



RECOMMENDATION #3: INCREASE EMPLOYMENT

WHY IS THIS IMPORTANT? The benefits of employment for people with disabilities are significant and are the same for people without disabilities.

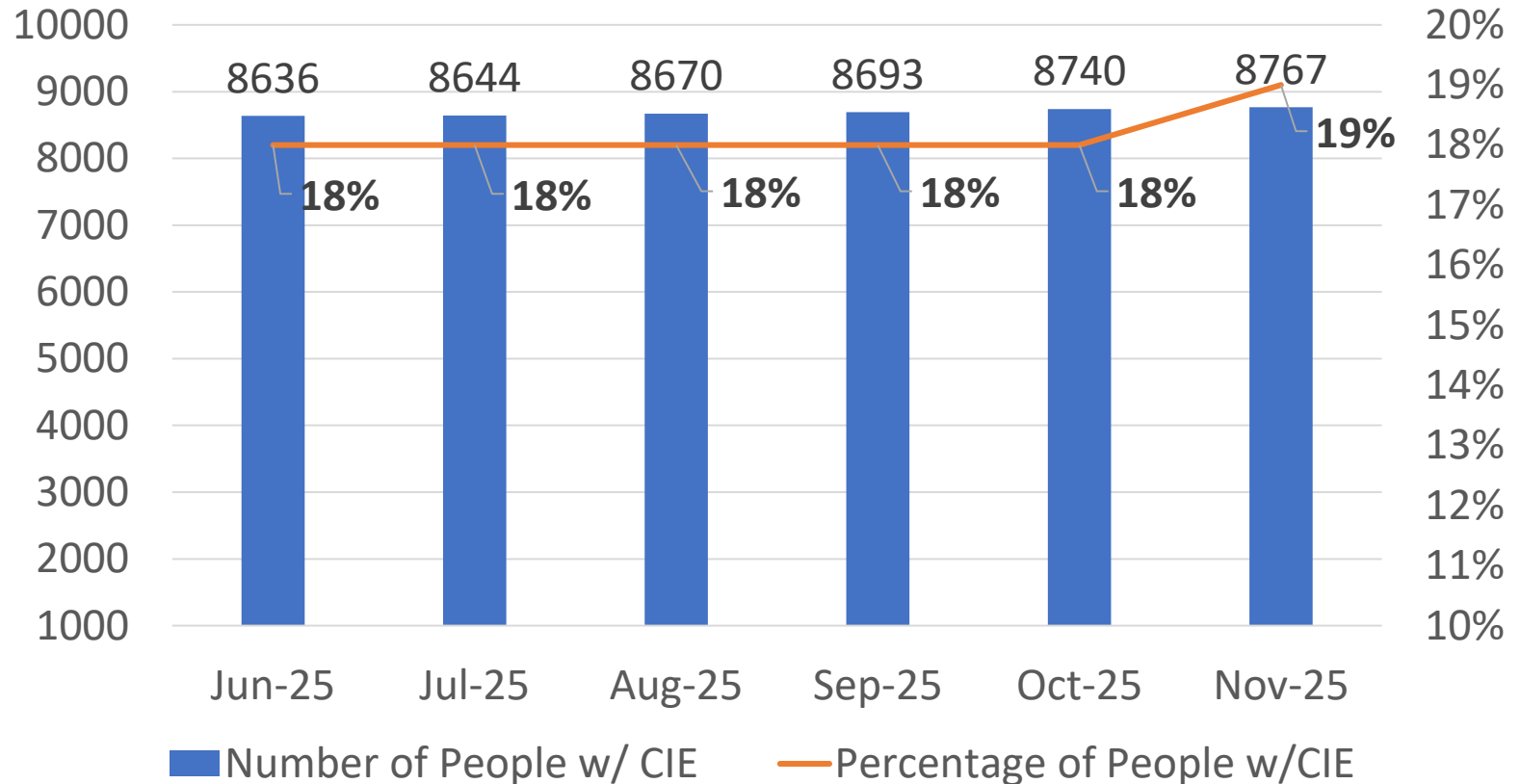


Agenda

- Review of ODP's recent employment data
- Strategy # 2
 - Outreach to businesses and employers.
- Strategies #3, #4, #6, and #13
 - Updates on the InVEST Project
 - Updates on Subminimum Wage
- Strategy # 12
 - Performance Based Contracting
- Upcoming Projects in 2026/2027

