

EMPLOYMENT FIRST REPORT

Pennsylvania Office of
Developmental Programs

Issued September 5, 2024



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Introduction

The Office of Developmental Programs (ODP) believes that all people with an intellectual disability and/or autism must be encouraged to pursue their vision for an everyday life, which may include working in competitive integrated employment. Competitive integrated employment offers a person an opportunity 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 the ODP 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."

This 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 Programs/Administrative Entities, advocates, state agencies, and other stakeholders.

ODP also acknowledges that providers of all types are experiencing a workforce crisis and the dedication of the direct support professionals, employment specialists, management, and others within the organization to continue to serve individuals during this challenging time is exceptional.

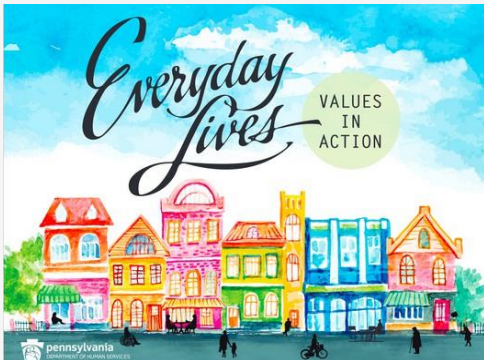
Background

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



The Workforce Innovation and Opportunity Act (WIOA)

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.

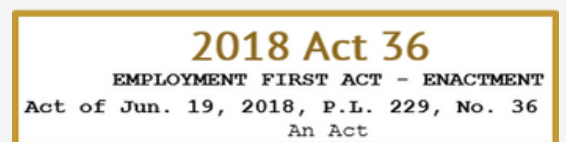


Everyday Lives: Values in Action

With the publication of the Everyday Lives: Values in Action document, the ODP 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?

AN INDIVIDUAL 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 that are 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 INITIALLY AND THROUGHOUT THE YEAR. BECAUSE MONITORING IS CONDUCTED AT VARIOUS TIMEFRAMES DEPENDING ON THE PROGRAM, RESPONSES TO EACH MONITORING QUESTION ARE CARRIED THROUGH TO THE FOLLOWING MONTH UNTIL A NEW MONITORING IS CONDUCTED.

HCSIS

THE HOME AND COMMUNITY SERVICES INFORMATION SYSTEM.

PROMISE

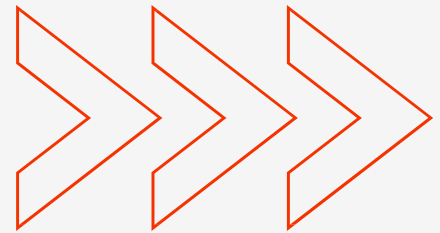
THE DEPARTMENT OF HUMAN SERVICES' CLAIMS PROCESSING AND MANAGEMENT SYSTEM.

CWDS

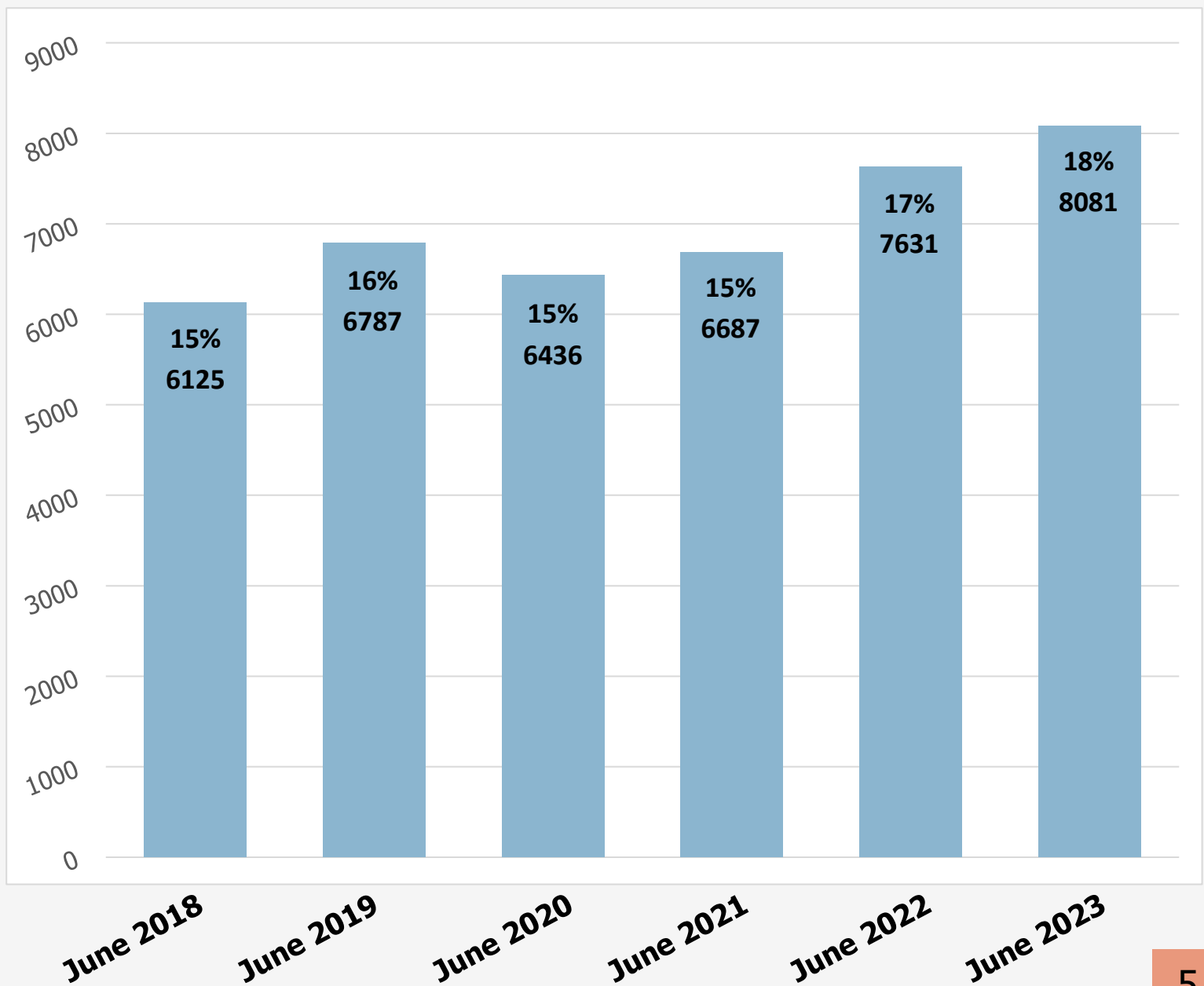
THE COMMONWEALTH WORKFORCE DEVELOPMENT SYSTEM. ODP AND THE OFFICE OF VOCATIONAL REHABILITATION (OVR) HAVE HAD A MEMORANDUM OF UNDERSTANDING (MOU) IN PLACE SINCE 2017 THAT ALLOWS ODP TO RECEIVE DATA FROM THE CWDS THAT ASSISTS IN SERVICE COORDINATION FOR PEOPLE THAT ARE RECEIVING SERVICES FROM ODP AND OVR.

Section 1: Competitive Integrated Employment

Number and Percent of People Enrolled with ODP that have Competitive Integrated Employment June of 2018 through June of 2023



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. If a person did not have a monitoring visit with their Supports Coordinator in June, the response from their most recent monitoring visit is carried over to capture changes in employment status over time.



Number and Percent of People Enrolled with ODP who have Competitive Integrated Employment - July of 2021 through June of 2023

Fiscal Year 2021/2022

Month	Number of People	Percent of People
Jul 2021	6,840	16%
Aug 2021	6,954	16%
Sep 2021	7,078	16%
Oct 2021	7,162	16%
Nov 2021	7,229	17%
Dec 2021	7,282	17%
Jan 2022	7,327	17%
Feb 2022	7,345	17%
Mar 2022	7,359	17%
Apr 2022	7,438	17%
May 2022	7,537	17%
Jun 2022	7,631	17%

Fiscal Year 2022/2023

Month	Number of People	Percent of People
Jul 2022	7,676	17%
Aug 2022	7,712	17%
Sep 2022	7,686	17%
Oct 2022	7,729	17%
Nov 2022	7,786	18%
Dec 2022	7,851	18%
Jan 2023	7,875	18%
Feb 2023	7,909	18%
Mar 2023	7,934	18%
Apr 2023	7,961	18%
May 2023	8,013	18%
Jun 2023	8,082	18%

Between July of 2021 and June of 2023, ODP's total enrollment of working age adults increased by 1242 individuals.

