



# ANNUAL COMPREHENSIVE EMPLOYMENT REPORT

PENNSYLVANIA OFFICE OF  
DEVELOPMENTAL PROGRAMS (ODP)

*Fiscal Year 2019-2020*



## Contents

---

<b>Executive Summary.....</b>	<b>3</b>
<b>Section 1: Competitive Integrated Employment.....</b>	<b>7</b>
<b>Section 2: Employment Services.....</b>	<b>10</b>
<b>Section 3: Employment Goals.....</b>	<b>13</b>
<b>Section 4: Prevocational Services.....</b>	<b>14</b>
<b>Section 5: Impact of the COVID-19 Public Health Emergency on Competitive Integrated Employment .....</b>	<b>17</b>
<b>Section 6: Racial Stratification.....</b>	<b>21</b>
<b>Conclusion.....</b>	<b>24</b>
<b>Appendices.....</b>	<b>25</b>
• <b>Appendix A</b> - 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 county/Administrative Entity	
• <b>Appendix B</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

---

When it comes to supporting people with disabilities to find and maintain competitive integrated employment, the Office of Developmental Program's (ODP) policies and program design are influenced by a number of different factors. A few of the factors include:

- The passage of the federal **Workforce Innovation and Opportunity Act (WIOA) in 2014**; 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.
- The 2016 publication of the [Everyday Lives: Values in Action](#) document which 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." The Information and Advisory Committee (ISAC) developed a detailed series of recommendations, strategies, and performance measures for ODP; including Recommendation #3 to increase employment.
- The Pennsylvania **Employment First Executive Order** 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**, which elevates the 2016 Executive Order for "Employment First" into Pennsylvania statute.

Competitive-integrated employment is defined as 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.

2020 has proven to be a difficult year for employment across the nation, but especially for persons with disabilities. As a result of the **COVID-19 pandemic**, the national and state unemployment rate has increased for both individuals with and without disabilities; with the increase for those with disabilities dramatically higher. In Pennsylvania, the majority of individuals that are enrolled with ODP and are employed, work in the retail and restaurant industry. Due to the high impact of COVID-19 on the restaurant and retail industry, individuals served by ODP have been affected disproportionately.

ODP also recognizes the need to **evaluate disparities among racial groups and persons with disabilities** as a deterrent in achieving equity in the area of competitive integrated employment. In February of every year, we celebrate Black History month and pay homage to the contributions made and the important presence of African Americans to the United States. It is important to note that this includes more than 5.4 million African American living with a significant disability in the U.S.; 3.2 million of whom are working-age African Americans with disabilities.<sup>1</sup> Evaluating our own system and outcomes related to competitive integrated employment is the first step to bridge the employment gap of racial disparity through creating innovative policies and strategies.

### ***ODP Accomplishments Promoting an Employment First Philosophy***

#### *Collaboration with Interagency Partners*

- ODP continues to have a Memorandum of Understanding (MOU) with the Office of Vocational Rehabilitation (OVR) to pool 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, 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).
- At least one OVR staff person in each OVR district office now has access to the Home and Community Services Information System (HCSIS) for individuals served in both systems as part of the MOU. This access streamlines processes and allows for better coordination of services. In addition, it played a crucial role in OVR being able to

---

<sup>1</sup> Pauli, Philip. "16,794 New Jobs for African Americans with Disabilities." *Respectability.org*, 25 Feb. 2020, [www.respectability.org/2020/02/african-americans-jobs-2020](http://www.respectability.org/2020/02/african-americans-jobs-2020).

maintain contact with individuals as required under section 511 of the Rehabilitation Act.

- ODP participates in the Pennsylvania Community of Practice on Transition, a group of state-level stakeholders including representatives from the Department of Education, Department of Human Services, and Office of Vocational Rehabilitation, among others. The Community of Practice works together for successful outcomes of young adults transitioning from secondary education. In 2020, ODP participated in the Capacity Building Institute held by the National Technical Assistance Center on Transition and the development of our statewide Secondary Transition Action Plan for 2020/2021.
- ODP worked closely with the Office of Long-Term Living (OLTL) and the Office of Mental Health and Substance Abuse Services (OMHSAS) to deliver presentations on competitive integrated employment as well as deliver updates and progress on the Employment First Cabinet's 3-year Plan and the Employment First Oversight Commission's annual report.
- ODP, OLTL, and OMHSAS worked collaboratively to bring a two-part web series to stakeholders from the OVR Business Services Division entitled Effective Placement and Business Strategies for Business Outreach Professionals.
- ODP was selected to present on *Changing the Narrative: Expect Competitive Integrated Employment* at the 2020 Secondary Transition Conference which reaches a wide variety of interagency stakeholders at state, regional, and local levels.

#### *A Change in Qualifications*

- In order to build provider capacity statewide, ODP broadened the provider qualifications of the Benefits Counseling service. ODP added the Work Incentive Practitioner credential from Cornell University as an additional option for staff who provide Benefits Counseling.

#### *Response to COVID-19 Public Health Emergency*

ODP responded aggressively to the impact that the COVID-19 Pandemic had on competitive integrated employment by:

- Expanding the definition of Supported Employment to include assisting individuals to apply for and maintain unemployment benefits;
- Allowing for employment services to be delivered remotely where possible; and
- Providing \$10.64 million dollars in COVID-19 relief payments to providers of Supported Employment services.

### *Sources of Data*

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 third annual comprehensive employment report. All of ODP's employment reports can be found on the [Employment Page of MyODP.org](#).

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' claims processing and management system.

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 Autism Waivers as well as base funded services and Supports Coordination only. 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 a person, 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?”* The data for each month includes all persons enrolled with ODP, not just those that had 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 captures changes in employment status over time.

On December 31, 2017, 5,670 people enrolled with ODP were reported to have competitive integrated employment. This represents 14% of people enrolled with ODP at that time. Data from December 31, 2019, reports the number of people enrolled with ODP that were working in competitive integrated employment as 7,140; an increase of 1,470 people. This represents 17% of people enrolled with ODP, a 3% increase over two years. See Figure 1.1 below.

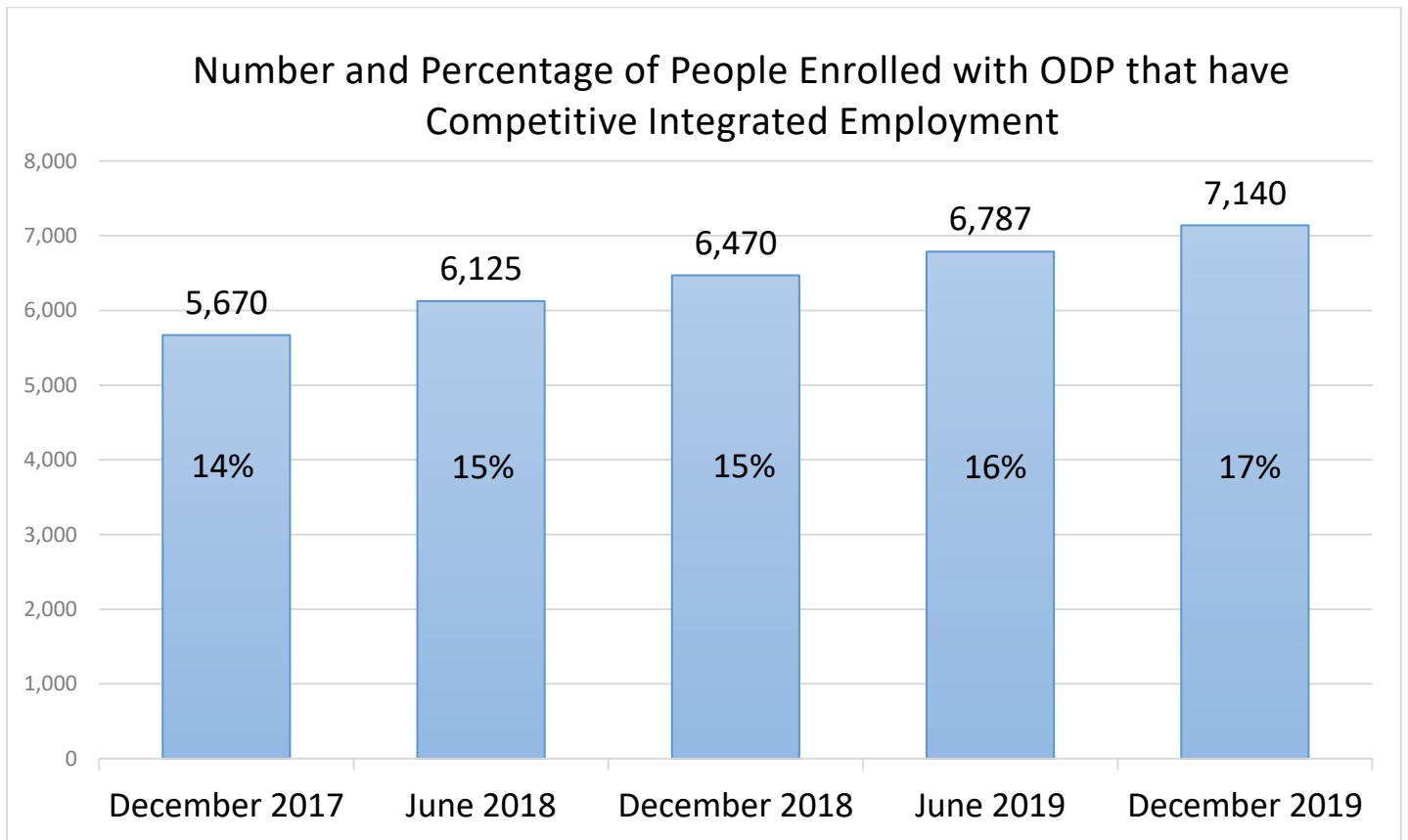
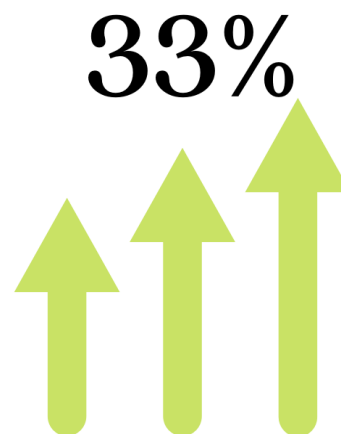