Number and Percent of Individuals Employed

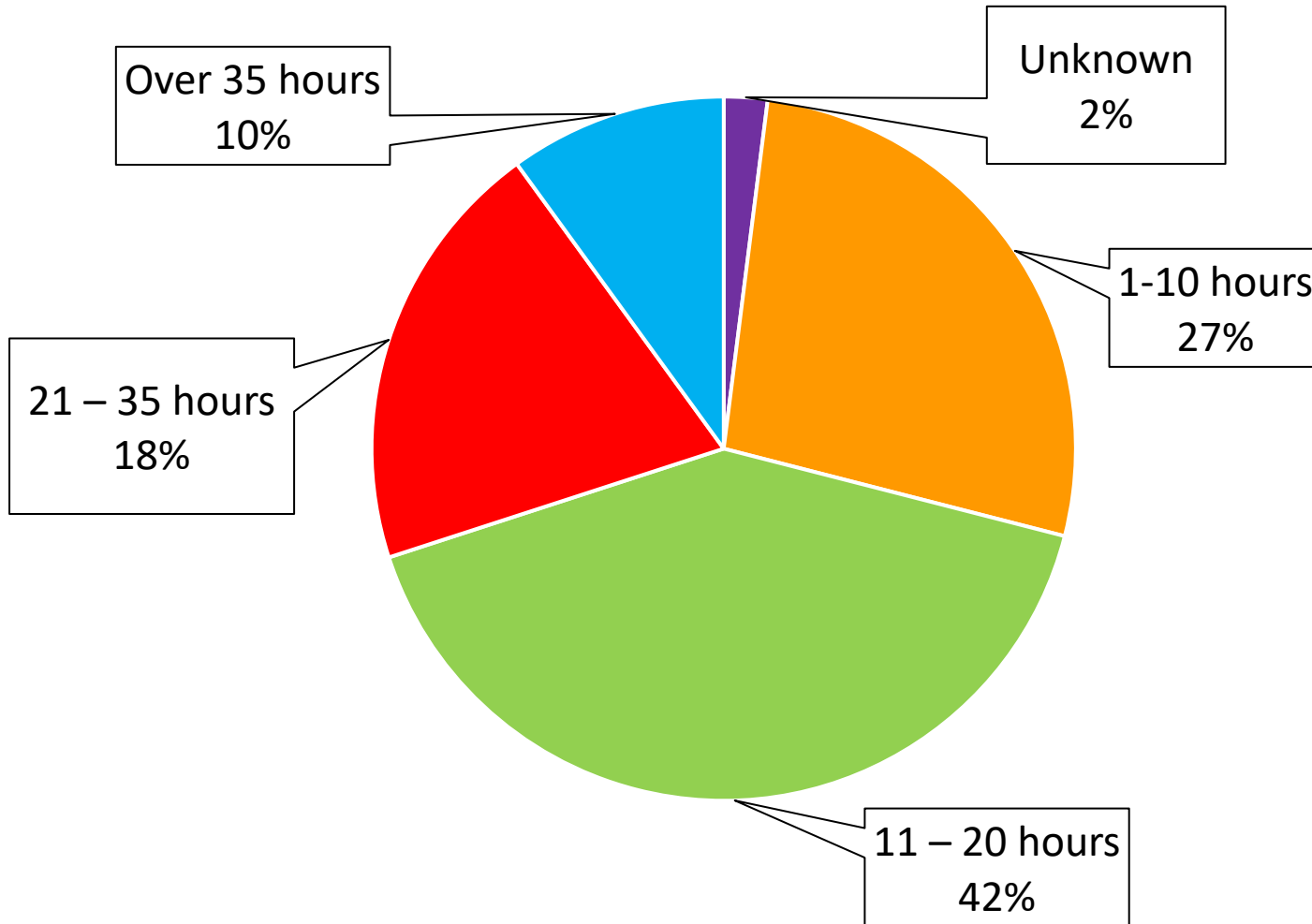
Number and Percent of Individuals Ages 18 – 64 Enrolled with ODP with Competitive Integrated Employment



Data extraction date: 1/28/2026

Hours Worked Per Week

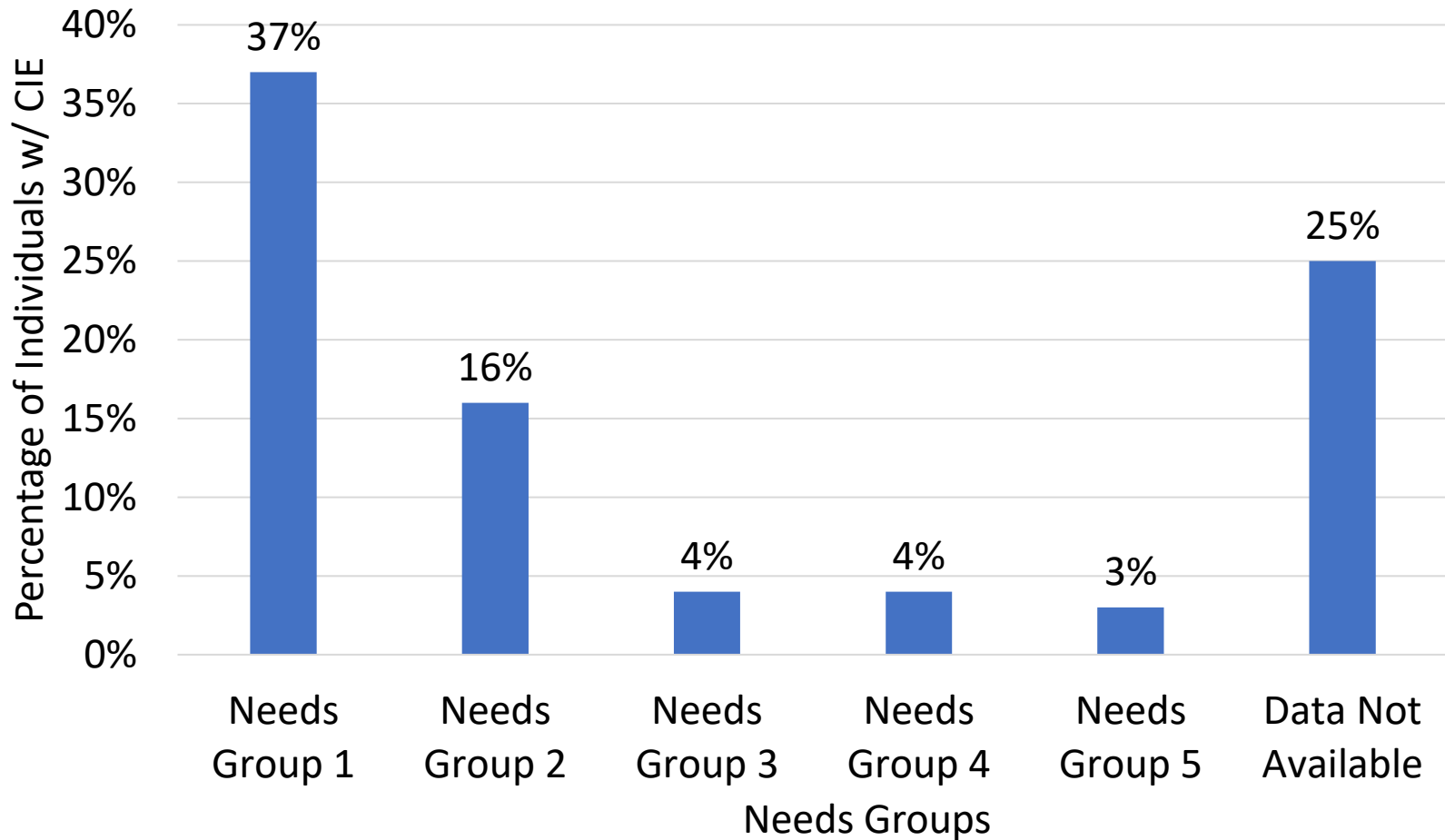
Average # of Hours Worked Per Week as of June 30, 2025



