employment Services and Number of People with Competitive Integrated Employment. June 2019: 5051 authorized for Employment Services and 6125 with Competitive Integrated Employment; June 2020: 5651 authorized for Employment Services and 6787 with Competitive Integrated Employment; June 2021: 5714 authorized for Employment Services and 6436 with Competitive Integrated Employment; June 2022: 5679 authorized for Employment Services and 7631 with Competitive Integrated Employment; June 2023: 5654 authorized for Employment Services and 8082 with Competitive Integrated Employment; June 2024: 5652 authorized for Employment Services and 8337 with Competitive Integrated Employment; June 2025: 5795 authorized for Employment Services and 8636 with Competitive Integrated Employment.

Benefits Counseling

Benefits Counseling can help individuals and families understand how they can make more money by working while maintaining their publicly funded benefits. Benefits Counseling includes education about various work incentives programs such as Medical Assistance for Workers with Disabilities (MAWD).

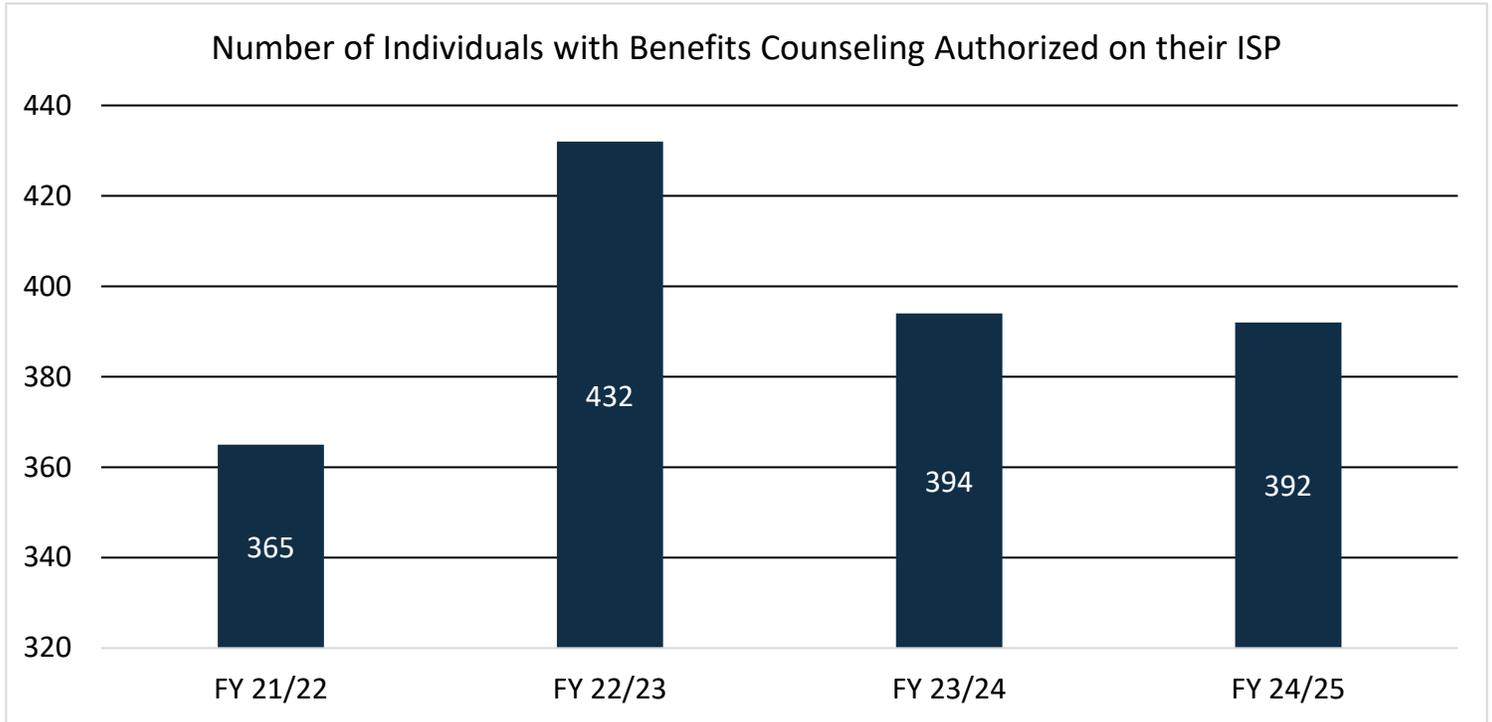


Image Description 4: Bar graph of the Number of Individuals with Benefits Counseling Authorized on their ISP. FY 21/22: 365; FY 22/23: 432; FY 23/24: 394; FY 24/25: 392.

Benefits Counseling services are available from multiple sources, including the Work Incentives Planning and Assistance Program, often referred to as the WIPA, the Office of Vocational Rehabilitation, or ODP. The many available options for benefits counseling ensure that any individual that wants assistance understanding how working may impact their benefits should have access to the support and information they need to make informed decisions.



In 2025, ODP released [ODPANN 25-001: Guidance for Benefits Counseling Services](#), to provide individuals with information about benefits counseling and when and how to obtain benefits counseling services through a WIPA, OVR, or ODP.

Services that Wrap Around Employment

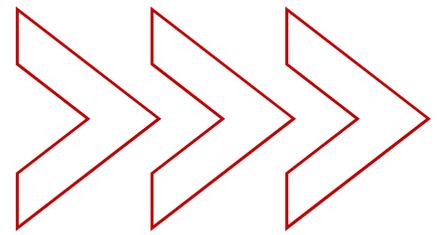
In addition to ODP's services which directly support individuals' employment goals, other services may be utilized to support people in obtaining and maintaining employment as part of their participation and inclusion in community life. These services are available even if someone:

- Receives employment services funded by ODP.
- Has employment services funded by another source, such as OVR.
- Maintains their employment without direct employment supports or services.

Some of the services which "wrap around" indirectly support employment, include:

- Assistive Technology
 - Allows an individual to purchase equipment or other forms of technology that are used to increase, maintain, or improve the individual's functioning or ability to exercise choice and control.
- Behavioral Support
 - Supports the creation and implementation of specialized interventions that assist an individual to increase adaptive behaviors to replace or modify challenging behaviors that prevent or interfere with an individual's inclusion in their home or community, which includes their place of employment.
- Community Participation Support
 - Provides opportunities and support for community inclusion and building interest in and developing skills for competitive integrated employment.
- Companion
 - Provides supervision or assistance that is designed to ensure an individual's health, safety, and welfare or to perform daily living activities that allow them to participate more meaningfully in home and community life.
- Transportation
 - Allows an individual to access services and activities specified in their Individual Support Plan, including employment.
- Shift Nursing
 - Allows for medically necessary services provided by a registered nurse that are not otherwise covered by private insurance or Medical Assistance.

Section 3: Employment Goals



ODP collects data on the number of people enrolled with ODP that have an employment goal in their ISP. This data is collected from the Employment/Volunteer section of the ISP. Supports Coordinators have been instructed to use this guidance:

Does this consumer have employment goals? Yes No

(Goals could be whether the individual would like to: explore competitive integrated employment, increase or decrease hours of current employment, change jobs, career advancement, etc.)

There are many reasons a person may have an employment goal in their ISP. For example, a person may be actively pursuing competitive integrated employment, working on building skills that will lead to employment, or know that they want to seek employment at some point, but they are currently focusing on reaching other goals.

As of June 30, 2025, there were 14,868 individuals enrolled with ODP who had an employment goal in their ISP, which is an increase of 661 individuals from FY23-24. This figure shows that of the individuals that had an employment goal in their ISP, 5850 individuals were also authorized to receive ODP-funded employment services (at least one component of Supported Employment, Advanced Supported Employment, Small Group Employment, or Benefits Counseling).

The remaining 9,018 individuals were not authorized for ODP-funded employment services. Those individuals may not need employment services to find or keep their job, may be receiving services through a different funding source (for example, OVR), or may be receiving other types of services, such as Community Participation Support, that are helping prepare them for employment in the future.

