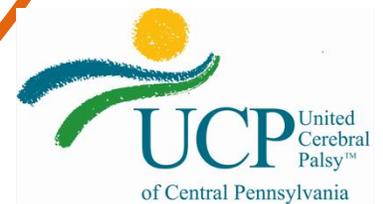


TOWN HALL

Janeen Latin

President/CEO

March 20, 2025



March 7, 2025
Employee Appreciation Day

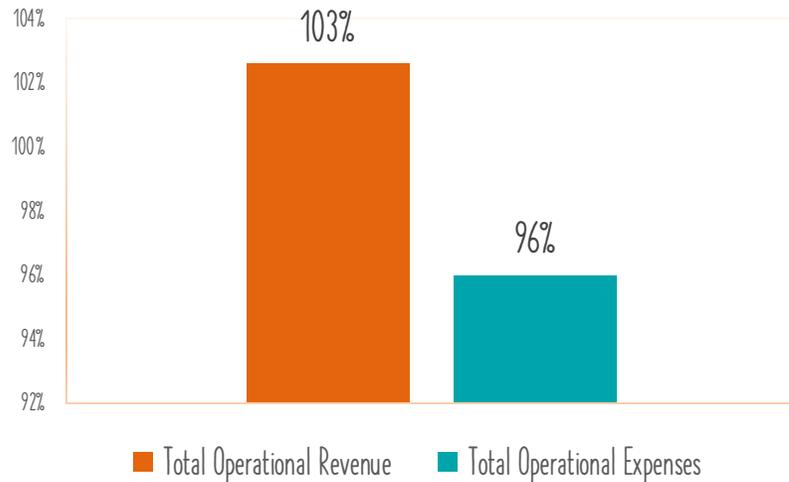


You are all an essential part of our team, and we're so grateful for everything you do. Keep shining and keep up the amazing work. You are truly appreciated more than words can express!

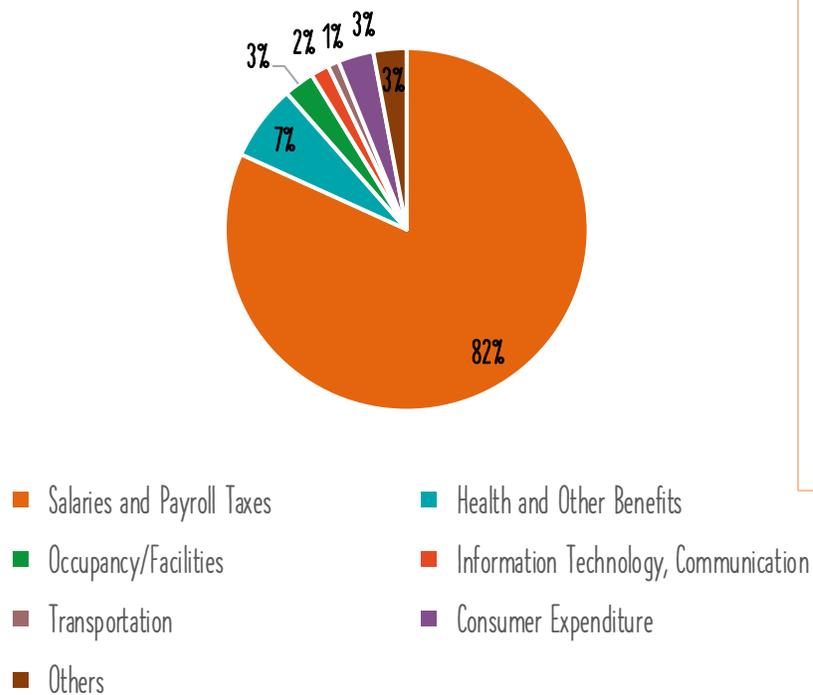
THINGS TO KNOW

Financial- July 2024-December 31, 2024

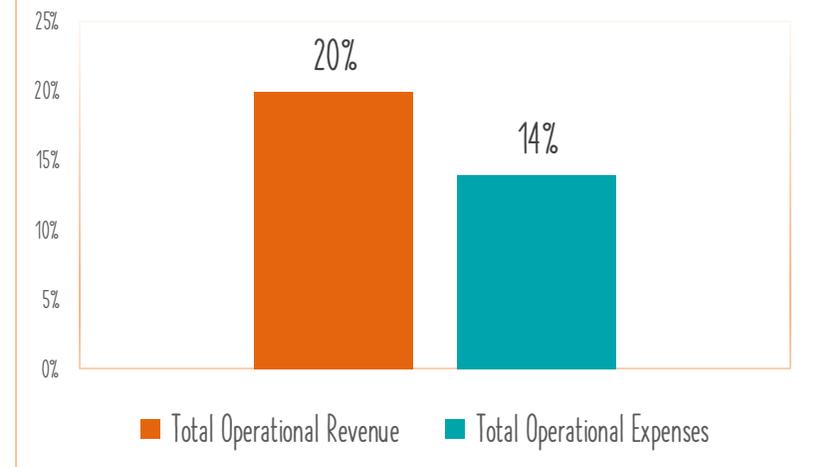
Revenue & Expense Compared to Budget



Where do we Spend our Money?



