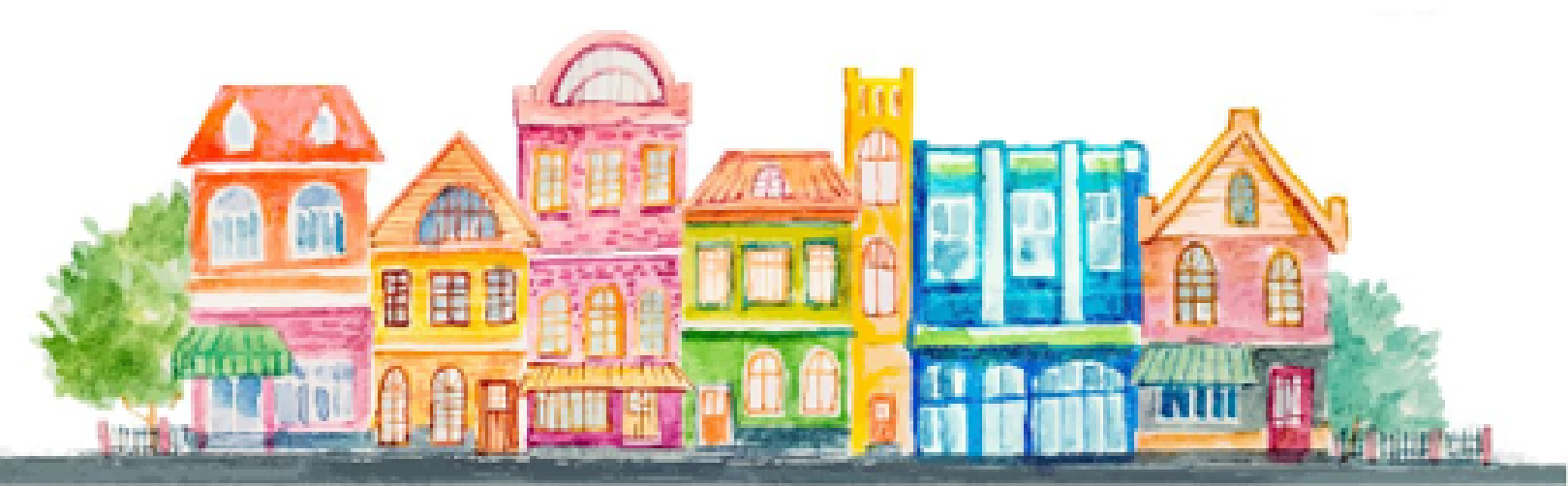


# EMPLOYMENT FIRST REPORT

Pennsylvania Office of  
Developmental Programs

Issued February 14, 2023



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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 number of 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.

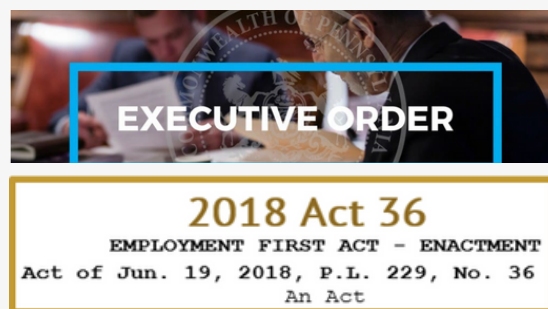


## Everyday Lives: Values in Action

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.



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# WHAT IS COMPETITIVE INTEGRATED EMPLOYMENT?

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## **AN INDIVIDUAL WITH A DISABILITY IS:**

- Earning minimum wage or higher
- 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
- Employed in a setting where he or she interacts with other persons who are not individuals with a disability
- Presented opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.

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

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# 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**

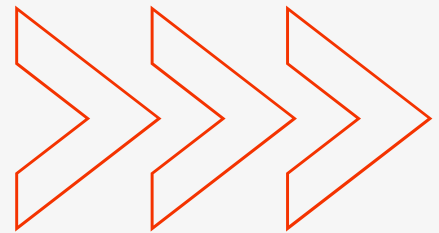
THE DEPARTMENT OF HUMAN SERVICES' CLAIMS PROCESSING AND MANAGEMENT SYSTEM.

## **CWDS**

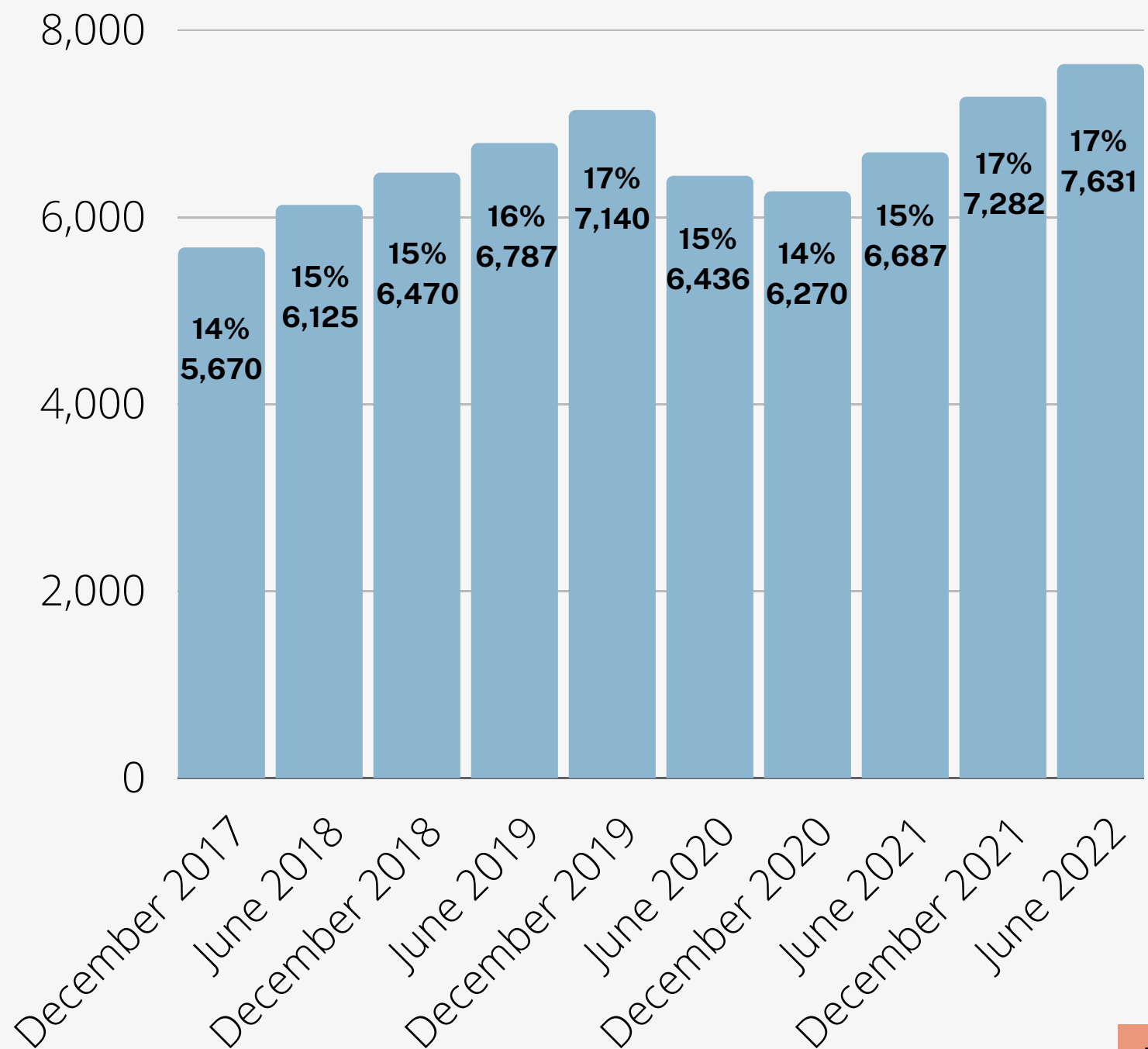
THE COMMONWEALTH WORKFORCE DEVELOPMENT SYSTEM. ODP AND OVR HAVE HAD A MEMORANDUM OF UNDERSTANDING (MOU) IN PLACE SINCE 2017 THAT ALLOWS ODP TO RECEIVE DATA FROM THE CWDS THAT ASSISTS IN SERVICE COORDINATION FOR PEOPLE THAT ARE RECEIVING SERVICES FROM ODP AND OVR.