Data extraction date 1/28/2026

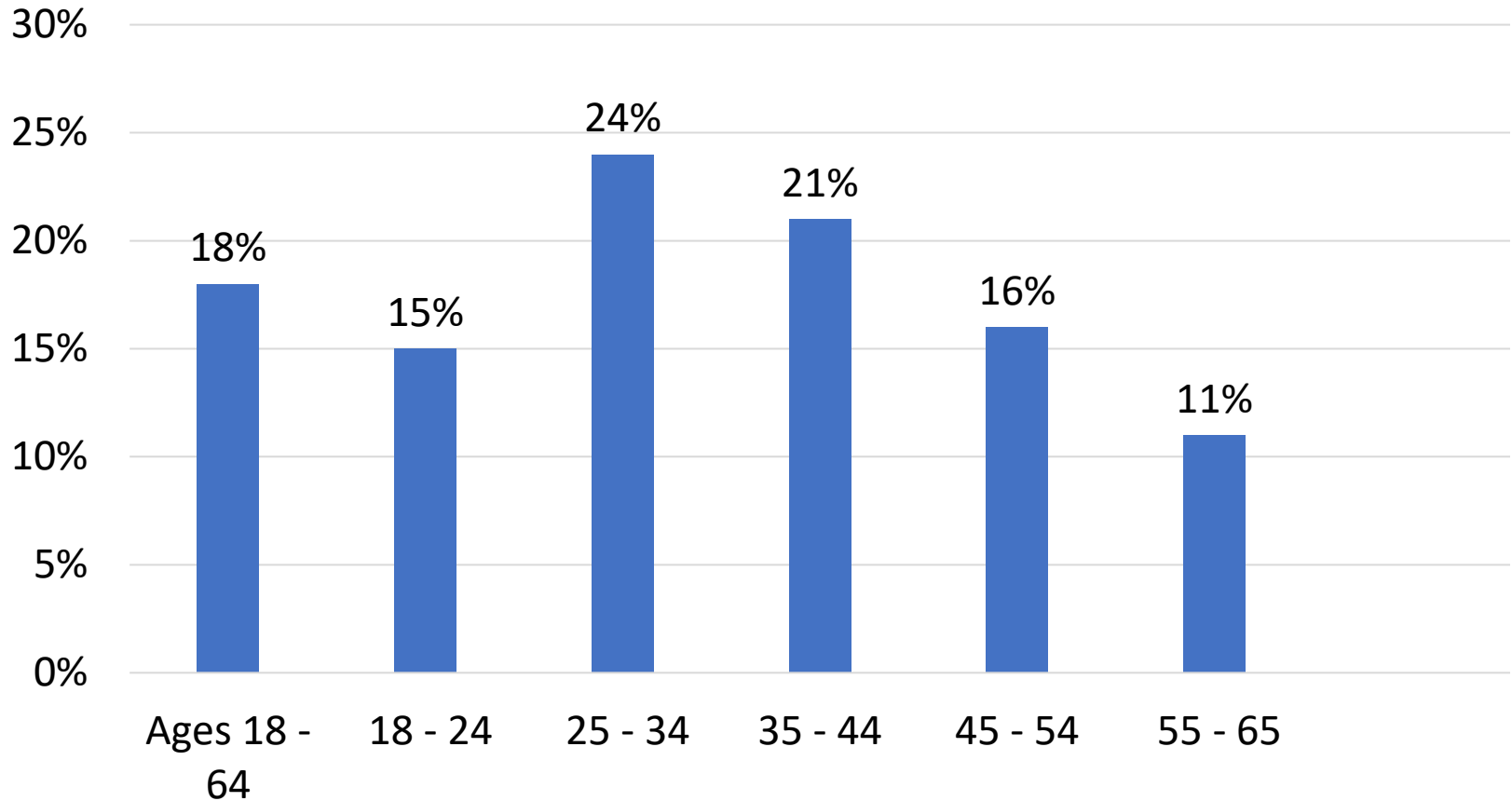
Employment by Acuity

Percentage of Individuals with CIE by Needs Group as of June 30, 2025



Employment By Age

Individuals, Ages 18 – 64, Enrolled with ODP with Competitive Integrated Employment by Age Group



Strategy # 2

Strategy # 2 – Strengthen outreach to businesses through local employment coalitions to support individuals to obtain competitive integrated employment.

In 2025, ODP continued outreach efforts to local businesses and employers to raise awareness of the benefits of hiring employees with disabilities.

- ODP partnered with the Office of Vocational Rehabilitation to present at a statewide meeting of Pennsylvania Chamber of Commerce Directors.
- Outreach to local chambers of commerce, businesses, and employers resulted in an increase in the number of employers that registered for ODP's Regional Employment Symposiums, including:
 - FedEx
 - UPMC
 - Pittsburgh Pirates

Strategies # 3, # 4, # 6, and #13

Strategy # 3 - Support individuals receiving subminimum wage to gain CIE.

Strategy # 4 - Support families before, during, and after an individual's transition to CIE.