FOCUS ON TRANSITION-AGED YOUTH

The Workforce Innovation and Opportunity Act (WIOA) has an emphasis on supporting and encouraging individuals ages 18-24 (often referred to as “transition-aged youth”) to seek competitive integrated employment, beginning in high school, and limiting access to subminimum wage employment.

ODP plays an active role in the Pennsylvania Community of Practice on Secondary Transition, a state-level cross agency workgroup aimed at supporting successful outcomes of youth transitioning from secondary education to adulthood. The Community of Practice on Secondary Transition includes 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 partner agencies, among others.

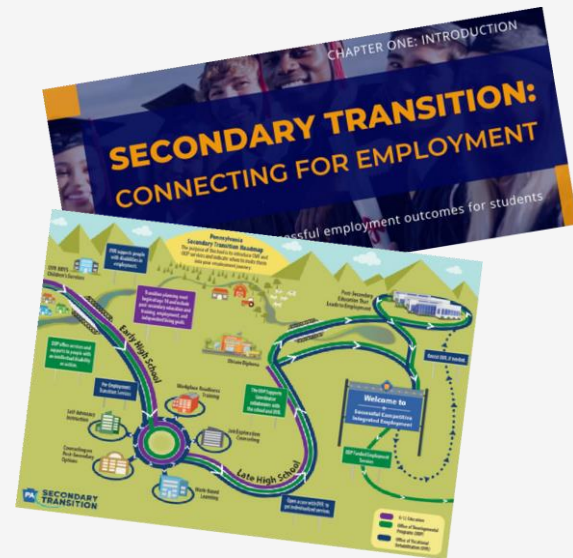


All high school graduates that meet eligibility requirements for an ODP waiver can be enrolled in a waiver at age 21 and upon graduation. Services offered through a waiver can help people reach their goals to find or keep competitive integrated employment.



In Pennsylvania, planning for a young adult’s transition from special education services in school to 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.

In 2022, the Pennsylvania Department of Education (PDE), OVR, and ODP worked collaboratively to update the Secondary Transition Roadmap and develop a 5-part video series. These resources are meant to help professionals gain a better understanding of each of their roles in transition planning and how working together can lead to better outcomes for individuals with disabilities.



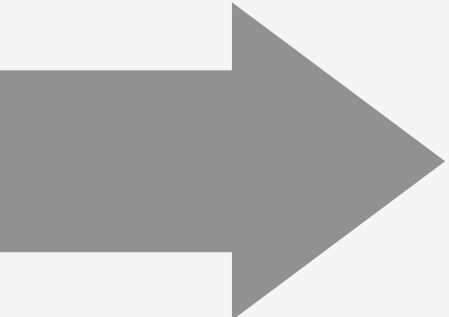
In August of 2023, PDE, OVR, and ODP facilitated the #Connecting4Employment follow-up event at the Secondary Transition Pre-Conference. Attendees included representatives from the Intermediate Units, OVR District Offices, County Intellectual Disability/Autism Programs, and Supports Coordination Organizations, among others. The attendees were given the opportunity to gain understanding of each other's roles, build collaborative working relationships, examine current programming gaps, and explore opportunities for continuous improvement and action planning at the local level. This critical work will remain a high priority for PDE, OVR, and ODP.

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.

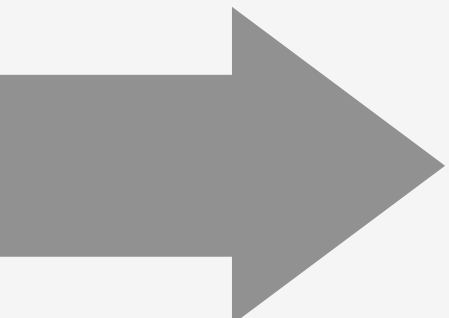


Supported Employment



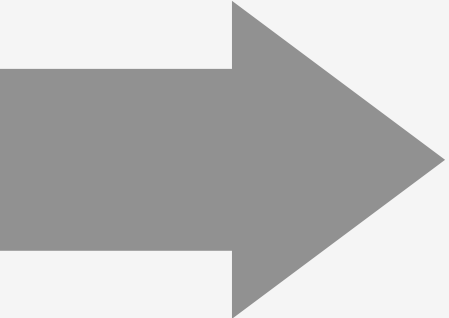
Supported Employment services support people to obtain and sustain competitive integrated employment. It includes an employment assessment, job finding or development, and/or job coaching and support. In the Adult Autism Waiver, the employment assessment and job finding components of this service are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

Small Group Employment



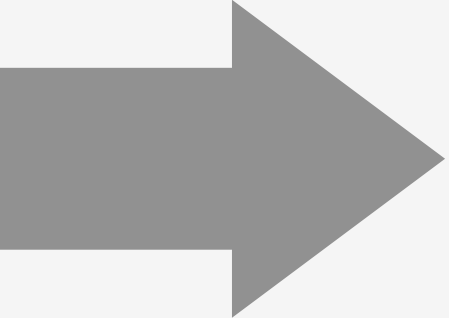
Small Group Employment services support people that are working within small groups of other people that have disabilities. This type of work is not considered to be integrated employment. The goal of Small Group Employment services is to support a person to transition to competitive integrated employment.

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 the attainment and sustainment of competitive integrated employment that meets both the jobseeker's and employer's respective needs.

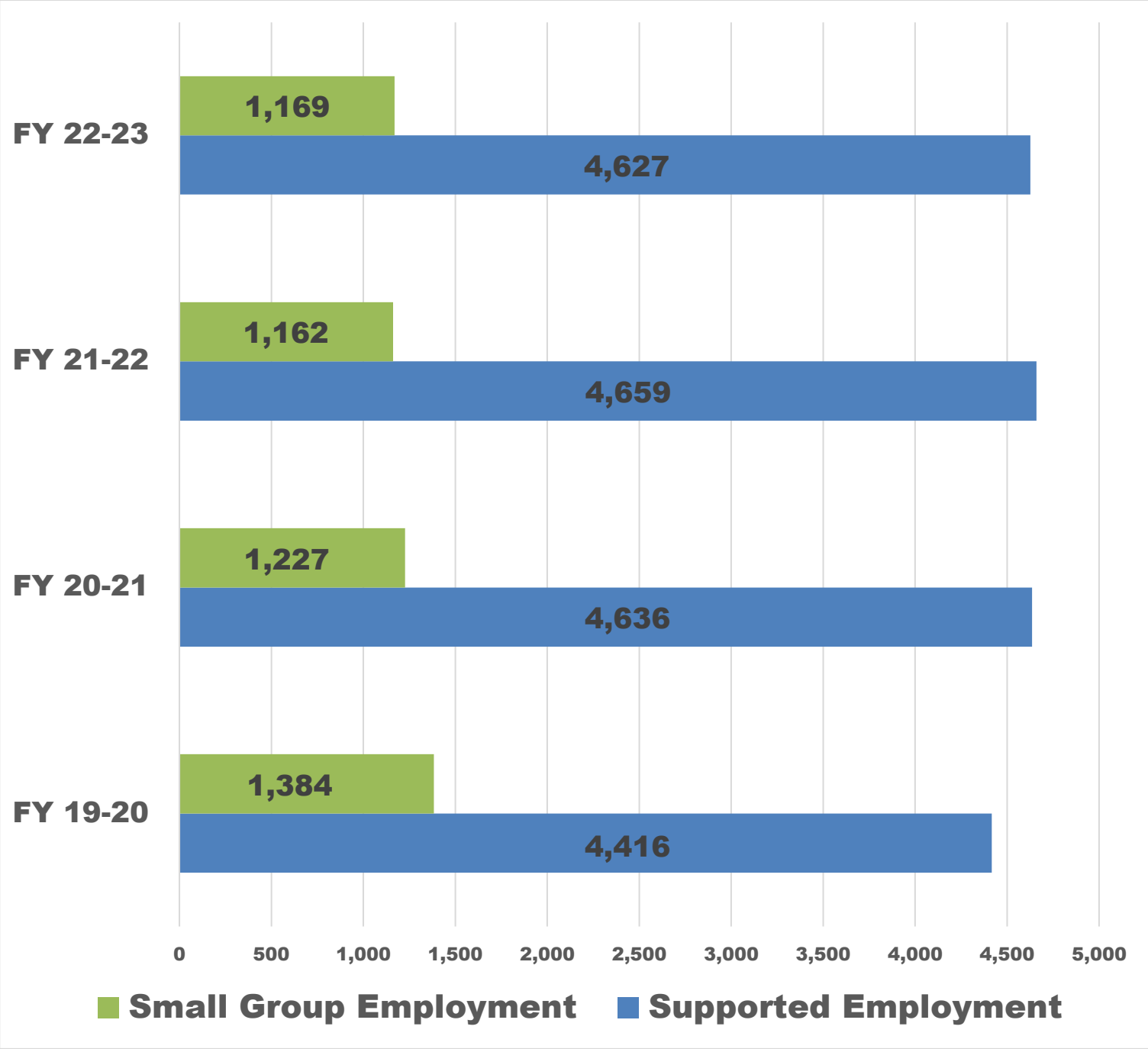
Benefits Counseling



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.