Figure 1.1

On September 30, 2017, 5,370 people enrolled with ODP were reported to have competitive integrated employment. Compared to the 7,140 people reported on December 31, 2019, 1,770 more people had competitive integrated employment. That's an increase of 33%.



1,770 more individuals with Competitive Integrated Employment

### ***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 has an initiative to assure that all high school graduates that meet eligibility requirements for an ODP waiver can be enrolled in a waiver at age 21 and upon graduation.

ODP participates in the Pennsylvania Community of Practice on Transition, a group of state-level stakeholders including representatives from the Department of Education, Department of Human Services, and Office of Vocational Rehabilitation, among others. The Community of Practice on Transition works together for successful outcomes of young adults transitioning from secondary education. In 2020, ODP participated in the National Technical Assistance Center on Transition’s Capacity Building Institute held by and the development of our statewide Secondary Transition Action Plan for 2020/2021. The topics that are the focus of this year’s plan are supporting transition-age youth with complex needs competitive integrated employment.

On December 31, 2017, 1,081 individuals enrolled with ODP ages 18-24 were reported to have competitive integrated employment. This represents 11% of individuals enrolled with ODP ages 18-24. Data from December 31, 2019, reports the number of people enrolled with ODP ages 18-24 that were working in competitive integrated employment as 1,440; an increase of 359 individuals. This represents 14% of individuals enrolled with ODP ages 18-24, a 3% increase.



Number and Percentage of Individuals Enrolled with ODP that  
have Competitive-Integrated Employment -  
Ages 18 through 24

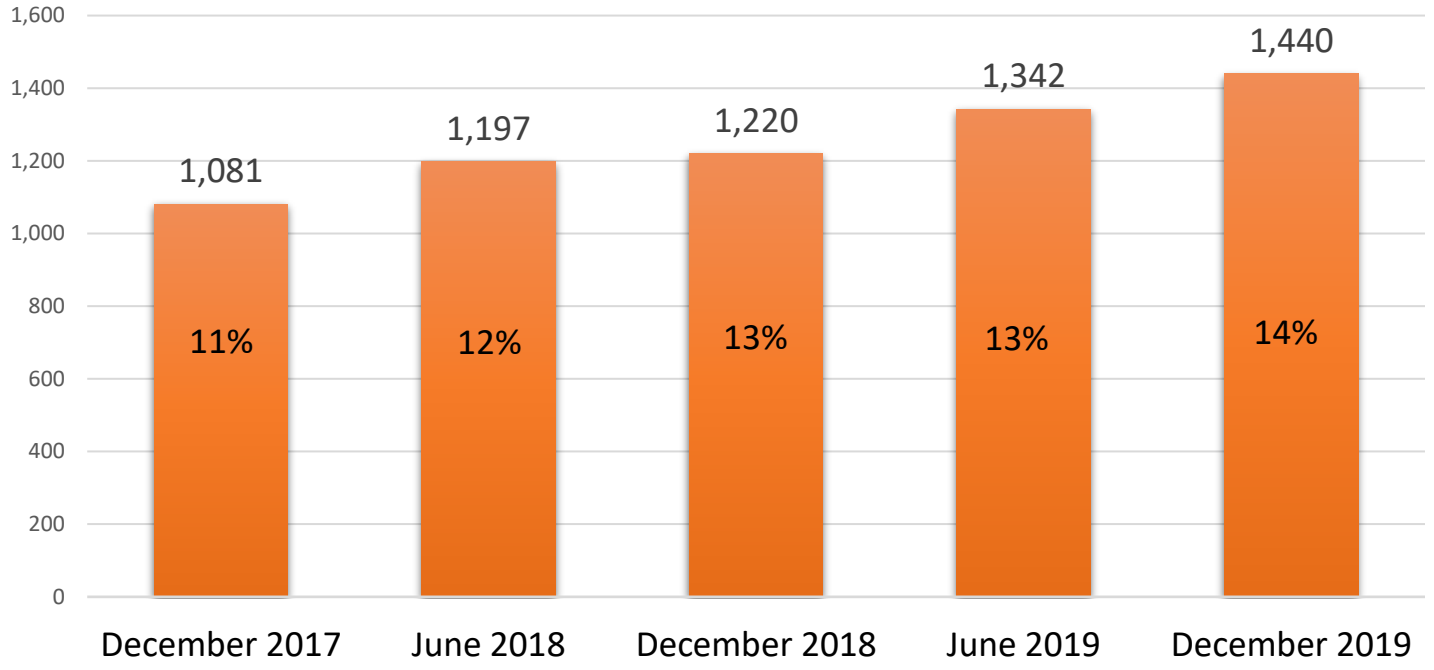


Figure 1.2

## Section 2: Employment Services

---

### ***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<sup>2</sup>. To enhance the quality of services, staff that deliver this service must have at least one of the following:

- A Certified Employment Support Professional (CESP) credential from the Association of People Supporting Employment First (APSE); or
- A Basic Employment Services Certificate of Achievement or a Professional Certificate of Achievement in Employment Services from an Association of Community Rehabilitation Educators (ACRE) organizational member that has ACRE-approved training.

### ***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 help 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 ultimate outcome is the attainment and sustainment of a competitive integrated job 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

---

<sup>2</sup> In the Adult Autism Waiver, the employment assessment and job finding components of this service are called Career Planning.

Supplemental Security Income (SSI), Social Security Disability Insurance (SSDI), Medicaid, Medicare, housing subsidies, food stamps, etc.