## Section 1: Competitive Integrated Employment

### Number and Percent of People Enrolled with ODP that have Competitive Integrated Employment December of 2017 through June of 2022



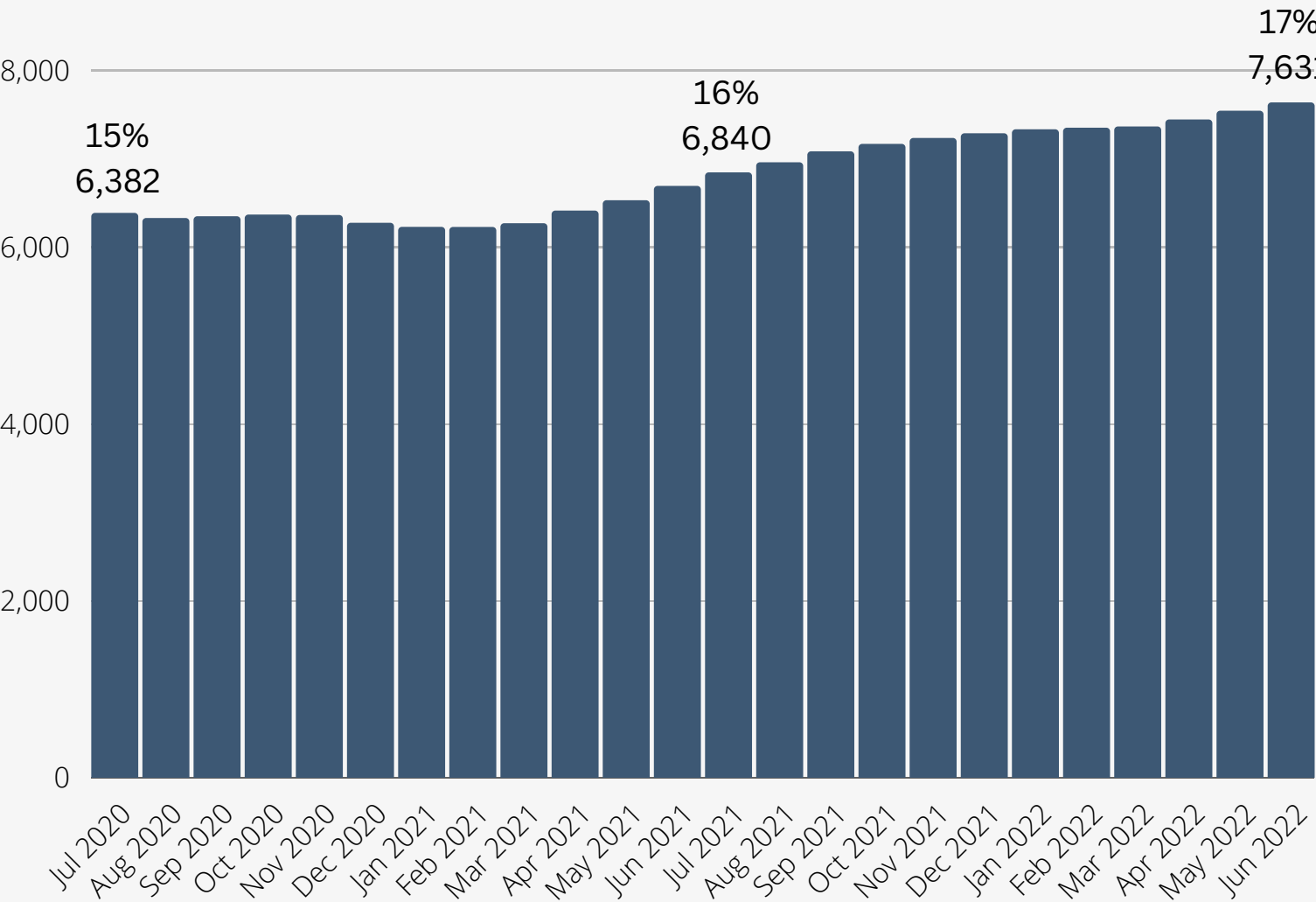
Each time a Supports Coordinator conducts monitoring with a person, data is collected on the Individual Monitoring Tool in HCSIS. The data for each month includes all persons enrolled with ODP, not just those that had a monitoring visit with their Supports Coordinator that month. If a person did not have a monitoring visit with their Supports Coordinator, 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  
that have Competitive Integrated Employment  
July of 2020 through June of 2022

COVID-19 Pandemic and Recovery

As a result of the COVID-19 pandemic, the national and state unemployment rate increased for both individuals with and without disabilities; with the increase for those with disabilities dramatically higher. From February of 2020 to July of 2020, 871 less people enrolled with ODP had competitive integrated employment. Since March of 2021, there has been a continuous, steady increase in the number of people that have competitive integrated employment. The number of people with competitive integrated employment in June of 2022, exceeds the number of people that had competitive integrated employment pre-pandemic.



Number and percent for each month can be found in the chart on the next page.



## Number and Percent of People Enrolled with ODP that have Competitive Integrated Employment - July of 2020 through June of 2022

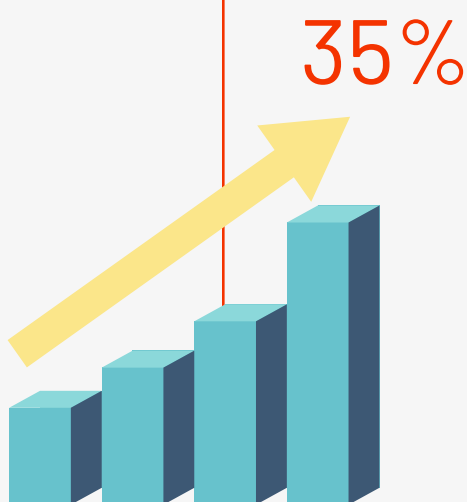
Fiscal Year 2020/2021			Fiscal Year 2021/2022		
Month	Number of People	Percent of People	Month	Number of People	Percent of People
Jul 2020	6,382	15%	Jul 2021	6,840	16%
Aug 2020	6,324	15%	Aug 2021	6,954	16%
Sep 2020	6,344	15%	Sep 2021	7,078	16%
Oct 2020	6,363	15%	Oct 2021	7,162	16%
Nov 2020	6,358	15%	Nov 2021	7,229	17%
Dec 2020	6,270	14%	Dec 2021	7,282	17%
Jan 2021	6,224	14%	Jan 2022	7,327	17%
Feb 2021	6,223	14%	Feb 2022	7,345	17%
Mar 2021	6,265	14%	Mar 2022	7,359	17%
Apr 2021	6,408	15%	Apr 2022	7,438	17%
May 2021	6,525	15%	May 2022	7,537	17%
Jun 2021	6,687	15%	Jun 2022	7,631	17%

Between July of 2020 and June of 2022, ODP's total enrollment of working age adults increased by 816 individuals (1.9% increase).

## 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.



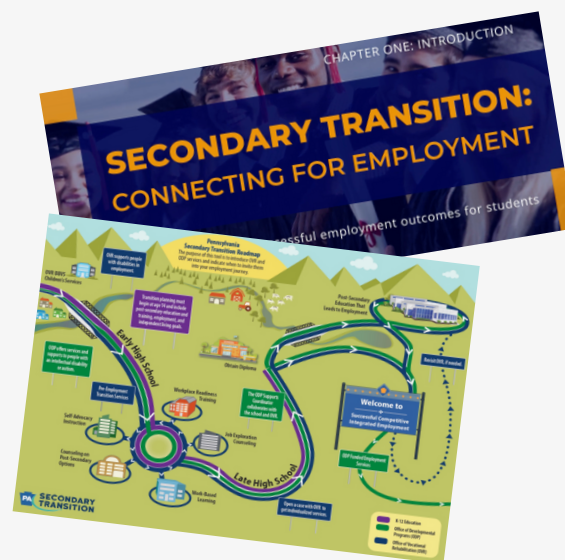
On December 31, 2017, 1,081 people enrolled with ODP ages 18-24 were reported to have competitive integrated employment. Compared to the 1,656 people reported as of June of 2022, 575 more people ages 18-24 had competitive integrated employment. That's an increase of 35%.

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.



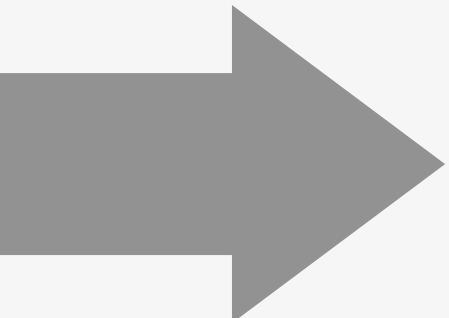
In August of 2022, PDE, OVR, and ODP facilitated the #Connecting4Employment event at the Secondary Transition Pre-Conference. Attendees included representatives from the Intermediate Units, OVR District Offices, County Intellectual Disability/Autism Programs, and Supports Coordination Organizations, 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 create an action plan. This critical work continues at the local level and will remain a high priority for PDE, OVR, and ODP in the coming year.