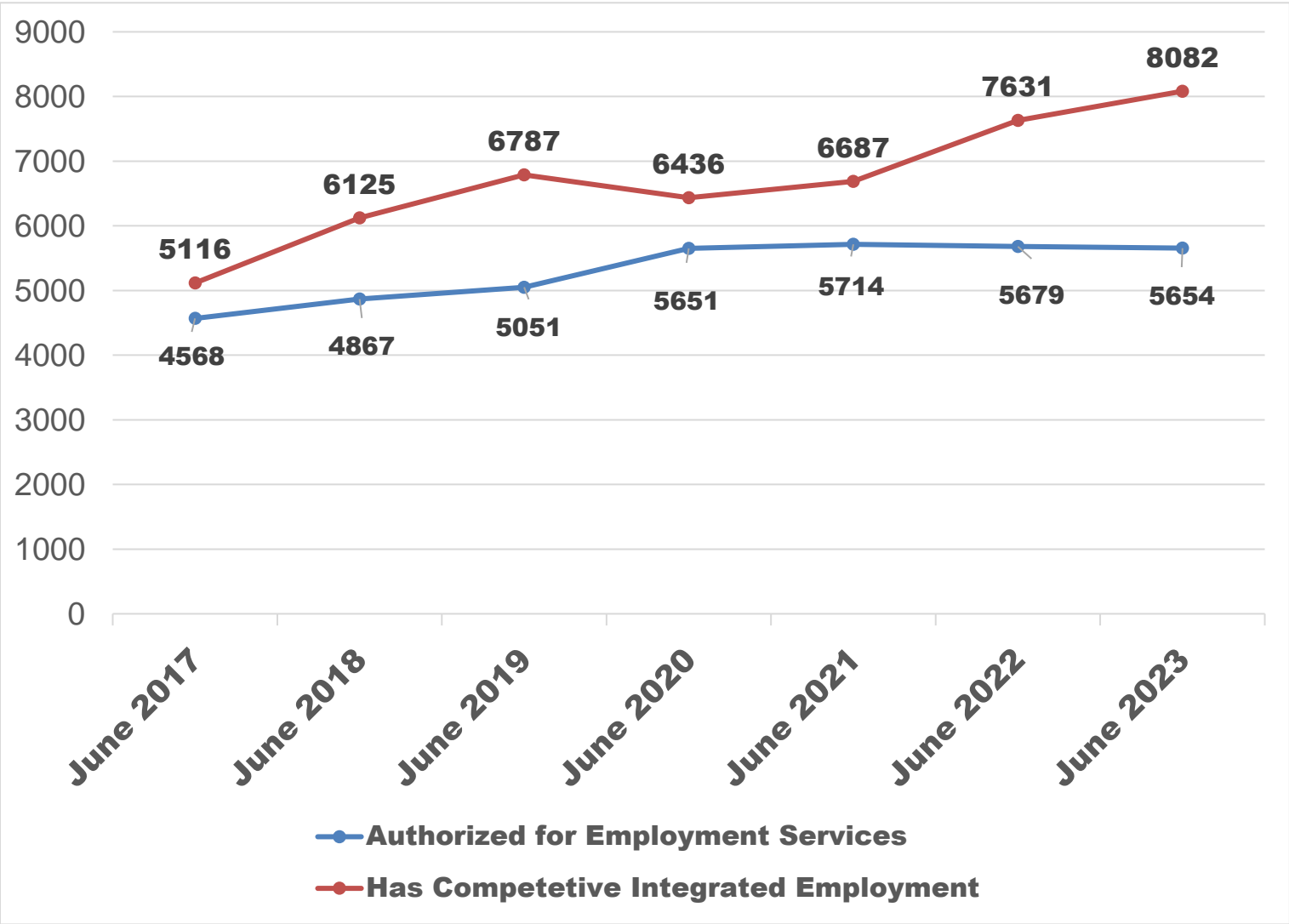
Number of People Authorized for Supported Employment or Small Group Employment Services

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 19-20 through Fiscal Year 22-23. These totals include anyone who was authorized on their ISP to receive Supported Employment or Small Group Employment at any point during the time period through the Consolidated, Community Living, P/FDS, and Adult Autism Waivers as well as base funding. This chart is people of all ages enrolled with ODP.



Number of People Authorized for Employment Services and Number of People with 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 2017 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 2023, 30% of people employed (2,428 people) did not need ODP-funded employment services to support them at work.

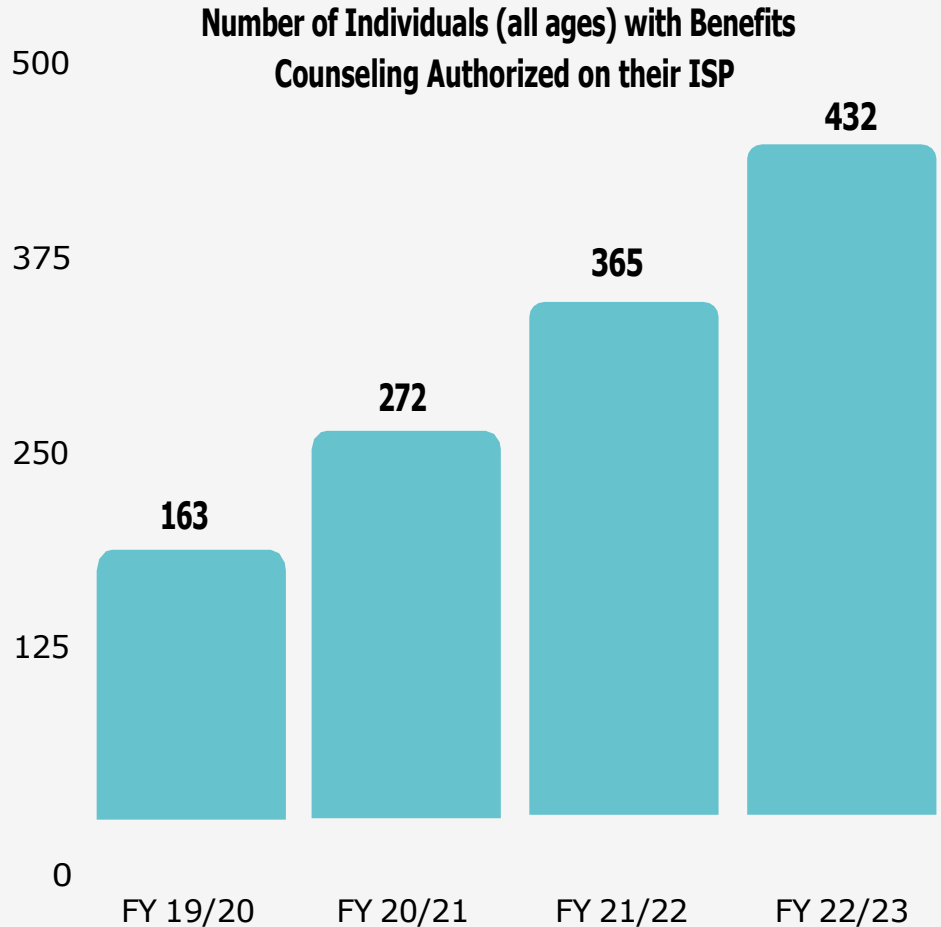


BENEFITS COUNSELING

Benefits Counseling services can be an integral part of the development of employment goals for individuals with disabilities and their families. People who depend on continued access to medical care and long term supports and services often fear that earning too much income will result in losing eligibility for publicly funded benefits and services.