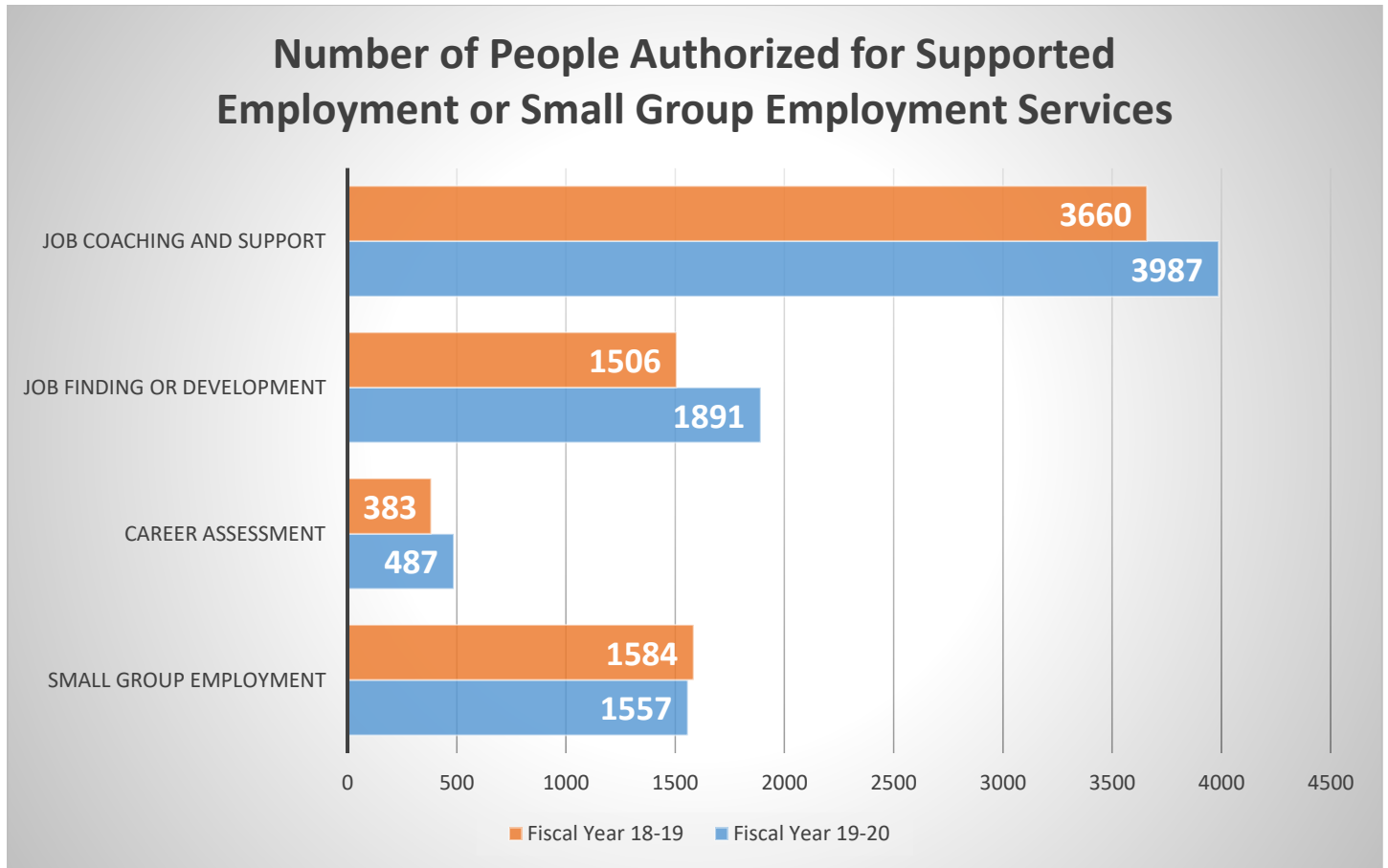


Figure 2.1

Figure 2.1 shows an increase in all three components of Supported Employment from Fiscal Year 18-19 to Fiscal Year 19-20. These totals include anyone who was authorized to receive Supported Employment or Small Group Employment at any point during the time period in 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.

***Employment Services and Competitive Integrated Employment***

Figure 2.2 shows a comparison of the number of people that are authorized for ODP Employment Services and the Number of People enrolled in ODP with Competitive Integrated Employment over time. For the purpose of this chart, employment services include Supported

Employment<sup>3</sup>, Advanced Supported Employment, and Small Group Employment. Keep in mind that this data shows us the total number of people at a point in time. Because employment and services are fluid, the people that are receiving employment services in December of 2017 may or may not be the same people that are authorized for employment services in June of 2018. 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 services.

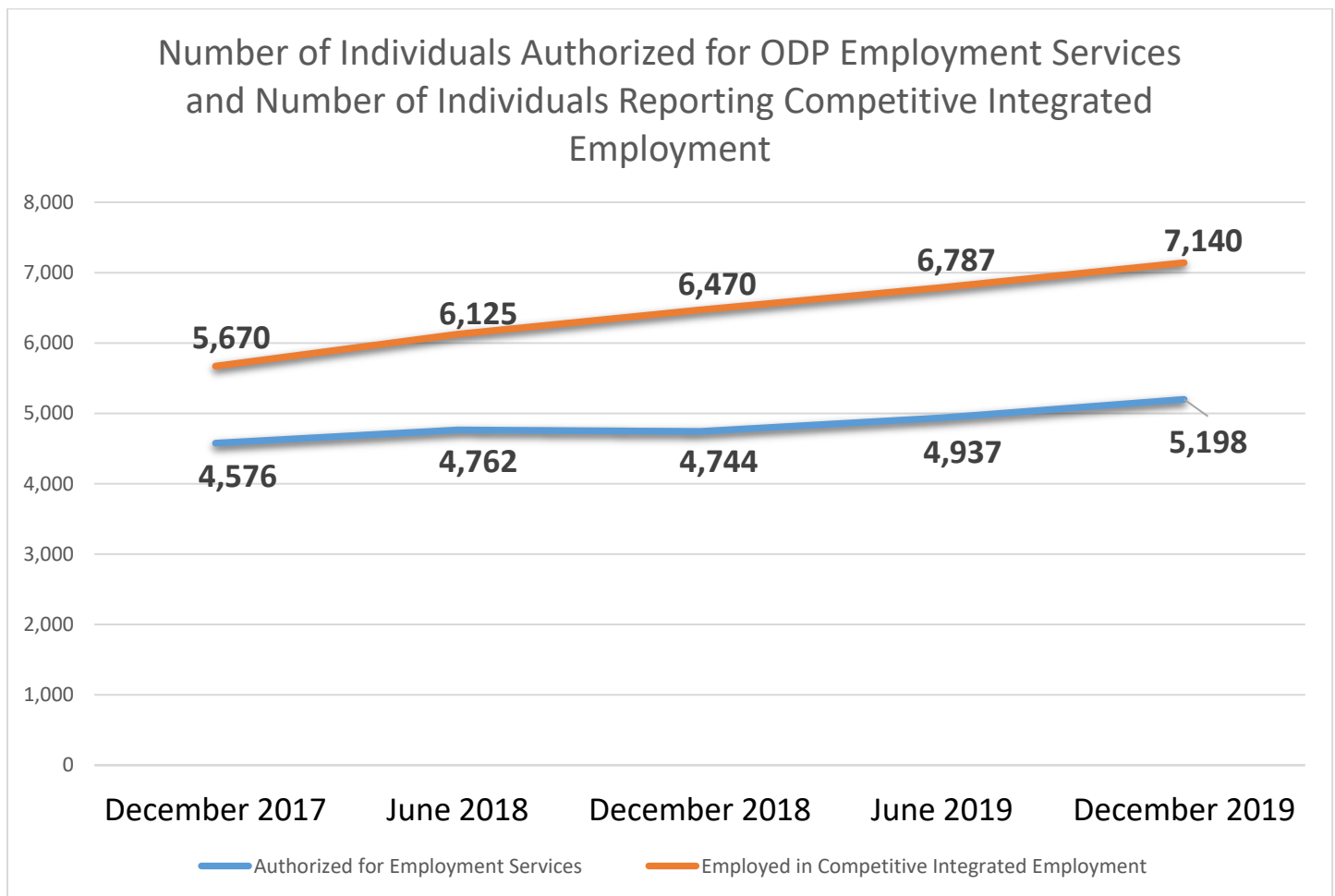


Fig. 2.2

<sup>3</sup> Including Career Planning in the Adult Autism Waiver

### Section 3: Employment Goals

---

ODP collects data on the number of people 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 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, 2020, there are 13,662 people enrolled with ODP that have an employment goal in their ISP. Figure 3.1 illustrates that of those people that have an employment goal in their ISP, 5,604 (41%) were authorized to receive Supported Employment, Advanced Supported Employment, or Small Group Employment. The remaining 8,058 (59%) were not authorized for one of these ODP employment services.

