



ANNUAL COMPREHENSIVE EMPLOYMENT REPORT

PENNSYLVANIA OFFICE OF
DEVELOPMENTAL PROGRAMS (ODP)

Fiscal Year 2018-2019



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.”



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- **Appendix B** - Number of individuals in the Consolidated, Community Living, P/FDS, Adult Autism Waivers, base funding, and SC only services ages 18-64 reporting competitive integrated employment (CIE) by Supports Coordination Organization (SCO).

Executive Summary

The Workforce Innovation and Opportunity Act (WIOA), signed on July 22, 2014, is the federal law that catalyzed Pennsylvania and other states to become “Employment First” states. WIOA is 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. WIOA also prompts government agencies to work better together to help people with disabilities obtain and maintain jobs and places limitations on the payment of subminimum wages for people under age 25.

On March 10, 2016, Pennsylvania became an “Employment First” state after Governor Tom Wolf signed [Executive Order 2016-03](#), entitled “Establishing ‘Employment First’ Policy and Increasing Competitive-Integrated Employment for Pennsylvanians with a Disability”. On June 19, 2018, Governor Wolf signed Act 36, which codifies Executive Order 2016-03. Being an “Employment First” state means 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.

Competitive-integrated employment is: Work performed on a full- or part-time basis (including self-employment) for which a person is:

1. Compensated at not less than federal minimum wage requirements or State or local minimum wage law (whichever is higher) and not less than the customary rate paid by the employer for the same or similar work performed by people without a disability;
2. At a location where the employee interacts with people without a disability (not including supervisory personnel or people who are providing services to such employee); and
3. Presented, as appropriate, opportunities for similar benefits and advancement like those for other employees without a disability and who have similar positions.

ODP has made significant strides to promote the employment first philosophy. Noteworthy accomplishments include:

Collaboration with the Office of Vocational Rehabilitation (OVR)

- ODP has partnered with the Department of Labor & Industry’s Office of Vocational Rehabilitation on significant projects that are expected to lead to additional increased employment outcomes for individuals with disabilities in the ODP service system.
- ODP currently has two Memorandums of Understanding (MOU) with OVR:
 - The first MOU pools resources to provide for at least one Vocational Rehabilitation counselor in each of OVR’s 15 district offices who specializes in supporting individuals with a diagnosis of intellectual disability or autism. In addition, training initiatives are funded jointly with OVR to build provider capacity and increase

quality of services. The College of Employment Supports (CES), an online training platform for direct support professionals, was created with these resources to develop a certification program approved by the Association of Community Rehabilitation Educators (ACRE). As of December 6, 2019, 945 persons have been awarded an ACRE-approved certification through CES since its inception in 2018.

- The second MOU ODP holds with OVR was executed in February of 2019 with the initiation of data sharing, which is done on a quarterly basis as a means to provided better coordinated care for individuals receiving services from both agencies.
- In 2019, OVR and ODP jointly released two notices in the Pennsylvania Bulletin. These notices align the service delivery system with the spirit of the Workforce Innovation and Opportunity Act (WIOA) and Pennsylvania’s Employment First Act.

Allowing for Exceptions

- Individuals who receive services via the Person/Family Directed Supports (P/FDS) waiver have an annual cap of \$33,000 that will cover their services throughout any given year. ODP has allowed individuals to exceed the cap by \$15,000 for use of the Advanced Supported Employment or Supported Employment services.

Eliminating Subminimum Wage in State Centers

- In 2018, ODP finalized the elimination of the certificates issued through Section 14(c) of the federal Fair Labor and Standards Act. Section 14(c) certificates authorize the employment of workers with disabilities at subminimum wages when their disabilities impair their productivity for the work being performed. In alignment with the ODP *Everyday Lives* philosophy and mission of the state-operated centers to improve the quality of life and promote independence for Pennsylvania's individuals and families, the state-operated centers no longer pay individuals subminimum wage. From November of 2016 to July of 2018, 223 people were transitioned from subminimum wage to minimum wage or higher.
- In 2018, ODP published its inaugural comprehensive employment report, which included data from January 1, 2017 through June 30, 2018. This report serves as ODP’s second annual comprehensive employment report. All of ODP’s employment reports can be found on the employment page of MyODP.

Sources of Data

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

- **Supports Coordination - Individual Monitoring Employment Questions** – individuals receiving services 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 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’ (DHS) claims processing and management system.

Unless otherwise specified, data contained in this report is for working-age adults, ages 18-64. Readers will also note data specific to ages 18-24. WIOA has a strong focus on individuals under age 25 in terms of encouraging competitive-integrated employment, beginning in high school, and limiting access to subminimum wage employment.



Section 1: Competitive Integrated Employment

Each time a Supports Coordinator conducts monitoring with an individual, data is collected on the Individual Monitoring Tool in HCSIS. ODP’s data on competitive integrated employment is captured with Individual Monitoring Employment Question #1 – “Is the individual working in a competitive-integrated job?” All counts are duplicated to capture changes in employment status over time.

On June 30, 2018, 6,127 individuals enrolled with ODP were reported to have competitive integrated employment. This represents 15% of individuals enrolled with ODP. Data from June 30, 2019, reports the number of people enrolled with ODP that were working in competitive integrated employment as 6,788; an increase of 661 individuals. This represents 16% of individuals enrolled with ODP, a 1% increase.