## 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.*

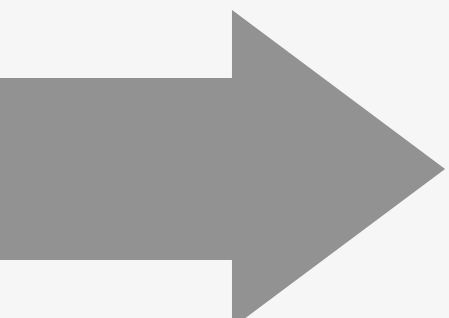


### Supported Employment



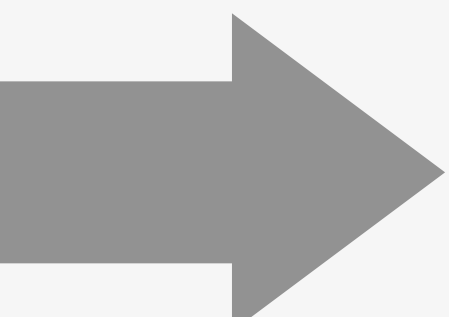
Supported Employment services support people to obtain and sustain competitive integrated employment. It includes an employment assessment, job finding or development, and/or job coaching and support. In the Adult Autism Waiver, the employment assessment and job finding components of this service are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

### Small Group Employment



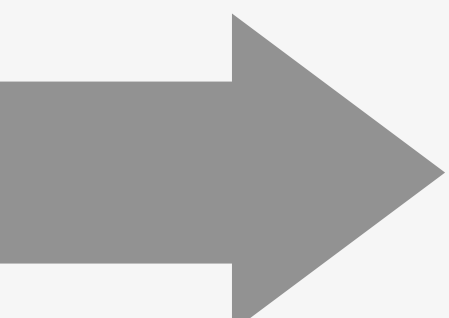
Small Group Employment services support people that are working within small groups of other people that have disabilities. This type of work is not considered to be integrated employment. The goal of Small Group Employment services is to support a person to transition to competitive integrated employment.

### 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.

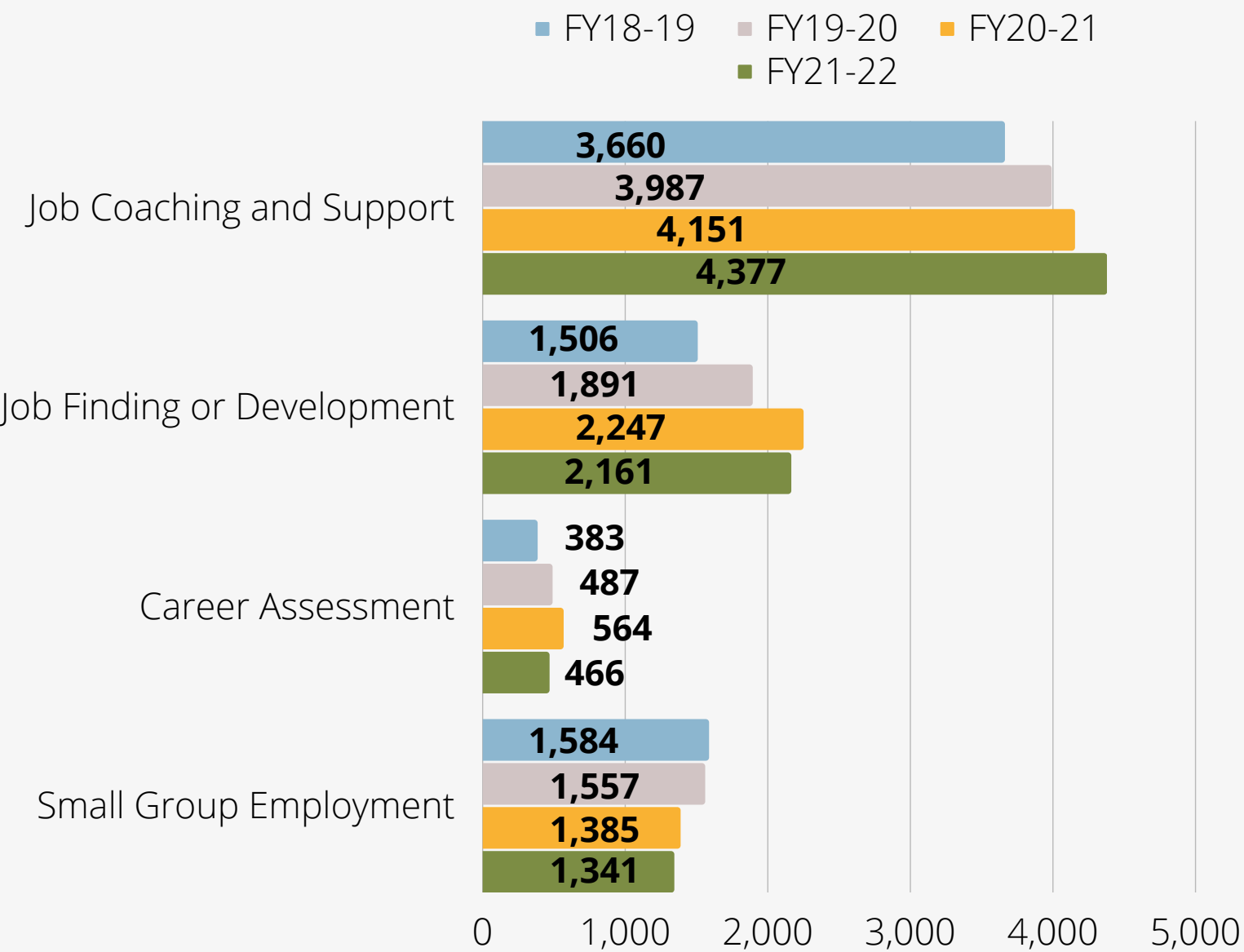
### Benefits Counseling



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

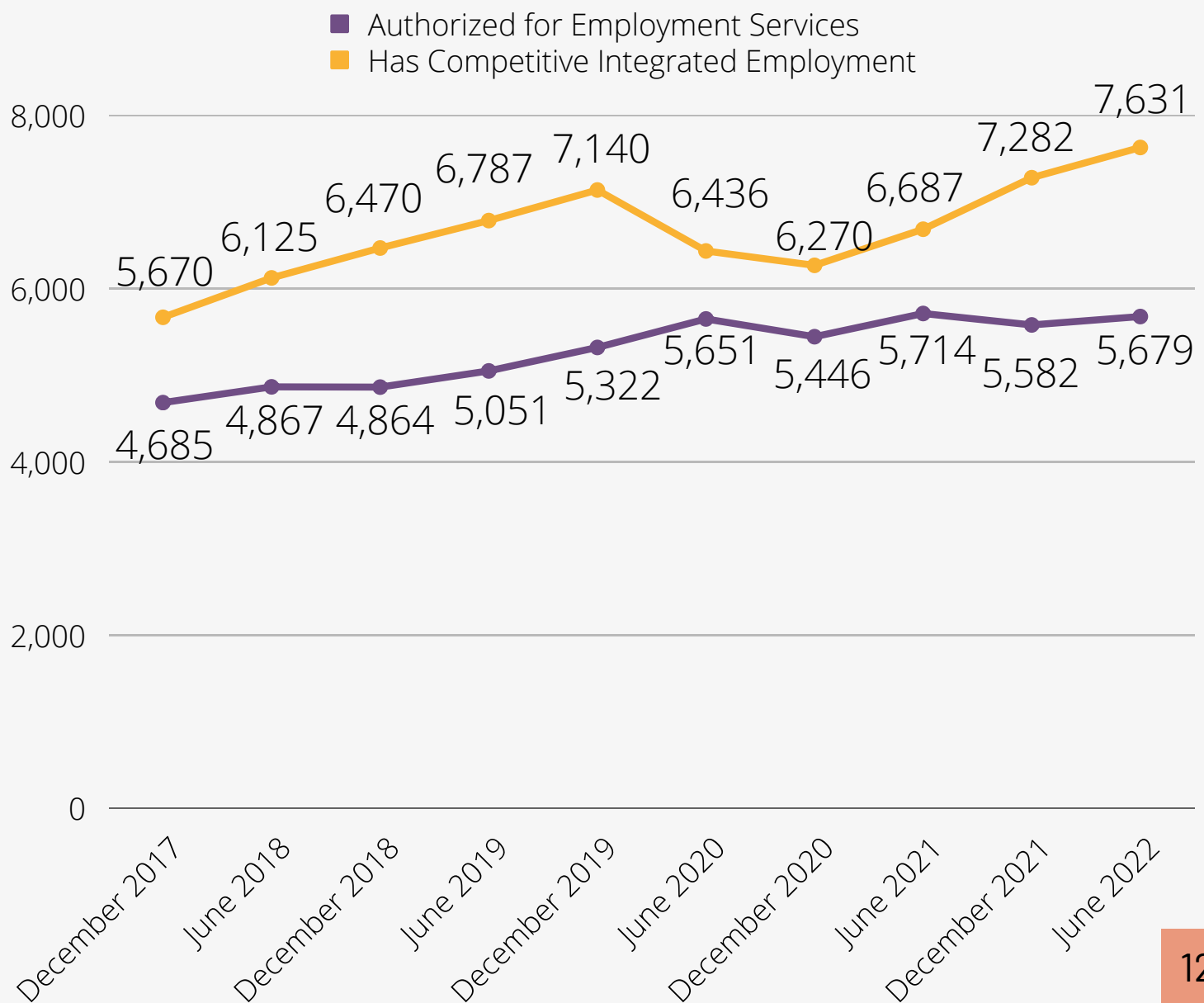
This figure shows a comparison of the number of people with an approved Individual Support Plan (ISP) to receive Supported Employment or Small Group Employment from Fiscal Year 18-19 through Fiscal Year 21-22. These totals include anyone who was authorized on their ISP to receive Supported Employment 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.