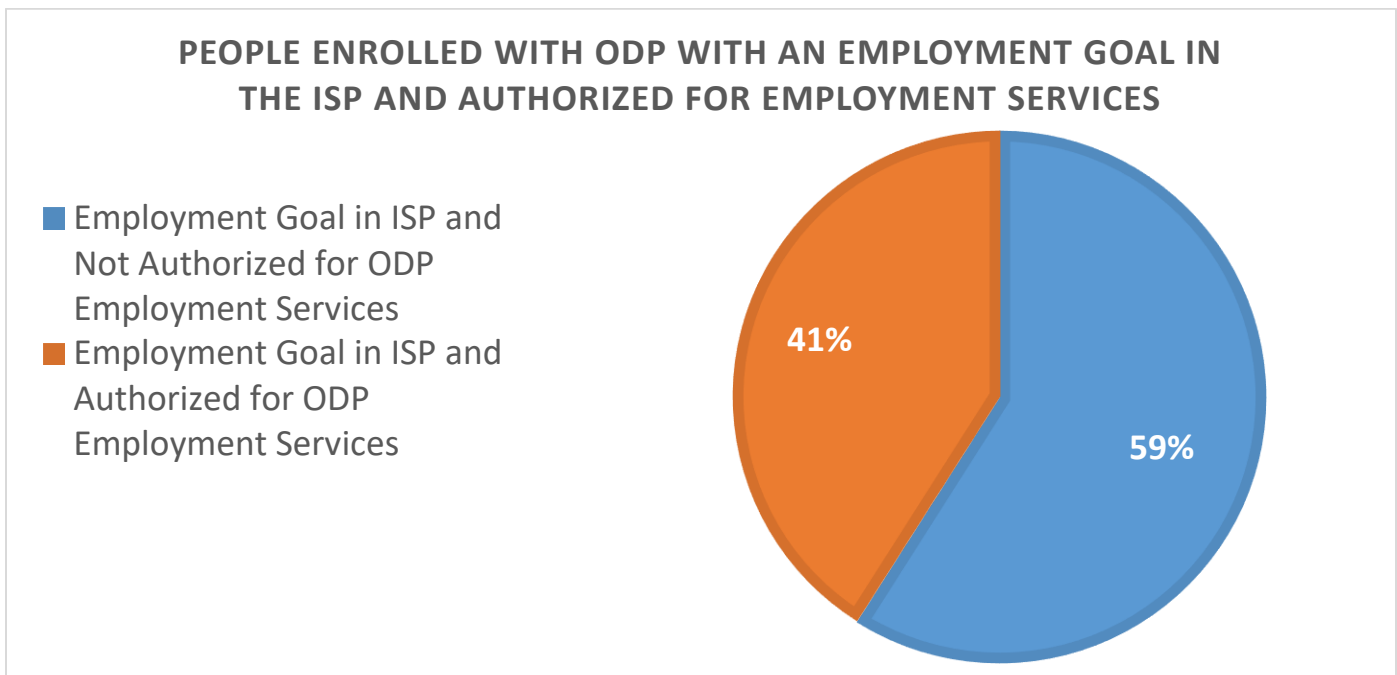


Fig. 3.1

## Section 4 Prevocational Services

---

ODP's 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](#).

### ***Number and Percent of People in Prevocational Services by County***

Figure 4.1 shows the number and percentage of working-age individuals in Consolidated, Community Living, and P/FDS Waivers as well as those receiving base funded services. This data includes any person who received CPS prevocational services at least once between October 1, 2019 and December 31, 2019<sup>4</sup>. It is broken down by county or county joinder with which the individual is registered, not necessarily the county in which they live or receive CPS services.

<b>County/Joinder</b>	<b>Number of Individuals Ages 18-64 Enrolled with ODP</b>	<b>Number of Individuals Ages 18-64 that Received CPS Prevocational Services</b>	<b>Percentage of Individuals Ages 18-64 that Received CPS Prevocational Services</b>
Allegheny	4,708	537	11.4%
Armstrong/Indiana	554	106	19.1%

---

<sup>4</sup> This set of data was determined by matching paid claims in PROMISE with service locations that are licensed under 55 Pa. Code Chapter 2390 (related to Vocational Facilities).

Beaver	606	90	14.9%
Bedford/Somerset	505	20	4.0%
Berks	1,437	50	3.5%
Blair	574	72	12.5%
Bradford/Sullivan	328	24	7.3%
Bucks	1,659	215	13.0%
Butler	576	92	16.0%
Cambria	466	108	23.2%
Cameron/Elk	119	42	35.3%
Carbon/Monroe/Pike	908	47	5.2%
Centre	364	48	13.2%
Chester	1,359	273	20.1%
Clarion	**	**	2.9%
Clearfield/Jefferson	397	37	9.3%
Columbia/Montour/Snyder/Union	575	0	0.0%
Crawford	383	89	23.2%
Cumberland/Perry	785	116	14.8%
Dauphin	1,015	52	5.1%
Delaware	1,745	57	3.3%
Erie	1,867	0	0.0%
Fayette	455	23	5.1%
Forest/Warren	157	48	30.6%
Franklin/Fulton	486	98	20.2%
Greene	**	**	5.5%
Huntingdon/Mifflin/Juniata	450	70	15.6%
Lackawanna/Susquehanna	871	85	9.8%
Lancaster	1,407	171	12.2%
Lawrence	368	95	25.8%
Lebanon	428	43	10.0%
Lehigh	1,179	129	10.9%
Luzerne/Wyoming	1,291	114	8.8%
Lycoming/Clinton	526	0	0.0%
McKean	**	**	0.5%
Mercer	460	109	23.7%
Montgomery	2,420	401	16.6%

Northampton	821	79	9.6%
Northumberland	***	**	0.5%
Philadelphia	5,861	258	4.4%
Potter	41	0	0.0%
Schuylkill	507	37	7.3%
Tioga	156	54	34.6%
Venango	214	40	18.7%
Washington	476	18	3.8%
Wayne	198	34	17.2%
Westmoreland	1,090	285	26.1%
York/Adams	1,434	122	8.5%
<b>Statewide</b>	<b>43,113</b>	<b>4,401</b>	<b>10.2%</b>

Figure 4.1

\*\*Number enrolled and number that received CPS prevocational services have been suppressed for privacy when the number that received CPS prevocational services is under 11.



## Section 5: Impact of the COVID-19 Public Health Emergency on Competitive Integrated Employment

---

In response to the COVID-19 Pandemic, ODP requested and received approval from the Centers for Medicare and Medicaid Services (CMS) to temporarily modify ODP waivers during the Public Health Emergency through an Appendix K: Emergency Preparedness and Response Addendum. To continue to support competitive integrated employment, these changes include:

- Expanding the Supported Employment service to include assisting participants in applying for unemployment benefits when they have lost their jobs.
- Allowing Supported Employment and Small Group Employment services to be provided remotely under certain circumstances.
- Expanding the role of a direct support professional delivering Companion services to allow for the Supported Employment provider to use remote technology to provide guidance and education to the professional rendering Companion services while at the place of employment on how to support the participant in performing the participant’s job duties.
- Delaying the implementation of training requirements by one year in the Adult Autism Waiver.
- Expanding Supported Employment in the Adult Autism Waiver to include that family members can deliver services.

Using funding from the Coronavirus Aid, Relief, and Economic Security (CARES) Act, ODP provided COVID-19 relief

payments to Supported Employment and Small Group Employment providers covering the time period of March 1, 2020

CARES Act Funding to Supported Employment Providers	
Supported Employment Providers	Dollars Received
<b>174</b>	<b>\$10,640,000</b>

through November 30, 2020. Payments were made to 174 Supported Employment providers totaling 10.64 million dollars.

As a result of the COVID-19 Pandemic, the national unemployment rate has increased for both individuals with and without disabilities; with the increase for those with disabilities dramatically higher. In Pennsylvania, the majority of the individuals that are enrolled with ODP and are employed, work in the retail and restaurant industry (Figure 5.1). Due to the high

impact of COVID-19 on the restaurant and retail industry, individuals served by ODP are likely to have their employment effected disproportionately.