Benefits Counseling may be available through the Work Incentives Planning and Assistance Program, often referred to as the WIPA. There are four WIPA programs in Pennsylvania. They are funded by the Social Security Administration.

When Benefits Counseling is not available through a WIPA program, it can be funded by the Consolidated, Community Living, or P/FDS waivers or base funding.



In order to deliver Benefits Counseling through an ODP waiver or base funding, the staff person delivering the service must have either a Community Work Incentives Coordinator (CWIC) certification or a Work Incentive Practitioner credential. In 2022, with the goal of building provider capacity to provide the Benefits Counseling service, ODP contracted with Cornell University to deliver the Work Incentives Practitioner credential program to Pennsylvania providers. ODP covered the cost of the program for 50 provider staff persons.

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:

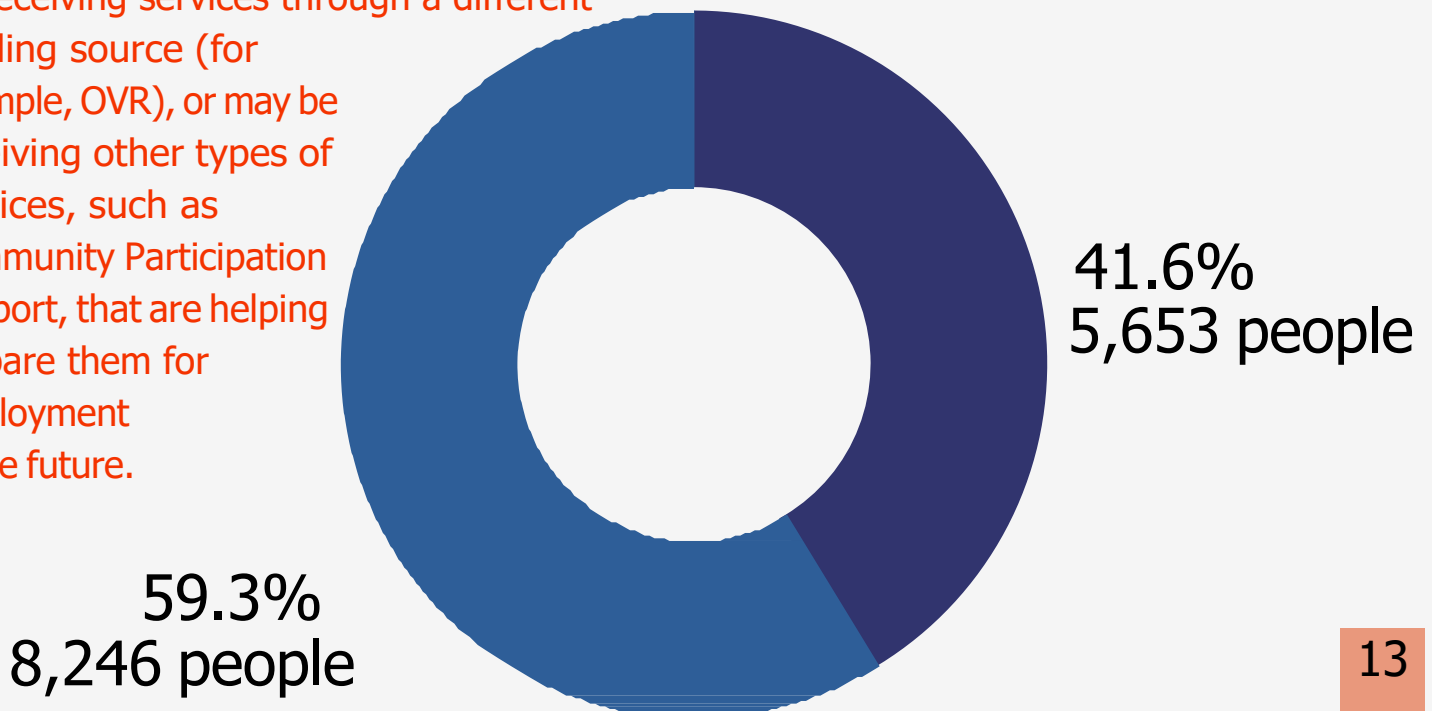
Does this consumer have employment goals? Yes No

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 goals that are of higher priority to them.

As of June 30, 2023, there were 13,899 people enrolled with ODP who had an employment goal in their ISP. This figure shows that of those people that had an employment goal in their ISP, 5,653 were authorized to receive ODP-funded employment services (at least one component of Supported Employment, Advanced Supported Employment, or Small Group Employment).

The remaining 8,246 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.



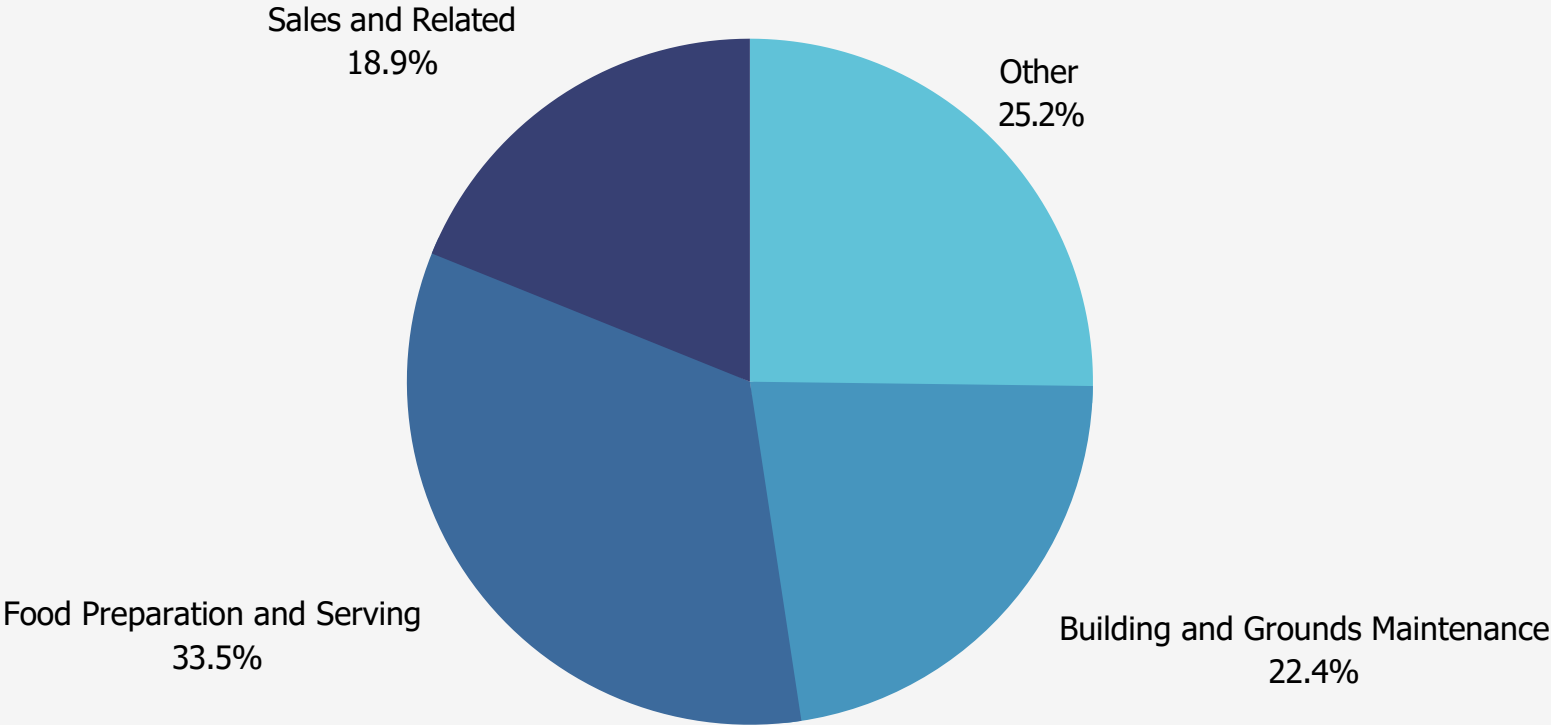
Section 4: Types of Jobs



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 3 job type categories for individuals of all ages in competitive integrated employment during at least some point in fiscal year 2023.