Some people may have more than one service authorized on their ISP. For example, a person may be receiving Job Coaching and Support at their place of employment and also receiving Job Finding or Development to search for a second job or new job. That person would be counted twice in the chart above; once in Job Coaching and Support and once in Job Finding or Development.

# 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 December 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. Some people that do have competitive integrated employment are able to do so without ODP-funded services.



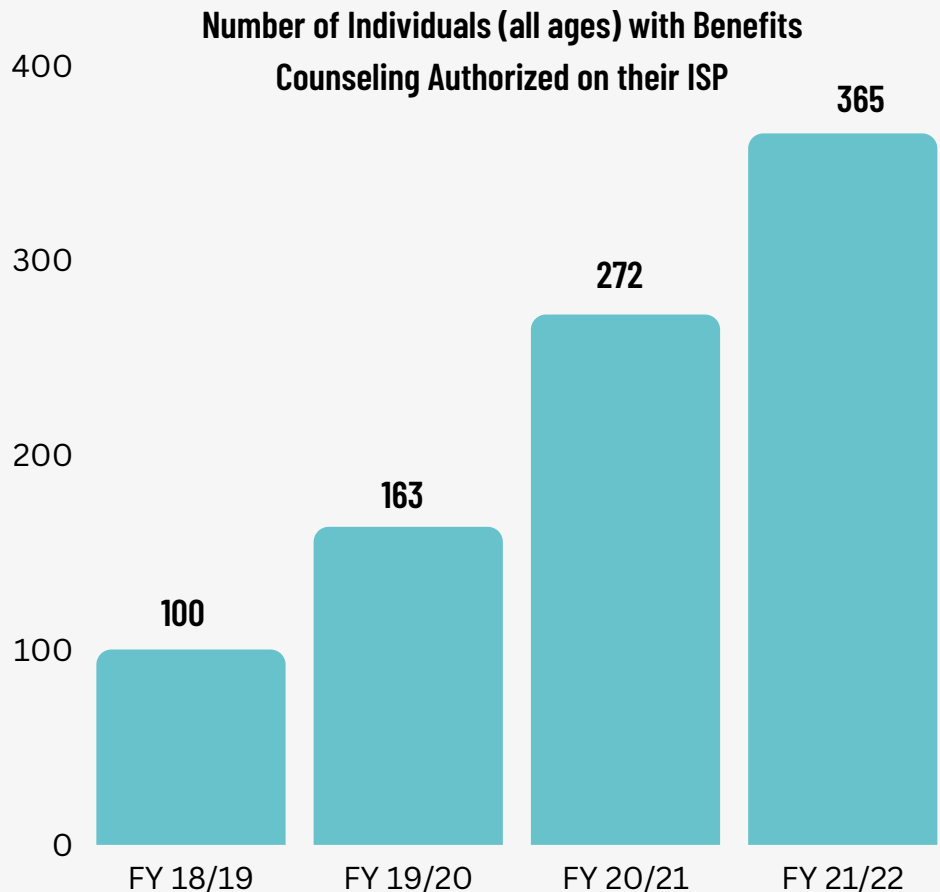


# BENEFITS COUNSELING

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:

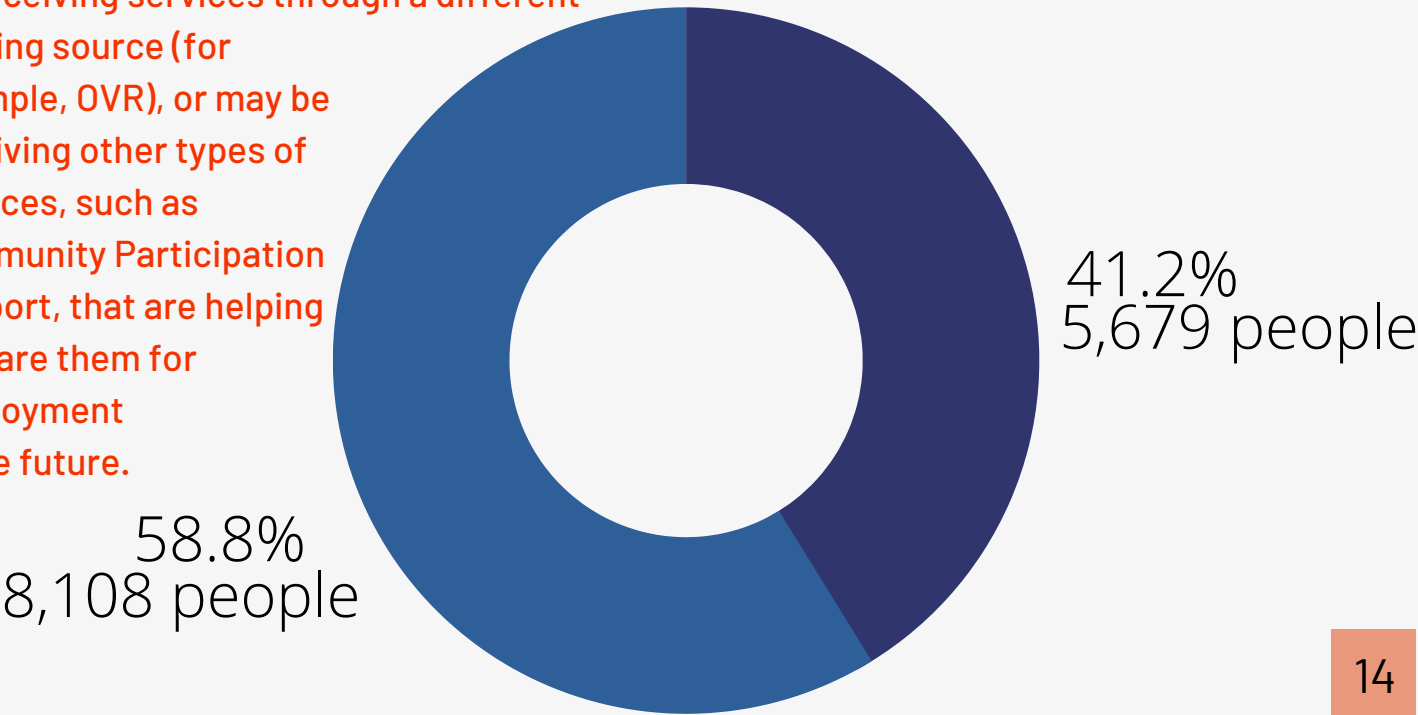
Does this consumer have employment goals? Yes ☐ No ☐

*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, 2022, there were 13,787 people enrolled with ODP that had an employment goal in their ISP. This figure shows that of those people that had an employment goal in their ISP, 5,679 were authorized to receive ODP-funded employment services (at least one component of Supported Employment, Advanced Supported Employment, or Small Group Employment).

The remaining 8,108 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.