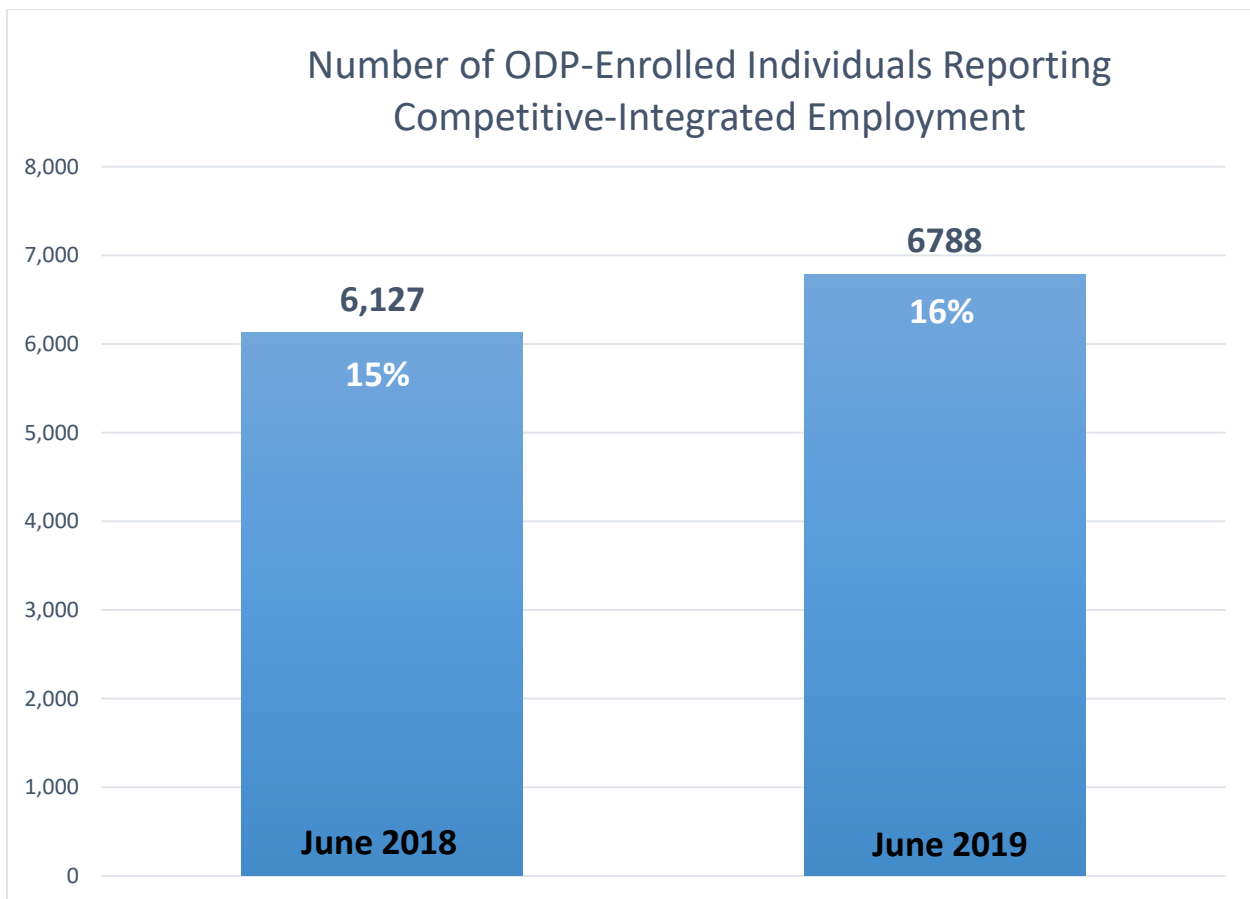
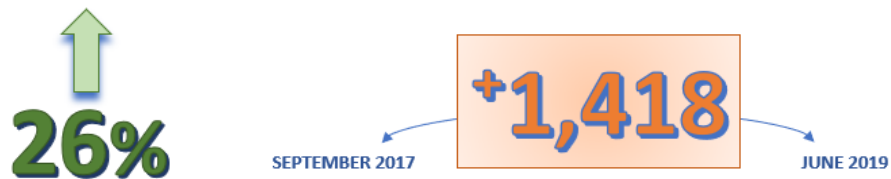


Figure 1.1

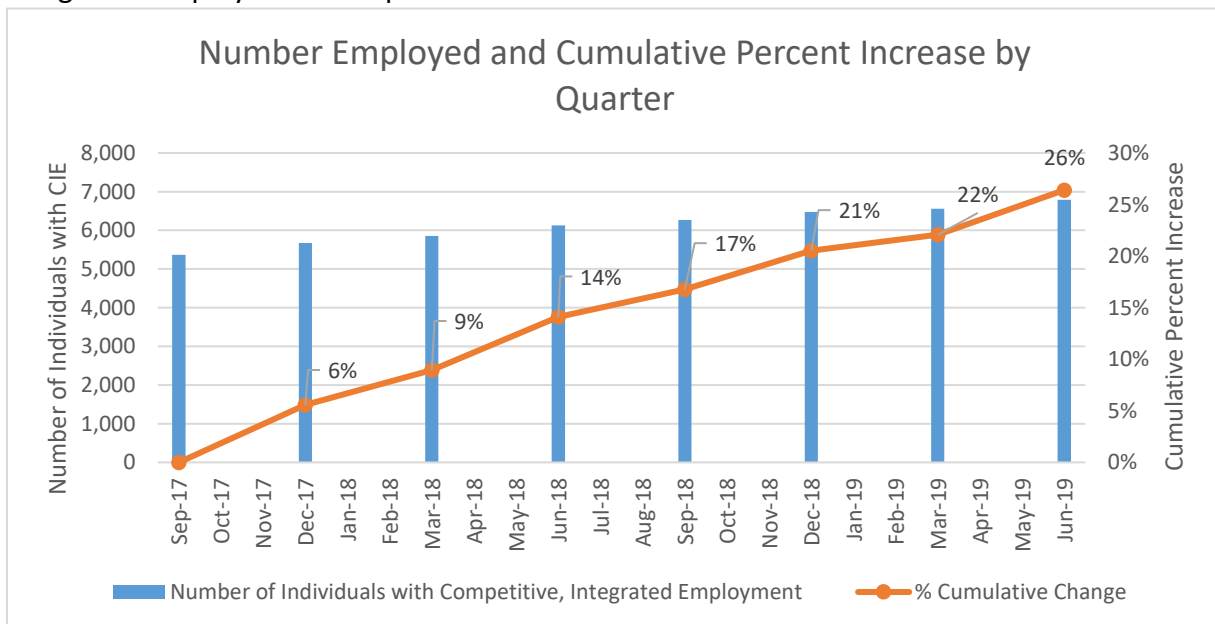
Increases in Competitive Integrated Employment Over Time

On September 30, 2017, 5,370 individuals enrolled with ODP were reported to have competitive integrated employment. The data as of June 30, 2019, reports the number of people enrolled with ODP that were working in competitive integrated employment as 6,788, an increase of 1,418 individuals.



That's a 26% increase in the number of individuals in competitive integrated employment in September of 2017 to June of 2019.

The blue bars in *Figure 1.2* represent the number of individuals in competitive integrated employment each quarter from September of 2017 to June of 2019. The orange line represents the cumulative change in percent increase in the number of individuals in competitive integrated employment in September 2017 to June of 2019.



	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19
Number of Individuals with Competitive, Integrated Employment	5370	5669	5851	6127	6271	6472	6555	6788
% Cumulative Change	0	6%	9%	14%	17%	21%	22%	26%

Figure 1.2

Number and Percent of Individuals with Competitive Integrated Employment

Figure 1.3 represents the number and percent of working age (18-64) individuals enrolled with ODP (Consolidated, Community Living, P/FDS, and Autism Waivers as well as those receiving base funding and SC only services) that are working in competitive integrated employment based on the county in which they reside. Data on this map is representative of Fiscal Year 2018-2019 as of June 2019 and is based on the response to the Supports Coordinator Individual Monitoring Employment question, “Is the individual working in a competitive-integrated job?” Darker colors represent higher percentages. Figure 1.4 on page 10 presents the same data in a chart.