The top three job categories are food preparation and serving related (33.5%), building and grounds cleaning and maintenance (22.4%), and sales and related (18.9%). These have been the top three types of jobs since ODP started collecting this data in 2017. All other types of jobs are included together and represent 25.2% of individuals with competitive integrated employment.



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.
- OVR to hold regional employment symposiums. Three in-person symposiums held in 2023 were designed to engage employers on the benefits of hiring people with disabilities. Attendees had the opportunity to network, share resources, and learn best practices for employer engagement.

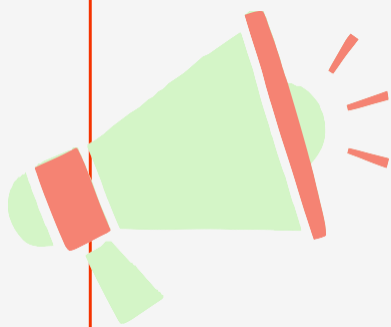


Section 5: Racial Equity



ODP has been taking an in-depth look at the intersection between competitive integrated employment and race in the ODP system. The objective is to evaluate employment goals, services, and outcomes, to determine if disparities exist by race of program participants. Evaluating our own system and outcomes related to competitive integrated employment is the first step to achieving racial equity.

In 2020, the Information Sharing and Advisory Committee (ISAC) adopted recommendation #14 to address racial inequity and systemic racism. 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.



NEW *Everyday Lives* Strategy:
Disseminate county level employment reports that include comparisons by race to Administrative Entities and local employment coalitions. Engage employment leads and coalitions in discussion about racial disparities and support adoption of local strategies to address the disparities.

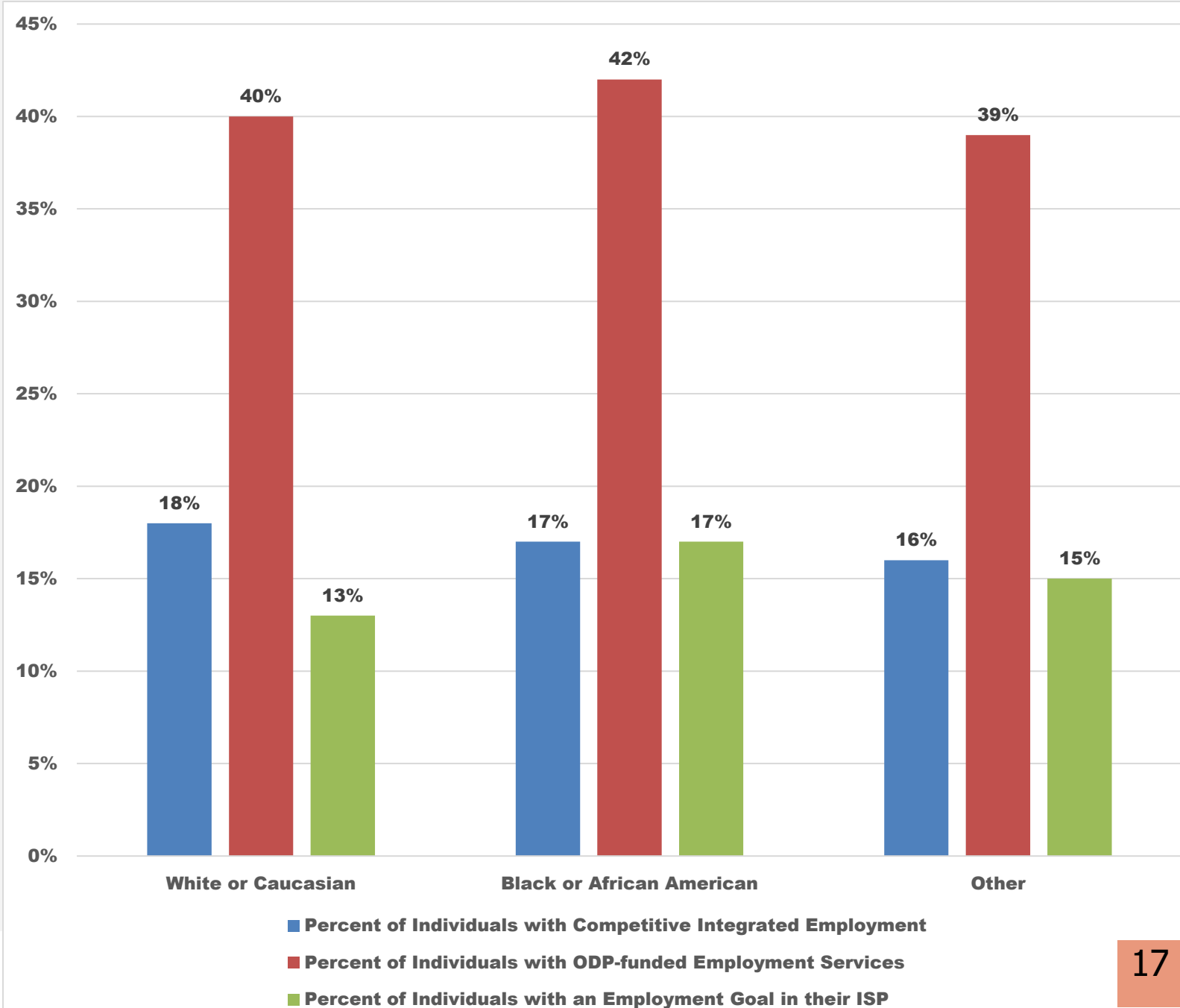
ODP shared county level employment reports to the Administrative Entities in April of 2023.

Percent of Individuals Enrolled with ODP with Competitive Integrated Employment, Employment Services, and Employment Goals - by Race - As of June 30, 2023

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, other Pacific Islander, or other race not listed. It also includes people whose race is listed as "unknown" in HCSIS.



Section 6: Prevocational Services



The Community Participation Support service may 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 measurable goal to annually decrease segregated employment by a minimum of 10% and achieve competitive integrated employment for 30% of working age individuals served by ODP. 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.

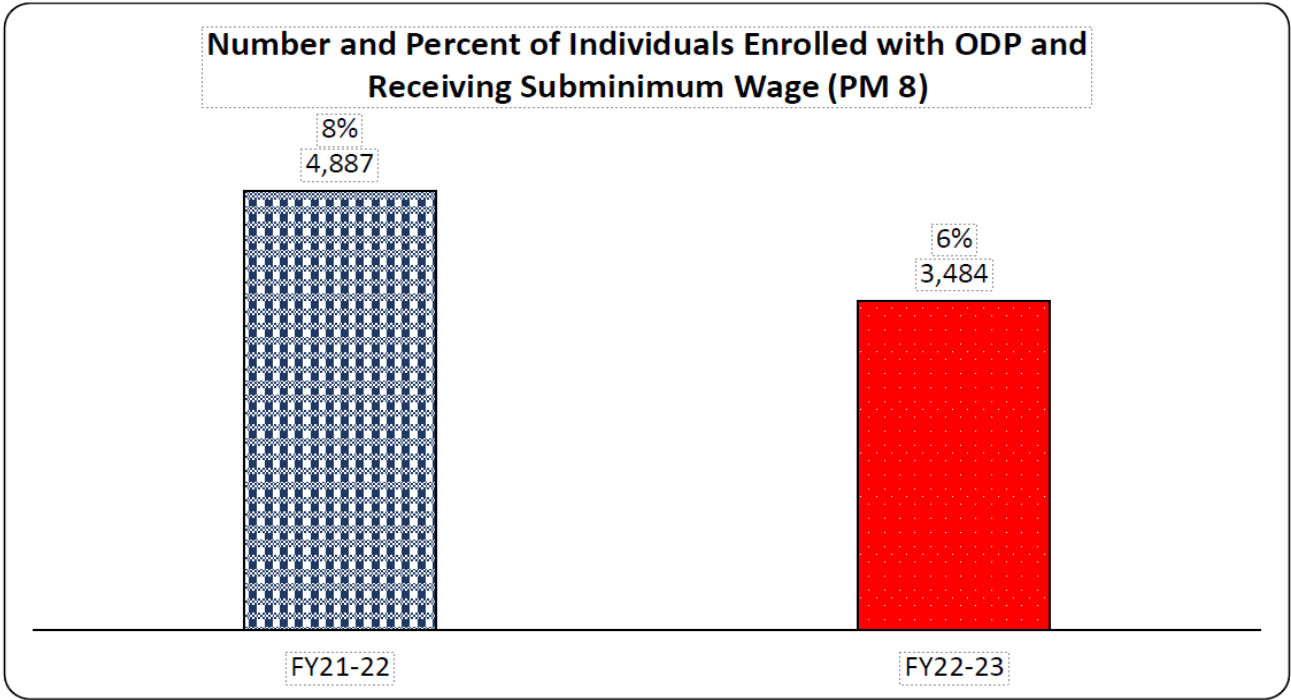
People of any age that are employed at subminimum wage must receive career counseling and information from OVR every six months during the first year of subminimum wage employment, and annually thereafter.