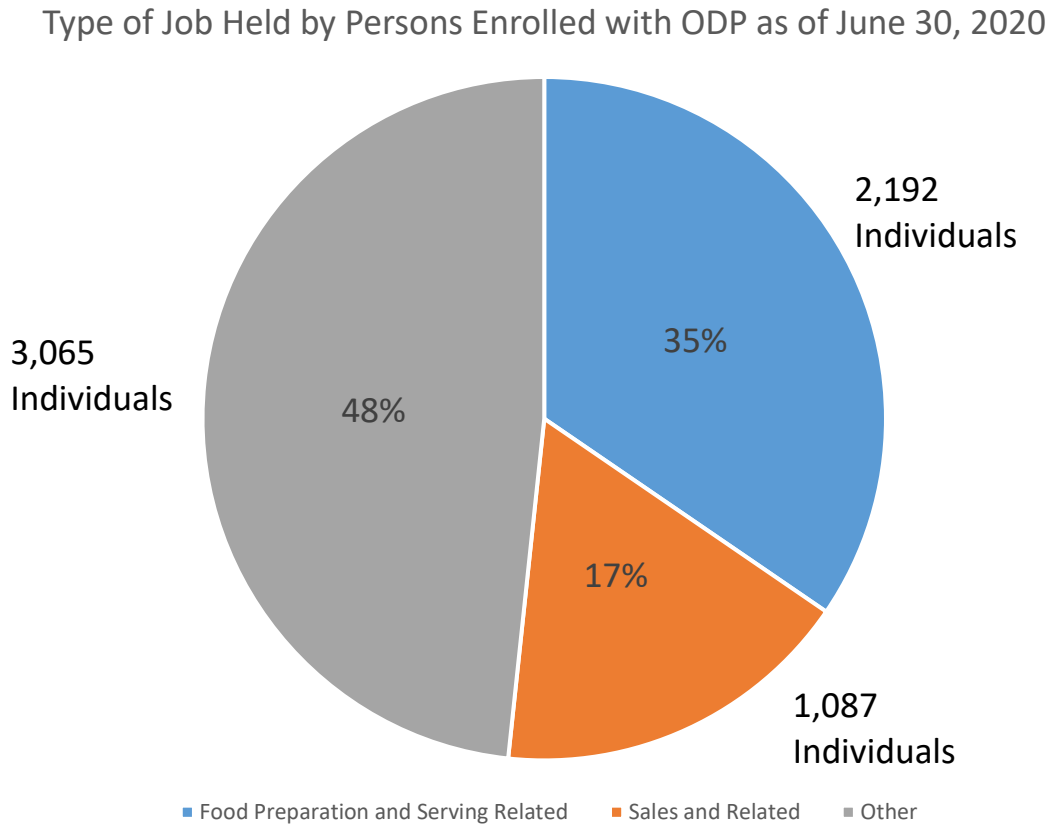


Fig. 5.1

Figure 5.2 (below) illustrates the devastation that the COVID-19 Pandemic has had on competitive integrated employment for people enrolled with ODP. From February of 2020 to June of 2020, 817 less people are employed. Because some people are monitored by their Supports Coordinators less often than others, it is unlikely that this data shows the true impact of the COVID-19 Pandemic.