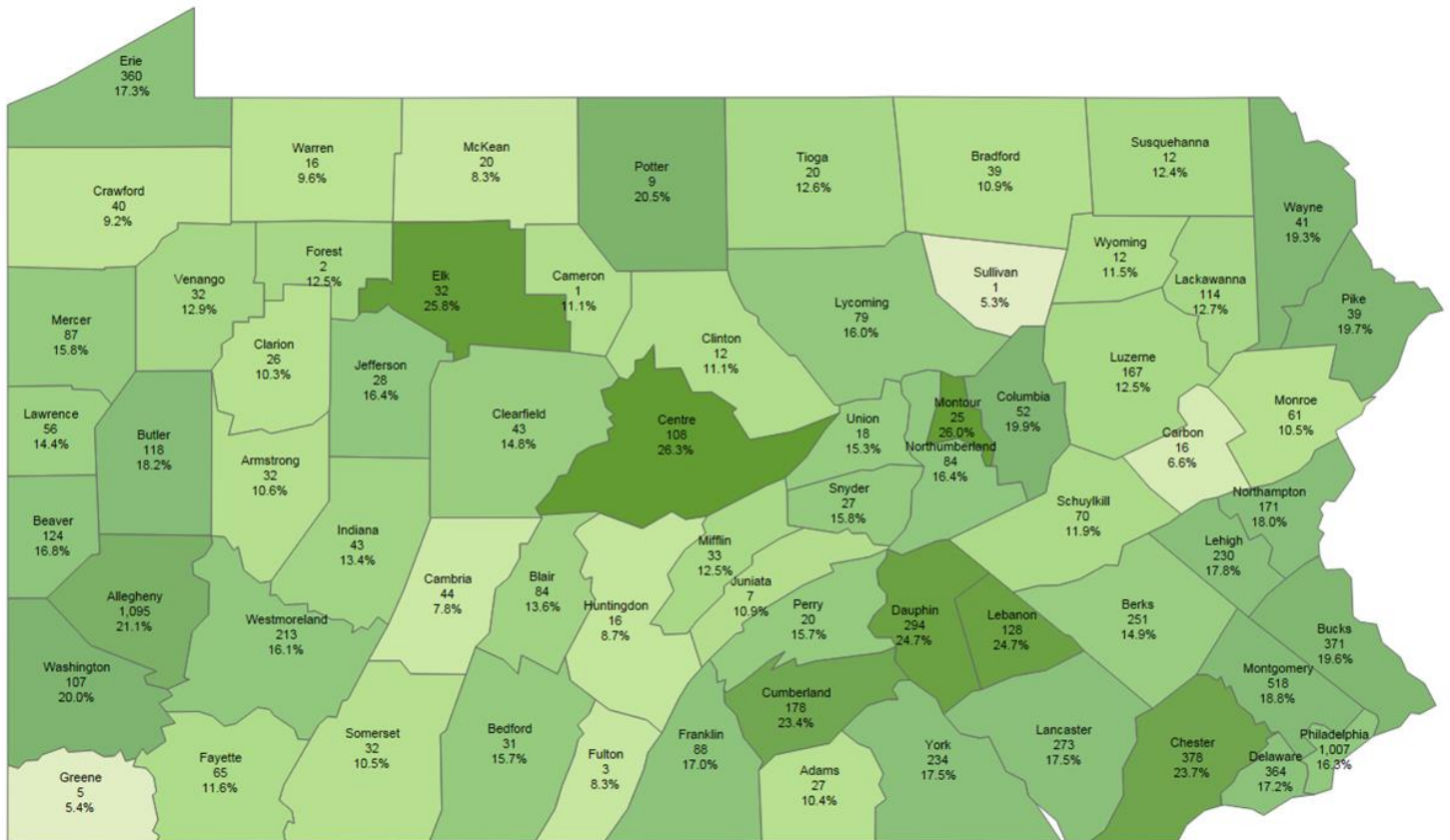


Figure 1.3

Number and Percent of Individuals with Competitive Integrated Employment

Residential County	Number	Percentage	Residential County	Number	Percentage	Residential County	Number	Percentage
Adams	27	10.4%	Erie	360	17.3%	Montgomery	518	18.8%
Allegheny	1095	21.1%	Elk	32	25.8%	Montour	25	26.0%
Armstrong	32	10.6%	Fayette	65	11.6%	Northampton	171	18.0%
Beaver	124	16.8%	Forest	2	12.5%	Northumberland	84	16.4%
Bedford	31	15.7%	Franklin	88	17.0%	Perry	20	15.7%
Berks	251	14.9%	Fulton	3	8.3%	Philadelphia	1,007	16.3%
Blair	84	13.6%	Greene	5	5.4%	Pike	39	19.7%
Bradford	39	10.9%	Huntingdon	16	8.7%	Potter	9	20.5%
Bucks	371	19.6%	Indiana	43	13.4%	Schuylkill	70	11.9%
Butler	118	18.2%	Jefferson	28	16.4%	Snyder	27	15.8%
Cambria	44	7.8%	Juniata	7	10.9%	Somerset	32	10.5%
Cameron	1	11.1%	Lackawanna	114	12.7%	Sullivan	1	5.3%
Carbon	16	6.6%	Lancaster	273	17.5%	Susquehanna	12	12.4%
Centre	108	26.3%	Lawrence	56	14.4%	Tioga	20	12.6%
Chester	378	23.7%	Lebanon	128	24.7%	Union	18	15.3%
Clarion	26	10.3%	Lehigh	230	17.8%	Venango	32	12.9%
Clearfield	43	14.8%	Luzerne	167	12.5%	Warren	16	9.6%
Clinton	12	11.1%	Lycoming	79	16.0%	Washington	107	20.0%
Columbia	52	19.9%	McKean	20	8.3%	Wayne	41	19.3%
Crawford	40	9.2%	Mercer	87	15.8%	Westmoreland	213	16.1%
Cumberland	178	23.4%	Mifflin	33	12.5%	Wyoming	12	11.5%
Dauphin	294	24.7%	Monroe	61	10.5%	York	234	17.5%
Delaware	364	17.2%						

Figure 1.4

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.

In 2018, ODP implemented an initiative to assure that high school graduates that meet eligibility requirements for an ODP waiver, can be enrolled in a waiver at age 21 and upon graduation.

On June 30, 2018, 927 individuals enrolled with ODP ages 21-24 were reported to have competitive integrated employment. This represents 16% of individuals enrolled with ODP ages 21-24. Data from June 30, 2019, reports the number of people enrolled with ODP ages 21-24 that were working in competitive integrated employment as 1,071; an increase of 144 individuals. This represents 18% of individuals enrolled with ODP ages 21-24, a 2% increase.