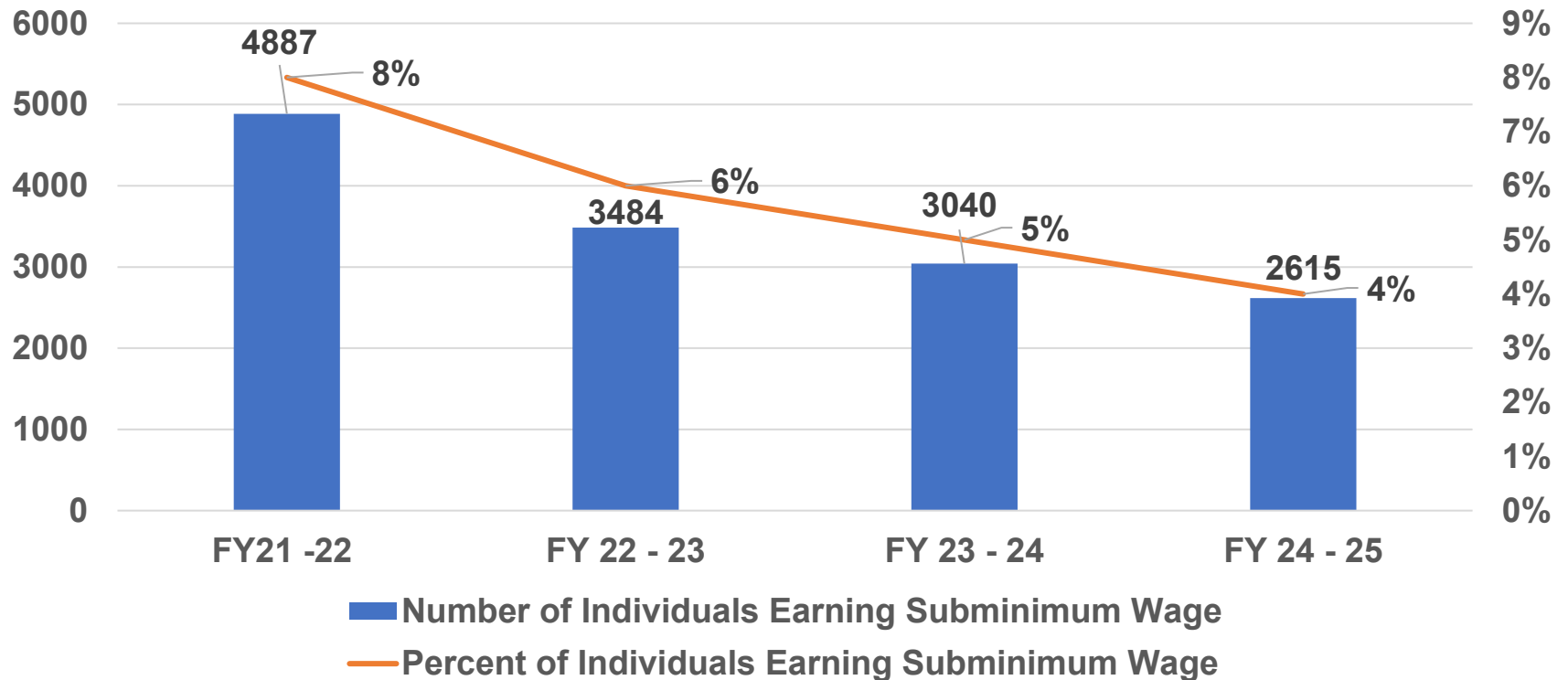
Strategy # 6 – Support provider transformation from focusing on workshop/subminimum wage activities to services that support CIE.

Strategy # 13 - Collect and publish data from prevocational service providers (in both licensed day habilitation and prevocational facilities) on rates of moving people to CIE.

- As of June 2025, there were approximately 36,000 individuals in the United States earning subminimum wage under a 14(c) certificate.
- Pennsylvania is tied with Wisconsin for having the 4th most active 14(c) certificate programs in the country, behind Missouri, Illinois, and Minnesota.
- 9% (3,236 individuals) of the national total of people were working under 43 active 14(c) certificates in Pennsylvania.

ODP and Subminimum Wage

Number and Percent of Individuals Enrolled with ODP and Receiving Subminimum Wage



Supporting Transitions to CIE (2025)

- In 2025, ODP continued to partner with OVR to implement the Integrated Vocational Engagement and Supports Team (InVEST) project.
- Enrollment/Placement with InVEST included:
- 74 individuals, excluding students and youth, enrolled in InVEST.
- 64 students/youth enrolled in InVEST.
- 60% of project participants were at risk of subminimum wage employment but were able to sustain CE.



Supporting Transitions to CIE (2026)

In 2026, ODP plans to release a survey for Community Participation Support (CPS) providers.

- ODP plans to gather information on:
 - Number of individuals supported to transition from pre-vocational CPS to CIE.
 - Number of individuals earning subminimum wage in their program.
 - If the program maintains connections with local businesses to help facilitate transitions to CIE.



Performance-Based Contracting

Strategy # 12 - Establish and implement employment related performance measures for supports coordination and residential services. Standards must be reasonable and account for acuity of support needs or individuals, individual choice, economic conditions at the local level, and level of influence of the service provider.



OFFICE OF DEVELOPMENTAL PROGRAMS

**Performance – Based
Contracting (PBC)**

Employment Measures for Residential Services

Requirements for EMP.01:

- Residential providers, will demonstrate tracking of CIE and individuals with CIE by reporting the number of working age individuals (18 – 64) with CIE being supported through waiver funded residential services for each calendar year.
- Providers must also annually submit a written description of the process for tracking employment outcomes throughout the year, and a written description of the process for communicating with SCs about any changes in the employment status of any individual receiving residential services.



Future Measures Related to Employment (Residential)

EMP. 01.2

Primary Providers

- Demonstrated support of individuals to seek and obtain competitive integrated employment.

Select and Clinically Enhanced Providers

- Combined percentage of working age (18 – 64) individuals that are receiving Career Assessment or Job Finding services through ODP or Office of Vocational Rehabilitation (OVR)

AND

- Competitively employed in integrated settings (working age participants only) must meet or exceed 19% for Needs Group 1 – 2 and 4% for NG3 or greater.