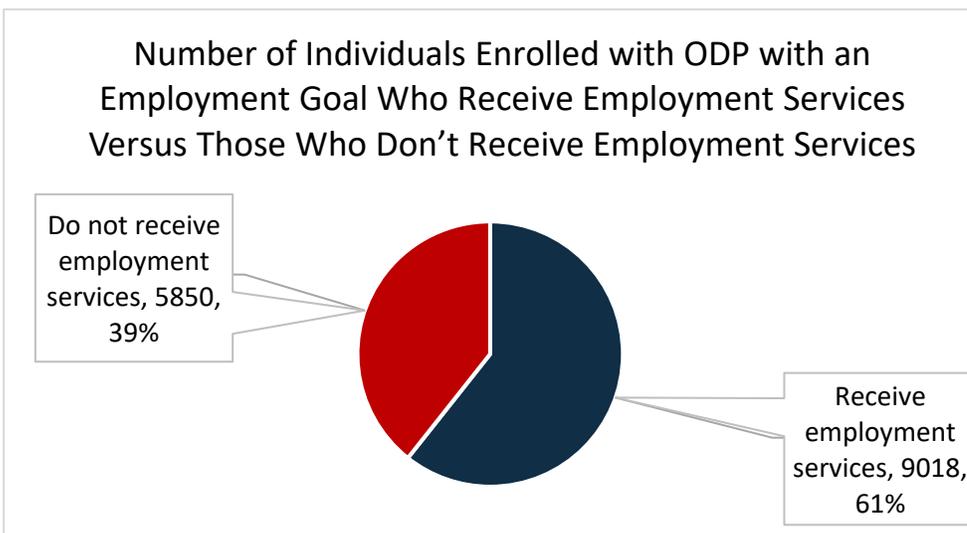
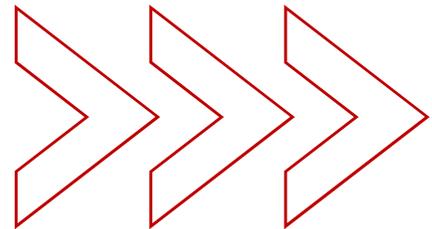


Image Description 5: Pie chart of Number of Individuals Enrolled with ODP with an Employment Goal Who Receive Employment Services Versus Those Who Don't Receive Employment Services. 9,018, 61% receive employment services. 5,850, 39% do not receive employment services.

Section 4: Types of Jobs



When individuals have competitive integrated employment, Supports Coordinators record the type of competitive integrated employment by answering the Supports Coordinator Individual Monitoring Employment question, "Job Type – If the individual is working more than one job, select the job with the most hours worked." Supports Coordinators can select from 23 categories of jobs based on definitions by the [Occupational Information Network \(O*NET\)](#).

The figure below represents the top 4 job type categories for individuals of all ages in competitive integrated employment during at least some point in Fiscal Year 2024-2025.

Food preparation and serving related, sales and related, building and grounds, cleaning and maintenance have consistently held the top three job categories since ODP started collecting this data in 2017. During the 2024- 2025 fiscal year, these three job categories represented 75% of all individuals enrolled with ODP with competitive integrated employment. In contrast, the fourth highest ranked job type category was production (5%). A total of 19 other types of jobs are included together and represent 20% of individuals with competitive integrated employment.

The Top 4 Job Type Categories For Individuals of All Ages in Competitive Integrated Employment During at Least Some Point in Fiscal Year 2024-2025.

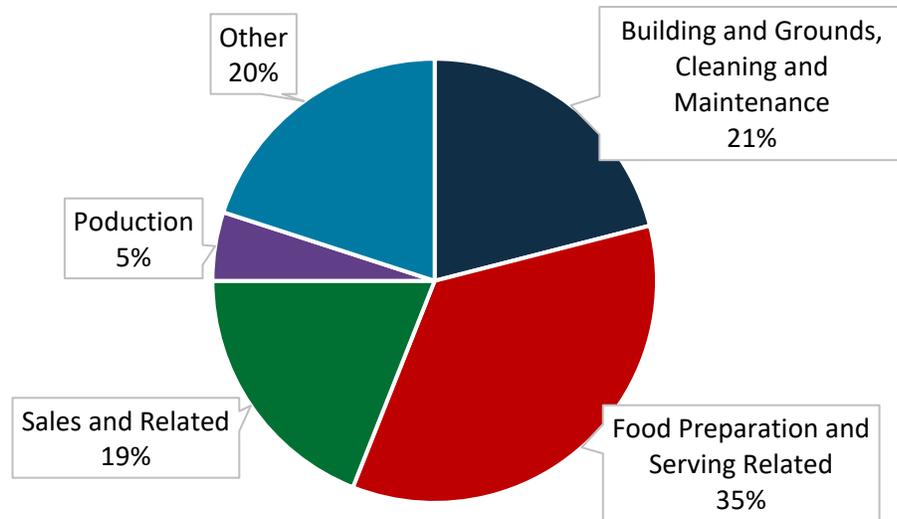


Image Description 6: Pie chart of the top 4 job type categories for individuals of all ages in competitive integrated employment during at least some point in Fiscal Year 2024-2025. Food Preparation and Serving Related: 35%; Sales and Related: 19% Building and Grounds, Cleaning and Maintenance: 21%; Production: 5%; Other: 20%

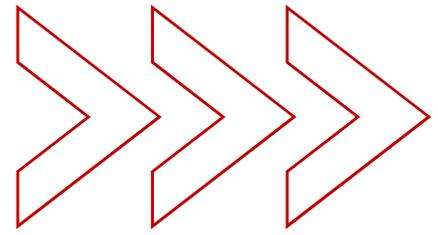
Collaboration with Workforce Development Professionals

ODP collaborates with many different agencies to support competitive integrated employment across the lifespan including:

- The Department of Labor and Industry's Center for Workforce Information and Analysis (CWIA). The CWIA is a primary source of labor market information for Pennsylvania. Their website, [PAWorkStats](#), is a useful tool for watching trends in industry that may help inform a person trying to find a job or trying to decide what type of secondary education or credentials to obtain.
- The Pennsylvania Workforce Coalition, led by the Pennsylvania Chapter of Association of People Supporting Employment First (APSE). The coalition has held numerous workshops for employers that support the employment of people with disabilities.
- The Office of Vocational Rehabilitation (OVR) provides vocational rehabilitation services to help people with disabilities prepare for, obtain or maintain employment. Many individuals served by ODP will first receive employment services through OVR before transitioning to employment services funded through ODP.



Section 5: Employment Demographics



ODP collects, analyzes, and evaluates data for various employment demographics, including race, age, and support needs. The collection and analysis of demographic data provide opportunities to continue and improve service systems for individuals with intellectual disabilities and/or autism. Analyzing employment data by looking at various demographics is important because it allows ODP to:

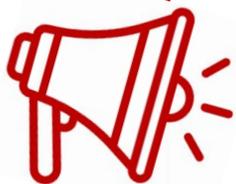
- Ensure equitable opportunities for all individuals supported by ODP.
- Identify and remediate potential barriers to employment.
- Make informed decisions in the development of services and supports for employment



Race

In 2020, the Information Sharing and Advisory Committee (ISAC) adopted recommendation #14 to address racial inequity. A new subcommittee was formed to gather and analyze data, and to develop a framework and strategies to address race related issues identified, in alignment with Department of Human Services' and Governor's Office efforts. As a result, a new strategy was developed, under ISAC recommendation #3—Increase Employment—to address unemployment through a racial lens in order to improve engagement in competitive integrated employment.

In 2025, ODP continued to provide Counties and County Joinders data on competitive integrated employment of enrolled working age individuals by race. ODP provided Counties and County Joinders with Annual Race and Employment Reports designed to help Counties and County Joinders analyze employment goals, services, and outcomes to determine if racial disparities exist.



Everyday Lives Strategy 11 for Recommendation #3:

Disseminate county-level employment reports that include comparisons by race to Administrative Entities and local employment coalitions. Engage employment leads and coalitions in discussions about racial disparities and support adoption of local strategies to address the disparities.

In 2025, ODP shared the third annual Race and Employment Reports to the Administrative Entities.

The 2025 Race and Employment Reports included comprehensive race and employment data for three years (2022 – 2024). Counties and County Joinders were encouraged to utilize these data to undertake a multi-year analysis to identify trends and track progress for employment initiatives. The 2025 Race and Employment Reports also included additional resources to enhance the quality and focus of the provided racial data, including an updated Analysis Guidance and resources for obtaining additional employment data.

This chart shows percent of people enrolled with ODP, by race, that:

1. Have competitive integrated employment.
2. Are authorized to receive an ODP-funded employment service (at least once component of Supported Employment, Advanced Supported Employment, or Small Group Employment).
3. Have an employment goal in their ISP.

The category of "other" represents people that identify as American Indian, Alaskan Native, Asian, Native Hawaiian, Pacific Islander, or other race not listed. It also includes people whose race is listed as "unknown" in HCSIS.