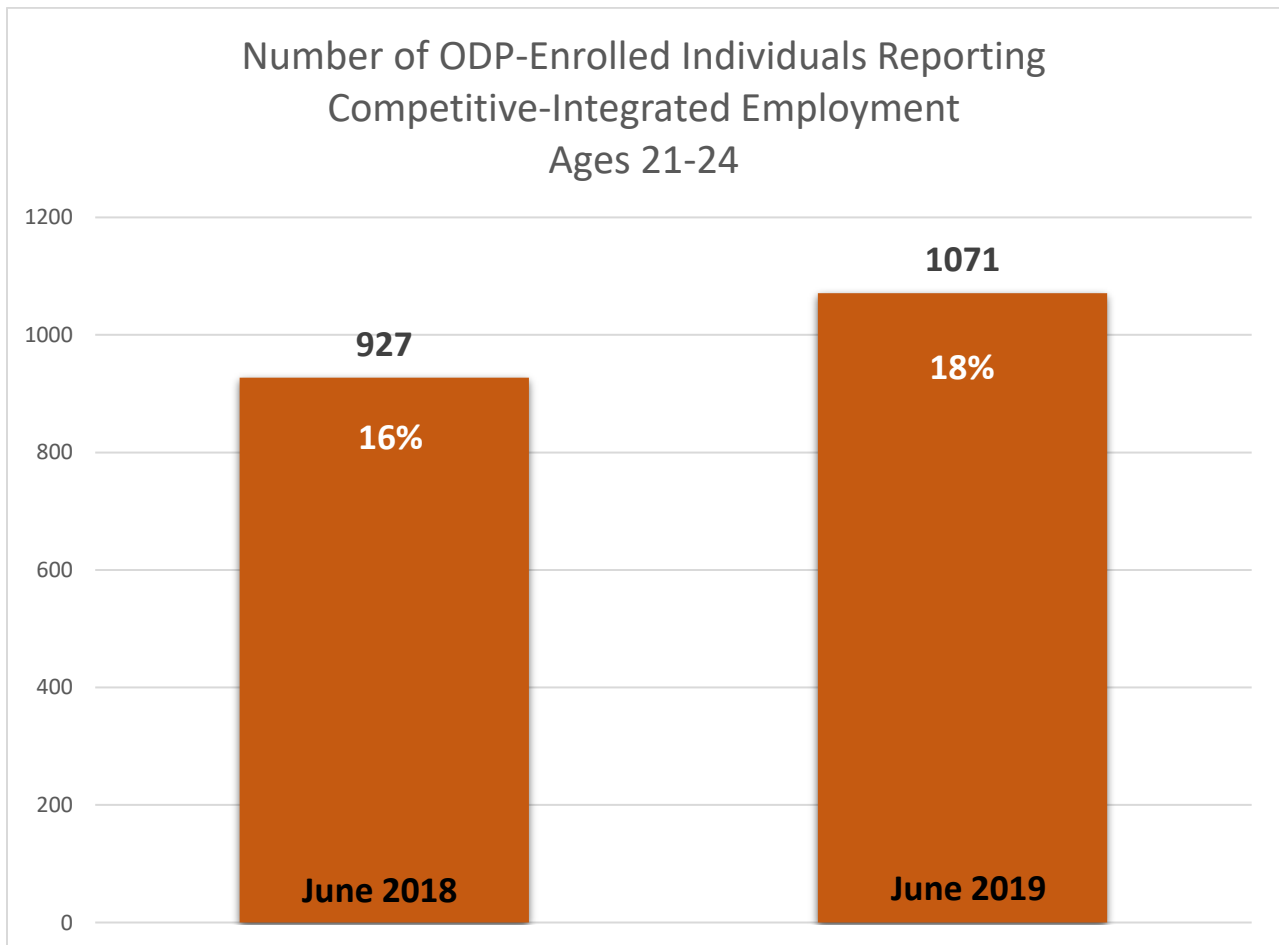


Figure 1.5

Section 2: Employment Services

Supported Employment

Supported Employment services support individuals in obtaining and sustaining competitive integrated employment. It includes an employment assessment, job finding or development, and/or job coaching and support for an individual in competitive integrated employment. In 2019, ODP implemented certification and credentialing requirements for staff delivering this service to enhance the quality of services for individuals.

As of June 30, 2019, 3,790 individuals enrolled with ODP were authorized to receive Supported Employment Services¹.

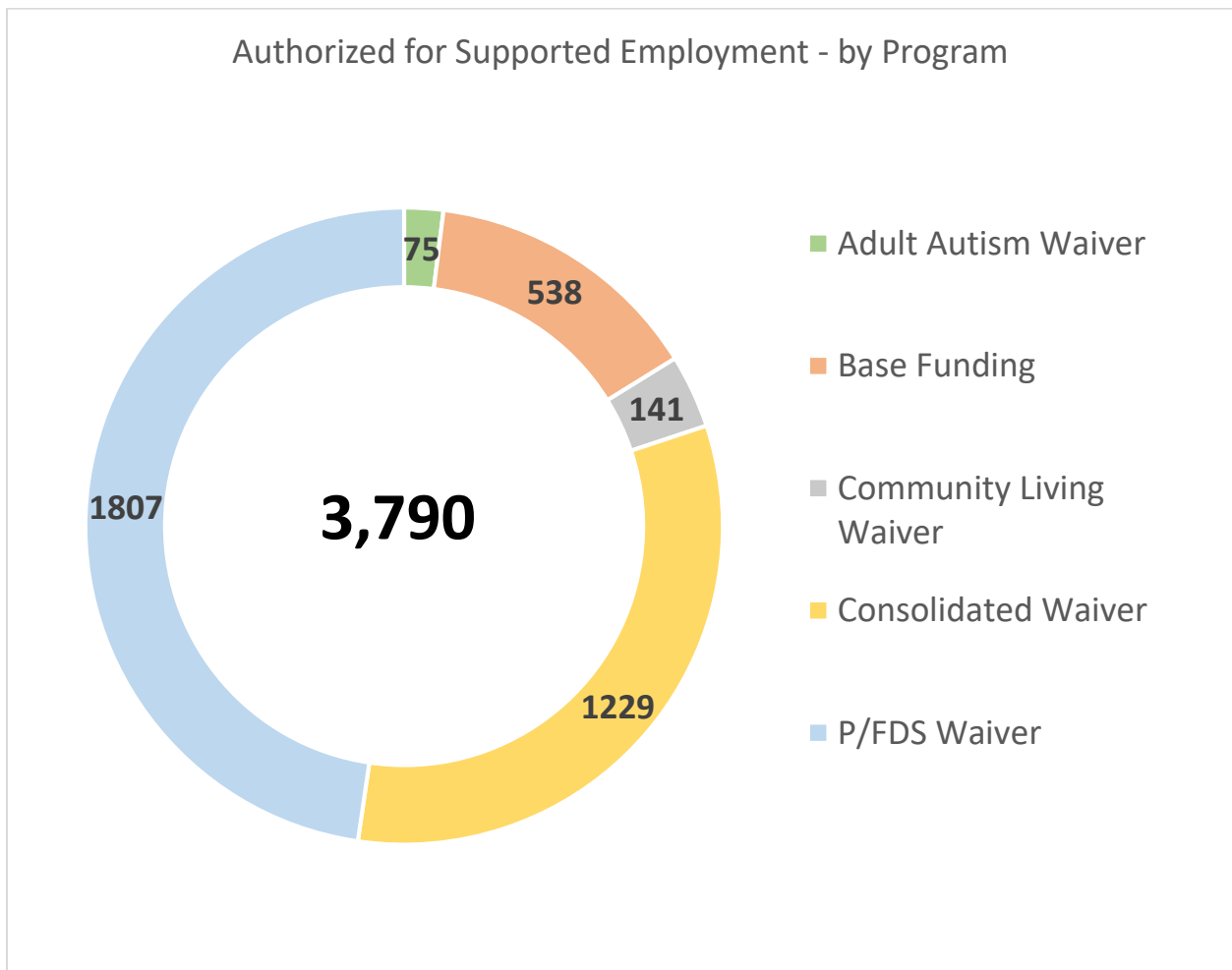


Figure 2.1

¹ This includes individuals receiving the Career Planning service in the Adult Autism Waiver.

