

An aerial view of Philadelphia, Pennsylvania, featuring a dense urban landscape with numerous skyscrapers and a prominent fountain in the foreground. The image is overlaid with text.

*Philadelphia's*

**EMPLOYMENT 1ST  
STAKEHOLDER**

*Strategic Planning Event*



# Welcome! Agenda for Today

## Morning

- Welcome, Opening Remarks and Updates
- Exhibit Table Conversations
- POTJ Website
- Outreach - Table Conversations
- Share Thoughts on Wall Scrolls

## Lunch 12:15 – 1:00 (Wall Scrolls)

## Afternoon

- Panel Presentation
- Strategic Planning 2023-2025
- Share Thoughts on Wall Scrolls
- Wrap Up



# ADVANCING ACCESS & EQUITY

National Disability Employment  
Awareness Month

**Celebrating 50 years of the Rehabilitation Act of 1973**

# Employment First Stakeholder Meeting

~ ODP ~  
10/19/23

# Selective Contracting

- Residential Strategic Thinking Group drafted performance measures
- Residential provider survey published 10/11/23 Purpose to gather baseline data and inform pay for performance models
- ODP residential providers need to complete
- Survey open for 30 days
  
- Supports Coordination Strategic Thinking Group ODP is finalizing membership
- Meetings to begin in December
- Will draft SCO performance measures

# Selective Contracting

- **Selective Contracting Public Comment**
- Selective Contracting Concept Paper public comment period ended 7/10/2023
- Comments received from approximately 311 commentators
- Proposed Waiver and Waiver Amendments for Public Comment: ODP will publish the 1915(b)(4) application and any accompanying 1915(c) amendments for public comment prior to submitting to CMS

## Public Comment

Approximately 311 Commenters

### Key Themes

**Finance (91 mentions)** Payment design consideration for Value-Based Purchasing (VBP)/cash flow  
Review of rate methodology for SCO model  
Outline components paid for within the rates and components (reporting and/or quality) measures paid in addition to rates (Pay for Performance)

**Workforce (87 mentions)** Preferred organizations and benchmarks for credentialing  
Definition of clinical team  
Overall concern with DSP wages and that selective contracting will not solve workforce issues

## Public Comment Feedback (cont.)

### Key Themes

***Timing of Implementation (51 mentions)*** Opportunity for public comment

Pilot program/slow down

SCO before residential

Further description of roll-out process and expectations needed

***Quality (134 mentions)*** Agency or recognized credential for SC

Turnover of contracted DSPs

What is definition of quality

Further definition of measures

Inclusion of social justice standards



## **Key Themes**

### ***Impacts on Participants (56 mentions)***

What if individual's provider is not preferred

Consideration for individual and family engagement

### ***Access (76 mentions )***

Define service area

Providers already limited; Choice further limited if requirements increased

## **Key Themes**

### ***Residential and SCO Criteria (270 mentions)***

General comments on disproportionate impact on small providers, particularly with continuum of services as preferred criteria

### ***Model (78 mentions )***

Further descriptions of standards, measures, and tiers needed  
Further definition of AEV role

# Updates to Selective Contracting Proposal

- Timeline Adjusted –Residential implementation **January 1, 2025**
- Preferred Tier –Two Paths to Obtain Preferred Status  
2 of 3 Services Provided During the Review Period  
Meet Clinically Enhanced Standards
- Workforce  
Credentialing will not apply to Lifesharing  
Front-line supervisors added to turnover standards
- Details Added to Standards, Measures, and Tiers
- Name change for data analytics vendor to “Performance Analysis Services”
- Added performance standards  
Community Integration  
Participant Involvement in Advisory and/or Boards  
Cultural Competency  
Wellness activities

# Employment

**Performance Area - Employment** — rate of competitive integrated employment (CIE) for working age participants, adjusted for acuity

Definition - Demonstrated support of individuals to seek and obtain competitive integrated employment (CIE).

All providers –

- Demonstrate tracking of CIE and percentage of working age people with CIE.
- Plan for improvement of CIE.