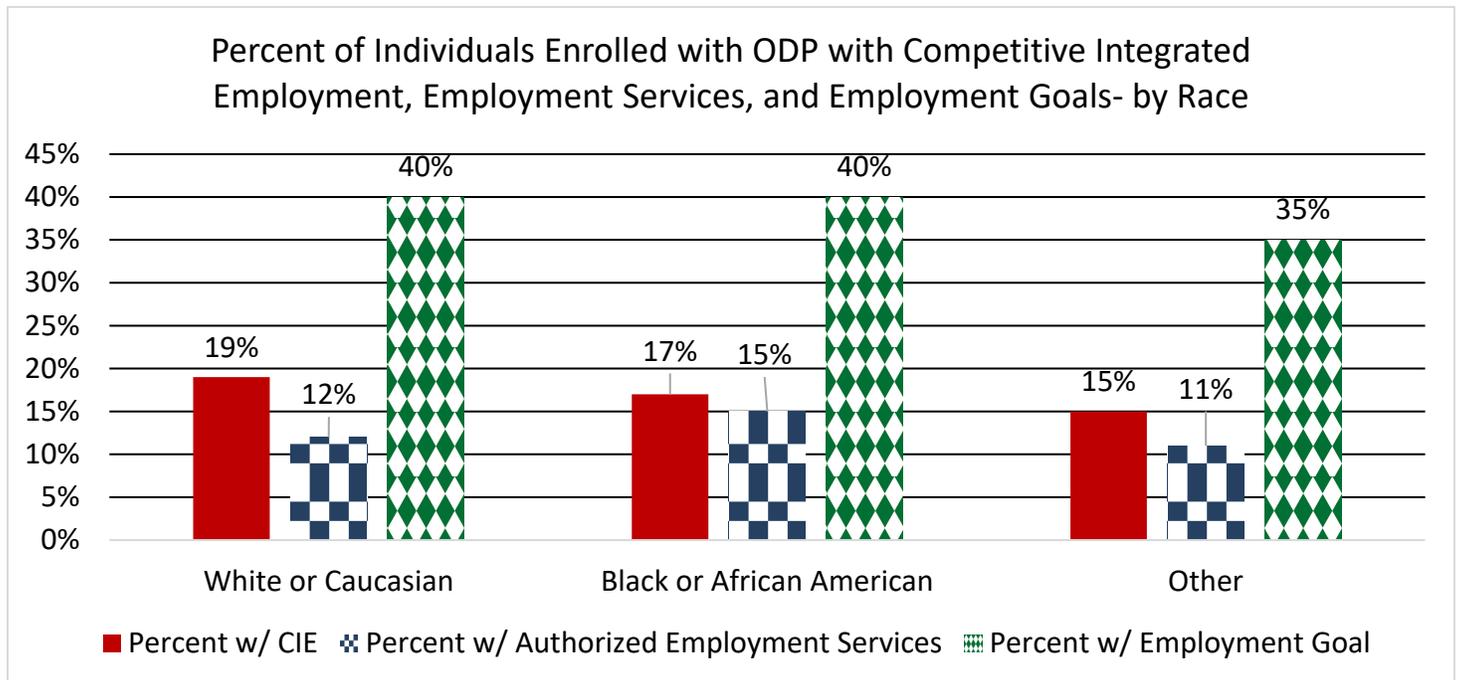


Image Description 7: Bar chart showing the Percent of Individuals enrolled with ODP with Competitive Integrated Employment, Employment Services, and Employment Goals- by Race. White or Caucasian: 19% with CIE; 12% with authorized Employment Services. 40% with an Employment Goal. Black or African American: 17% with CIE; 15% with authorized Employment Services; 40% with an Employment Goal. Other: 15% with CIE; 11% with authorized Employment Services; 35% with an Employment Goal.

A note on ethnicity: ODP follows the current standards for reporting ethnicity on federal forms, including U.S Census forms, which ask individuals about race and ethnicity in two separate questions. While ODP does collect information on ethnicity, this information is tabulated separately from data on race. Ethnicity data is not currently reflected in the Race and Employment Reports.

Age

It is important for ODP to understand the generational make-up and needs of individuals. Reviewing employment data filtered for age provides valuable insight and information which ODP uses to design and implement employment services to support individuals across their lifespan. ODP collects and tracks information about individuals with competitive integrated employment between the ages of 18 and 64 as shown in the bar graph below.

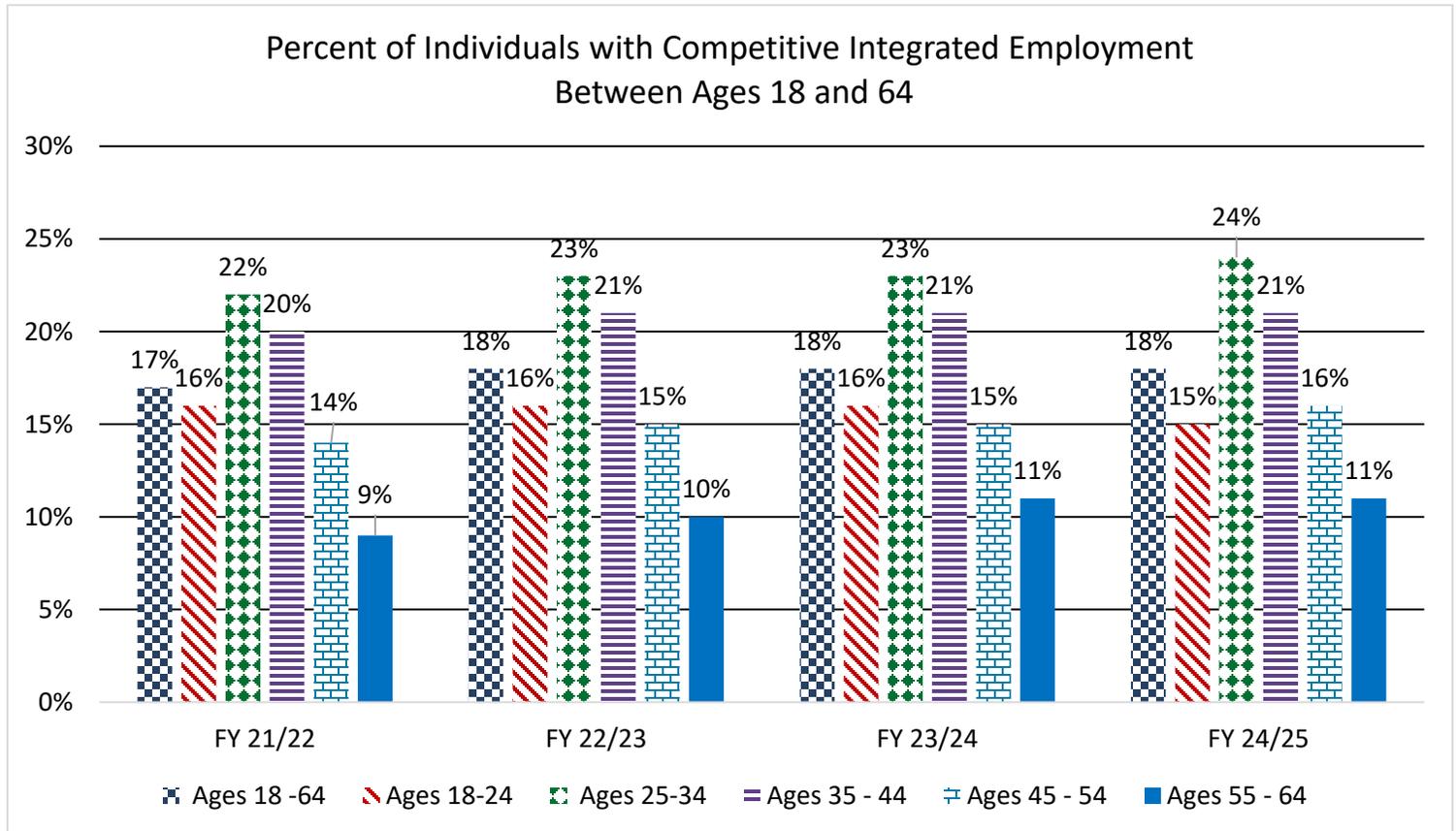


Image Description 8: Bar chart showing the Percent of Individuals with Competitive Integrated Employment between ages 18 and 64. FY 21/22: Ages 18-64: 17%; Ages 18-24: 16%; Ages 25-34: 22%; Ages 35-44: 20%; Ages 45-54: 14%; Ages 55-64: 9%. FY 22/23: Ages 18-64: 18%; Ages 18-24: 16%; Ages 25-34: 23%; Ages 35-44: 21%; Ages 45-54: 15%; Ages 55-64: 10%. FY 23/24: Ages 18-64: 18%; Ages 18-24: 16%; Ages 25-34: 23%; Ages 35-44: 21%; Ages 45-54: 15%; Ages 55-64: 11%. FY 24/25: Ages 18-64: 18%; Ages 18-24: 15%; Ages 25-34: 24%; Ages 35-44: 21%; Ages 45-54: 16%; Ages 55-64: 11%.

For the past four fiscal years, ODP's age related employment data has mirrored the broader U.S. labor market. There are lower employment rates for individuals between the ages of 18 - 24 years old. This is followed by an increase in employment rates for individuals between the ages of 25-44 as individuals in this age group are entering their prime working age. The rate of employment for ODP participants begins to decline for the 45 - 54 age group, with the sharpest decline for individuals over 55 years old as they begin to exit the work force in larger numbers.

Focus on Transition-Aged Youth

The Workforce Innovation and Opportunity Act of 2014 (WIOA) places a strong emphasis on empowering individuals aged 18-24, often referred to as “transition-aged youth,” to pursue competitive, integrated employment opportunities starting in high school. WIOA also seeks to limit access to subminimum wage employment and promote greater economic inclusion and independence for young adults.