Advanced Supported Employment

Advanced Supported Employment is an employment service that is available through the Consolidated, Community Living, and P/FDS Waivers. This service is intended to help a person with 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 ultimate outcome is the attainment and sustainment of a competitive-integrated job that meets both the jobseeker’s and employer’s respective needs.

Figure 2.3 represents the number of individuals authorized to receive Advanced Supported Employment in each quarter of Fiscal Year 2018-2019.

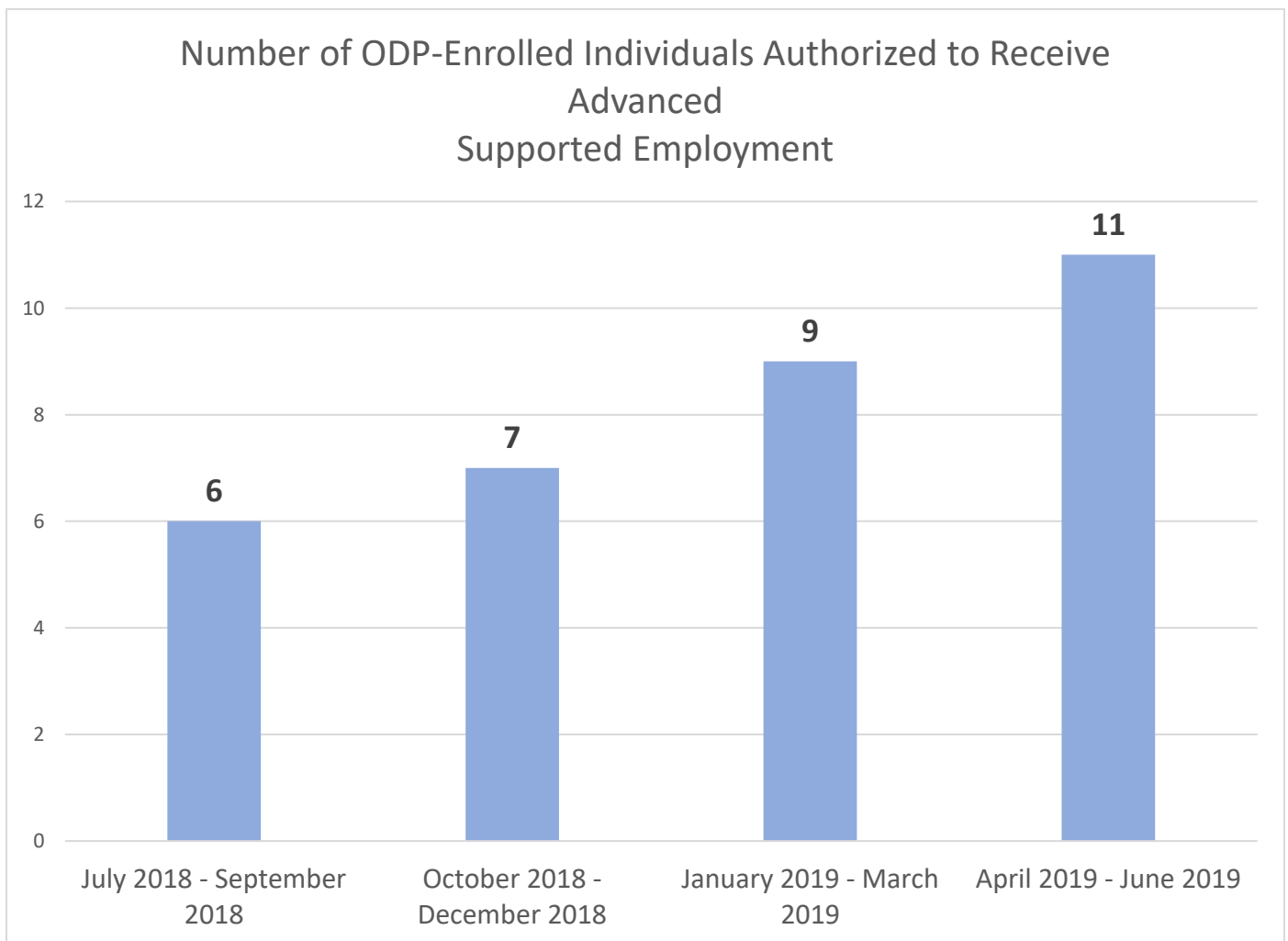


Figure 2.2

Employment Goals

ODP collects data on the number of individuals enrolled with ODP that have an employment goal. This data is collected from the Employment/Volunteer section of the Individual Support Plan (ISP). Supports Coordinators have been instructed to use the below 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 certain ODP services, such as Small Group Employment and Community Participation Support prevocational services that require the individual to have an employment outcome in their ISP in order to receive the service.

13,476

Number of individuals enrolled with ODP that had an employment goal in their ISP as of June 30, 2019.

5,009

...were authorized to receive an ODP employment service.

2,987

...had an open case with the Office of Vocational Rehabilitation (OVR) during Fiscal Year 2018-2019.

3,841

...received Community Participation Support in a licensed prevocational setting.

Section 3: Hours Worked

For individuals that are in competitive integrated employment, ODP Supports Coordinators record the average number of hours worked by answering the Supports Coordinator Individual Monitoring Employment question, “Estimated Average Hours Worked in Competitive-Integrated Employment Per Typical Work Week?” Supports Coordinators can select from a range of hours.

Figure 3.1 represents the average number of hours per week for persons with competitive integrated employment as of June 30, 2019. The highest percentage is of people that are working between 11-20 hours per week.