Performance Measure EMP01.02 (Retired 2026)

Number of Residential Providers who Passed/Failed EMP 01.02- Plan for Improvement for Competitive Integrated Employment Contract Period 25-26



Pay for Performance - Milestone 1

Milestone 1 payments in 2025:

- 166 residential service providers requested payment and 126 or 75% of the submissions qualified for Employment Milestone 1.



Residential Pay for Performance (P4P)

- Milestone 1: Submission of plan to increase CIE for working age individuals in residential program.
 - P4P is available for providers to develop and implement a plan to increase competitive integrated employment for working age individuals receiving residential services.
- Milestone 2: Increase CIE from agency baseline
 - Agencies that increase the number of individuals in CIE from baseline 1/1/2025 to 12/31/2025 will receive:
 - \$2,500 per individual in Needs Group 1 & 2 for 10 or more hours per week on average.
 - \$7,500 per individual in Needs Groups 3, 4, & 5 in CIE for 10 or more hours per week on average.

PBC for Supports Coordination

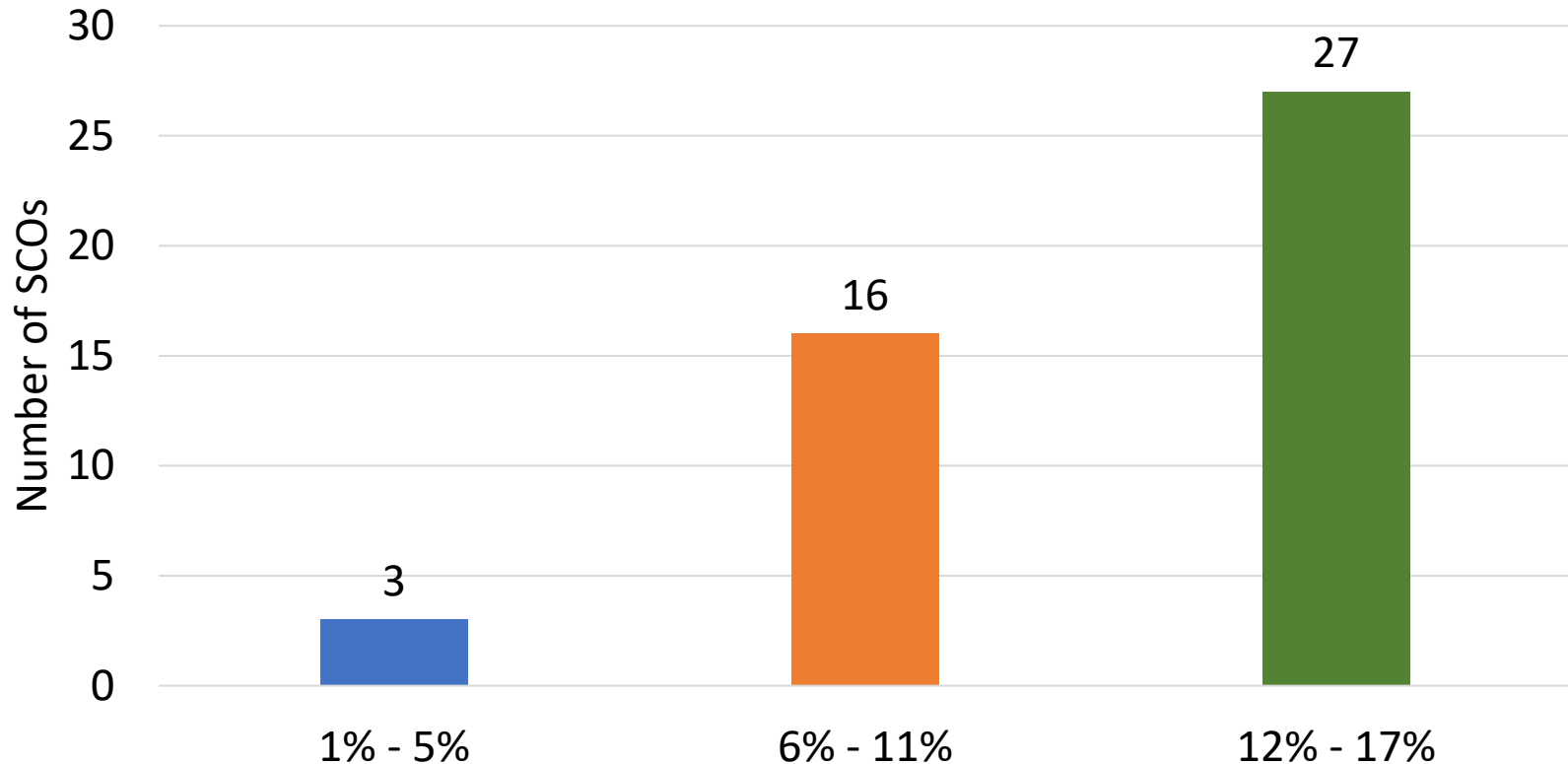
In January of 2026, ODP implemented Performance Based Contracting for Supports Coordination Organizations (SCOs).

The standards set for SCOs are intended to measure how SCOs:

- Are responsive to individual and family needs.
- Use technology to support safety and independence.
- Promote independence, **competitive employment**, and community integration.
- Support people with complex needs.
- Use data to improve the quality of services.