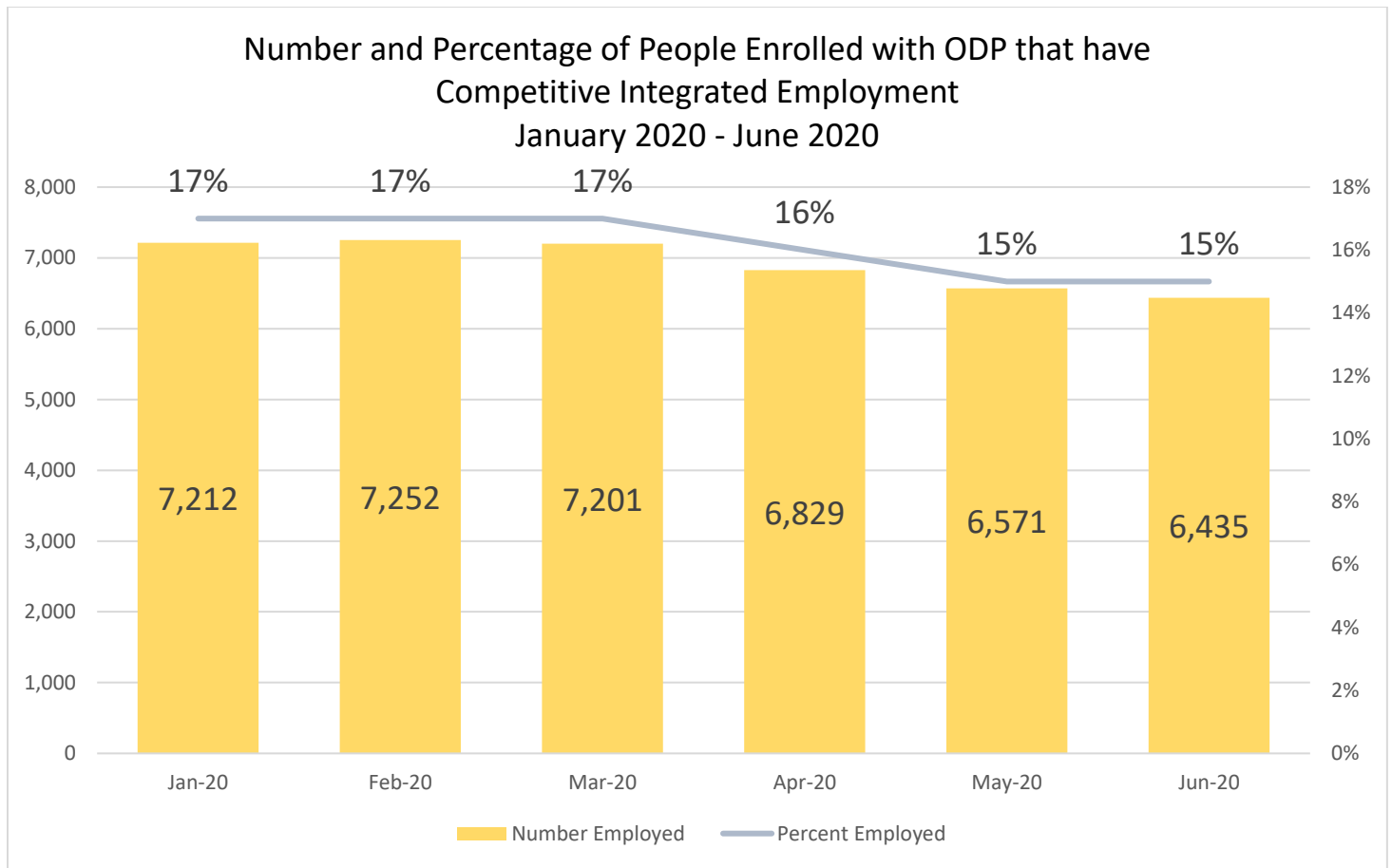


Fig. 5.2

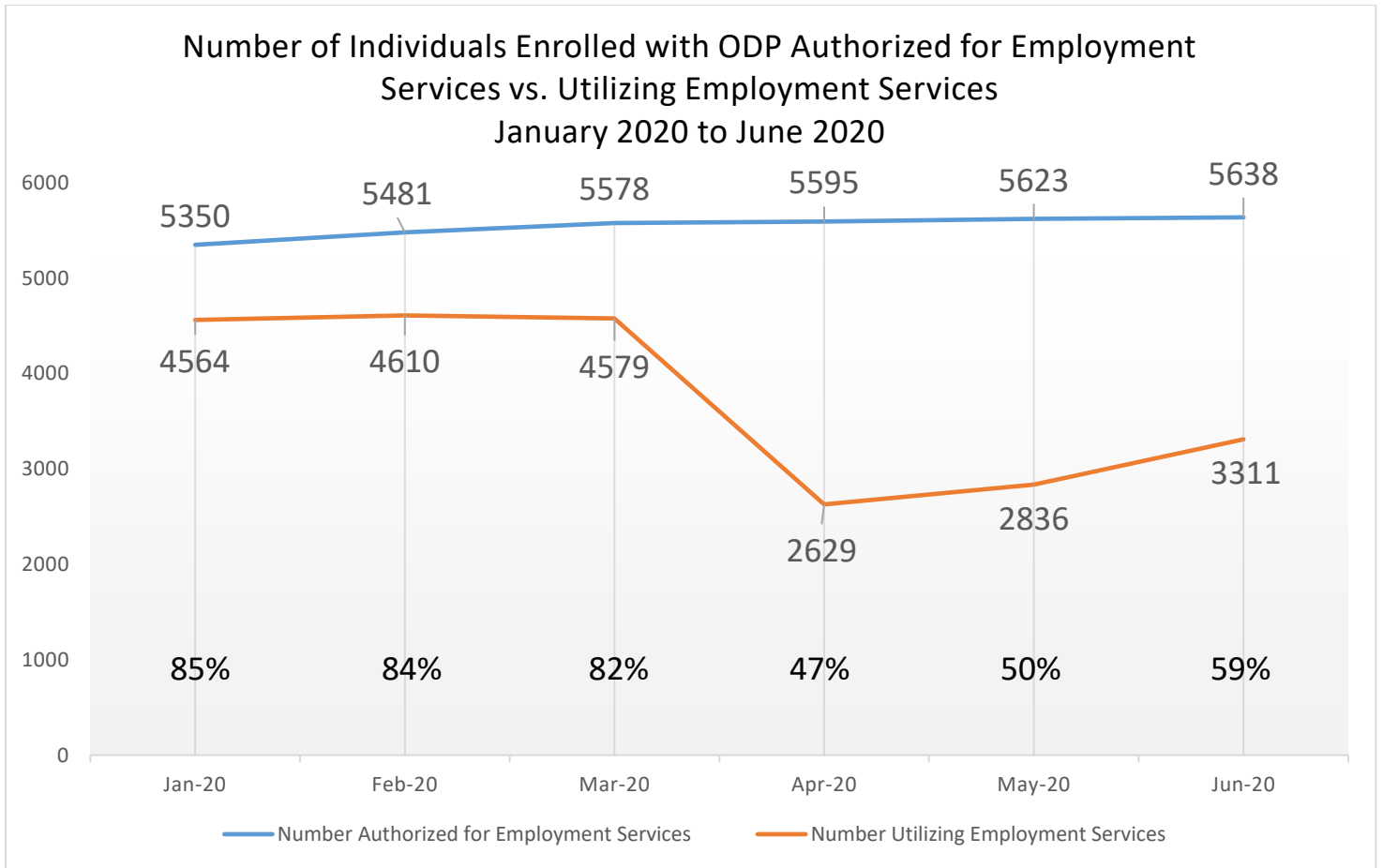


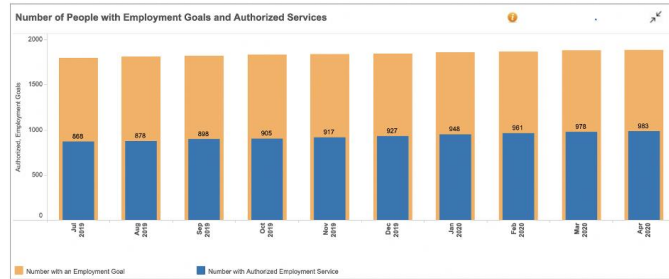
Fig. 5.3

Figure 5.3 demonstrates the impact that COVID-19 has had on the utilization of employment services. Employment services in this chart include Supported Employment, Advanced Supported Employment, and Small Group Employment. The top line (blue) represents number of individuals that have an employment service authorized on their ISP. The bottom line (orange) represents number of individuals that actually used employment services during each month based on paid claims.

## Section 6 Racial Stratification

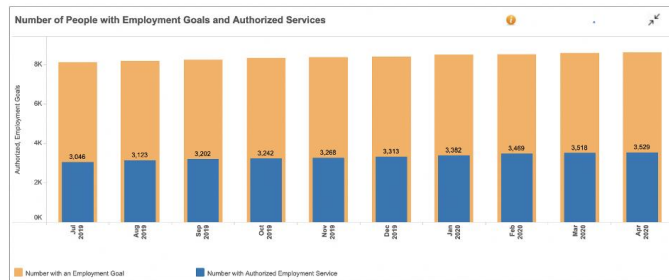
In 2020, ODP began taking an in-depth look at the intersection between competitive integrated employment and race in the ODP system. The goal of this exercise is to evaluate employment goals, services and outcomes, to determine if disparities exist by race of program participants. This section includes data that is the beginning of the analysis in this area.

**Black or African American**



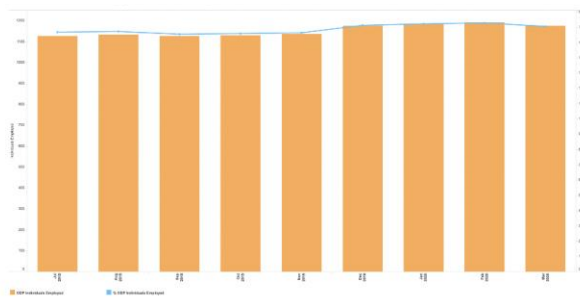
52% of individuals with an employment goal have authorized employment services

**White**



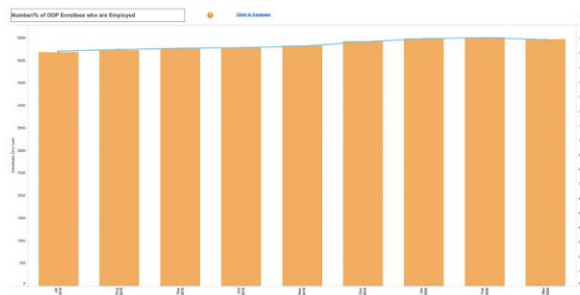
41% of individuals with an employment goal have authorized employment services

**Black or African American**



In March of 2020, 16% had competitive integrated employment (1,176 individuals)

**White**



In March of 2020, 17% had competitive integrated employment (5,482 individuals)

Fig. 6.1

Figure 6.1 shows that in March of 2020, 52% of black or African American individuals that had an employment goal in their ISP were authorized for an ODP employment service compared to only 41% of white individuals. However, a higher percentage of white individuals enrolled with ODP have competitive integrated employment (17%) than black or African American individuals (16%). ODP continues to do work around this data to evaluate the data closely and discuss and receive input from all stakeholders.

