



pennsylvania

DEPARTMENT OF HUMAN SERVICES
OFFICE OF DEVELOPMENTAL PROGRAMS

Office of Developmental Programs

Employment as Part of an Everyday Life

Friday, October 24, 2025

➤ Welcome & Purpose

- A Shared Vision
 - Advancing employment opportunities through Everyday Lives and Employment First principles
- Today's Focus
 - Connecting policy to practice
 - Strengthening collaboration across systems
 - Sharing data-driven insights and upcoming initiatives



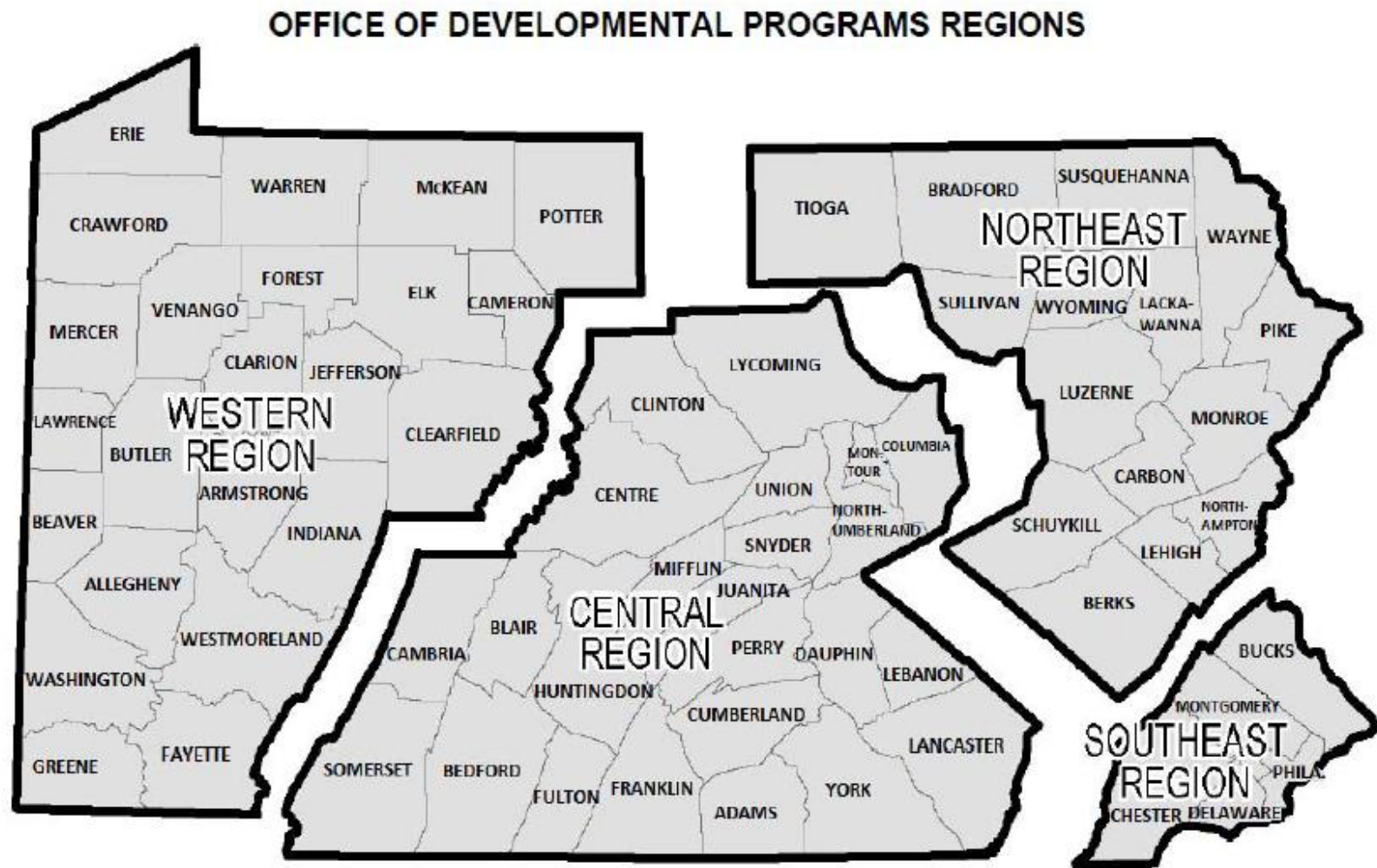
➤ Welcome!

Presenting today:

- Eric O'Neill, Employment Lead, ODP Northeast Region
- Mark Costello, Employment Lead, ODP Southeast Region
- Nolan Schaaf, Statewide Employment Lead, Central Office



Who Are We - ODP Organizational Map



▶ Everyday Lives - Our Foundation

- The Core Belief of Everyday Lives
 - Everyone has the right to a full and meaningful life.
- Guiding Principles in Action
 - Choice, control, and inclusion are central to all supports.
- Connection to Employment
 - Employment builds purpose, self-determination, and belonging.
- Everyday Lives and You
 - Your role in turning philosophy into practice through individualized supports.