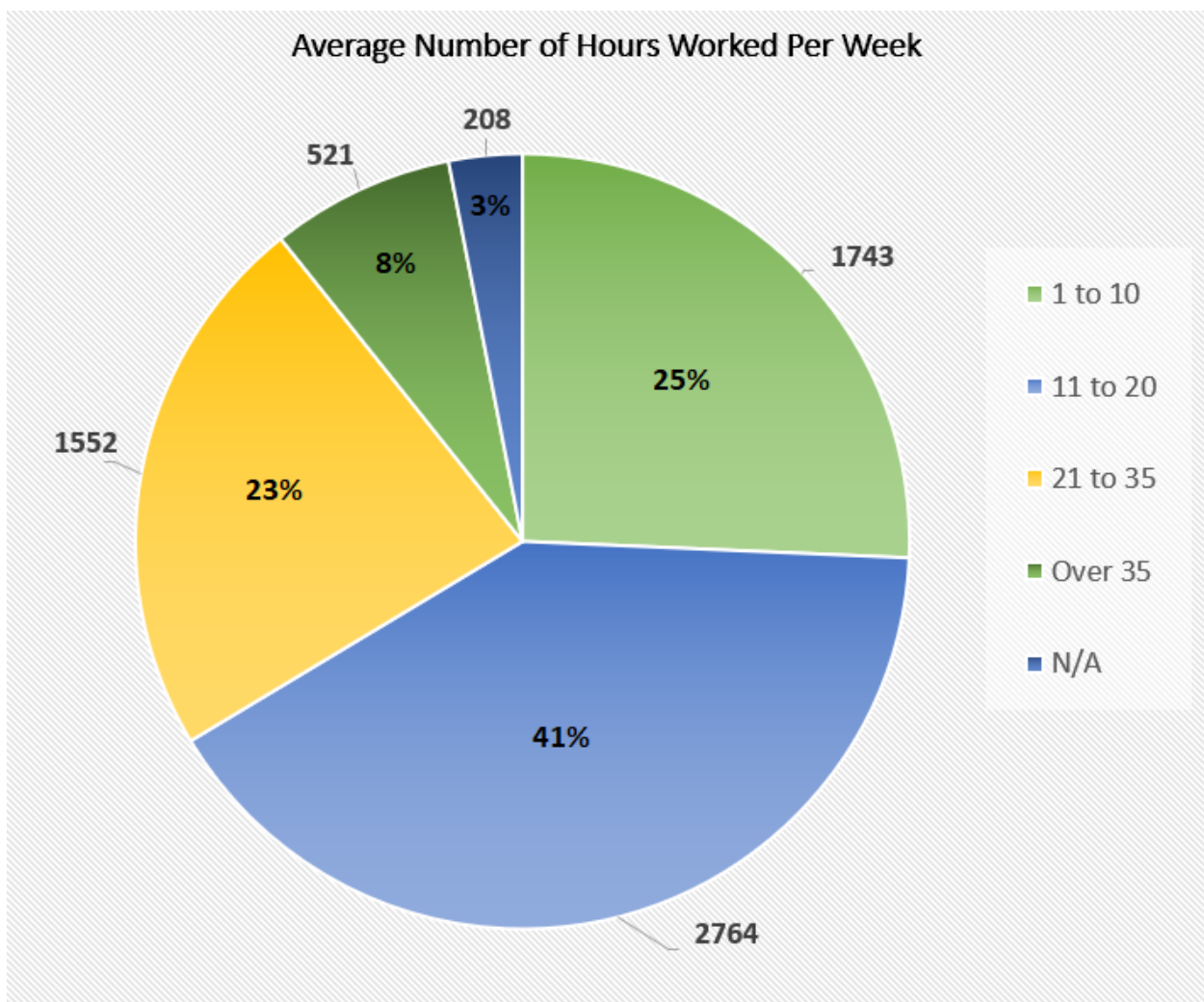


Figure 3.1

Section 4: Types of Jobs

For individuals that are in competitive integrated employment, ODP 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): <https://onetonline.org/find/family>.

Figure 4.1 represents the top 12 job type categories as of June 30, 2019, reported for individuals of all ages in competitive integrated employment. The top three job categories are food preparation and serving related (33%), building and grounds cleaning and maintenance (24%), and sales and related (17%). Categories that represented less than 1% of individuals were excluded. Those categories include architecture and engineering; management; legal; computer and mathematical; protective service; life, physical, and social science; healthcare practitioners and technical; construction and extraction; farming, fishing, and forestry; and business and financial operations.

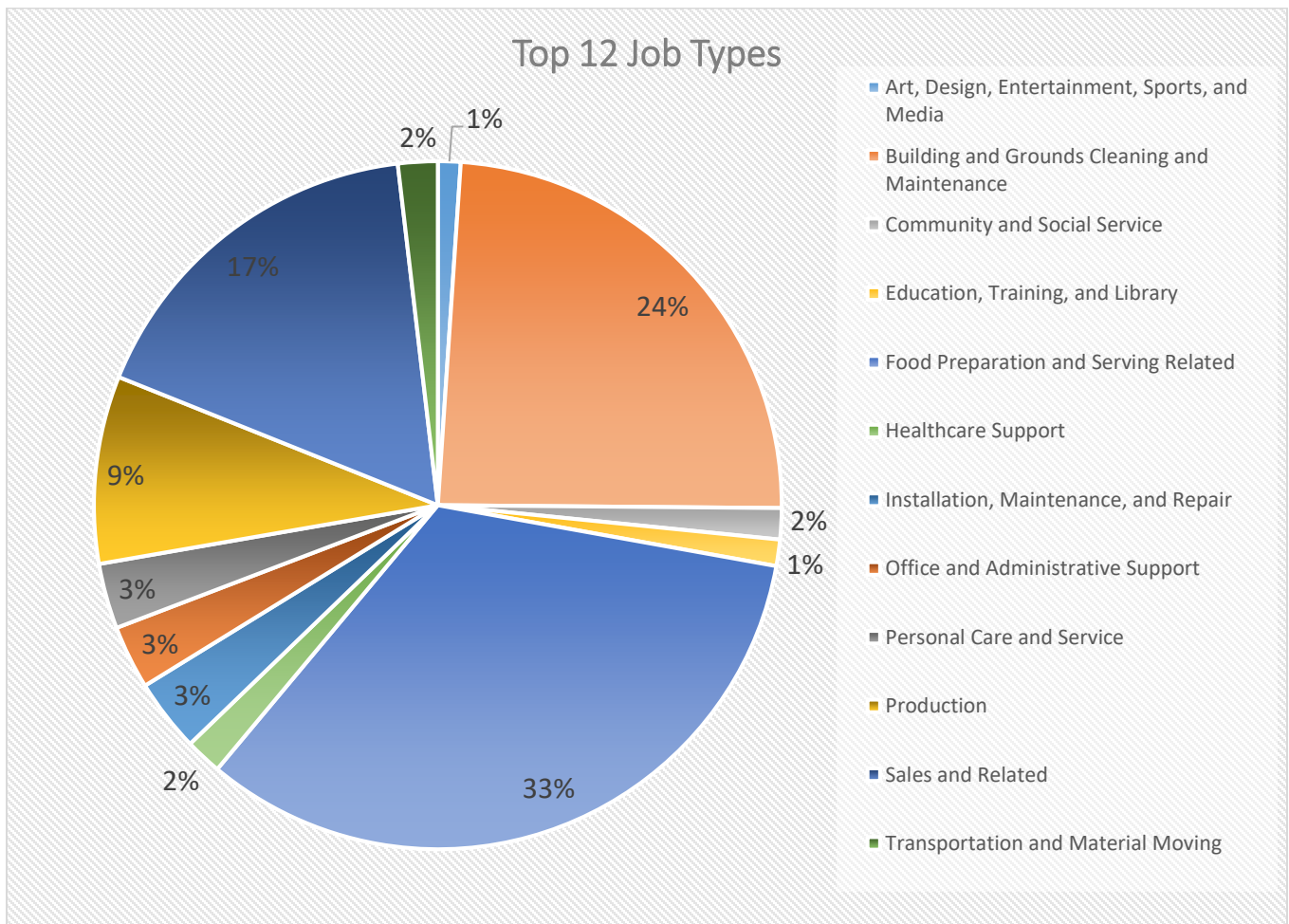


Figure 4.1

Annual Comprehensive Employment Report, Fiscal Year 2018-2019 – Office of Developmental Programs

Self-Employment

Self-employment is earning income directly from one’s own business, trade or profession rather than as specified salary or wages from an employer. Self-employment can offer an individual more autonomy, flexibility, and skill utilization. ODP employment services can be used to support individuals to explore, develop, or retain self-employment opportunities.