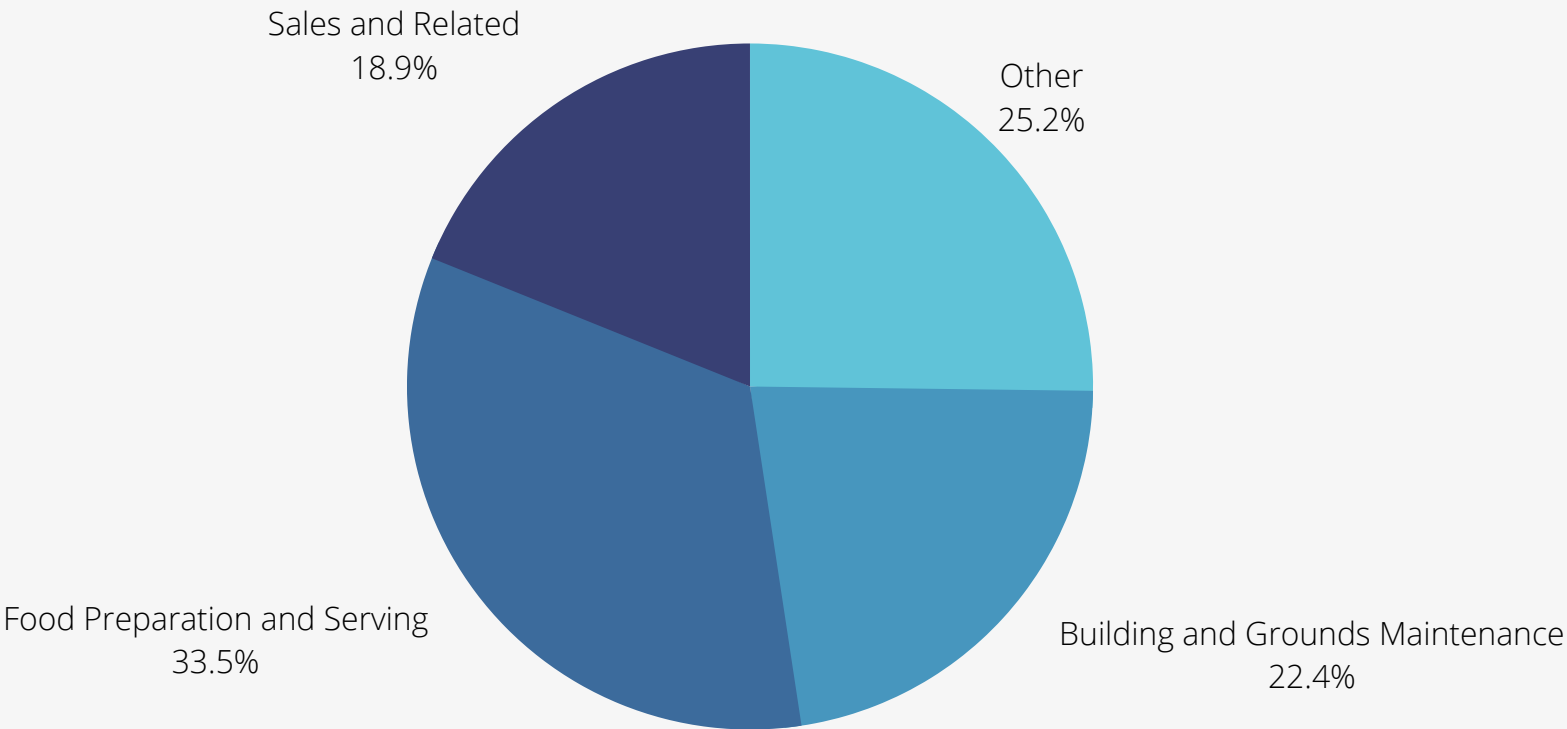
# Section 4: Types of Jobs



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 calendar year 2022.

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.



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# COLLABORATION WITH WORKFORCE DEVELOPMENT PROFESSIONALS

In January of 2021, ODP collaborated with internal and external stakeholders to create an Executive Discussion Group. This group included representatives from Workforce Development on a state and regional level and explored how to identify new trends for employment during and after the COVID-19 pandemic.

As a result, ODP teamed up with 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.

ODP, in collaboration with the Office of Long-Term Living, the Office of Mental Health and Substance Abuse Services, and the Pennsylvania Workforce Development Board presented at the Pennsylvania Workforce Development Association's Annual Conference in 2021 and 2022.

ODP participates in 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.



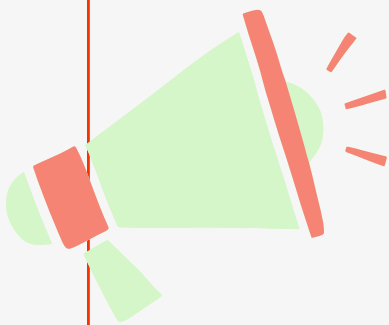
## Section 5: Racial Equity

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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.

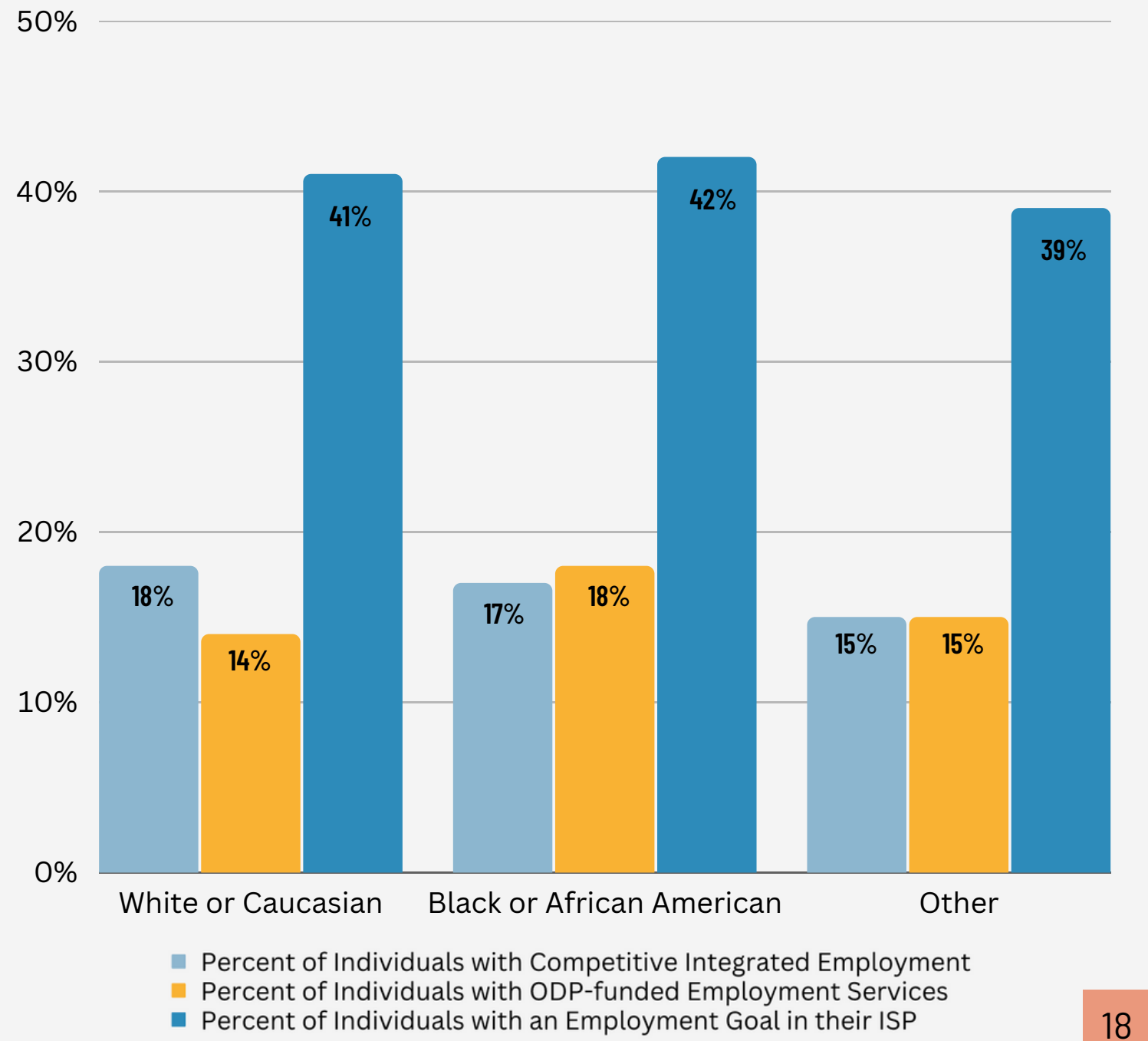
ODP is preparing to disseminate county level employment reports to the Administrative Entities in the early part of 2023.

# Percent of Individuals Enrolled with ODP with Competitive Integrated Employment, Employment Services, and Employment Goals - by Race - As of June 30, 2022

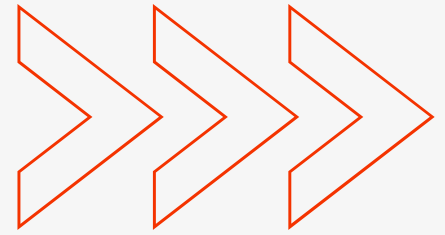
This chart shows percent of people enrolled with ODP, by race, that:

- 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.