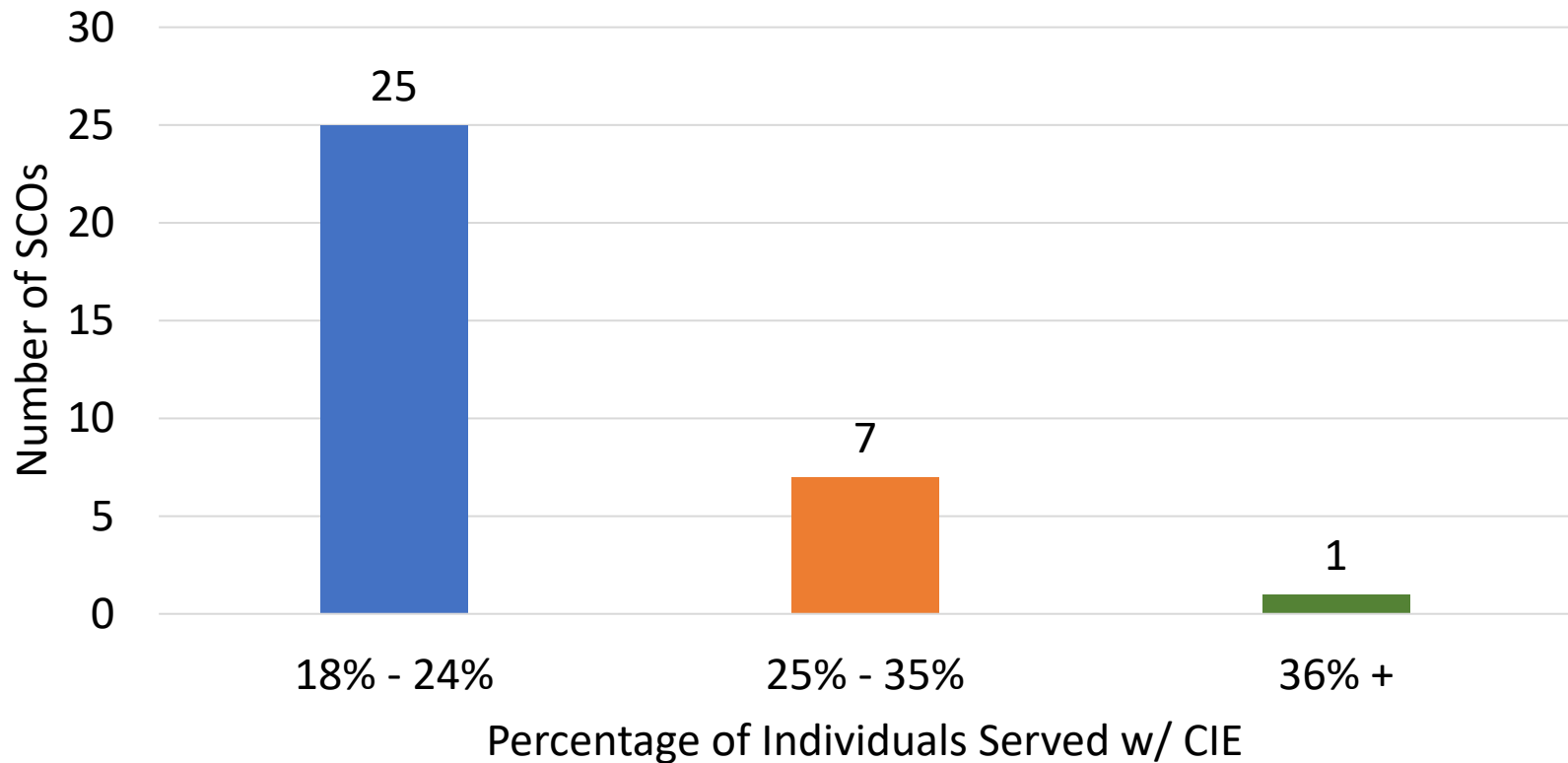
SCOs Below the Statewide Average for CIE

Number of Support Coordination Organizations (SCOs) with a Percentage of Individuals Served with CIE Below ODP's Statewide Average for CIE



SCOs At or Above the Statewide Average for CIE

Number of Support Coordination Organizations (SCOs) with a Percentage of Individuals Served with CIE At or Above ODP's Statewide Average



Quality Management Plan for Increasing CIE.

The SCO will provide a plan for improving CIE which must include:

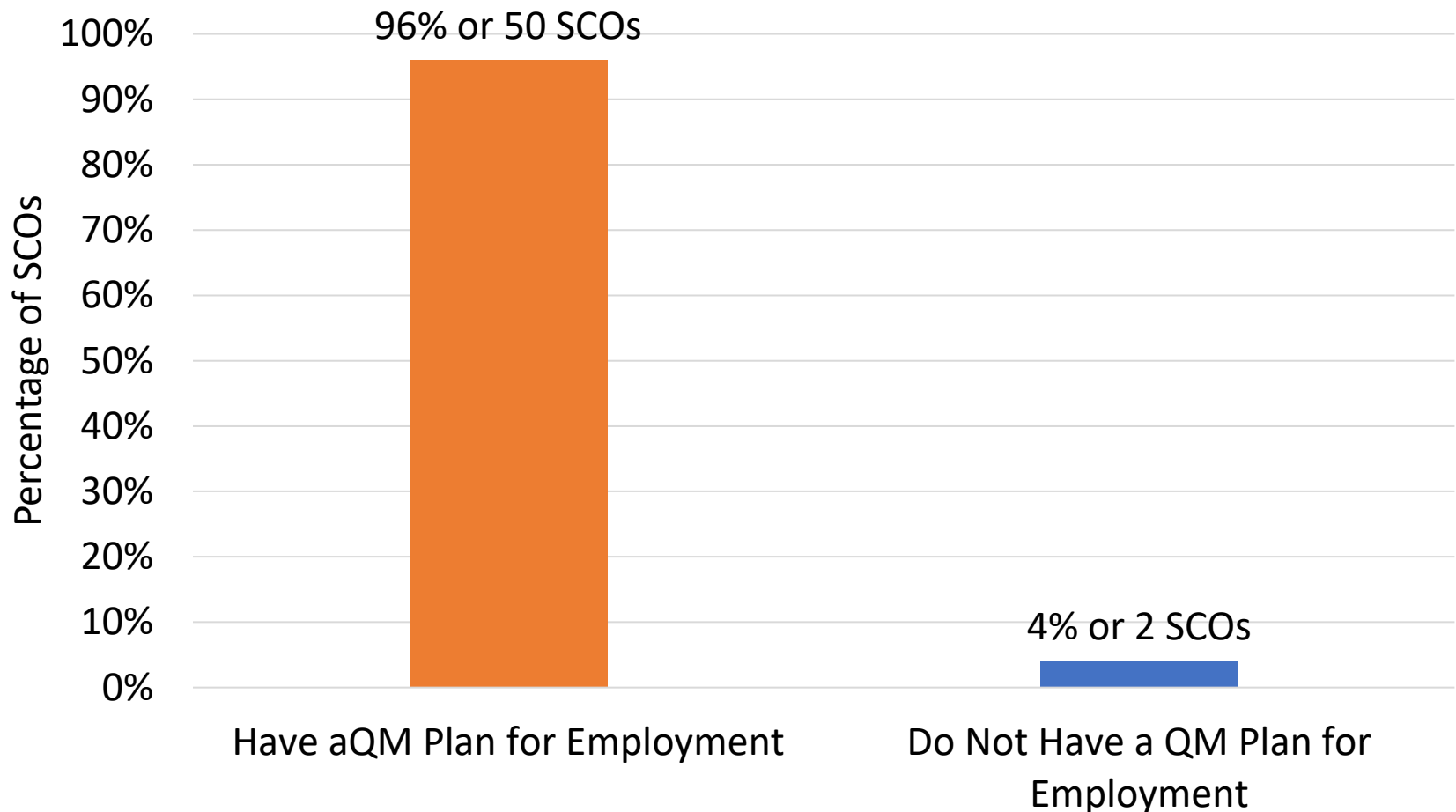
- Baseline data;
- Timeframe and end goal date;
- Action items and measurable targets for improving;
- Responsible person(s)
- Goal date for achieving each target/action item; and
- For ongoing/in process plans: Progress made toward achieving each target/action item.