Figure 4.2 identifies the number of individuals statewide that were reported to be self-employed with the Supports Coordinator Individual Monitoring Employment question, “Is the individual self-employed?” This data includes individuals of all ages whose self-employment meets the definition of competitive integrated employment.

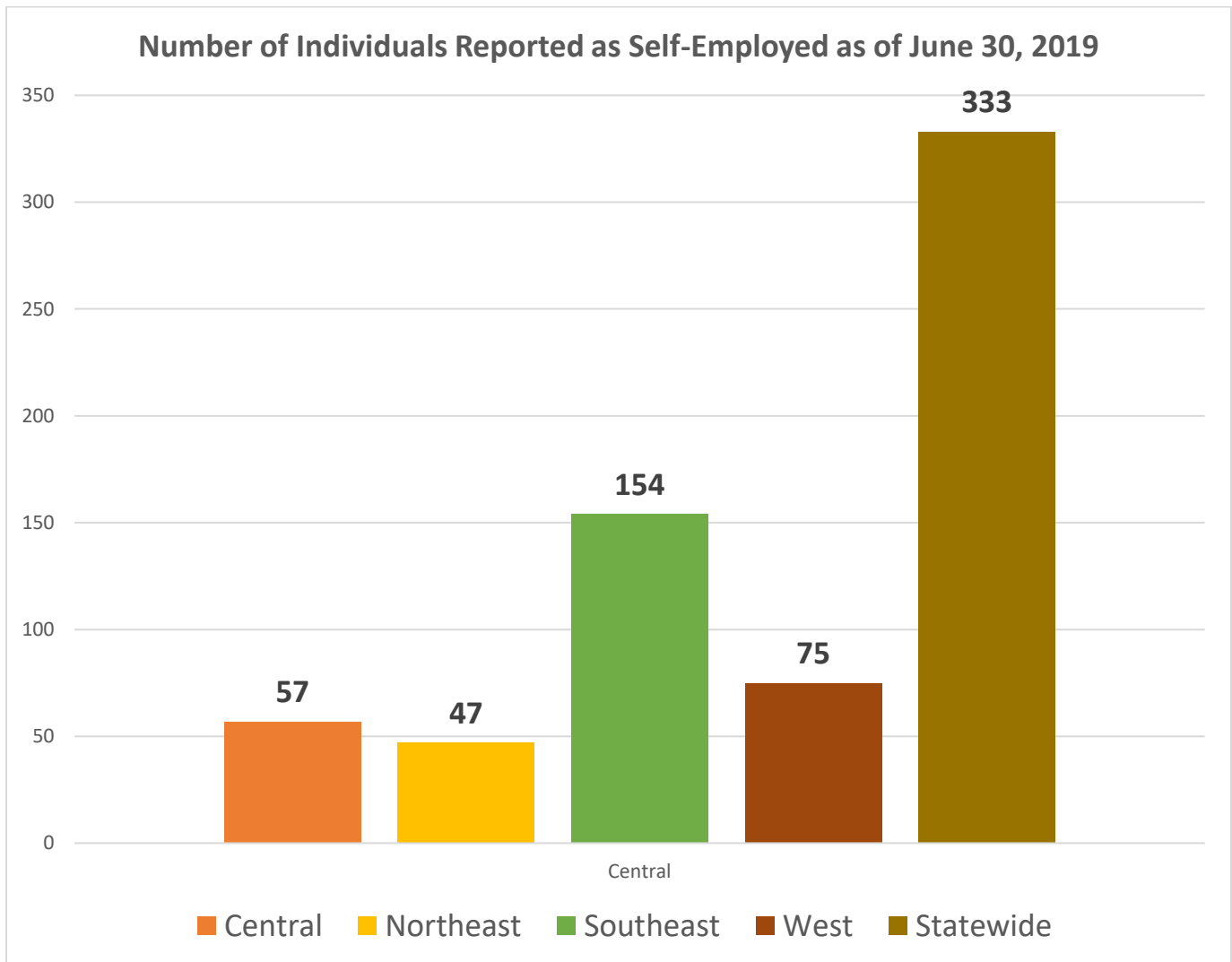


Figure 4.2

Conclusion

In conclusion, we return to *Everyday Lives, Values in Action*. People are saying that they want to work and contribute to their communities in meaningful ways, and ODP is listening. Employment is paramount to living an everyday life, and ODP is committed to supporting individuals with intellectual disabilities or autism to achieve their employment aspirations that will lead to an everyday life.

VALUES STATEMENTS

WHAT IS IMPORTANT TO PEOPLE WITH DISABILITIES

EVERYDAY LIVES IN ACTION: MY LIFE, MY WAY

EMPLOYMENT/MEANINGFUL CONTRIBUTION: 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.



Appendix A

Number and percentage of individuals in the Consolidated, Community Living, P/FDS Waivers, base funding, and SC only services ages 18-64 reporting competitive integrated employment (CIE) by Administrative Entity (AE).

[Data as of 11/16/19]

Administrative Entity	As of June 30, 2018			As of June 30, 2019		
	Number Employed	Number Enrolled	Percent Employed	Number Employed	Number Enrolled	Percent Employed
Allegheny	776	4,547	17.1%	834	4,582	18.2%
Armstrong/Indiana	57	540	10.6%	57	549	10.4%
Beaver	71	583	12.2%	92	600	15.3%
Bedford/Somerset	45	482	9.3%	46	484	9.5%
Berks	179	1,345	13.3%	191	1,406	13.6%
Blair	70	547	12.8%	64	557	11.5%
Bradford/Sullivan	26	309	8.4%	28	323	8.7%
Bucks	283	1,556	18.2%	303	1,610	18.8%
Butler	74	525	14.1%	93	553	16.8%
Cambria	25	430	5.8%	26	449	5.8%
Cameron/Elk	27	117	23.1%	27	119	22.7%
Carbon/Monroe/Pike	78	848	9.2%	90	876	10.3%
Centre	77	352	21.9%	82	356	23.0%
Chester	275	1,252	22.0%	291	1,315	22.1%
Clarion	9	169	5.3%	11	174	6.3%
Clearfield/Jefferson	50	401	12.5%	55	394	14.0%
Columbia/Montour/Snyder/Union	96	562	17.1%	89	561	15.9%
Crawford	25	384	6.5%	29	377	7.7%
Cumberland/Perry	133	762	17.5%	159	761	20.9%
Dauphin	184	960	19.2%	227	995	22.8%
Delaware	211	1,669	12.6%	255	1,707	14.9%
Erie	249	1,737	14.3%	259	1,801	14.4%
Fayette	41	482	8.5%	45	463	9.7%
Forest/Warren	12	159	7.5%	15	154	9.7%
Franklin/Fulton	68	464	14.7%	75	479	15.7%
Greene	5	85	5.9%	5	90	5.6%
Huntingdon/Mifflin/Juniata	33	425	7.8%	45	436	10.3%