ODP actively participates in the [Pennsylvania Community of Practice on Secondary Transition](#), a state-level workgroup dedicated to ensuring successful transitions for young people from secondary education to adulthood. This workgroup brings together representatives from the Department of Education, Department of Human Services, Office of Vocational Rehabilitation (OVR), Parent Education & Advocacy Leadership (PEAL) Center, Pennsylvania Youth Leadership Network (PYLN), and other partner agencies.

A key focus of this work and partnership is to increase employment opportunities for transition-aged youth. By fostering early workforce engagement, ODP and our partners aim to create a ripple effect that not only enhances employment outcomes for young individuals, but also drives long-term workforce growth as transition age youth continue to identify and achieve their employment goals.

All high school graduates that meet eligibility requirements for an ODP waiver will be offered enrollment in the Person/Family Directed Support (P/FDS) waiver at age 21 and upon graduation from high school. Services offered through the PFDS waiver provide continuity of supports in order to help individuals reach their goals to find or keep competitive integrated employment.



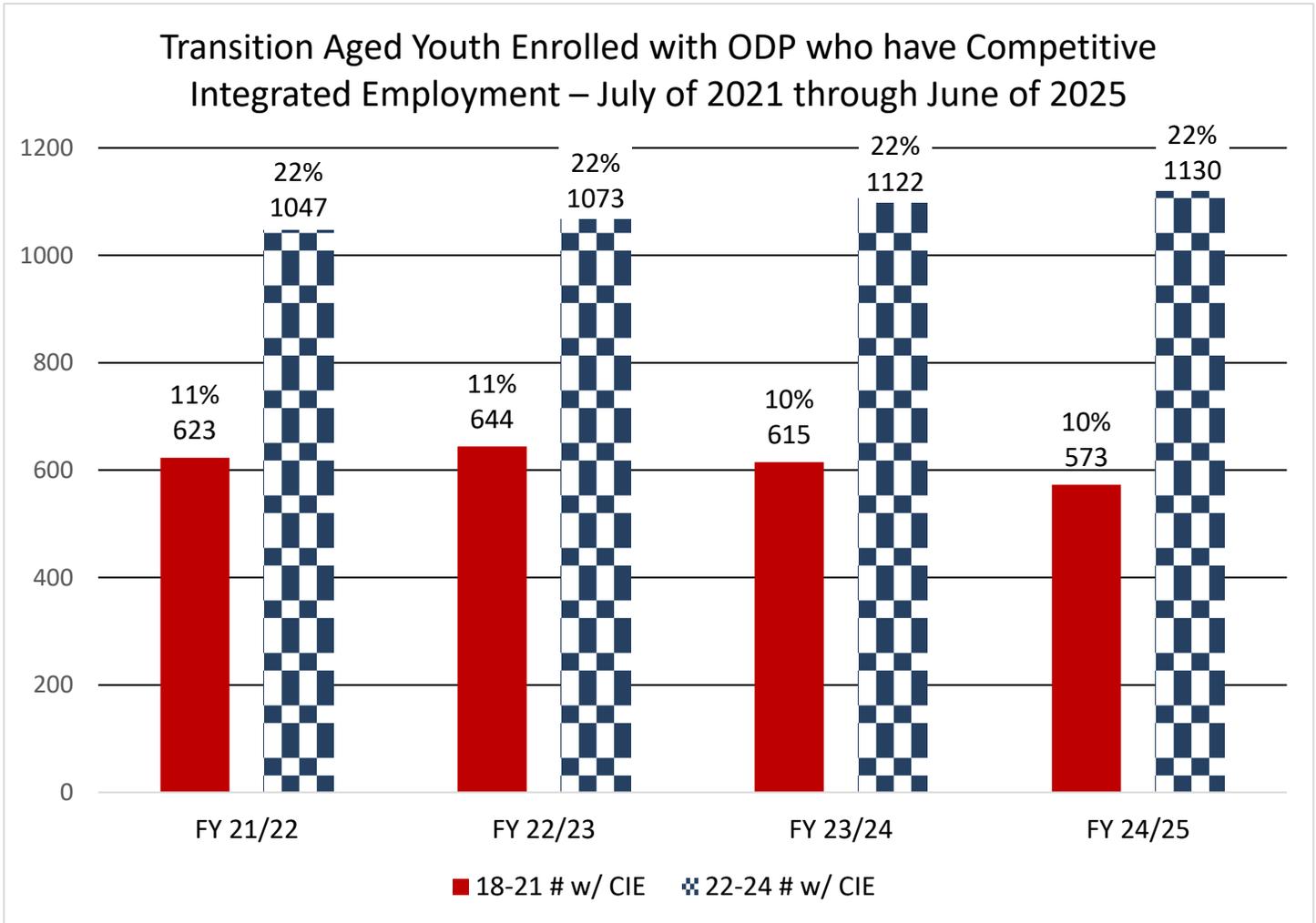


Image Description 9: Bar Graph Showing the Transition Aged Youth Enrolled with ODP who have Competitive Integrated Employment – July of 2021 through June of 2025. FY 21/22: Age 18-21 with CIE 11%, 623; Age 22-24 with CIE 22%, 1047; FY 22/23: Age 18-21 with CIE 11%, 644; Age 22-24 with CIE 22%, 1073; FY 23/24: Age 18-21 with CIE 10%, 615; Age 22-24 with CIE 22%, 1122; FY 24/25: Age 18-21 with CIE 10%, 573; Age 22-24 with CIE 22%, 1130,

Data reported for the past four fiscal years shows steady employment rates for individuals ages 18 -21. Individuals in this age range are eligible for employment supports and services from sources other than ODP, including from their schools, pursuant to the Individuals with Disabilities Education Act (IDEA), and the Office of Vocational Rehabilitation. As individuals transition into early adulthood, there is an increase in employment rates for individuals between the ages of 22 – 24. Over the past four fiscal years, employment rates for individuals between the ages of 22 and 24 have consistently surpassed ODP’s statewide average for competitive integrated employment.



In Pennsylvania, planning for a young adult’s transition from special education services provided by their school to those that might be needed in adulthood starts at age 14, at the latest. This “transition planning” is the bridge between school programs and the opportunities of adult life. Connecting students and families to services that can help support an individual after leaving school, such as services funded through OVR or ODP, is a crucial step in the transition planning process.

The Pennsylvania Department of Education (PDE), OVR, and ODP continue to work collaboratively to promote Secondary Transition resources, such as the Secondary Transition Roadmap and 5-part video series, to support individuals and families in navigating these complex systems. ODP is also working in partnership with OVR and PDE to promote the use of the Charting the LifeCourse framework as an essential tool to help navigate the transition process.



In 2025, the Connecting for Employment workgroup held two regional collaboration sessions which allowed staff and stakeholders from the three service systems (ODP, OVR, and PDE) to meet, review shared data, and develop strategies for improved system integration.

Three Systems, One Collective Vision

A seamless human services delivery system that can be effortlessly entered and navigated by individuals with disabilities and their families, should they choose to seek formal supports to secure and maintain competitive integrated employment.

Support Needs

ODP has developed employment services to offer the flexibility necessary to meet the different levels of supports required by individuals. From the enhanced outcome-based services of Advanced Supported Employment to the ability to wrap around services like Shift Nursing or Behavioral Supports, ODP is committed to ensuring anyone who wants to work can work. Recent ODP initiatives, including Performance-Based Contracting (PBC) for Residential Services and Supports Coordination Services, have been intentionally designed to ensure a focus on increasing employment opportunities for individuals with the highest levels of support needs.

A Note on Needs Groups

ODP assesses the support needs of individuals through the Supports Intensity Scale (SIS) assessment and the PA Supplement. These assessments are conducted when an individual is first enrolled for services with ODP and help determine the individual's medical, behavioral, and other support needs. Based on the results from these assessments, individuals are assigned to a Needs Group. Needs Groups range from Needs Group 1 to Needs Group 5. Individuals in Needs Group 1 typically require fewer supports in their daily life. Individuals in Needs Groups 2 – 5 typically require more supports, with individuals in Needs Group 5 requiring more complex supports in their daily life.