Effective 1/1/2026

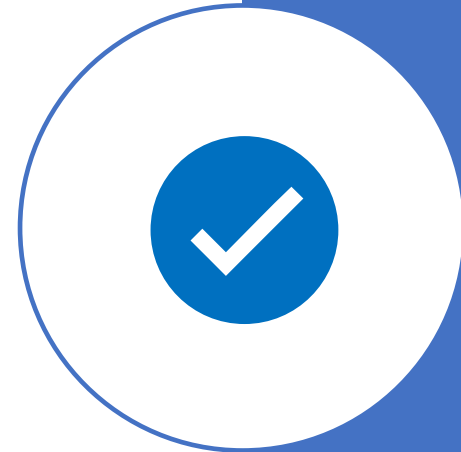
SCO Data EMP.01

Supports Coordination Organizations (SCOs) Meeting Performance Measure EMP.01



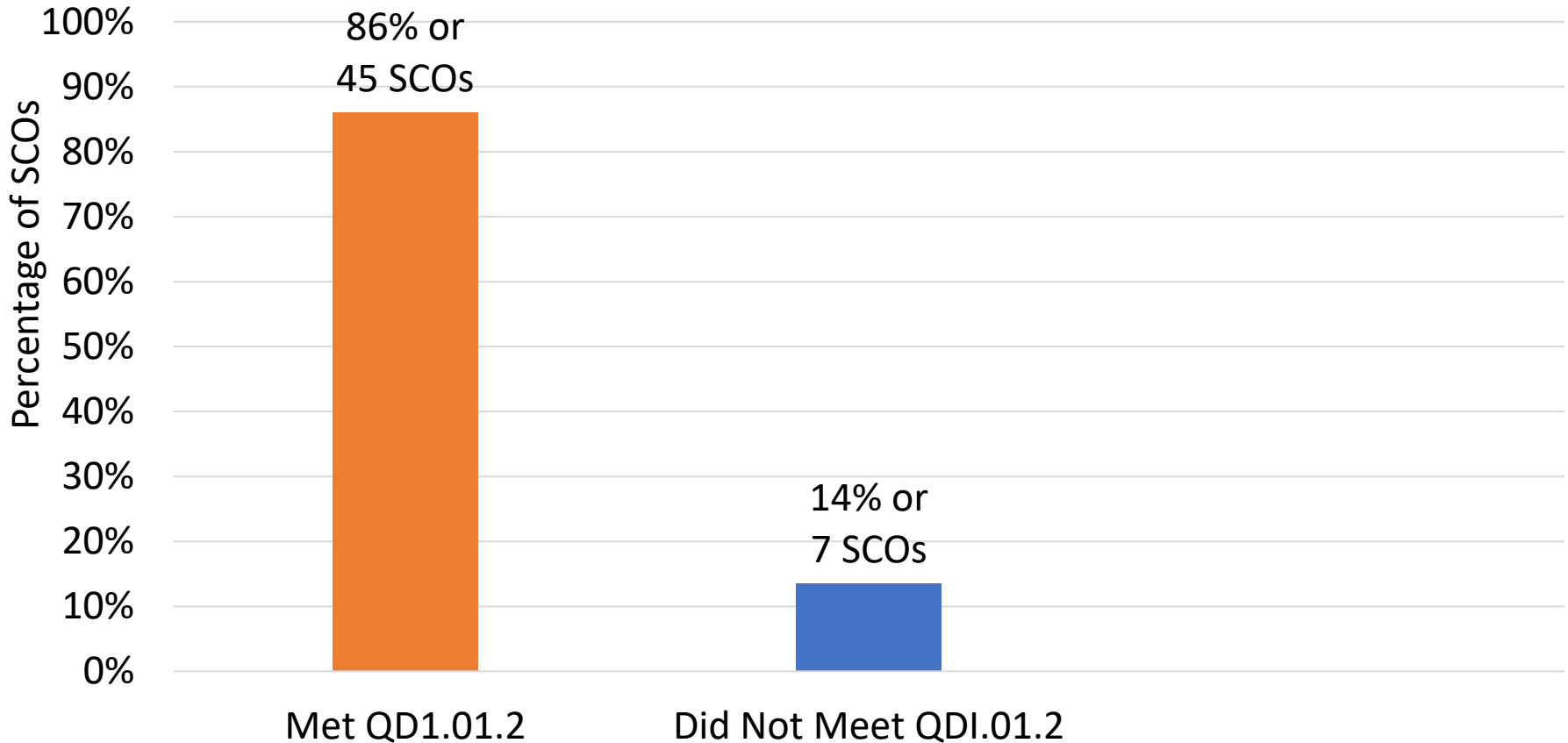
SC- QD1.01.2

- 90% of employment information is complete and accurate, including all employment fields in the individual monitoring tool, updated at every required monitoring (based on waiver enrollment)
- Effective 1/1/2026