Revenue & Expense Compared to FY24



THINGS TO KNOW

Personnel

Total Employees- 1760

- Admin-47
- AWC-37 (SSPs 1,368)
- Childhood & Ancillary-27
- CPS-87
- Employment & Community- 23
- Residential-171

Hires

Since July 1, we hired 121 employees.

- Admin-8
- AWC-8
- Childhood & Ancillary-5
- CPS-37
- Employment & Community-5
- Residential-58

Turnover

Since July 1, we lost 103 employees.

- Admin-5
- AWC-5
- Childhood & Ancillary-7
- CPS-36
- Employment & Community-8
- Residential-42

Less than 30
days.- 10%
(10ppl)

Net Gain: 18
Openings: 26

THINGS TO KNOW RESIDENTIAL

Performance Based Contracting

- Beginning FY26 the requirements to deliver residential services are changing to a performance-based model.
- Application submitted to ODP 3/7/2025
- Tier determination by 4/30/2025
 - Primary, same rates we receive now
 - Select, 3% increase in rates

Pay for Performance

- Application submitted to ODP 3/7/2024
- Focused on technology, competitive integrated employment (CIE), and credentialing.
- Determination by 5/31/2025.

Philosophical Shift

- CIE 18-64 (Employment First)
- Support individuals with enabling technology/remote technology (Tech First)
- Individualized supports (Person First)
- Wellness, Inclusive Wellness
- Data driven decision making (individual outcomes)
- Credentialed workforce

Goal: improve the quality of services delivered by providers which improves the outcomes for individuals.



CAREER PATHFINDER

Professional Development/Credentialing Opportunities for staff in ODP funded programs

About

- Launched January 26, 2023
- Credentialing funded through Office of Developmental Programs
- Opportunity for bonus (ODP funded) and wage increase (UCP funded) for agency employees

Opportunities!

NADSP- DSP I, II, III

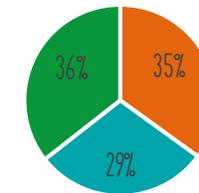
NADSP- Front Line Supervisor

Charting the Life Course

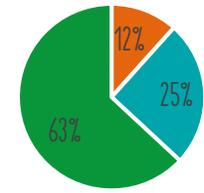
Residential Progress

(target 25% completed FLS/DSP I, II, III)

Supervisors n.17 FTE



DSPs n.96 FTE



Completed Enrolled Not Engaged

Completed Enrolled Not Engaged

Opportunity for a bonus extended through June!

DATES TO REMEMBER

1

April 25-
Staff Retreat,
Vibrant Church

2

May 21-
Spring Fling,
55 Utley Drive

3

June 14-
Sports Auction,
City Island Harrisburg

4

September 6-
Employee Picnic,
Knobels Amusement Park

MISSION MOMENT

Share your success story...
Anyone is invited to share...

See something, Say something, Do something.....

is a core principle we all must follow at UCP. It's everyone's responsibility to speak up when something feels off. If you observe something that doesn't sit right with you, don't hesitate to raise your concern. **Trust your instincts and escalate the issue without trying to figure it out on your own.** Once you report the concern, let others determine the appropriate next steps. If you don't feel heard, keep raising the issue until you're confident it's addressed. We all play a part in maintaining a safe and responsible workplace.

HERSHEYPARK...



Promo Code:
UCPTIX

If you are planning a trip to **Hersheypark** in the next several months, UCP employees have access to discounted tickets.

The following discounted tickets are available with this offer:

- **\$42.84** – 1 Adult ticket valid 4/5/25–9/7/25 (This is 45% OFF the regular price of \$90.80)
- **\$48.84** – 1 Adult ticket valid 4/5/25–1/4/26

After scanning the QR code, enter company code: **UCPTIX**

*****TICKETS WILL BE EMAILED TO YOU FROM HERSHEY PARK AFTER ORDERING*****

COMING SOON

- Communication & Recognition Survey
Distributed: March 21 Due: April 4

HOW YOU CAN HELP...



Nominate a coworker for a STAR Award!



Refer a Friend to work at UCP... you could receive \$1,000 for EACH referral!



Share jobs on social media

QUESTIONS?