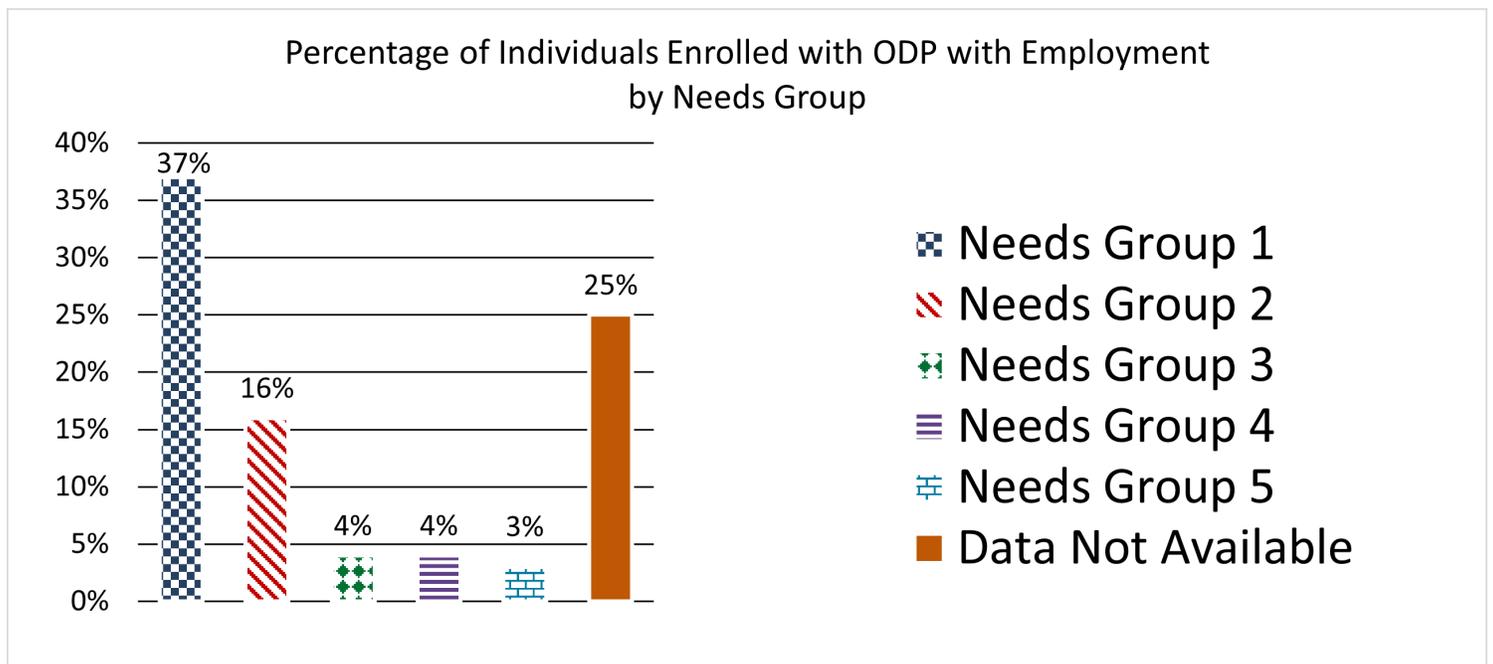
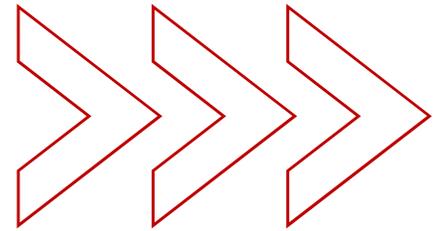


Image Description 10: Bar chart showing the Percentage of Individuals Enrolled with ODP with Employment by Needs Group. Needs Group 1 42%; Needs Group 2 18%; Needs Group 3 5%; Needs Group 4 4%; Needs group 5 3%; Data Not Available 28%

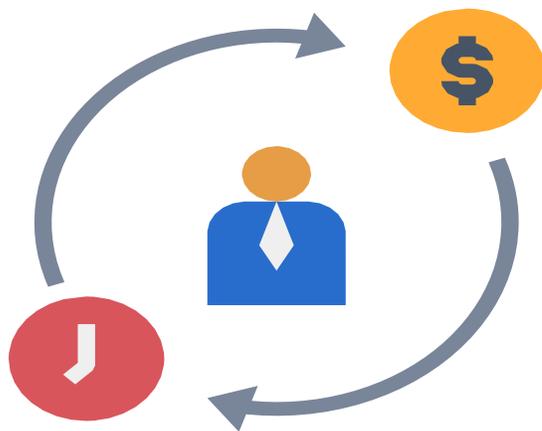
*The Data Not Available category includes individuals enrolled in ODP's Adult Autism Waiver (AAW). The AAW implements different assessments for support needs and does not utilize Needs Groups.

Section 6: Prevocational Services



Community Participation Support (CPS) provides opportunities and support for community inclusion and building interest in and developing skills and potential for competitive integrated employment. CPS may also be used to deliver prevocational services in facility or community locations. Prevocational services may involve activities such as the assessment of a person's work-related needs, development of basic vocational skills and competencies, development of skills for a specific occupation, teaching understanding of work environment expectations, and more. Prevocational services are expected to lead to competitive integrated employment.

Subminimum Wage Employment for Workers with Disabilities



Under Section 14(c) of the Fair Labor Standards Act, employers can be authorized to pay people with disabilities less than minimum wage for work performed. Some providers enrolled with ODP to provide Community Participation Support hold a certificate issued by the United States Department of Labor that allows them to pay subminimum wage. The Department of Labor maintains an [online list](#) of all current certificate holders.

The Pennsylvania Employment First Oversight Commission, established by the Employment First Act of 2018, created a goal in 2025 for Pennsylvania to phase out subminimum wage by 2030. The Commission's [full report](#) can be found on [Pennsylvania's Employment First website](#).

Section 511 of the Rehabilitation Act of 1973

Amended by the Workforce Innovation and Opportunity Act of 2014

Under this federal law...

People who are age 24 or younger must apply for OVR services to improve their access to competitive integrated employment before they are employed at subminimum wage.

People of any age that are employed at subminimum wage must receive career counseling and information from OVR every six months during the first year of subminimum wage employment, and annually thereafter.

ODP and OVR have had a Memorandum of Understanding (MOU) in place since 2017 that allows for the exchange of data that assists in service coordination for people that are receiving services through ODP and OVR, including an exchange on data for people earning subminimum wage.



2,615

The number of people seen by OVR under Section 511 of the Rehabilitation Act receiving subminimum wage who were active with ODP as of June 30, 2025.

Number and Percent of Individuals Enrolled with ODP and Receiving Subminimum Wage (PM 8)

Source: OVR Data Sharing Memorandum of Understanding

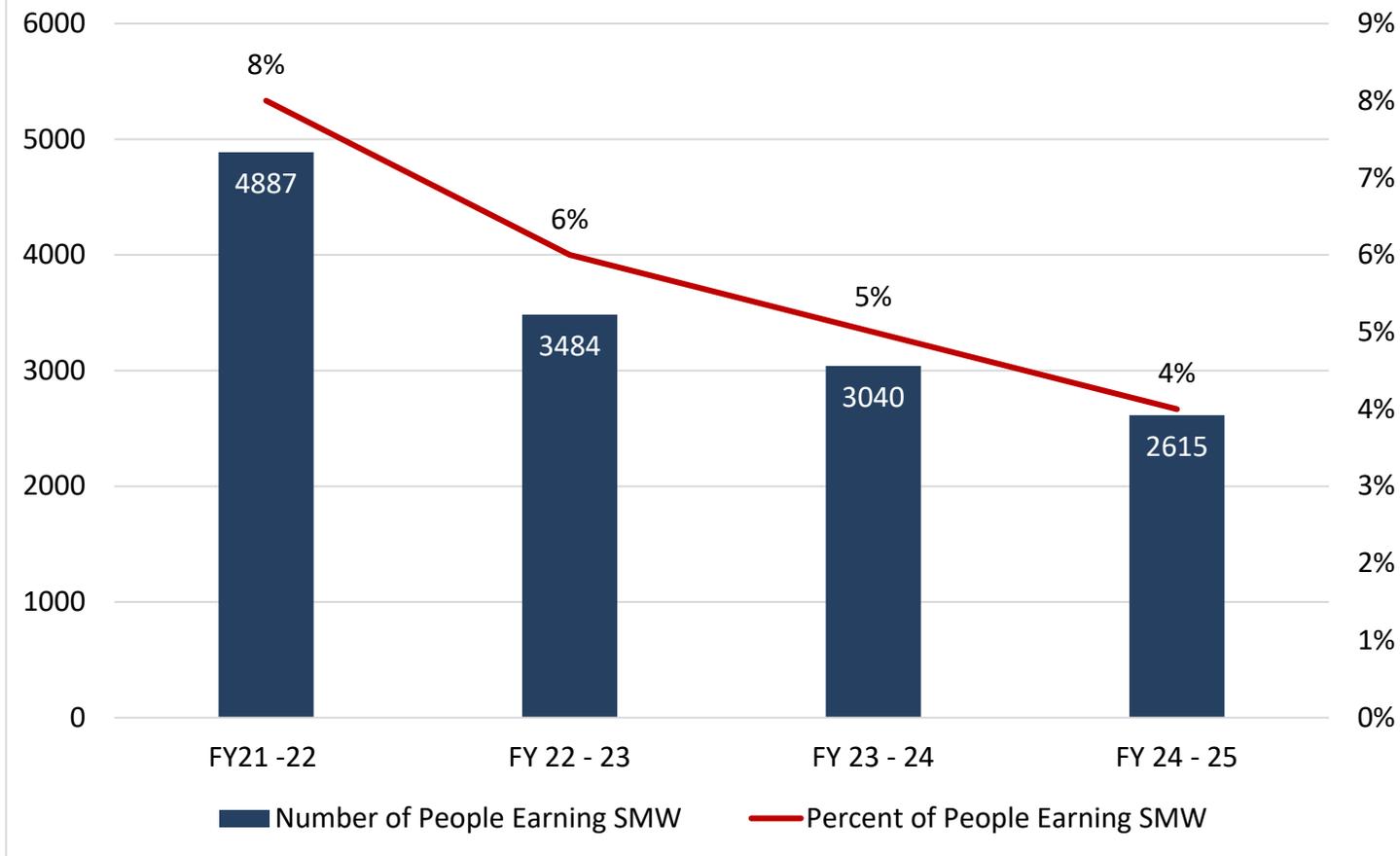


Image Description 11: Image Description 11: Combined line and bar graph showing the Number and Percent of Individuals Enrolled with ODP and Receiving Subminimum Wage (PM 8). FY 21/22: 4887, 8%; FY 22/23: 3484, 6%; FY 23/24: 3040, 5%; FY24/25: 2615, 4%.