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. Recently, ODP and OVR amended this agreement to include an exchange on data for people earning subminimum wage.



3,484


The number of people seen by OVR under Section 511 of the Rehabilitation Act who were active with ODP as of June 30, 2023.



Source: OVR Data Sharing Memorandum of Understanding

This represents 6% of all people funded through ODP as of June 30, 2023. 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

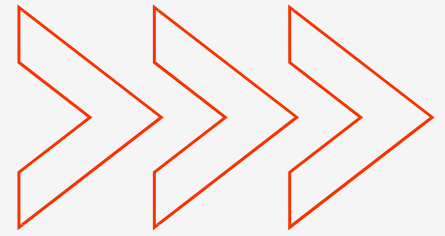


OVR and ODP partnered in the development and submission of a federal grant proposal to support individuals who are thinking about, actively seeking, or engaged in subminimum wage employment in obtaining competitive integrated employment. In 2022, OVR was awarded the federal grant, which is called the Integrated Vocational Engagement and Supports Team (InVEST) Project in Pennsylvania. 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.

More information about the InVEST Project is available at [InVEST \(pa.gov\)](https://www.pa.gov/invest).

Moving Forward



Competitive integrated employment is paramount to living an everyday life. While there has been tremendous progress, there are still many barriers to overcome. The impact of the COVID-19 pandemic on employment for people with disabilities, as well as on their physical and emotional health, is significant. In addition, barriers that existed prior to the pandemic still exist. ODP remains committed to the recommendations and provisions of *Everyday Lives* and the Employment First Act. With valuable insight from all stakeholders, ODP is committed to supporting individuals with intellectual disabilities or autism to achieve their employment aspirations.



RECOMMENDATION #3: INCREASE EMPLOYMENT

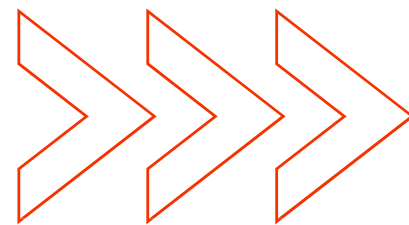
“I want to work and/or have other ways to contribute to my community. My family, supporters, and community support me to find and keep a real job that I like with good wages and benefits or start and run my own business, and/or volunteer the way I want in my community.”

-Everyday Lives in Action; Values Statement



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.

Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled with ODP	Percentage of Individuals with Competitive Integrated Employment
Allegheny			
June 30, 2019	834	4,547	17%
June 30, 2020	762	4,582	18%
June 30, 2021	792	4,663	16%
June 30, 2022	884	4,786	17%
June 30, 2023	936	6,013	20%
Armstrong/Indiana			
June 30, 2019	57	549	10%
June 30, 2020	48	556	9%
June 30, 2021	53	562	9%
June 30, 2022	59	562	11%
June 30, 2023	58	701	10%
Beaver			
June 30, 2019	92	600	15%
June 30, 2020	83	596	14%
June 30, 2021	83	602	14%
June 30, 2022	91	611	15%
June 30, 2023	97	613	15%

Appendix A

Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
Bedford/Somerset			
June 30, 2019	46	484	10%
June 30, 2020	52	479	11%
June 30, 2021	57	492	12%
June 30, 2022	64	485	13%
June 30, 2023	74	492	17%
Berks			
June 30, 2019	191	1,406	14%
June 30, 2020	173	1,342	13%
June 30, 2021	211	1,386	15%
June 30, 2022	228	1,380	17%
June 30, 2023	251	1,401	17%
Blair			
June 30, 2019	64	557	12%
June 30, 2020	66	560	12%
June 30, 2021	75	561	13%
June 30, 2022	91	558	16%
June 30, 2023	96	551	17%
Bradford/Sullivan			
June 30, 2019	28	323	9%
June 30, 2020	35	335	10%
June 30, 2021	40	346	12%
June 30, 2022	44	335	13%
June 30, 2023	44	316	14%

Appendix A

Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
Bucks			
June 30, 2019	303	1,610	19%
June 30, 2020	289	1,633	18%
June 30, 2021	338	1,732	20%
June 30, 2022	345	1,722	20%
June 30, 2023	395	1,753	21%
Butler			
June 30, 2019	93	553	17%
June 30, 2020	99	579	17%
June 30, 2021	104	582	18%
June 30, 2022	109	596	18%
June 30, 2023	122	625	19%
Cambria			
June 30, 2019	26	449	6%
June 30, 2020	32	462	7%
June 30, 2021	44	462	10%
June 30, 2022	51	451	11%
June 30, 2023	59	468	11%
Cameron/Elk			
June 30, 2019	27	119	23%
June 30, 2020	19	113	17%
June 30, 2021	16	115	14%
June 30, 2022	18	112	16%
June 30, 2023	29	112	27%

Appendix A

Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
Carbon/Monroe/Pike			
June 30, 2019	90	876	10%
June 30, 2020	99	898	11%
June 30, 2021	98	912	11%
June 30, 2022	108	916	12%
June 30, 2023	109	939	12%
Centre			
June 30, 2019	82	356	23%
June 30, 2020	91	352	26%
June 30, 2021	84	359	24%
June 30, 2022	104	354	29%
June 30, 2023	111	367	30%
Chester			
June 30, 2019	291	1,315	22%
June 30, 2020	264	1,372	19%
June 30, 2021	302	1,438	21%
June 30, 2022	355	1,481	24%
June 30, 2023	412	1,547	25%
Clarion			
June 30, 2019	11	174	6%
June 30, 2020	13	179	7%
June 30, 2021	24	181	13%
June 30, 2022	30	180	17%
June 30, 2023	33	178	19%

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Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
Clearfield/Jefferson			
June 30, 2019	55	394	14%
June 30, 2020	59	393	15%
June 30, 2021	56	400	14%
June 30, 2022	59	393	15%
June 30, 2023	65	401	17%
Columbia/Montour/Snyder/Union			
June 30, 2019	89	561	16%
June 30, 2020	90	569	16%
June 30, 2021	104	565	18%
June 30, 2022	110	563	20%
June 30, 2023	112	560	19%
Crawford			
June 30, 2019	29	377	8%
June 30, 2020	35	367	10%
June 30, 2021	49	383	13%
June 30, 2022	54	372	15%
June 30, 2023	63	383	16%
Cumberland/Perry			
June 30, 2019	159	761	21%
June 30, 2020	169	775	22%
June 30, 2021	174	810	22%
June 30, 2022	184	794	23%
June 30, 2023	205	818	26%

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Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
Dauphin			
June 30, 2019	227	995	23%
June 30, 2020	211	996	21%
June 30, 2021	218	1,005	22%
June 30, 2022	247	996	25%
June 30, 2023	247	1,037	23%
Delaware			
June 30, 2019	255	1,707	15%
June 30, 2020	263	1,727	15%
June 30, 2021	314	1,746	18%
June 30, 2022	344	1,724	20%
June 30, 2023	387	1,761	19%
Erie			
June 30, 2019	259	1,801	14%
June 30, 2020	267	1,887	14%
June 30, 2021	303	1,934	16%
June 30, 2022	351	1,924	18%
June 30, 2023	373	1,980	19%
Fayette			
June 30, 2019	45	463	10%
June 30, 2020	48	449	11%
June 30, 2021	47	451	10%
June 30, 2022	54	441	12%
June 30, 2023	55	456	12%

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Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
Forest/Warren			
June 30, 2019	15	154	10%
June 30, 2020	16	160	10%
June 30, 2021	15	155	10%
June 30, 2022	13	155	8%
June 30, 2023	15	153	10%
Franklin/Fulton			
June 30, 2019	75	479	16%
June 30, 2020	44	484	9%
June 30, 2021	51	487	11%
June 30, 2022	61	484	13%
June 30, 2023	52	481	11%
Greene			
June 30, 2019	*	*	6%
June 30, 2020	*	*	3%
June 30, 2021	*	*	6%
June 30, 2022	*	*	6%
June 30, 2023	*	*	7%
Huntingdon/Mifflin/Juniata			
June 30, 2019	45	436	10%
June 30, 2020	54	447	12%
June 30, 2021	63	457	14%
June 30, 2022	66	446	15%
June 30, 2023	73	444	16%