➤ Employment First - Policy in Action

- Employment First: Pennsylvania Act 36 of 2018
 - Competitive integrated employment (CIE) is the first and preferred outcome for everyone.
- Core Commitments
 - Employment as the expectation, not the exception.
 - Collaboration between ODP, OVR, and PDE.
 - Accountability through data transparency.
- Putting Policy into Practice
 - Statewide alignment through policy guidance, training, and data.
 - Supporting individuals, providers, and counties to make CIE a reality.

➤ How These Principles Shape ODP Employment Supports

- Policy Drives Practice
 - Everyday Lives and Employment First influence all ODP decisions.
- ODP's Role
 - Embedding principles into waivers, guidance, and provider practices.
- Core Employment Supports
 - Discovery, Job Development, Coaching, and Benefits Counseling.
- Person-Centered Approach
 - Individual goals shape every support plan.
- Systemwide Impact
 - Collaboration ensures consistent implementation statewide.

▶ Putting Policy into Practice - ODP's Employment Support Services

- Employment Services Overview
 - Supported Employment
 - Small Group Employment
 - Advanced Supported Employment
- Key Objectives
 - Promote CIE, independence, and retention.
- Service Coordination
 - Supports Coordinators align services with goals.
 - Collaboration with OVR ensures seamless transitions.
- Quality & Accountability
 - Data and performance measures drive improvement.



Supporting Every Employment Pathway

- Individualized Employment Journeys
 - Each pathway is unique.
- Building Skills and Confidence
 - Discovery, volunteerism, and small group employment as bridges.
- Transition-Aged Youth
 - Early exposure to work creates lasting success.
- Removing Barriers
 - Address transportation, benefits, and employer education.
- Continuous Growth
 - Employment planning evolves with the person.



➤ Collaboration in Action - Cross-System Collaboration for Success

- The Power of Partnership
 - ODP, OVR, and PDE working under a shared Employment First vision.
- Connecting for Employment Initiative
 - Strengthens local collaboration across systems.
- Role of AEs & SCOs
 - Facilitate coordinated planning and communication.
- Engaging Employers
 - Promote inclusive hiring through education and outreach.
- Collaboration = Better Outcomes
 - Data shows partnerships improve success and retention.



➤ Data-Informed Improvement - Using Data to Drive Change

- Why Data Matters
 - Identifies trends, disparities, and opportunities.
- ODP's Data Initiatives
 - Race and Employment Report
 - County-Level Data
 - Performance-Based Contracting (PBC)
- From Numbers to Narratives
 - Data tells stories of progress and need.
- Collaborative Review
 - Counties and providers interpret and act on findings.
- Continuous Learning Cycle
 - Collect → Analyze → Act → Reassess.



➤ Discussion & Q&A - Open Forum Discussion

- Open Forum Purpose
 - Exchange ideas, challenges, and strategies.
- Guiding Questions
 - What's working? What's challenging? What supports are needed?
- Shared Learning
 - Highlight local successes and lessons.
- Next Steps from Discussion
 - Capture feedback to inform future Office Hours.



➤ Key Takeaways & Next Steps

- Core Messages
 - Everyday Lives + Employment First = Unified Foundation.
 - CIE as the expected outcome for all.
 - Collaboration and data fuel progress.
- ODP's Commitment
 - Continued guidance, training, and equity focus.
- Next Steps
 - Review local data, strengthen partnerships, share lessons.
- Stay Connected
 - Visit ODP Employment Resources.
 - Subscribe to the listserv.



Resources

- MyODP - <https://home.myodp.org/employment/>
- Administrative Entities <https://www.pa.gov/en/agencies/dhs/contact/county-mh-id-offices.html>
 - Intake & Eligibility
 - Employment Coalitions
- OVR <https://www.dli.pa.gov/Individuals/Disability-Services/ovr/Pages/default.aspx>
- Community of Practice - Charting the Lifecourse <https://home.myodp.org/community-of-practice-2/community-of-practice-charting-the-lifecycle/>
- [AID In PA https://aidinpa.org](https://aidinpa.org)



The Gold Book: ODP 101

Link: [Gold Book 2023 \(palms-awss3-repository.s3.us-west-2.amazonaws.com\)](https://palms-awss3-repository.s3.us-west-2.amazonaws.com)

Gold Book

Understanding the Office of
Developmental Programs

3rd edition
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Supporting People
with Intellectual and
Developmental
Disabilities, Complex
Medical Conditions,
Autism, and Their
Families