This decrease represents a 14% reduction in the number of individuals served by ODP who were seen under Section 511 of the Rehabilitation Act from June 30, 2024, to June 30, 2025. This includes people of all ages that are enrolled in the Consolidated, Community Living, P/FDS, or Adult Autism Waiver, base-funded services, Supports Coordination only, Adult Community Autism Program, private Intermediate Care Facility or State Center.

Supporting Transitions from Subminimum Wage to Competitive Integrated Employment



OVR and ODP continue to partner in the Integrated Vocational Engagement and Supports Team (InVEST) Project, which is funded through a federal grant to support individuals who are thinking about, actively seeking, or engaged in subminimum wage employment in obtaining competitive integrated employment. Through this grant, interested individuals and their families have access to training and support from the following to assist with their transition to competitive integrated employment:

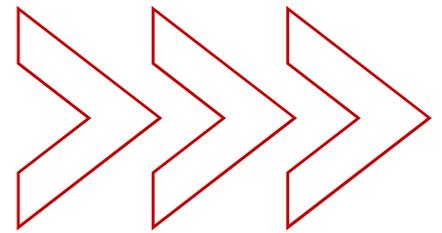
- PA Family Network,
- Specialized Vocational Rehabilitation Counselors,
- Integrated Resource Teams, and
- Employers committed to hiring individuals with disabilities.

2025 saw continued success for the InVEST Project, including:

- 74 individuals, excluding students and youth, enrolled in the InVEST project.
- 64 students and youth enrolled in the InVEST project.
- The PA Family Network successfully onboarded 7 InVEST Family Advisors who cover all 67 counties in Pennsylvania.

More information about the InVEST Project is available at [InVEST](#).

Moving Forward



Competitive integrated employment is paramount to living an everyday life. While there has been tremendous progress to create opportunities for competitive integrated employment, there are still many barriers to overcome. ODP remains committed to the recommendations and provision of Everyday Lives and the Employment First Act. With valuable insight from all stakeholders, ODP continues to support individuals with intellectual disabilities or autism to achieve their employment aspirations.



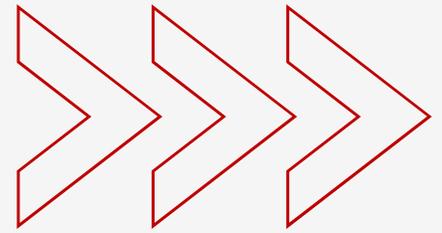
RECOMMENDATION #3: INCREASE EMPLOYMENT

“I want to work and/or have other ways to contribute to my community. My family, supporters, and community support me to find and keep a real job that I like with good wages and benefits or start and run my own business, and/or volunteer the way I want in my community.”

-Everyday Lives in Action; Values Statement



Working Matters...



ODP's Information and Sharing Advisory Committee reminds us: "employment is a centerpiece of adulthood and must be available for every person. The benefits of employment for people with disabilities are significant and are the same as for people without disabilities."

As we continue the work to support individuals to find meaningful employment and in turn achieve their everyday life, it is important to remember that every number presented in this report represents the thousands of individuals that ODP supports every day.

This year's Employment First Report ends by acknowledging the successes of one of these individuals.

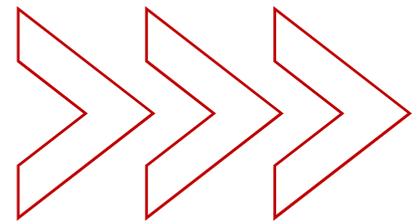


Erin Gannon is an award-winning audio journalist and a proud native of Pittsburgh. Growing up the youngest of six, Erin has always known what it means to be a part of a community. For her, learning from other people's lived experience is crucial for a functioning society. Her friend Jennifer feels the same way. Erin and Jennifer met on the bus in 2015 and quickly realized they had similar aspirations: Erin was looking to start a career in journalism - a 15-year career Jennifer had just left to

work as a direct support professional. The two quickly teamed up, Jennifer working as Erin's DSP to help her realize potential as a journalist. The two came up with the idea of starting a media center for people with disabilities that would give them the tools necessary to work in media. However, they needed funding. Jennifer knew the director of Point Park's Center for Media Innovation named Andy. The two arrived for their meeting and Erin was greeted by a welcome surprise. Andy and Erin already knew each other. Andy was a good friend of one of Erin's sisters. As Erin and Jennifer saw it, the stars were aligning for something special to occur. With support from the Center for Media Innovation, Erin and Jennifer founded the All-Abilities Media Project. In 2017, Erin started her podcast *Look Who's Here!* and she quickly gained attention. During the episode *She Set Them Free: Retiring Exec's Role in Improving Life for Disabled* Erin interviewed retired Achieva CEO Marsha Blanco to discuss her role in deinstitutionalization activism in Pennsylvania. For her reporting, Erin won the Press Club of Western Pennsylvania's 2018 Golden Quill award in the "Community Service, Radio and

Podcasts” category beating out veteran NPR reporters. Erin would continue to win yet another Golden Quill the following year in the “Excellence in Audio Journalism – Lifestyle” category for her story *'A Wonderful Life': Raising a Child With Down Syndrome* in which she interviewed her own parents about what their experience was like raising Erin. Erin lives in a community home run by Emmaus Communities. She has two roommates, her best friends Marisa and Cici – the former of whom she’s been friends with for 25 years. On top of her impressive resume, Erin has worked for Achieva’s early intervention program for 15 years. In light of her work in media, Achieva picked recruited Erin for their communications team as well. Erin now takes to Achieva’s social media platforms each day to offer “Erin’s Tip of the Day.” The day ODP spoke with Erin, she left us with this tip, “Be who you are, learn a little bit about everything and stick together.”

Appendix A



Number and percent of individuals with competitive integrated employment by county

Data in this chart includes individuals ages 18-64 enrolled in the Consolidated, P/FDS, or Community Living Waivers, Base Funding, or Supports Coordination Services by county in which they are registered. Number enrolled and number employed have been suppressed for privacy when the number employed is under 11.

County	Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled with ODP	Percentage of Individuals with Competitive Integrated Employment
Allegheny	June 30, 2021	792	4663	16%
	June 30, 2022	884	4786	18%
	June 30, 2023	936	6013	20%
	June 30, 2024	975	5915	17%
	June 30, 2025	999	4858	21%
Armstrong/Indiana	June 30, 2021	53	562	9%
	June 30, 2022	59	562	11%
	June 30, 2023	58	701	10%
	June 30, 2024	64	721	9%
	June 30, 2025	63	630	10%
Beaver	June 30, 2021	83	602	14%
	June 30, 2022	91	611	15%
	June 30, 2023	97	613	15%
	June 30, 2024	98	762	13%
	June 30, 2025	95	702	14%
Bedford/Somerset	June 30, 2021	57	492	12%
	June 30, 2022	64	485	13%
	June 30, 2023	74	492	17%
	June 30, 2024	72	564	13%
	June 30, 2025	67	413	16%