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Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
Lackawanna/Susquehanna			
June 30, 2019	83	842	10%
June 30, 2020	94	874	11%
June 30, 2021	90	894	10%
June 30, 2022	103	904	11%
June 30, 2023	104	903	11%
Lancaster			
June 30, 2019	206	1,347	15%
June 30, 2020	231	1,392	17%
June 30, 2021	269	1,435	19%
June 30, 2022	288	1,419	20%
June 30, 2023	316	1,471	21%
Lawrence			
June 30, 2019	44	354	12%
June 30, 2020	48	365	13%
June 30, 2021	62	368	17%
June 30, 2022	61	364	17%
June 30, 2023	64	371	18%
Lebanon			
June 30, 2019	98	419	23%
June 30, 2020	104	415	25%
June 30, 2021	112	420	27%
June 30, 2022	113	420	27%
June 30, 2023	120	421	29%

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Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
Lehigh			
June 30, 2019	168	1,113	15%
June 30, 2020	158	1,116	14%
June 30, 2021	160	1,159	14%
June 30, 2022	193	1,151	17%
June 30, 2023	220	1,202	17%
Luzerne/Wyoming			
June 30, 2019	127	1,249	10%
June 30, 2020	160	1,307	12%
June 30, 2021	153	1,282	12%
June 30, 2022	165	1,280	13%
June 30, 2023	175	1,348	13%
Lycoming/Clinton			
June 30, 2019	73	530	14%
June 30, 2020	76	528	14%
June 30, 2021	66	524	13%
June 30, 2022	72	505	14%
June 30, 2023	78	500	16%
McKean			
June 30, 2019	*	*	4%
June 30, 2020	15	212	7%
June 30, 2021	11	222	5%
June 30, 2022	19	210	9%
June 30, 2023	20	216	9%

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Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
Mercer			
June 30, 2019	55	445	12%
June 30, 2020	47	461	10%
June 30, 2021	67	465	14%
June 30, 2022	58	455	13%
June 30, 2023	63	470	12%
Montgomery			
June 30, 2019	404	2,306	18%
June 30, 2020	376	2,418	16%
June 30, 2021	444	2,559	17%
June 30, 2022	495	2,569	19%
June 30, 2023	613	2,630	22%
Northampton			
June 30, 2019	115	796	14%
June 30, 2020	102	782	13%
June 30, 2021	126	805	16%
June 30, 2022	126	826	15%
June 30, 2023	134	868	15%
Northumberland			
June 30, 2019	62	401	16%
June 30, 2020	73	400	18%
June 30, 2021	74	402	18%
June 30, 2022	82	377	22%
June 30, 2023	95	389	23%

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Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
Philadelphia			
June 30, 2019	809	5,270	14%
June 30, 2020	692	5,822	12%
June 30, 2021	677	5,819	12%
June 30, 2022	765	5,760	13%
June 30, 2023	832	5,758	16%
Potter			
June 30, 2019	*	*	22%
June 30, 2020	12	41	29%
June 30, 2021	*	*	18%
June 30, 2022	*	*	22%
June 30, 2023	11	45	27%
Schuylkill			
June 30, 2019	51	516	10%
June 30, 2020	46	496	9%
June 30, 2021	55	493	11%
June 30, 2022	54	496	11%
June 30, 2023	66	531	12%
Tioga			
June 30, 2019	15	145	10%
June 30, 2020	16	161	10%
June 30, 2021	24	162	15%
June 30, 2022	24	162	15%
June 30, 2023	28	160	17%

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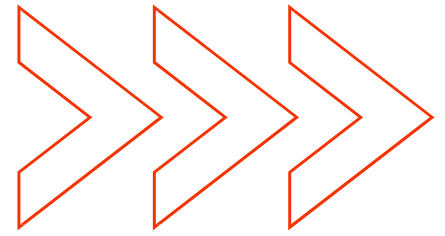
Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
Venango			
June 30, 2019	23	210	11%
June 30, 2020	26	219	12%
June 30, 2021	28	223	13%
June 30, 2022	24	217	11%
June 30, 2023	26	215	13%
Washington			
June 30, 2019	81	450	18%
June 30, 2020	68	477	14%
June 30, 2021	71	497	14%
June 30, 2022	80	499	16%
June 30, 2023	100	516	18%
Wayne			
June 30, 2019	30	188	16%
June 30, 2020	38	185	21%
June 30, 2021	36	191	19%
June 30, 2022	37	188	20%
June 30, 2023	41	190	23%
Westmoreland			
June 30, 2019	157	1,055	15%
June 30, 2020	171	1,086	16%
June 30, 2021	192	1,130	17%
June 30, 2022	215	1,145	19%
June 30, 2023	224	1,204	17%

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Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
York/Adams			
June 30, 2019	185	1,388	13%
June 30, 2020	214	1,384	16%
June 30, 2021	236	1,396	17%
June 30, 2022	233	1,366	17%
June 30, 2023	268	1,345	20%

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

SCO Entity Name	2019		2020		2021		2022		2023	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A BRIDGE TO INDEPENDENCE	**	100%	**	40%	**	22%	**	35%	38	14%
ACHIEVING MORE, INC	11	29%	14	20%	19	16%	49	26%	73	27%
ADVOCARE SUPPORT SYSTEMS LLC	N/A	N/A	N/A	N/A	**	67%	**	63%	N/A	N/A
ALLEGHENIES UNITED CEREBRAL PALSY	**	32%	23	35%	24	34%	24	35%	23	34%
AMCORD CARE INC	N/A	N/A	N/A	N/A	**	100%	N/A	N/A	N/A	N/A
ARC ADVOCACY SERVICES	177	16%	153	12%	179	13%	212	16%	260	20%
BEAVER COUNTY MH MR - D AND A BSU	90	16%	79	14%	74	14%	84	16%	86	17%
BRADFORD SULLIVAN COUNTIES MH-MR PROGRAM	30	9%	35	10%	40	11%	44	13%	43	14%
CAMBRIA COUNTY MH MR	26	6%	29	7%	36	9%	42	10%	43	11%
CASE MANAGEMENT UNIT	234	23%	211	21%	211	21%	247	25%	240	23%
CASE MANAGEMENT UNIT, LEBANON	43	20%	46	23%	43	23%	N/A	N/A	N/A	N/A
CE MHMR PROGRAM	28	24%	19	17%	16	14%	18	17%	30	28%
CENTER FOR COMMUNITY RESOURCES - ALLEGHENY	**	33%	12	19%	19	24%	24	24%	35	30%
CENTER FOR COMMUNITY RESOURCES - BLAIR	**	5%	**	4%	**	0%	**	17%	**	18%

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CENTER FOR COMMUNITY RESOURCES - BUTLER	104	16%	99	17%	103	17%	115	19%	121	18%
CENTER FOR COMMUNITY RESOURCES - CENTRE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	**	0%
CENTER FOR COMMUNITY RESOURCES - CLARION	0	0%	**	5%	**	7%	**	8%	**	15%
CENTER FOR COMMUNITY RESOURCES - LEBANON	N/A	N/A	N/A	N/A	N/A	N/A	**	38%	14	44%
CENTER FOR COMMUNITY RESOURCES - WASHINGTON	**	0%	**	10%	**	10%	24	25%	24	21%
CENTER FOR COMMUNITY RESOURCES - WESTMORELAND	N/A	N/A	**	0%	**	17%	**	8%	N/A	N/A
CENTER FOR COMMUNITY RESOURCES - WILLIAM	**	0%	**	13%	**	13%	**	20%	13	20%
CENTER FOR COMMUNITY RESOURCES, INC.	**	38%	**	39%	**	38%	**	42%	11	46%
CENTRE COUNTY MH MR AND BSU	87	24%	91	26%	85	24%	108	31%	111	31%
CHESTER COUNTY MH MR	188	25%	161	22%	150	21%	156	22%	160	24%
CHESTER CTY INTERMEDIATE UNIT	**	21%	**	54%	12	52%	14	64%	12	50%
COMMUNITY GUIDANCE CENTER	30	12%	27	10%	26	10%	29	12%	27	10%
COMMUNITY RESOURCES FOR INDEPENDENCE	44	51%	44	43%	44	40%	56	46%	52	46%
CONSORTIUM INC	86	9%	101	11%	109	13%	107	12%	110	13%
COUNTY OF DELAWARE - TSM	233	16%	207	14%	204	15%	212	16%	218	17%
CRAWFORD COUNTY HUMAN SERVICES	30	8%	36	10%	46	12%	52	14%	59	16%
CREATIVE INDEPENDENCE ALLIANCE CORP	N/A	N/A	**	4%	**	12%	**	10%	11	10%