# 4,887


The number of people seen by OVR under Section 511 of the Rehabilitation Act who were active with ODP as of June 30, 2022.

This represents 7.8% of all people funded through ODP as of June 30, 2022. 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.

ODP and OVR are working on further analysis of the data for future publications.

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# SUPPORTING PROVIDER TRANSFORMATION

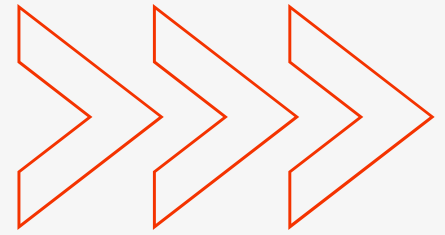


Provider transformation is the term used when providers delivering services in segregated settings that pay subminimum wage, such as prevocational facilities, transform their business model to one that provides services that support competitive integrated employment.

One way ODP has supported this in 2021 is to offer training and technical assistance to Community Participation Support providers. In July of 2021, twenty-three Community Participation Support providers attended a free three day training on provider transformation. This training was conducted by three nationally-recognized experts in the area of transformation and jointly funded and organized between ODP and OVR.

Fifteen providers that attended the training were selected to participate in regional learning collaboratives facilitated by a national expert to assist providers in developing and implementing a plan to take concrete and targeted measures to make the transformation.





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	Percentage of Individuals with Competitive Integrated Employment
<b>Allegheny</b>			
June 30, 2018	776	4,547	17.1%
June 30, 2019	834	4,582	18.2%
June 30, 2020	762	4,663	16.3%
June 30, 2021	792	4,786	16.5%
June 30, 2022	884	4,761	18.6%
<b>Armstrong/Indiana</b>			
June 30, 2018	57	540	10.6%
June 30, 2019	57	549	10.4%
June 30, 2020	48	556	8.6%
June 30, 2021	53	562	9.4%
June 30, 2022	59	562	10.5%
<b>Beaver</b>			
June 30, 2018	71	583	12.2%
June 30, 2019	92	600	15.3%
June 30, 2020	83	596	13.9%
June 30, 2021	83	602	13.8%
June 30, 2022	91	611	14.9%

## Appendix A

Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
<b>Bedford/Somerset</b>			
June 30, 2018	45	482	9.3%
June 30, 2019	46	484	9.5%
June 30, 2020	52	479	10.9%
June 30, 2021	57	492	11.6%
June 30, 2022	64	485	13.2%
<b>Berks</b>			
June 30, 2018	179	1,345	13.3%
June 30, 2019	191	1,406	13.6%
June 30, 2020	173	1,342	12.9%
June 30, 2021	211	1,386	15.2%
June 30, 2022	228	1,380	16.5%
<b>Blair</b>			
June 30, 2018	70	547	12.8%
June 30, 2019	64	557	11.5%
June 30, 2020	66	560	11.8%
June 30, 2021	75	561	13.4%
June 30, 2022	91	558	16.3%
<b>Bradford/Sullivan</b>			
June 30, 2018	26	309	8.4%
June 30, 2019	28	323	8.7%
June 30, 2020	35	335	10.4%
June 30, 2021	40	346	11.6%
June 30, 2022	44	335	13.1%

## Appendix A

Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
<b>Bucks</b>			
June 30, 2018	283	1,556	18.2%
June 30, 2019	303	1,610	18.8%
June 30, 2020	289	1,633	17.7%
June 30, 2021	338	1,732	19.5%
June 30, 2022	345	1722	20.0%
<b>Butler</b>			
June 30, 2018	74	525	14.1%
June 30, 2019	93	553	16.8%
June 30, 2020	99	579	17.1%
June 30, 2021	104	582	17.9%
June 30, 2022	109	596	18.3%
<b>Cambria</b>			
June 30, 2018	25	430	5.8%
June 30, 2019	26	449	5.8%
June 30, 2020	32	462	6.9%
June 30, 2021	44	462	9.5%
June 30, 2022	51	451	11.3%
<b>Cameron/Elk</b>			
June 30, 2018	27	117	23.1%
June 30, 2019	27	119	22.7%
June 30, 2020	19	113	16.8%
June 30, 2021	16	115	13.9%
June 30, 2022	18	112	16.1%

## Appendix A

Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
<b>Carbon/Monroe/Pike</b>			
June 30, 2018	78	848	9.2%
June 30, 2019	90	876	10.3%
June 30, 2020	99	898	11.0%
June 30, 2021	98	912	10.7%
June 30, 2022	108	916	11.8%
<b>Centre</b>			
June 30, 2018	77	352	21.9%
June 30, 2019	82	356	23.0%
June 30, 2020	91	352	25.9%
June 30, 2021	84	359	23.4%
June 30, 2022	104	354	29.4%
<b>Chester</b>			
June 30, 2018	275	1,252	22.0%
June 30, 2019	291	1,315	22.1%
June 30, 2020	264	1,372	19.2%
June 30, 2021	302	1,438	21.0%
June 30, 2022	355	1,481	24.0%
<b>Clarion</b>			
June 30, 2018	**	**	5.3%
June 30, 2019	11	174	6.3%
June 30, 2020	13	179	7.3%
June 30, 2021	24	181	13.3%
June 30, 2022	30	180	16.7%

## Appendix A

Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
<b>Clearfield/Jefferson</b>			
June 30, 2018	50	401	12.5%
June 30, 2019	55	394	14.0%
June 30, 2020	59	393	15.0%
June 30, 2021	56	400	14.0%
June 30, 2022	59	393	15.0%
<b>Columbia/Montour/Snyder/Union</b>			
June 30, 2018	96	562	17.1%
June 30, 2019	89	561	15.9%
June 30, 2020	90	569	15.8%
June 30, 2021	104	565	18.4%
June 30, 2022	110	563	19.5%
<b>Crawford</b>			
June 30, 2018	25	384	6.5%
June 30, 2019	29	377	7.7%
June 30, 2020	35	367	9.5%
June 30, 2021	49	383	12.8%
June 30, 2022	54	372	14.5%
<b>Cumberland/Perry</b>			
June 30, 2018	133	762	17.5%
June 30, 2019	159	761	20.9%
June 30, 2020	169	775	21.8%
June 30, 2021	174	810	21.5%
June 30, 2022	184	794	23.2%

## Appendix A

Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
<b>Dauphin</b>			
June 30, 2018	184	960	19.2%
June 30, 2019	227	995	22.8%
June 30, 2020	211	996	21.2%
June 30, 2021	218	1,005	21.7%
June 30, 2022	247	996	24.8%
<b>Delaware</b>			
June 30, 2018	211	1,669	12.6%
June 30, 2019	255	1,707	14.9%
June 30, 2020	263	1,727	15.2%
June 30, 2021	314	1,746	18.0%
June 30, 2022	344	1,724	20.0%
<b>Erie</b>			
June 30, 2018	249	1,737	14.3%
June 30, 2019	259	1,801	14.4%
June 30, 2020	267	1,887	14.1%
June 30, 2021	303	1,934	15.7%
June 30, 2022	351	1,924	18.2%
<b>Fayette</b>			
June 30, 2018	41	482	8.5%
June 30, 2019	45	463	9.7%
June 30, 2020	48	449	10.7%
June 30, 2021	47	451	10.4%
June 30, 2022	54	441	12.2%

## Appendix A

Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
<b>Forest/Warren</b>			
June 30, 2018	12	159	7.5%
June 30, 2019	15	154	9.7%
June 30, 2020	16	160	10.0%
June 30, 2021	15	155	9.7%
June 30, 2022	13	155	8.4%
<b>Franklin/Fulton</b>			
June 30, 2018	68	464	14.7%
June 30, 2019	75	479	15.7%
June 30, 2020	44	484	9.1%
June 30, 2021	51	487	10.5%
June 30, 2022	61	484	12.6%
<b>Greene</b>			
June 30, 2018	**	**	5.9%
June 30, 2019	**	**	5.6%
June 30, 2020	**	**	3.3%
June 30, 2021	**	**	6.4%
June 30, 2022	**	**	6.3%
<b>Huntingdon/Mifflin/Juniata</b>			
June 30, 2018	33	425	7.8%
June 30, 2019	45	436	10.3%
June 30, 2020	54	447	12.1%
June 30, 2021	63	457	13.8%
June 30, 2022	66	446	14.8%