County	Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled with ODP	Percentage of Individuals with Competitive Integrated Employment
Berks	June 30, 2021	211	1386	15%
	June 30, 2022	228	1380	17%
	June 30, 2023	251	1401	17%
	June 30, 2024	242	1786	14%
	June 30, 2025	251	1542	16%
Blair	June 30, 2021	75	561	13%
	June 30, 2022	91	558	16%
	June 30, 2023	96	551	17%
	June 30, 2024	96	704	14%
	June 30, 2025	96	554	17%
Bradford/Sullivan	June 30, 2021	40	346	12%
	June 30, 2022	44	335	13%
	June 30, 2023	44	316	14%
	June 30, 2024	59	402	15%
	June 30, 2025	70	329	21%
Bucks	June 30, 2021	338	1732	20%
	June 30, 2022	345	1722	20%
	June 30, 2023	395	1753	23%
	June 30, 2024	399	2102	19%
	June 30, 2025	403	2049	20%
Butler	June 30, 2021	104	582	18%
	June 30, 2022	109	596	18%
	June 30, 2023	122	625	19%
	June 30, 2024	139	776	18%
	June 30, 2025	140	652	22%
Cambria	June 30, 2021	44	462	10%
	June 30, 2022	51	451	11%
	June 30, 2023	59	468	11%
	June 30, 2024	56	519	11%
	June 30, 2025	63	549	12%
Cameron/Elk	June 30, 2021	16	115	14%
	June 30, 2022	18	112	16%
	June 30, 2023	29	112	27%
	June 30, 2024	32	139	23%
	June 30, 2025	34	108	34%

County	Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled with ODP	Percentage of Individuals with Competitive Integrated Employment
Carbon/Monroe/ Pike	June 30, 2021	98	912	11%
	June 30, 2022	108	916	12%
	June 30, 2023	109	939	12%
	June 30, 2024	110	1075	10%
	June 30, 2025	121	925	13%
Centre	June 30, 2025	84	359	24%
	June 30, 2022	104	354	29%
	June 30, 2023	111	367	30%
	June 30, 2024	108	448	24%
	June 30, 2025	98	370	27%
Chester	June 30, 2021	302	1438	21%
	June 30, 2022	355	1481	24%
	June 30, 2023	412	1547	25%
	June 30, 2024	434	1,966	22%
	June 30, 2025	437	1768	25%
Clarion	June 30, 2021	24	181	13%
	June 30, 2022	30	180	17%
	June 30, 2023	33	178	19%
	June 30, 2024	25	213	12%
	June 30, 2025	27	216	13%
Clearfield/Jefferson	June 30, 2021	56	400	14%
	June 30, 2022	59	393	15%
	June 30, 2023	65	401	17%
	June 30, 2024	68	497	14%
	June 30, 2025	66	411	16%
Columbia/Montour/ Snyder/Union	June 30, 2021	104	565	18%
	June 30, 2022	110	563	20%
	June 30, 2023	112	560	19%
	June 30, 2024	106	642	17%
	June 30, 2025	98	557	18%

County	Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled with ODP	Percentage of Individuals with Competitive Integrated Employment
Crawford	June 30, 2021	49	383	13%
	June 30, 2022	54	372	15%
	June 30, 2023	63	383	16%
	June 30, 2024	69	482	14%
	June 30, 2025	71	397	18%
Cumberland/Perry	June 30, 2021	174	810	22%
	June 30, 2022	184	794	23%
	June 30, 2023	205	818	26%
	June 30, 2024	213	1,054	20%
	June 30, 2025	232	912	25%
Dauphin	June 30, 2021	218	1005	22%
	June 30, 2022	247	996	25%
	June 30, 2023	247	1037	23%
	June 30, 2024	251	1,383	18%
	June 30, 2025	250	1094	23%
Delaware	June 30, 2021	314	1746	18%
	June 30, 2022	344	1724	20%
	June 30, 2023	387	1761	19%
	June 30, 2024	395	2,141	18%
	June 30, 2025	426	2214	19%
Erie	June 30, 2021	303	1934	16%
	June 30, 2022	351	1924	18%
	June 30, 2023	373	1980	19%
	June 30, 2024	400	2,963	14%
	June 30, 2025	414	2094	20%
Fayette	June 30, 2021	47	451	10%
	June 30, 2022	54	441	12%
	June 30, 2023	55	456	12%
	June 30, 2024	58	610	10%
	June 30, 2025	64	504	13%

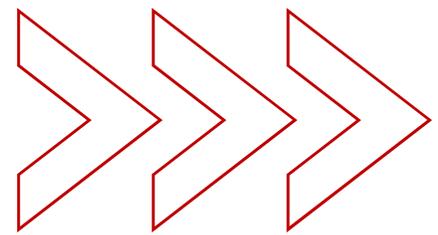
County	Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled with ODP	Percentage of Individuals with Competitive Integrated Employment
Forest/Warren	June 30, 2021	15	155	10%
	June 30, 2022	13	155	8%
	June 30, 2023	15	153	10%
	June 30, 2024	16	175	9%
	June 30, 2025	25	151	17%
Franklin/Fulton	June 30, 2021	51	487	11%
	June 30, 2022	61	484	13%
	June 30, 2023	52	481	11%
	June 30, 2024	52	571	9%
	June 30, 2025	55	526	11%
Greene	June 30, 2021	**	**	6%
	June 30, 2022	**	**	6%
	June 30, 2023	**	**	7%
	June 30, 2024	**	**	6%
	June 30, 2025	**	**	4%
Huntingdon/Mifflin/Juniata	June 30, 2021	63	457	14%
	June 30, 2022	66	446	15%
	June 30, 2023	73	444	16%
	June 30, 2024	73	541	14%
	June 30, 2025	71	479	15%
Lackawanna/Susquehanna	June 30, 2021	90	894	10%
	June 30, 2022	103	904	11%
	June 30, 2023	104	903	11%
	June 30, 2024	83	1,108	8%
	June 30, 2025	108	921	12%
Lancaster	June 30, 2021	269	1435	19%
	June 30, 2022	288	1419	20%
	June 30, 2023	316	1471	21%
	June 30, 2024	321	1,872	17%
	June 30, 2025	309	1705	18%
Lawrence	June 30, 2021	62	368	17%
	June 30, 2022	61	364	17%
	June 30, 2023	64	371	18%
	June 30, 2024	60	463	13%
	June 30, 2025	53	356	15%

County	Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled with ODP	Percentage of Individuals with Competitive Integrated Employment
Lebanon	June 30, 2021	112	420	27%
	June 30, 2022	113	420	27%
	June 30, 2023	120	421	29%
	June 30, 2024	127	531	24%
	June 30, 2025	130	440	30%
Lehigh	June 30, 2021	160	1159	14%
	June 30, 2022	193	1151	17%
	June 30, 2023	220	1202	17%
	June 30, 2024	214	1,499	14%
	June 30, 2025	215	1377	16%
Luzerne/Wyoming	June 30, 2021	153	1282	12%
	June 30, 2022	165	1280	13%
	June 30, 2023	175	1348	13%
	June 30, 2024	174	1,621	11%
	June 30, 2025	192	1454	13%
Lycoming/Clinton	June 30, 2021	66	524	13%
	June 30, 2022	72	505	14%
	June 30, 2023	78	500	16%
	June 30, 2024	80	560	14%
	June 30, 2025	72	517	14%
McKean	June 30, 2021	11	222	5%
	June 30, 2022	19	210	9%
	June 30, 2023	20	216	9%
	June 30, 2024	19	244	8%
	June 30, 2025	26	211	12%
Mercer	June 30, 2021	67	465	14%
	June 30, 2022	58	455	13%
	June 30, 2023	63	470	12%
	June 30, 2024	70	543	13%
	June 30, 2025	79	532	15%
Montgomery	June 30, 2021	444	2559	17%
	June 30, 2022	495	2569	19%
	June 30, 2023	613	2630	22%
	June 30, 2024	638	3,259	20%
	June 30, 2025	639	2961	22%

County	Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled with ODP	Percentage of Individuals with Competitive Integrated Employment
Northampton	June 30, 2021	126	805	16%
	June 30, 2022	126	826	15%
	June 30, 2023	134	868	15%
	June 30, 2024	131	1,119	12%
	June 30, 2025	128	917	14%
Northumberland	June 30, 2021	74	402	18%
	June 30, 2022	82	377	22%
	June 30, 2023	95	389	23%
	June 30, 2024	102	488	21%
	June 30, 2025	96	436	22%
Philadelphia	June 30, 2021	677	5819	12%
	June 30, 2022	765	5760	13%
	June 30, 2023	832	5758	16%
	June 30, 2024	808	6,755	12%
	June 30, 2025	816	5291	15%
Potter	June 30, 2021	**	**	18%
	June 30, 2022	**	**	22%
	June 30, 2023	11	45	27%
	June 30, 2024	**	**	12%
	June 30, 2025	**	**	16%
Schuylkill	June 30, 2021	55	493	11%
	June 30, 2022	54	496	11%
	June 30, 2023	66	531	12%
	June 30, 2024	60	705	9%
	June 30, 2025	58	535	11%
Tioga	June 30, 2021	24	162	15%
	June 30, 2022	24	162	15%
	June 30, 2023	28	160	17%
	June 30, 2024	26	203	13%
	June 30, 2025	22	178	12%
Venango	June 30, 2021	28	223	13%
	June 30, 2022	24	217	11%
	June 30, 2023	26	215	13%
	June 30, 2024	31	275	11%
	June 30, 2025	28	203	14%

County	Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled with ODP	Percentage of Individuals with Competitive Integrated Employment
Washington	June 30, 2021	71	497	14%
	June 30, 2022	80	499	16%
	June 30, 2023	100	516	18%
	June 30, 2024	102	662	15%
	June 30, 2025	101	583	17%
Wayne	June 30, 2021	36	191	19%
	June 30, 2022	37	188	20%
	June 30, 2023	41	190	23%
	June 30, 2024	39	247	16%
	June 30, 2025	36	206	18%
Westmoreland	June 30, 2021	192	1130	17%
	June 30, 2022	215	1145	19%
	June 30, 2023	224	1204	17%
	June 30, 2024	253	1634	16%
	June 30, 2025	277	1440	19%
York/Adams	June 30, 2021	236	1396	17%
	June 30, 2022	233	1366	17%
	June 30, 2023	268	1345	20%
	June 30, 2024	241	1,714	14%
	June 30, 2025	226	1412	16%

Appendix B



Number and percent of individuals with competitive integrated employment by Supports Coordination Organization (SCO)

Data in this chart includes individuals ages 18-64 enrolled in the Consolidated, P/FDS, Community Living, or Adult Autism Waivers, Base Funding, or Supports Coordination Services only. Numbers under 11 have been suppressed for privacy. Not applicable or "N/A" indicates the SCO was not serving any people at that time.