Lackawanna/Susquehanna	79	834	9.5%	83	842	9.9%
Lancaster	191	1,328	14.4%	206	1,347	15.3%
Lawrence	40	348	11.5%	44	354	12.4%
Lebanon	98	424	23.1%	98	419	23.4%
Lehigh	154	1,060	14.5%	168	1,113	15.1%
Luzerne/Wyoming	105	1,217	8.6%	127	1,249	10.2%
Lycoming/Clinton	70	532	13.2%	73	530	13.8%
McKean	12	218	5.5%	8	214	3.7%
Mercer	45	418	10.8%	55	445	12.4%
Montgomery	355	2,240	15.8%	404	2,306	17.5%
Northampton	116	762	15.2%	115	796	14.4%
Northumberland	47	394	11.9%	62	401	15.5%
Philadelphia	752	5,745	13.1%	809	5,720	14.1%
Potter	7	42	16.7%	9	41	22.0%
Schuylkill	54	514	10.5%	51	516	9.9%
Tioga	16	134	11.9%	15	145	10.3%
Venango	25	205	12.2%	23	210	11.0%
Washington	60	452	13.3%	81	450	18.0%
Wayne	28	186	15.1%	30	188	16.0%
Westmoreland	128	1,012	12.6%	157	1,055	14.9%
York/Adams	165	1,343	12.3%	185	1,388	13.3%

Appendix B

Number of individuals in the Consolidated, Community Living, P/FDS, Adult Autism Waivers, base funding, and SC only services ages 18-64 reporting competitive integrated employment (CIE) by Supports Coordination Organization (SCO)

[Data as of 11/16/19]

SCO Entity Name	Number Employed as of June 30, 2018	Number Employed as of June 30, 2019
A BRIDGE TO INDEPENDENCE	N/A	1
ACHIEVING MORE, INC	4	11
ALLEGHENIES UNITED CEREBRAL PALSY	23	21
ALLIANCE HEALTH WRAPAROUND, INC	1	1
ARC ADVOCACY SERVICES	158	177
BEAVER COUNTY MH MR - D AND A BSU	71	85
BRADFORD SULLIVAN COUNTIES MH-MR PROGRAM	26	28
CAMBRIA COUNTY MH MR	24	25
CASE MANAGEMENT UNIT	232	227
CASE MANAGEMENT UNIT, LEBANON	N/A	42
CE MHMR PROGRAM	27	27
CENTER FOR COMMUNITY RESOURCES - BLAIR	N/A	1
CENTER FOR COMMUNITY RESOURCES - BUTLER	80	104
CENTER FOR COMMUNITY RESOURCES, INC.	N/A	7
CENTRE COUNTY MH MR AND BSU	77	82
CHESTER COUNTY MH MR	188	181
CHESTER CTY INTERMEDIATE UNIT	5	5
COMMUNITY GUIDANCE CENTER	29	30
COMMUNITY RESOURCES FOR INDEPENDENCE	44	51
CONSORTIUM INC.	94	86
COUNTY OF DELAWARE - TSM	185	218
CRAWFORD COUNTY HUMAN SERVICES	25	29
CREATIVE LIFE OPTIONS LLC	23	17
CUMBERLAND PERRY MH MR OFFICE AND BSU	133	159
CYPRESS SUPPORT LLC	N/A	3
DEVELOPMENTAL SUPPORTS AND SERVICES BSU	96	89

DIVERSIFIED SUPPORTIVE SERVICES LLC	15	11
ERIE COUNTY CARE MANAGEMENT INC	249	259
FAMILY COUNSELING CTR DD	22	21
FAMILY FIRST SUPPORTS AND CONSULTING	12	14
FAMILYLINKS INDEPENDENT SUPPORTS COOR	347	389
FAYETTE COUNTY MH MR PROGRAM	41	45
GRACEFULL PROGRESS	17	18
GREENE COMMUNITY HUMAN SERVICES PROG	5	5
HELPING HANDS COMMUNITY SERVICES	4	4
HUMAN SERVICES CENTER	33	36
JOURNEY TO WELLNESS SUPP. COORDINATION	2	4
LANCASTER COUNTY MH-MR AND BSU	191	206
LEHIGH VALLEY CIL INC	9	20
LENAPE VALLEY FOUNDATION	172	186
LUZERNE-WYOMING COUNTIES MH MR PROGRAM	105	127
LYCOMING CLINTON BSU	70	73
MERCER CO BEHAVIORAL HEALTH CMSN	2	1
MERCER CO BEHAVIORAL HEALTH COMMISSION	45	55
MIRACLE WORKS LLC	1	2
MONROE MR SERVICES UNIT	76	86
NORTHSTAR SUPPORT SERVICES BSU	68	60
NORTHUMBERLAND COUNTY	47	62
PARTNERSHIP FOR COMMUNITY SUPPORTS	285	299
PENN FOUNDATION MR CASE MANAGEMENT	84	91
PENNDDEL MENTAL HEALTH CENTER	121	122
PERSON LINK-PHMC	115	129
POTTER COUNTY HUMAN SERVICES	7	8
QUALITY PROGRESSIONS	297	341
QUALITY PROGRESSIONS - NORTHAMPTON	82	81
RANKIN CHRISTIAN CENTER	140	135
RONI VANDAGNA AND JENNIFER BRODIE	108	124
SAM INC. - ALLEGHENY	12	12
SAM INC. - CLARION	6	10
SAM INC. - CLEARFIELD/JEFFERSON	50	57
SAM INC. - HMJ	33	45
SAM INC. - LEBANON	50	55
SAM INC. - LEHIGH VALLEY	191	206
SAM INC. - SCRANTON	42	41

SAM INC. - SCHUYLKILL	55	52
SAM INC.	16	15
SAM INC. F/F	68	75
SERVICE ACCESS AND MANAGEMENT INC. MONTCO	60	83
SERVICE ACCESS AND MANAGEMENT, INC.	175	190
SERVICE COORDINATION UNLIMITED, INC.	15	11
SOMERSET BSU	45	46
SPECTRUM SUPPORTS COORDINATION	10	1
STAUNTON CLINIC VALLEY MED FACILITIES	276	294
SUPPORT COORDINATION SERVICES LLC	N/A	8
SUPPORTS COORDINATION GROUP	13	20
THE GUIDANCE CENTER	12	8
TRI VALLEY CARE INC	39	44
UNITED DISABILITIES SERVICES	39	39
VENANGO COUNTY MHMR BSU	25	23
WARREN COUNTY HUMAN SERVICES	12	15
WASHINGTON COMMUNITIES MH MR CENTER	38	48
WASHINGTON COUNTY MH MR PROGRAM	22	33
WAYNE COUNTY MHMR	28	30
WESTMORELAND CASE MANAGEMENT-SUPPORTS	128	157
WJS ALLEGHENY PSYCHOLOGICAL ASSOCIATES	17	17
YORK BSU AND MH-MR	163	184
YOUR CHOICE SUPPORTS COORDINATION	15	29