## Appendix A

Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
<b>Lackawanna/Susquehanna</b>			
June 30, 2018	79	834	9.5%
June 30, 2019	83	842	9.9%
June 30, 2020	94	874	10.8%
June 30, 2021	90	894	10.1%
June 30, 2022	103	904	11.4%
<b>Lancaster</b>			
June 30, 2018	191	1,328	14.4%
June 30, 2019	206	1,347	15.3%
June 30, 2020	231	1,392	16.6%
June 30, 2021	269	1,435	18.7%
June 30, 2022	288	1,419	20.3%
<b>Lawrence</b>			
June 30, 2018	40	348	11.5%
June 30, 2019	44	354	12.4%
June 30, 2020	48	365	13.2%
June 30, 2021	62	368	16.8%
June 30, 2022	61	364	16.8%
<b>Lebanon</b>			
June 30, 2018	98	424	23.1%
June 30, 2019	98	419	23.4%
June 30, 2020	104	415	25.1%
June 30, 2021	112	420	26.7%
June 30, 2022	113	420	26.9%



## Appendix A

Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
<b>Lehigh</b>			
June 30, 2018	154	1,060	14.5%
June 30, 2019	168	1,113	15.1%
June 30, 2020	158	1,116	14.2%
June 30, 2021	160	1,159	13.8%
June 30, 2022	193	1,151	16.8%
<b>Luzerne/Wyoming</b>			
June 30, 2018	105	1,217	8.6%
June 30, 2019	127	1,249	10.2%
June 30, 2020	160	1,307	12.2%
June 30, 2021	153	1,282	11.9%
June 30, 2022	165	1,280	12.9%
<b>Lycoming/Clinton</b>			
June 30, 2018	70	532	13.2%
June 30, 2019	73	530	13.8%
June 30, 2020	76	528	14.4%
June 30, 2021	66	524	12.6%
June 30, 2022	72	505	14.3%
<b>McKean</b>			
June 30, 2018	12	218	5.5%
June 30, 2019	**	**	3.7%
June 30, 2020	15	212	7.1%
June 30, 2021	11	222	5.0%
June 30, 2022	19	210	9.0%

## Appendix A

Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
<b>Mercer</b>			
June 30, 2018	45	418	10.8%
June 30, 2019	55	445	12.4%
June 30, 2020	47	461	10.2%
June 30, 2021	67	465	14.4%
June 30, 2022	58	455	12.7%
<b>Montgomery</b>			
June 30, 2018	355	2,240	15.8%
June 30, 2019	404	2,306	17.5%
June 30, 2020	376	2,418	15.6%
June 30, 2021	444	2,559	17.4%
June 30, 2022	495	2569	19.3%
<b>Northampton</b>			
June 30, 2018	116	762	15.2%
June 30, 2019	115	796	14.4%
June 30, 2020	102	782	13.0%
June 30, 2021	126	805	15.7%
June 30, 2022	126	826	15.3%
<b>Northumberland</b>			
June 30, 2018	47	394	11.9%
June 30, 2019	62	401	15.5%
June 30, 2020	73	400	18.3%
June 30, 2021	74	402	18.4%
June 30, 2022	82	377	21.8%

## Appendix A

Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
<b>Philadelphia</b>			
June 30, 2018	752	5,745	13.1%
June 30, 2019	809	5,720	14.1%
June 30, 2020	692	5,822	11.9%
June 30, 2021	677	5,819	11.6%
June 30, 2022	765	5760	13.3%
<b>Potter</b>			
June 30, 2018	**	**	16.7%
June 30, 2019	**	**	22.0%
June 30, 2020	12	41	29.3%
June 30, 2021	**	**	18.2%
June 30, 2022	**	**	22.0%
<b>Schuylkill</b>			
June 30, 2018	54	514	10.5%
June 30, 2019	51	516	9.9%
June 30, 2020	46	496	9.3%
June 30, 2021	55	493	11.2%
June 30, 2022	54	496	10.9%
<b>Tioga</b>			
June 30, 2018	16	134	11.9%
June 30, 2019	15	145	10.3%
June 30, 2020	16	161	9.9%
June 30, 2021	24	162	14.8%
June 30, 2022	26	155	16.8%

## Appendix A

Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
<b>Venango</b>			
June 30, 2018	25	205	12.2%
June 30, 2019	23	210	11.0%
June 30, 2020	26	219	11.9%
June 30, 2021	28	223	12.6%
June 30, 2022	24	217	11.1%
<b>Washington</b>			
June 30, 2018	60	452	13.3%
June 30, 2019	81	450	18.0%
June 30, 2020	68	477	14.3%
June 30, 2021	71	497	14.3%
June 30, 2022	80	499	16.0%
<b>Wayne</b>			
June 30, 2018	28	186	15.1%
June 30, 2019	30	188	16.0%
June 30, 2020	38	185	20.5%
June 30, 2021	36	191	18.8%
June 30, 2022	37	188	19.7%
<b>Westmoreland</b>			
June 30, 2018	128	1,012	12.6%
June 30, 2019	157	1,055	14.9%
June 30, 2020	171	1,086	15.7%
June 30, 2021	192	1,130	17.0%
June 30, 2022	215	1,145	18.8%

## Appendix A

Date	Number of Individuals with Competitive Integrated Employment	Number of Individuals Enrolled	Percentage of Individuals with Competitive Integrated Employment
<b>York/Adams</b>			
June 30, 2018	165	1,343	12.3%
June 30, 2019	185	1,388	13.3%
June 30, 2020	214	1,384	15.5%
June 30, 2021	236	1,396	16.9%
June 30, 2022	233	1366	17.1%

## 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 of individuals served by the SCO with competitive integrated employment

Percent of individuals served by the SCO with competitive integrated employment

	June 30, 2018		June 30, 2019		June 30, 2020		June 30, 2021		June 30, 2022	
SCO Entity Name	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A BRIDGE TO INDEPENDENCE	N/A	N/A	**	100%	**	40%	**	22%	**	35%
ACHIEVING MORE, INC	**	44%	11	29%	14	20%	19	16%	49	26%
ADVOCARE SUPPORT SYSTEMS LLC	N/A	N/A	N/A	N/A	N/A	N/A	**	67%	**	63%
ALLEGHENIES UNITED CEREBRAL PALSY	**	36%	**	32%	23	35%	24	34%	24	35%
AMCORD CARE INC	N/A	N/A	N/A	N/A	N/A	N/A	**	100%	N/A	N/A
ARC ADVOCACY SERVICES	159	15%	177	16%	153	12%	179	13%	212	16%
BEAVER COUNTY MH MR - D AND A BSU	78	14%	90	16%	79	14%	74	14%	84	16%
BRADFORD SULLIVAN COUNTIES MH-MR PROGRAM	26	8%	30	9%	35	10%	40	11%	44	13%
CAMBRIA COUNTY MH MR	24	6%	26	6%	29	7%	36	9%	42	10%
CASE MANAGEMENT UNIT	242	21%	234	23%	211	21%	211	21%	247	25%
CASE MANAGEMENT UNIT, LEBANON	N/A	N/A	43	20%	46	23%	42	23%	N/A	N/A
CE MHMR PROGRAM	27	23%	28	24%	19	17%	16	14%	18	17%

## Appendix B

SCO Entity Name	June 30, 2018		June 30, 2019		June 30, 2020		June 30, 2021		June 30, 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
CENTER FOR COMMUNITY RESOURCES - ALLEGHENY	N/A	N/A	**	33%	12	19%	19	24%	24	24%
CENTER FOR COMMUNITY RESOURCES - BLAIR	N/A	N/A	**	5%	**	4%	0	0%	**	17%
CENTER FOR COMMUNITY RESOURCES - BUTLER	80	13%	104	16%	99	17%	103	17%	115	19%
CENTER FOR COMMUNITY RESOURCES - CLARION	N/A	N/A	0	0%	**	5%	**	7%	**	8%
CENTER FOR COMMUNITY RESOURCES - LEBANON	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	**	38%
CENTER FOR COMMUNITY RESOURCES - WASHINGTON	N/A	N/A	0	0%	**	10%	**	10%	24	25%
CENTER FOR COMMUNITY RESOURCES - WESTMORELAND	N/A	N/A	N/A	N/A	0	0%	**	17%	**	8%
CENTER FOR COMMUNITY RESOURCES - WILLIAM	N/A	N/A	0	0%	**	13%	**	13%	**	20%
CENTER FOR COMMUNITY RESOURCES, INC.	N/A	N/A	**	38%	**	39%	**	38%	**	42%
CENTRE COUNTY MH MR AND BSU	81	23%	87	24%	91	26%	85	24%	108	31%