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CREATIVE LIFE OPTIONS LLC	29	53%	28	48%	34	53%	30	47%	35	48%
CUMBERLAND PERRY MH MR OFFICE AND BSU	168	22%	169	22%	166	21%	185	23%	198	24%
CYPRESS SUPPORT LLC	**	14%	**	21%	12	28%	20	38%	29	46%
DEVELOPMENTAL SUPPORTS AND SERVICES BSU	92	16%	90	16%	99	18%	110	19%	107	19%
ERIE COUNTY CARE MANAGEMENT INC	266	15%	267	14%	291	15%	352	18%	560	16%
FAMILY COUNSELING CTR DD	21	9%	17	7%	16	6%	24	9%	28	10%
FAMILY FIRST SUPPORTS AND CONSULTING	14	26%	**	18%	0	0%	N/A	N/A	N/A	N/A
FAMILYLINKS INDEPENDENT SUPPORTS COOR	398	18%	353	15%	367	16%	423	18%	417	17%
FAYETTE COUNTY MH MR PROGRAM	45	10%	48	11%	49	11%	56	13%	60	13%
GRACEFULL PROGRESS	18	33%	16	31%	19	32%	20	35%	18	34%
GREENE COMMUNITY HUMAN SERVICES PROG	**	6%	**	3%	**	6%	**	7%	**	6%
HEALING BRIDGES	48	18%	34	13%	38	14%	45	12%	59	17%
HELPING HANDS COMMUNITY SERVICES	N/A	N/A	**	47%	**	38%	**	69%	12	52%
HUMAN SERVICES CENTER	36	11%	43	13%	55	16%	57	16%	55	15%
JOURNEY TO WELLNESS SUPP. COORDINATION	**	13%	**	16%	11	17%	11	15%	17	23%
LANCASTER COUNTY MH-MR AND BSU	225	17%	231	17%	255	18%	284	20%	287	21%
LEHIGH VALLEY CIL INC	11	35%	21	43%	11	35%	23	49%	22	47%
LENAPE VALLEY FOUNDATION	190	20%	178	17%	194	18%	226	20%	255	22%
LUZERNE-WYOMING COUNTIES MH MR PROGRAM	143	11%	160	12%	150	12%	160	13%	**	0%
LYCOMING CLINTON BSU	75	14%	74	14%	61	12%	63	14%	64	15%

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MERCER CO BEHAVIORAL HEALTH COMMISSION	56	12%	49	11%	57	12%	51	11%	53	11%
MIRACLE WORKS LLC	**	20%	**	18%	**	23%	11	32%	13	34%
MONROE MR SERVICES UNIT	91	11%	98	11%	95	11%	105	12%	**	0%
NORTHAMPTON COUNTY MH MR PROGRAM	**	0%	**	0%	**	0%	**	0%	**	0%
NORTHSTAR SUPPORT SERVICES BSU	64	12%	64	12%	74	14%	89	17%	91	17%
NORTHUMBERLAND COUNTY	62	16%	73	18%	71	19%	78	22%	84	24%
PARTNERSHIP FOR COMMUNITY SUPPORTS	315	16%	259	13%	250	13%	276	15%	275	15%
PENN FOUNDATION MR CASE MANAGEMENT	94	21%	93	21%	93	21%	98	23%	91	22%
PENNDDEL MENTAL HEALTH CENTER	126	17%	132	18%	122	17%	134	18%	138	19%
PERSON LINK-PHMC	132	13%	83	7%	115	10%	140	11%	157	13%
PHILADELPHIA MRS ICF-MR	**	0%	**	0%	**	0%	**	0%	**	0%
POTTER COUNTY HUMAN SERVICES	**	21%	11	29%	**	19%	**	20%	N/A	N/A
PUBLIC HEALTH MANAGEMENT CORPORATION	N/A	N/A	N/A	N/A	**	17%	**	0%	N/A	N/A
QUALITY PROGRESSIONS	349	18%	283	15%	268	14%	331	18%	343	20%
QUALITY PROGRESSIONS - NORTHAMPTON	82	14%	75	12%	83	13%	97	16%	103	16%
RANKIN CHRISTIAN CENTER	140	14%	140	13%	152	15%	176	17%	171	16%
ROAD TO INDEPENDENCE	N/A	N/A	N/A	N/A	N/A	N/A	**	100%	N/A	N/A
RONI VANDAGNA AND JENNIFER BRODIE	124	18%	124	17%	168	21%	223	24%	279	25%
SAM BLAIR	N/A	N/A	**	11%	**	8%	**	13%	**	18%
SAM INC - ALLEGHENY	12	16%	**	11%	N/A	N/A	N/A	N/A	N/A	N/A
SAM INC - CLARION	**	7%	12	8%	12	9%	17	12%	16	12%

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SAM INC - CLEARFIELD/JEFFERSON	58	15%	58	16%	59	16%	60	16%	67	17%
SAM INC - HMJ	46	10%	54	12%	59	13%	63	14%	66	15%
SAM INC - LEHIGH VALLEY	206	15%	191	14%	186	14%	227	16%	230	15%
SAM INC - POTTER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	11	26%
SAM INC - SCRANTON	41	8%	53	10%	52	10%	70	13%	111	13%
SAM INC LEBANON	57	26%	58	28%	67	30%	99	28%	98	28%
SAM INC SCHUYLKILL	52	10%	46	9%	54	11%	59	11%	69	12%
SAM, INC.	15	10%	16	10%	25	16%	27	17%	28	18%
SAM, INC. F/F	75	16%	44	9%	51	10%	61	13%	52	11%
SCRANTON COUNSEL CENTER	**	0%	**	0%	**	0%	**	0%	**	0%
SERVICE ACCESS AND MANAGEMENT INC MONTCO	83	18%	80	16%	95	17%	101	18%	122	22%
SERVICE ACCESS AND MANAGEMENT, INC	191	14%	169	13%	190	14%	218	16%	223	17%
SERVICE COORDINATION UNLIMITED, INC.	11	55%	14	74%	12	75%	13	13%	21	14%
SHORE DIRECT CARE LLC	N/A	N/A	N/A	N/A	N/A	N/A	**	20%	**	29%
SOMERSET BSU	49	10%	52	11%	57	12%	67	14%	74	15%
STAUNTON CLINIC VALLEY MED FACILITIES	297	23%	260	19%	244	18%	295	21%	299	22%
SUPPORT COORDINATION SERVICES LLC	**	57%	**	38%	**	37%	**	44%	11	48%
SYDANDI LLC	N/A	N/A	N/A	N/A	N/A	N/A	**	3%	30	10%
THE GUIDANCE CENTER	11	5%	15	7%	11	5%	19	9%	20	9%
TRI VALLEY CARE INC	44	12%	45	12%	35	9%	41	10%	45	11%
UNITED DISABILITIES SERVICES	40	48%	38	44%	35	41%	29	35%	37	45%

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VENANGO COUNTY MHMR BSU	23	11%	25	12%	32	15%	28	13%	19	11%
WARREN COUNTY HUMAN SERVICES	15	10%	16	10%	14	9%	12	8%	15	10%
WASHINGTON COMMUNITIES MH MR CENTER	48	18%	34	13%	38	14%	45	12%	N/A	N/A
WASHINGTON COUNTY MH MR PROGRAM	34	19%	34	17%	24	12%	N/A	N/A	N/A	N/A
WAYNE COUNTY MHMR	30	16%	35	22%	35	22%	35	21%	38	23%
WESTMORELAND CASE MANAGERMENTSUPPORTS	157	15%	171	16%	181	16%	208	18%	214	18%
WJS ALLEGHENY PSYCHOLOGICAL ASSOCIATES	17	40%	14	32%	14	26%	18	32%	27	35%
YORK BSU AND MH-MR	208	15%	210	16%	216	16%	233	18%	245	19%
YOUR CHOICE SUPPORTS COORDINATION	29	58%	31	46%	32	47%	35	51%	38	46%