Select providers -

- Combined XX% of working age individuals that are receiving Career Assessment or Job Finding services through ODP or OVR and competitively employed in integrated settings (working age participants only and adjusted for acuity)

# ▶ ID/A and Adult Autism Waiver Amendments

Submitted to CMS 7/25/23

- Remainder of unwinding from Appendix K flexibilities
- Specialty Telehealth and Assessment Teams (ID/A only)
- Addition of NG 5 (ID/A only)
- Group Music, Art, & Equine therapy (ID/A only)

# Employment 1<sup>st</sup> Stakeholder Strategic Planning Event

Thursday, October 19, 2023

10:00 a.m. - 3:00 p.m.

The Liberty View at the Independence Center  
Philadelphia, PA

## OVR Updates

- Rapid Engagement
- Pre-Employment Transition Services (Pre-ETS)
  - MyWorks
  - Youth Ambassadors/Youth Engagement Specialists- Natasha
  - Work-Based Learning Experiences
  - Summer Academies
- Section 511 Career Information Sessions
- Staffing
  - Rapid Hiring Events for VR Counselors/Social Workers/Early Reach Coordinators
- InVEST Project/SWTCIE Grant
- Pennsylvania Transition Partners: Pathways to Partnership Grant

- **In**tegrated **v**ocational **E**ngagement **S**upport **T**eam
- Total amount of OVR's grant award - \$13,943,300.47
- Time frame of grant - 10/1/22 to 9/30/27 (5 Years)



- Three Primary Components of Grant Project to move individuals earning **S**ubminimum **W**age **T**o **C**ompetitive **I**ntegrated **E**mployment:
  - CIE Engagement- PA Family Network- Peer to Peer
  - CIE Supports- Embedded within Businesses
  - CIE Service/Resource Coordination- Integrated Resource Team (IRT) model to be used within 14c facilities (aka Sheltered Workshops)
- Charting the LifeCourse (CtLC) Framework- Person Driven Planning model to be used throughout project

- Total amount of OVR's grant award - **\$9,990,688.97**
- Time frame of grant - 10/1/23 to 9/30/28 (5 Years)
- Pathways to Partnership will develop work-based learning opportunities and robust transition planning for students with disabilities, as well as opportunities for youth service professionals from OVR, ODP, Education, and Centers for Independent Living to participate in professional development.

- The three-component grant model includes:
  1. Pathways to Partnerships—Professional Development, Capacity Building and Training
    - Professional development opportunities will be available to all partners on Charting the LifeCourse Framework and Transition Discoveries
  2. Pathways to Partnership—Transition Discoveries
  3. Pathways to Partnership—Work Based Learning Experiences
- The primary goal of the grant is to build upon and expand the relationships among all youth services providers to support successful school to work transition outcomes for students with disabilities.

# Youth Engagement Specialists (YES)

Natasha M. Fletcher  
PaTTAN East



# What is Youth Engagement?

- Youth Engagement – an equitable access and opportunity for youth to participate in activities that are related to their schools, communities, and self.

# What is Youth Leadership

- Youth Leadership – when youth are a genuine part of the decision-making process, identifying and implementing projects of their choice, and gaining the knowledge and skills to better advance the development of their schools, communities, and self.

# Areas of Focus

Youth Engagement looks different in different environments, and all of this is in service of the goal of Competitive Integrated Employment. Some areas to implement youth engagement are:

- Student Led IEPs
- Disability Awareness and Self Advocacy
- Engagement in Transition Planning
- Employment Supports and Outcomes

# How to Continue the Conversation

■ Reach out via email or text

▷ [Natasha Fletcher](#)

▷ [nfletcher@pattankop.net](mailto:nfletcher@pattankop.net)

▷ 267-571-8164

■ Apply for supports:

<https://supports.pattan.net>



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Where are We  
Now Around  
Employment?  
Let's Talk  
Numbers!

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# Current Status

- Typically have data from 13 to 15 providers out of 19
- Data for FY23 first quarter is from 14 providers
- YOUR data matters!