Number is the Number of individuals served by the SCO with competitive integrated employment

Percent is the Percent of individuals served by the SCO with competitive integrated employment

SCO Entity Name	2021		2022		2023		2024		2025	
	Number	Percent								
A Bridge to Independence	**	22%	**	35%	38	14%	43	9%	128	12%
Achieving More, Inc	19	16%	49	26%	73	27%	83	22%	120	22%
Amcord Care Inc	**	100%	N/A	N/A	N/A	N/A	N/A	N/A	33	10%
Arc Advocacy Services	179	13%	212	16%	260	20%	240	15%	243	19%
Beaver County MH MR-D and A BSU	74	14%	84	16%	86	17%	77	13%	80	16%
Bradford Sullivan Counties MH-MR Program	40	11%	44	13%	43	14%	55	14%	70	21%
Cambria County MH MR	36	9%	42	10%	43	11%	35	8%	**	6%
Cameron/Elk Behavioral & Developmental Programs	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	34	32%
Case Management Unit	211	21%	247	25%	240	23%	241	18%	246	24%
Center For Community Resources - Allegheny	19	24%	24	24%	35	30%	48	24%	52	21%
Center For Community Resources - Blair	**	0%	**	17%	**	18%	**	13%	13	18%
Center For Community Resources - Butler	103	17%	115	19%	121	18%	144	17%	151	17%
Center For Community Resources – Centre	N/A	N/A	N/A	N/A	**	0%	**	18%	**	7%
Center For Community Resources - Clarion	**	7%	**	8%	**	15%	**	10%	12	9%
Center for Community Resources - Cumberland	N/A	N/A	N/A	N/A	N/A	N/A	13	16%	20	21%

	2021		2022		2023		2024		2025	
SCO Entity Name	Number	Percent								
Center For Community Resources – Dauphin	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	**	11%
Center For Community Resources - Lebanon	N/A	N/A	**	38%	14	44%	17	26%	17	22%
Center For Community Resources - Washington	**	10%	24	25%	24	21%	29	16%	42	20%
Center For Community Resources - Westmoreland	**	17%	**	8%	N/A	N/A	**	16%	**	25%
Center For Community Resources - William	**	13%	**	20%	13	20%	18	18%	38	15%
Centre County MH MR And BSU	85	24%	108	31%	111	31%	104	25%	101	29%
Chester County MH MR	150	21%	156	22%	160	24%	168	21%	155	33%
Community Guidance Center	26	10%	29	12%	27	10%	25	8%	27	9%
Consortium Inc	109	13%	107	12%	110	13%	85	10%	94	12%
County Of Delaware - TSM	204	15%	212	16%	218	17%	203	14%	217	19%
Crawford County Human Services	46	12%	52	14%	59	16%	67	14%	70	18%
Creative Life Options LLC	34	53%	30	47%	35	48%	33	47%	**	9%
Cumberland Perry MH MR Office And BSU	166	21%	185	23%	198	24%	189	19%	201	26%
Cypress Support LLC	12	28%	20	38%	29	46%	35	41%	36	32%
Developmental Supports and Services BSU	99	18%	110	19%	107	19%	102	16%	101	18%
Erie County Care Management Inc	291	15%	352	18%	560	16%	601	12%	647	16%
Family Counseling Ctr DD	16	6%	24	9%	28	10%	31	9%	27	9%
Familylinks Independent Supports Coor	367	16%	423	18%	417	17%	407	14%	450	18%
Fayette County MH MR Program	49	11%	56	13%	60	13%	61	10%	66	14%
Forest/Warren County Human Services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	25	17%
Gracefull Progress	19	32%	20	35%	18	34%	17	29%	**	2%
Greene Community Human Services Prog	**	6%	**	7%	**	6%	**	5%	**	3%

	2021		2022		2023		2024		2025	
SCO Entity Name	Number	Percent								
Healing Bridges	38	14%	45	12%	59	17%	61	15%	48	15%
Human Services Center	55	16%	57	16%	55	15%	56	13%	50	15%
Journey To Wellness Supp. Coordination	11	17%	11	15%	17	23%	18	19%	15	19%
Keystone Autism Services	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	**	1%
Lancaster County MH-MR And BSU	255	18%	284	20%	287	21%	266	17%	256	19%
Lenape Valley Foundation	194	18%	226	20%	255	22%	284	20%	290	23%
Mercer Co Behavioral Health Commission	57	12%	51	11%	53	11%	61	11%	73	16%
Miracle Works LLC	**	23%	11	32%	13	34%	16	31%	23	38%
North Star Services, Inc	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	111	19%
Northumberland County	71	19%	78	22%	84	24%	94	22%	85	25%
Partnership For Community Supports	250	13%	276	15%	275	15%	264	13%	263	16%
Penn Foundation MR Case Management	93	21%	98	23%	91	22%	84	18%	82	21%
Penndel Mental Health Center	122	17%	134	18%	138	19%	123	15%	126	18%
People First Supports Coordination	168	21%	223	24%	279	25%	319	21%	371	24%
Quality Progressions	268	14%	331	18%	343	20%	361	18%	340	17%
Quality Progressions- Northampton	83	13%	97	16%	103	16%	83	10%	91	11%
Rankin Christian Center	152	15%	176	17%	171	16%	181	14%	183	18%
Sam Inc - Clarion	12	9%	17	12%	16	12%	11	7%	14	9%
Sam Inc - Clearfield/Jefferson	59	16%	60	16%	67	17%	71	15%	69	15%
Sam Inc - HMJ	59	13%	63	14%	66	15%	67	13%	65	12%
Sam Inc - Lehigh Valley	186	14%	227	16%	230	15%	230	13%	237	13%
Sam Inc - Lycoming/Clinton	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	**	9%
Sam Inc - Potter	N/A	N/A	N/A	N/A	N/A	N/A	**	14%	**	14%
Sam Inc - Scranton	52	10%	70	13%	111	13%	78	9%	124	13%
Sam Inc Lebanon	67	30%	99	28%	98	28%	106	24%	110	25%
Sam Inc Schuylkill	54	11%	59	11%	69	12%	61	9%	62	8%

SCO Entity Name	2021		2022		2023		2024		2025	
	Number	Percent								
Sam, Inc.	25	16%	27	17%	28	18%	27	14%	22	10%
Sam, Inc. F/F	51	10%	61	13%	52	11%	52	9%	40	15%
Sam Inc - Luzerne/Wyoming	N/A	N/A	N/A	N/A	N/A	N/A	29	12%	40	15%
Service Access and Management Inc Montco	95	17%	101	18%	122	22%	127	19%	132	20%
Service Access and Management, Inc	190	14%	218	16%	223	17%	213	13%	235	14%
Service Coordination Unlimited, Inc.	12	75%	13	13%	21	14%	31	15%	31	16%
Somerset BSU	57	12%	67	14%	74	15%	71	13%	71	15%
Staunton Clinic Valley Med Facilities	244	18%	295	21%	299	22%	306	19%	315	24%
Sydandi LLC	N/A	N/A	**	3%	30	10%	60	8%	172	13%
The Guidance Center	11	5%	19	9%	20	9%	20	8%	26	12%
Tri Valley Care Inc	35	9%	41	10%	45	11%	38	8%	41	10%
Wayne County MHMR	35	22%	35	21%	38	23%	36	17%	28	16%
Westmoreland Case Management - Supports	181	16%	208	18%	214	18%	238	15%	261	20%
WJS Allegheny Psychological Associates	14	26%	18	32%	27	35%	23	24%	**	6%
York BSU And MH-MR	216	16%	233	18%	245	19%	224	14%	223	17%
Your Choice Supports Coordination	32	47%	35	51%	38	46%	38	37%	17	17%