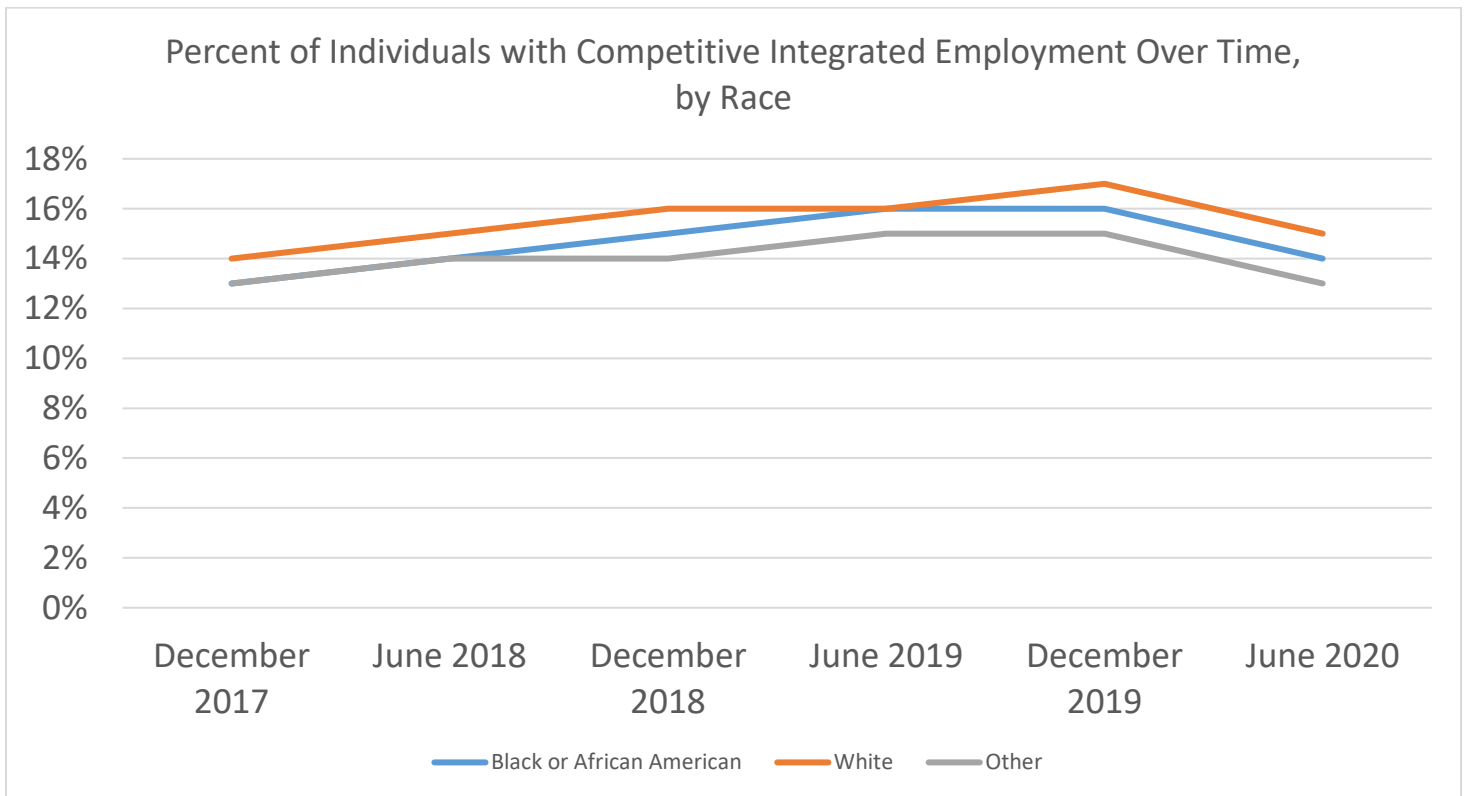


Fig. 6.2

The number and percentages of people as represented in Figure 6.2:

	<b>Number of Black or African American Persons with Competitive Integrated Employment</b>	<b>Percentage of Black or African Americans Persons with Competitive Integrated Employment</b>	<b>Number of White Persons with Competitive Integrated Employment</b>	<b>Percentage of White Persons with Competitive Integrated Employment</b>	<b>Number of Other Persons with Competitive Integrated Employment</b>	<b>Percent of Other Persons with Competitive Integrated Employment</b>
December 2017	899	13%	4,338	14%	432	13%
June 2018	979	14%	4,700	15%	445	14%
December 2018	1,063	15%	4,933	16%	472	14%
June 2019	1,120	16%	5,165	16%	503	15%
December 2019	1,176	16%	5,434	17%	530	15%
June 2020	993	14%	4,964	15%	476	13%

The percentage of people with competitive integrated employment that are black or African American, white, or other race<sup>5</sup> over time is consistent in terms of increases in decreases. However, the percent of people that are black or African American or other is generally a percentage below people that are white.

---

<sup>5</sup> "Other" includes the following categories from HCSIS: American Indian or Alaskan Native, Asian, Native Hawaiian or Other Pacific Islander, unknown, or other.

## Moving Forward

---

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 individuals' employment, as well as their physical and emotional health, is significant. In addition, barriers that existed prior to the pandemic still exist. ODP stands behind the philosophies and recommendations 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.”*





## 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 county/Administrative Entity

County/Administrative Entity	As of June 30, 2018			As of June 30, 2019			As of June 30, 2020		
	Number Employed	Number Enrolled	Percent Employed	Number Employed	Number Enrolled	Percent Employed	Number Employed	Number Enrolled	Percent Employed
Allegheny	776	4,547	17.1%	834	4,582	18.2%	762	4663	16.3%
Armstrong/Indiana	57	540	10.6%	57	549	10.4%	48	556	8.6%
Beaver	71	583	12.2%	92	600	15.3%	83	596	13.9%
Bedford/Somerset	45	482	9.3%	46	484	9.5%	52	479	10.9%
Berks	179	1,345	13.3%	191	1,406	13.6%	173	1,342	12.9%
Blair	70	547	12.8%	64	557	11.5%	66	560	11.8%
Bradford/Sullivan	26	309	8.4%	28	323	8.7%	35	335	10.4%
Bucks	283	1,556	18.2%	303	1,610	18.8%	289	1,633	17.7%
Butler	74	525	14.1%	93	553	16.8%	99	579	17.1%
Cambria	25	430	5.8%	26	449	5.8%	32	462	6.9%
Cameron/Elk	27	117	23.1%	27	119	22.7%	19	113	16.8%
Carbon/Monroe/Pike	78	848	9.2%	90	876	10.3%	99	898	11.0%
Centre	77	352	21.9%	82	356	23.0%	91	352	25.9%
Chester	275	1,252	22.0%	291	1,315	22.1%	264	1,372	19.2%
Clarion	**	**	5.3%	11	174	6.3%	13	179	7.3%
Clearfield/Jefferson	50	401	12.5%	55	394	14.0%	59	393	15.0%
Columbia/Montour/Snyder/Union	96	562	17.1%	89	561	15.9%	90	569	15.8%

Crawford	25	384	6.5%	29	377	7.7%	35	367	9.5%
Cumberland/Perry	133	762	17.5%	159	761	20.9%	169	775	21.8%
Dauphin	184	960	19.2%	227	995	22.8%	211	996	21.2%
Delaware	211	1,669	12.6%	255	1,707	14.9%	263	1,727	15.2%
Erie	249	1,737	14.3%	259	1,801	14.4%	267	1,887	14.1%
Fayette	41	482	8.5%	45	463	9.7%	48	449	10.7%
Forest/Warren	12	159	7.5%	15	154	9.7%	16	160	10.0%
Franklin/Fulton	68	464	14.7%	75	479	15.7%	44	484	9.1%
Greene	**	**	5.9%	**	**	5.6%	**	**	3.3%
Huntingdon/Mifflin/Juniata	33	425	7.8%	45	436	10.3%	54	447	12.1%
Lackawanna/Susquehanna	79	834	9.5%	83	842	9.9%	94	874	10.8%
Lancaster	191	1,328	14.4%	206	1,347	15.3%	231	1,392	16.6%
Lawrence	40	348	11.5%	44	354	12.4%	48	365	13.2%
Lebanon	98	424	23.1%	98	419	23.4%	104	415	25.1%
Lehigh	154	1,060	14.5%	168	1,113	15.1%	158	1,116	14.2%
Luzerne/Wyoming	105	1,217	8.6%	127	1,249	10.2%	160	1,307	12.2%
Lycoming/Clinton	70	532	13.2%	73	530	13.8%	76	528	14.4%
McKean	12	218	5.5%	**	**	3.7%	15	212	7.1%
Mercer	45	418	10.8%	55	445	12.4%	47	461	10.2%
Montgomery	355	2,240	15.8%	404	2,306	17.5%	376	2,418	15.6%
Northampton	116	762	15.2%	115	796	14.4%	102	782	13.0%
Northumberland	47	394	11.9%	62	401	15.5%	73	400	18.3%
Philadelphia	752	5,745	13.1%	809	5,720	14.1%	692	5,822	11.9%
Potter	**	**	16.7%	**	**	22.0%	12	41	29.3%
Schuylkill	54	514	10.5%	51	516	9.9%	46	496	9.3%

Tioga	16	134	11.9%	15	145	10.3%	16	161	9.9%
Venango	25	205	12.2%	23	210	11.0%	26	219	11.9%
Washington	60	452	13.3%	81	450	18.0%	68	477	14.3%
Wayne	28	186	15.1%	30	188	16.0%	38	185	20.5%
Westmoreland	128	1,012	12.6%	157	1,055	14.9%	171	1,086	15.7%
York/Adams	165	1,343	12.3%	185	1,388	13.3%	214	1,384	15.5%

\*\*Number enrolled and number employed have been suppressed for privacy when the number employed is under 11.