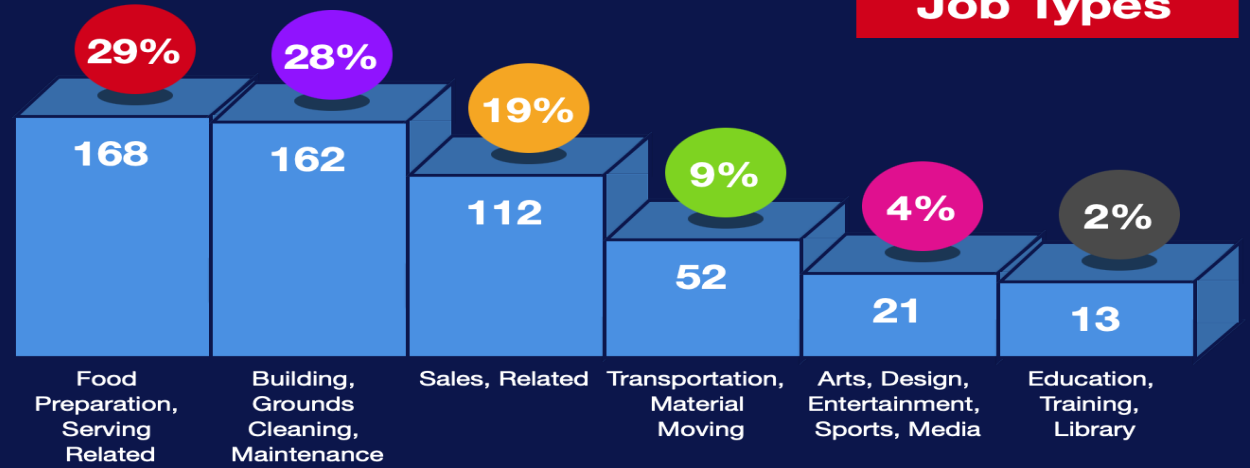
# Employment First in Philadelphia: The Numbers (7/1/2023 – 9/30/2023)



## A Snapshot of Employment in Philadelphia County



## Job Types



## Earnings/Average Hours Worked

total earnings for all individuals: \$1,737,142

85.1 hrs/month

across all ages

67.5 hrs/month

16 – 20 years old

85.9 hrs/month

21 – 64 years old

49.1 hrs/month

65 years old & over

This graphic represents data submitted from July 1, 2023 to September 30, 2023, by 14 providers in Philadelphia County.

# Comparison of 1<sup>st</sup> Qtr. 2023 and 1<sup>st</sup> Qtr 2024

## 1<sup>st</sup> Qtrr Fy22 (7/1/2021 – 9/30/21)

- 789 people receiving services
- 522 total people employed
  - 570 jobs + 24 self-employed
- 66% employed

## Earnings/Average Hours Worked

- \$1,533,286 total earnings for all individuals
- 83.6 hours/month

## 1<sup>st</sup> Qtrr Fy23 (7/1/2022 – 9/30/22)

- 747 people receiving services
- 530 total people employed
  - 584 jobs + 25 self-employed
- 71% employed

## Earnings/Average Hours Worked

- \$1,737,142 total earnings for all individuals
- 85.1 hours/month for workers across all ages

NOTE: at the time of the stakeholder meeting last year these numbers were dramatically different (by over 200).

# Employment Outcomes: 7/1/2022 – 6/30/2023

## Overall Stats

- 838 people received services
- 610 total people were employed
- 73% employed

## Earnings/Average Hours Worked

- \$6,3115,267 total earnings
- Avg. of 83.4 hours/month

## Top Five Job Types

- Building and Grounds Maintenance
- Food Preparation and Serving
- Sales and Retail
- Transportation / Material Handling
- Arts, Design, Entertainment, etc.

# Reminder - Tiered System for Data Stipends

## Outcomes

- Percentage of data submitted rose from an average of 86% to an average of 89%
- Increase from 7 providers submitting at least 95% of their data with an average of 100% in FY22 to 10 providers in FY23
- We are better able to provide meaningful data in a timely manner when requested.

## Goals

- At least 95% data submission from 19 out of 19 providers
- Embed EmployStat data onto the POTJ website

# Tiered System for FY23 Stipends

## The Tiers

- Tier One - 95% or more of data submitted - \$2500
- Tier Two - 90-94% of data submitted - \$2000
- Tier Three - 80-89% of data submitted – \$1500
- Bonus - Organizations supporting over 70 people, reporting at or above 95% - an additional \$500

## Due dates

- January 15, 2024 (for July - December 2023)
- July 15th, 2024 (for January - June 2024)



# Phila On The Job

Connecting Talent to Opportunities

[Home](#)

[Businesses](#)