SCO Performance Measure & Data QDI.01.02

Supports Coordination Organizations (SCOs) Meeting Performance Measure QDI.01.2



Future SCO Performance Measures

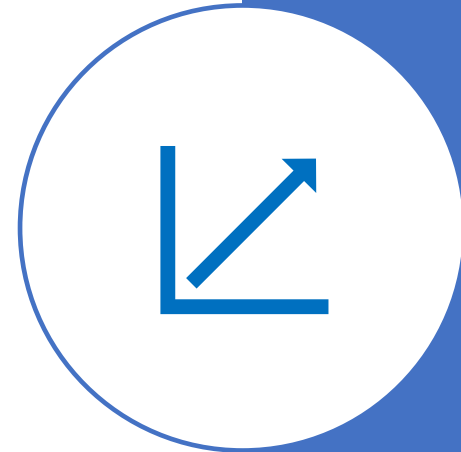
SC- EMP.01 (2027)

Increase the percentage of working age individuals who are:

- Receiving Career Assessment or Job Finding services through ODP or OVR.
- Competitively employed in integrated settings (working age individuals only and adjusted for acuity) from the SCO's calendar year baseline.
- **Effective 7/1/2027**

Requirements:

- 2026 – 2027, SCOs establish their own benchmark using their own CY26 baseline.
- In subsequent years, SCOs will be expected to increase their percentage from their baseline.
- In future years, SCOs will be expected to meet/exceed a statewide benchmark.



Future Measures Related to Employment (SCO)

SC EMP. 01.

Demonstrate a combined xx% of working age individuals that are receiving Career Assessment or Job Finding services through ODP or OVR

AND

Individuals competitively employed in integrated settings (working age only and adjusted for acuity).

Effective 7/1/2028



SCO Pay for Performance

Person-Centered Outcomes-

Milestone 2: Identifies person-centered planning target areas that focus **on employment**, increasing utilization of non-residential services, and increasing the use of technology. SCOs demonstrate effective use of person-centered practices by achieving at least 1 of 4 targets:

- Target 1: Employment- Increase from the SCO's CY 2025 baseline, the combined percentage of working age individuals that are receiving Career Assessment or Job Finding services through ODP or OVR

And

- Individuals competitively employed in integrated settings (working age individuals only and adjusted for acuity).

The Road Ahead: 2026

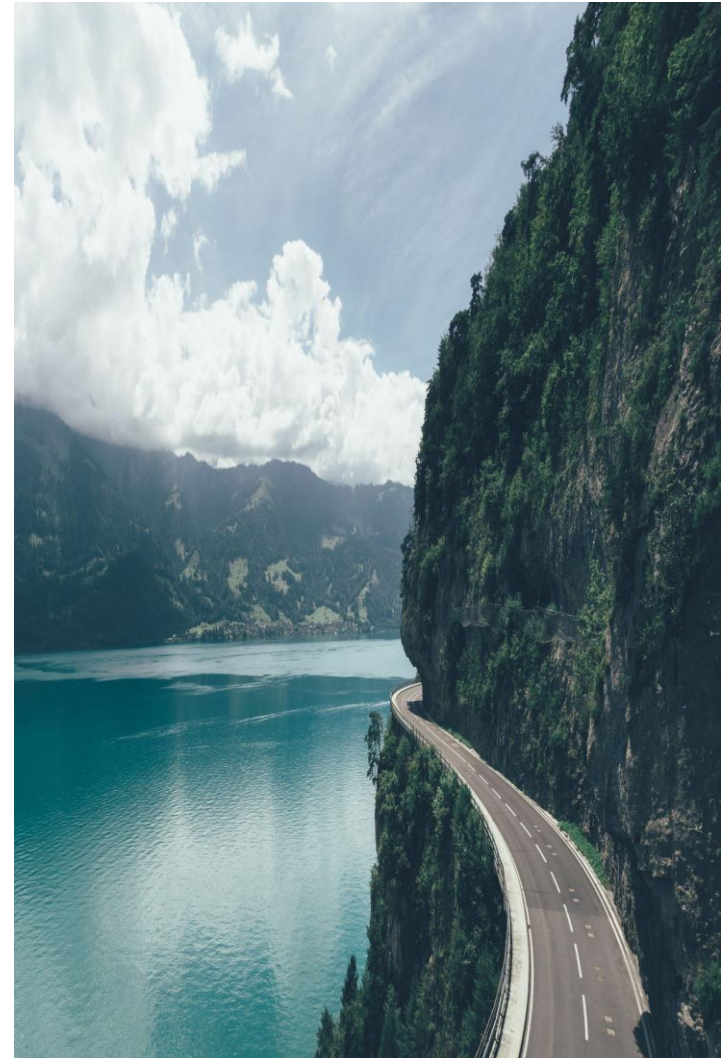
Technical assistance through quarterly Employment Virtual Office Hours:

- Over 100 participants attended each of the first sessions in 2025-2026.

Outreach to local business and employers through ODP's Regional Employment Symposiums.

Update employment related guidance, tools, and resources for individuals, families, and providers.

- Updated versions of both the Employment Question and Answer and Employment Services Quick Guide were released in 2025.



The Road Ahead: 2027

Planning a virtual statewide Benefits Counseling Summit with the following partners:

- Office of Vocational Rehabilitation
- Office of Long-Term Living
- Office of Mental Health and Substance Abuse Services