## Appendix B

SCO Entity Name	June 30, 2018		June 30, 2019		June 30, 2020		June 30, 2021		June 30, 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
CHESTER COUNTY MH MR	194	25%	188	25%	161	22%	150	21%	156	22%
CHESTER CTY INTERMEDIATE UNIT	**	40%	**	21%	**	54%	12	52%	14	64%
COMMUNITY GUIDANCE CENTER	29	11%	30	12%	27	10%	26	10%	29	12%
COMMUNITY RESOURCES FOR INDEPENDENCE	39	49%	44	51%	44	43%	44	40%	56	46%
CONSORTIUM INC	97	10%	86	9%	101	11%	109	13%	107	12%
COUNTY OF DELAWARE - TSM	195	13%	233	16%	207	14%	204	15%	212	16%
CRAWFORD COUNTY HUMAN SERVICES	25	7%	30	8%	36	10%	46	12%	52	14%
CREATIVE INDEPENDENCE ALLIANCE CORP	N/A	N/A	N/A	N/A	**	4%	**	12%	**	10%
CREATIVE LIFE OPTIONS LLC	27	48%	29	53%	28	48%	34	53%	30	47%
CUMBERLAND PERRY MH MR OFFICE AND BSU	134	18%	168	22%	169	22%	166	21%	185	23%
CYPRESS SUPPORT LLC	N/A	N/A	**	14%	**	21%	12	28%	20	38%
DEVELOPMENTAL SUPPORTS AND SERVICES BSU	97	17%	92	16%	90	16%	99	18%	110	19%
ERIE COUNTY CARE MANAGEMENT INC	250	14%	266	15%	267	14%	291	15%	352	18%
FAMILY COUNSELING CTR DD	22	9%	21	9%	17	7%	16	6%	24	9%
FAMILY FIRST SUPPORTS AND CONSULTING	13	27%	14	26%	**	18%	0	0%	N/A	N/A



## Appendix B

SCO Entity Name	June 30, 2018		June 30, 2019		June 30, 2020		June 30, 2021		June 30, 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
FAMILYLINKS INDEPENDENT SUPPORTS COOR	355	16%	398	18%	353	15%	367	16%	423	18%
FAYETTE COUNTY MH MR PROGRAM	41	8%	45	10%	48	11%	49	11%	56	13%
GRACEFULL PROGRESS	18	31%	18	33%	16	31%	19	32%	20	35%
GREENE COMMUNITY HUMAN SERVICES PROG	**	6%	**	6%	**	3%	**	6%	**	7%
HELPING HANDS COMMUNITY SERVICES	N/A	N/A	N/A	N/A	**	47%	**	38%	**	69%
HUMAN SERVICES CENTER	33	11%	36	11%	43	13%	55	16%	57	16%
JOURNEY TO WELLNESS SUPP. COORDINATION	**	9%	**	13%	**	16%	11	17%	11	15%
LANCASTER COUNTY MH-MR AND BSU	201	15%	225	17%	231	17%	255	18%	284	20%
LEHIGH VALLEY CIL INC	**	27%	11	35%	21	43%	11	35%	23	49%
LENAPE VALLEY FOUNDATION	176	20%	190	20%	178	17%	194	18%	226	20%
LUZERNE-WYOMING COUNTIES MH MR PROGRAM	119	10%	143	11%	160	12%	150	12%	160	13%
LYCOMING CLINTON BSU	72	14%	75	14%	74	14%	61	12%	63	14%
MERCER CO BEHAVIORAL HEALTH COMMISSION	47	11%	56	12%	49	11%	57	12%	51	11%
MIRACLE WORKS LLC	**	20%	**	20%	**	18%	**	23%	11	32%
MONROE MR SERVICES UNIT	79	10%	91	11%	98	11%	95	11%	105	12%

## Appendix B

	June 30, 2018		June 30, 2019		June 30, 2020		June 30, 2021		June 30, 2022	
SCO Entity Name	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
NORTHAMPTON COUNTY MH MR PROGRAM	0	0%	0	0%	0	0%	0	0%	0	0%
NORTHSTAR SUPPORT SERVICES BSU	69	13%	64	12%	64	12%	74	14%	89	17%
NORTHUMBERLAND COUNTY	48	12%	62	16%	73	18%	71	19%	78	22%
PARTNERSHIP FOR COMMUNITY SUPPORTS	292	15%	315	16%	259	13%	250	13%	276	15%
PENN FOUNDATION MR CASE MANAGEMENT	87	19%	94	21%	93	21%	93	21%	98	23%
PENNDel MENTAL HEALTH CENTER	123	17%	126	17%	132	18%	122	17%	134	18%
PERSON LINK-PHMC	117	11%	132	13%	83	7%	115	10%	140	11%
PHILADELPHIA MRS ICF-MR	0	0%	0	0%	0	0%	0	0%	0	0%
POTTER COUNTY HUMAN SERVICES	**	18%	**	21%	11	29%	**	19%	**	20%
PUBLIC HEALTH MANAGEMENT CORPORATION	N/A	N/A	N/A	N/A	N/A	N/A	**	17%	0	0%
QUALITY PROGRESSIONS	301	16%	349	18%	283	15%	268	14%	331	18%
QUALITY PROGRESSIONS - NORTHAMPTON	83	15%	82	14%	75	12%	83	13%	97	16%
RANKIN CHRISTIAN CENTER	143	14%	140	14%	140	13%	152	15%	176	17%
ROAD TO INDEPENDENCE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	**	100%
RONI VANDAGNA AND JENNIFER BRODIE	109	18%	124	18%	124	17%	168	21%	223	24%
SAM BLAIR	N/A	N/A	N/A	N/A	**	11%	**	8%	**	13%

## Appendix B

SCO Entity Name	June 30, 2018		June 30, 2019		June 30, 2020		June 30, 2021		June 30, 2022	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
SAM INC - ALLEGHENY	12	18%	12	16%	**	11%	N/A	N/A	N/A	N/A
SAM INC - CLARION	**	4%	**	7%	12	8%	12	9%	17	12%
SAM INC - CLEARFIELD/JEFFERSON	50	13%	58	15%	58	16%	59	16%	60	16%
SAM INC - HMJ	33	8%	46	10%	54	12%	59	13%	63	14%
SAM INC - LEHIGH VALLEY	191	15%	206	15%	191	14%	186	14%	227	16%
SAM INC - SCRANTON	42	9%	41	8%	53	10%	52	10%	70	13%
SAM INC LEBANON	51	23%	57	26%	58	28%	67	30%	99	28%
SAM INC SCHUYLKILL	55	11%	52	10%	46	9%	54	11%	59	11%
SAM, INC.	16	12%	15	10%	16	10%	25	16%	27	17%
SAM, INC. F/F	69	15%	75	16%	44	9%	51	10%	61	13%
SCRANTON COUNSEL CENTER	0	0%	0	0%	0	0%	0	0%	0	0%
SERVICE ACCESS AND MANAGEMENT INC MONTCO	60	13%	83	18%	80	16%	95	17%	101	18%
SERVICE ACCESS AND MANAGEMENT, INC	175	13%	191	14%	169	13%	190	14%	218	16%
SERVICE COORDINATION UNLIMITED, INC.	15	60%	11	55%	14	74%	12	75%	13	13%
SHORE DIRECT CARE LLC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	**	20%
SOMERSET BSU	47	10%	49	10%	52	11%	57	12%	67	14%
STAUNTON CLINIC VALLEY MED FACILITIES	276	22%	297	23%	260	19%	244	18%	295	21%
SUPPORT COORDINATION SERVICES LLC	N/A	N/A	**	57%	**	38%	**	37%	**	44%
SYDANDI LLC	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	**	3%

## Appendix B

	June 30, 2018		June 30, 2019		June 30, 2020		June 30, 2021		June 30, 2022	
SCO Entity Name	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
THE GUIDANCE CENTER	14	6%	11	5%	15	7%	11	5%	19	9%
TRI VALLEY CARE INC	39	11%	44	12%	45	12%	35	9%	41	10%
UNITED DISABILITIES SERVICES	40	45%	40	48%	38	44%	35	41%	29	35%
VENANGO COUNTY MHMR BSU	25	12%	23	11%	25	12%	32	15%	28	13%
WARREN COUNTY HUMAN SERVICES	12	8%	15	10%	16	10%	14	9%	12	8%
WASHINGTON COMMUNITIES MH MR CENTER	39	14%	48	18%	34	13%	38	14%	45	12%
WASHINGTON COUNTY MH MR PROGRAM	22	12%	34	19%	34	17%	24	12%	N/A	N/A
WAYNE COUNTY MHMR	28	15%	30	16%	35	22%	35	22%	35	21%
WESTMORELAND CASE MANAGEMENT-SUPPORTS	130	13%	157	15%	171	16%	181	16%	208	18%
WJS ALLEGHENY PSYCHOLOGICAL ASSOCIATES	17	41%	17	40%	14	32%	14	26%	18	32%
YORK BSU AND MH-MR	178	14%	208	15%	210	16%	216	16%	233	18%
YOUR CHOICE SUPPORTS COORDINATION	15	36%	29	58%	31	46%	32	47%	35	51%