[Youth & Transition](#) ▼

[Career Seekers](#) ▼

[Agency Partners](#)

[Resources](#) ▼

## *Finding and Getting a Job*

### **Featured Links**

[Career Exploration](#)

[Keeping Your Job](#)

[Advancing Your Career](#)

[Employment Resources](#)

[Share Your Story](#)





# PHILADELPHIA'S EMPLOYMENT 1st INITIATIVE

2021 to 2023

## EMPLOYMENT FOR ALL: It's Time



- EVERYONE HAS ABILITIES
- EMPLOYMENT IS THE 1ST CHOICE & PREFERRED OPTION
- EVERYONE CAN DO SOMETHING
- MONEY \$ \* UNIVERSAL TOOLS
- EVERYONE CAN WORK \* EVERY CHILD IS EXPECTED TO WORK \* EVERYONE IS READY TO WORK RIGHT NOW
- START YOUNG - EXPECT EMPLOYMENT
- WORK IS ESSENTIAL TO GROWTH & DEVELOPMENT \* TRAINING ON THE JOB \* ALL ENJOY HIGHS AND LOWS OF WORK \* RIGHT TO CHOOSE WORK
- EXPECTED \* CONTRIBUTES TO THE GREATER COMMUNITY \* EXPECTATION \* ITS LIFE \* PROVIDES SELF-ESTEEM & SOCIAL CAPITAL \* SUSTAINABLE WAGES \* POSITIVE ATTITUDE \* WORK WORKS \* START YOUNG \* BEING ODDLY OPTIMISTIC \* PURPOSE AND IDENTITY \* WE NEED EVERYONES GIFTS \* MAKES ONE MORE INVOLVED IN THE COMMUNITY \* CHOOSING TO WORK = CHOICE OF LIFESTYLE \* EMPLOYMENT IMPACTS THE QUALITY OF LIFE \* PROVIDES AN OPPORTUNITY TO LEND OUR VOICES TO OUR BELIEFS \* ITS JUST

### MARKETING TALENT WORKGROUP

- CREATE A BUSINESS PARTNERSHIP "NETWORK"
- "DAY IN THE LIFE" VIDEO OF EMPLOYMENT SUPPORT TO BE SHARED WITH BUSINESSES, FAMILIES, SELF-ADVOCATES → IN 2022: DISTRIBUTE TO HIGHSCHOOLS, COLLEGES + AT EMPLOYMENT EVENTS
- CREATE TOOL KIT WITH INFO. CARDS TO GO WITH VIDEO OF WHAT IS AVAILABLE
- KEEP WEBSITE UPDATED

### TRANSITION COORDINATING COUNCIL WORKGROUP

- EMPLOYMENT FOR ALL
- COLLABORATING WITH SPECIAL EDUCATION TO SECURE + COORD. ACTIVITIES
- ENROLLING STUDENTS FOR LIFE-LONG SERVICES
- COORD. WITH BENEFITS GROUP FOR BENEFITS COUNSELING
- PARENT WORKSHOPS TO ASSIST IN NAVIGATION
- CONNECT SERVICES IN ALIGNMENT WITH INDICATOR 13/14 TRANSITION MANDATES

### EDUCATION & ENGAGEMENT WORKGROUP

- SCO EMPLOYMENT TRAINING FULLY DEVEL.
- BENEFITS PODCASTS COMPLETED
- ALL STUDENTS (AGE 14+) PARTICIPATING IN IEPs
- EMPLOYMENT INFO. OFFERED IN 9th GRADE
- INCREASE USE OF TOOLS ALREADY AVAILABLE
- ALL SCs + TEACHERS EMBRACE "EMPLOYMENT FOR ALL VIA COLLAB. WITH TRANSITION WGP."
- ALL STUDENTS ARE SELF ADVOCACY EXPERTS
- SCs ARE INCLUDED IN THE IEP PROCESS TO MAKE EMPLOYMENT A PRIORITY