## 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)

SCO Entity Name	As of June 30, 2018		As of June 30, 2019		As of June 30, 2020	
	Number Employed	Percent Employed	Number Employed	Percent Employed	Number Employed	Percent Employed
A BRIDGE TO INDEPENDENCE	N/A	N/A	**	100%	**	40%
ACHIEVING MORE, INC	**	44%	11	29%	14	20%
ALLEGHENIES UNITED CEREBRAL PALSY	**	36%	**	32%	23	35%
ARC ADVOCACY SERVICES	159	15%	177	16%	153	12%
BEAVER COUNTY MH MR - D AND A BSU	78	14%	90	16%	79	14%
BRADFORD SULLIVAN COUNTIES MH-MR PROGRAM	26	8%	30	9%	35	10%
CAMBRIA COUNTY MH MR	24	6%	26	6%	29	7%
CASE MANAGEMENT UNIT	242	21%	234	23%	211	21%
CASE MANAGEMENT UNIT, LEBANON	N/A	N/A	43	20%	46	23%
CE MHMR PROGRAM	27	23%	28	24%	19	17%
CENTER FOR COMMUNITY RESOURCES - ALLEGHENY	N/A	N/A	**	33%	12	19%
CENTER FOR COMMUNITY RESOURCES - BLAIR	N/A	N/A	**	5%	**	4%
CENTER FOR COMMUNITY RESOURCES - BUTLER	80	13%	104	16%	99	17%
CENTER FOR COMMUNITY RESOURCES - CLARION	N/A	N/A	0	0%	**	5%
CENTER FOR COMMUNITY RESOURCES - WASHINGTON	N/A	N/A	0	0%	**	10%
CENTER FOR COMMUNITY RESOURCES - WESTMORELAND	N/A	N/A	N/A	N/A	0	0%
CENTER FOR COMMUNITY RESOURCES - WILLIAM	N/A	N/A	0	0%	**	13%
CENTER FOR COMMUNITY RESOURCES, INC.	N/A	N/A	**	38%	**	39%

*Annual Comprehensive Employment Report, Fiscal Year 2019-2020 – Office of Developmental Programs*

CENTRE COUNTY MH MR AND BSU	81	23%	87	24%	91	26%
CHESTER COUNTY MH MR	194	25%	188	25%	161	22%
CHESTER CTY INTERMEDIATE UNIT	**	40%	**	21%	**	54%
COMMUNITY GUIDANCE CENTER	29	11%	30	12%	27	10%
COMMUNITY RESOURCES FOR INDEPENDENCE	39	49%	44	51%	44	43%
CONSORTIUM INC	97	10%	86	9%	101	11%
COUNTY OF DELAWARE - TSM	195	13%	233	16%	207	14%
CRAWFORD COUNTY HUMAN SERVICES	25	7%	30	8%	36	10%
CREATIVE INDEPENDENCE ALLIANCE CORP	N/A	N/A	N/A	N/A	**	4%
CREATIVE LIFE OPTIONS LLC	27	48%	29	53%	28	48%
CUMBERLAND PERRY MH MR OFFICE AND BSU	134	18%	168	22%	169	22%
CYPRESS SUPPORT LLC	N/A	N/A	**	14%	**	21%
DEVELOPMENTAL SUPPORTS AND SERVICES BSU	97	17%	92	16%	90	16%
ERIE COUNTY CARE MANAGEMENT INC	250	14%	266	15%	267	14%
FAMILY COUNSELING CTR DD	22	9%	21	9%	17	7%
FAMILY FIRST SUPPORTS AND CONSULTING	13	27%	14	26%	**	18%
FAMILYLINKS INDEPENDENT SUPPORTS COOR	355	16%	398	18%	353	15%
FAYETTE COUNTY MH MR PROGRAM	41	8%	45	10%	48	11%
GRACEFULL PROGRESS	18	31%	18	33%	16	31%
GREENE COMMUNITY HUMAN SERVICES PROG	**	6%	**	6%	**	3%
HELPING HANDS COMMUNITY SERVICES	N/A	N/A	N/A	N/A	**	47%
HUMAN SERVICES CENTER	33	11%	36	11%	43	13%
JOURNEY TO WELLNESS SUPP. COORDINATION	**	9%	**	13%	**	16%
LANCASTER COUNTY MH-MR AND BSU	201	15%	225	17%	231	17%
LEHIGH VALLEY CIL INC	**	27%	11	35%	21	43%

LENAPE VALLEY FOUNDATION	176	20%	190	20%	178	17%
LUZERNE-WYOMING COUNTIES MH MR PROGRAM	119	10%	143	11%	160	12%
LYCOMING CLINTON BSU	72	14%	75	14%	74	14%
MERCER CO BEHAVIORAL HEALTH CMSN	**	25%	**	14%	**	29%
MERCER CO BEHAVIORAL HEALTH COMMISSION	45	11%	55	12%	47	10%
MIRACLE WORKS LLC	**	20%	**	20%	**	18%
MONROE MR SERVICES UNIT	79	10%	91	11%	98	11%
NORTHSTAR SUPPORT SERVICES BSU	69	13%	64	12%	64	12%
NORTHUMBERLAND COUNTY	48	12%	62	16%	73	18%
PA HEALTH MANAGEMENT	13	24%	20	36%	28	37%
PARTNERSHIP FOR COMMUNITY SUPPORTS	292	15%	315	16%	259	13%
PENN FOUNDATION MR CASE MANAGEMENT	87	19%	94	21%	93	21%
PENNDel MENTAL HEALTH CENTER	123	17%	126	17%	132	18%
PERSON LINK-PHMC	117	11%	132	13%	83	7%
POTTER COUNTY HUMAN SERVICES	**	18%	**	21%	11	29%
QUALITY PROGRESSIONS	301	16%	349	18%	283	15%
QUALITY PROGRESSIONS - NORTHAMPTON	83	15%	82	14%	75	12%
RANKIN CHRISTIAN CENTER	143	14%	140	14%	140	13%
RONI VANDAGNA AND JENNIFER BRODIE	109	18%	124	18%	124	17%
SAM BLAIR	N/A	N/A	N/A	N/A	**	11%
SAM INC – ALLEGHENY	12	18%	12	16%	**	11%
SAM INC - CLARION	**	4%	**	7%	12	8%
SAM INC - CLEARFIELD/JEFFERSON	50	13%	58	15%	58	16%
SAM INC - HMJ	33	8%	46	10%	54	12%
SAM INC - LEHIGH VALLEY	191	15%	206	15%	191	14%

SAM INC - SCRANTON	42	9%	41	8%	53	10%
SAM INC LEBANON	51	23%	57	26%	58	28%
SAM INC SCHUYLKILL	55	11%	52	10%	46	9%
SAM, INC.	16	12%	15	10%	16	10%
SAM, INC. F/F	69	15%	75	16%	44	9%
SERVICE ACCESS AND MANAGEMENT INC MONTCO	60	13%	83	18%	80	16%
SERVICE ACCESS AND MANAGEMENT, INC	175	13%	191	14%	169	13%
SERVICE COORDINATION UNLIMITED, INC.	15	60%	11	55%	14	74%
SOMERSET BSU	47	10%	49	10%	52	11%
STAUNTON CLINIC VALLEY MED FACILITIES	276	22%	297	23%	260	19%
SUPPORT COORDINATION SERVICES LLC	N/A	N/A	8	57%	6	38%
THE GUIDANCE CENTER	14	6%	11	5%	15	7%
TRI VALLEY CARE INC	39	11%	44	12%	45	12%
UNITED DISABILITIES SERVICES	40	45%	40	48%	38	44%
VENANGO COUNTY MHMR BSU	25	12%	23	11%	25	12%
WARREN COUNTY HUMAN SERVICES	12	8%	15	10%	16	10%
WASHINGTON COMMUNITIES MH MR CENTER	39	14%	48	18%	34	13%
WASHINGTON COUNTY MH MR PROGRAM	22	12%	34	19%	34	17%
WAYNE COUNTY MHMR	28	15%	30	16%	35	22%
WESTMORELAND CASE MANAGEMENT-SUPPORTS	130	13%	157	15%	171	16%
WJS ALLEGHENY PSYCHOLOGICAL ASSOCIATES	17	41%	17	40%	14	32%
YORK BSU AND MH-MR	178	14%	208	15%	210	16%
YOUR CHOICE SUPPORTS COORDINATION	15	36%	29	58%	31	46%

\*\*Numbers under 11 have been suppressed for privacy.