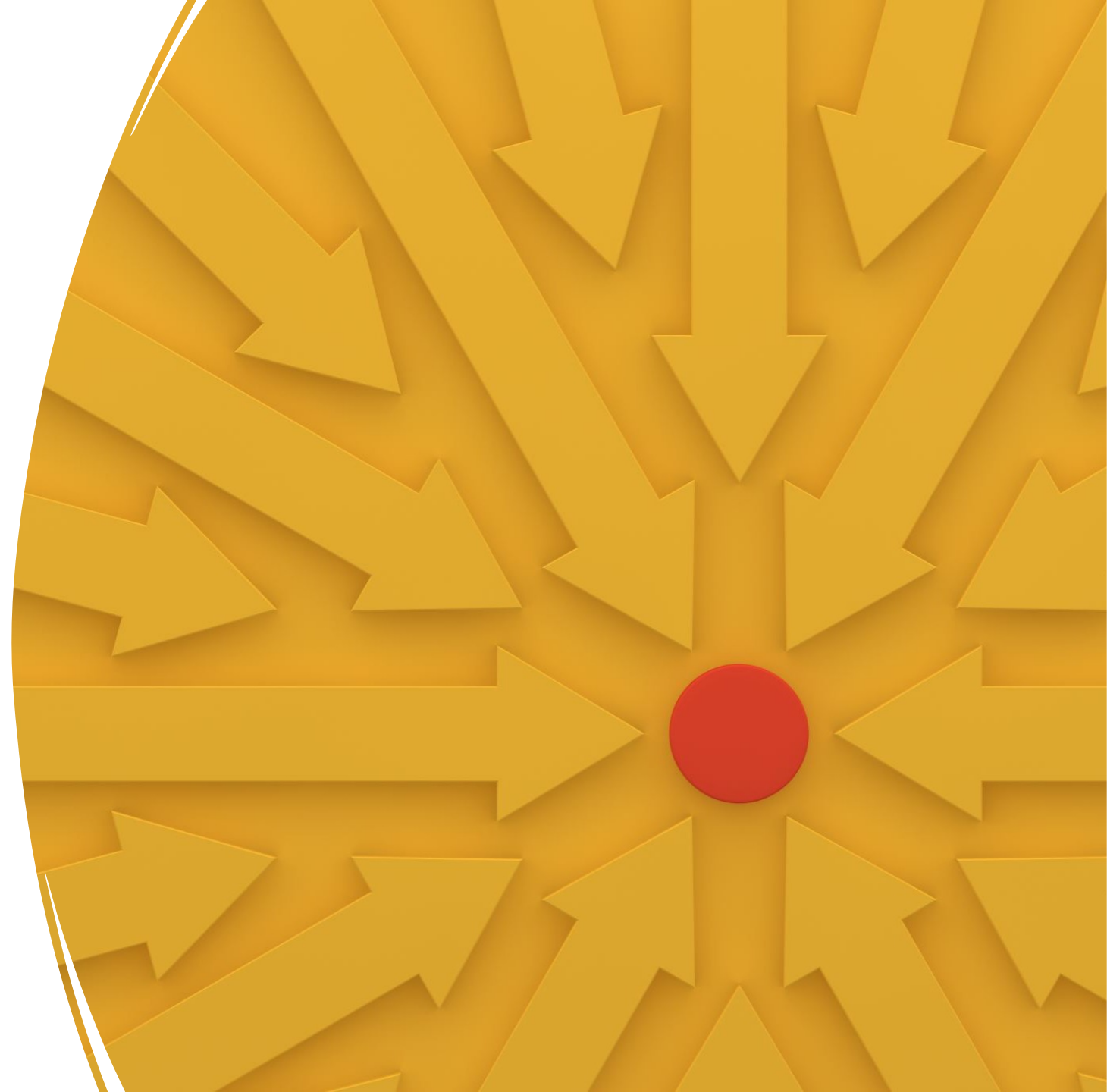
### ORGANIZATIONAL CHANGE WORK GROUP

- MINI GRANT PROJECT
- ADDRESS FUNDING INADEQUACIES THAT PROVIDE CHALLENGES
- CREATE A PLAYBOOK - A PATH - WHERE ORGANIZATIONS/STEERING COMMITTEE CAN GUIDE OTHERS ON THE INS AND OUTS OF

# 2023 – 2025 Strategic Plan

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- Two-year plan
- Theme: Outreach, Connection
- Workgroups
  - Marketing Talent
  - Organizational Change
  - Education and Engagement
  - Transition Coordinating Council



Let's Cover  
Philadelphia:

Outreach  
Connection  
Inclusion

