The Provider Alliance

ODP Proposed Area Map and Geographical Area Development Methodology

March 31, 2017

22 BLS Workforce Development Areas (WDAs)
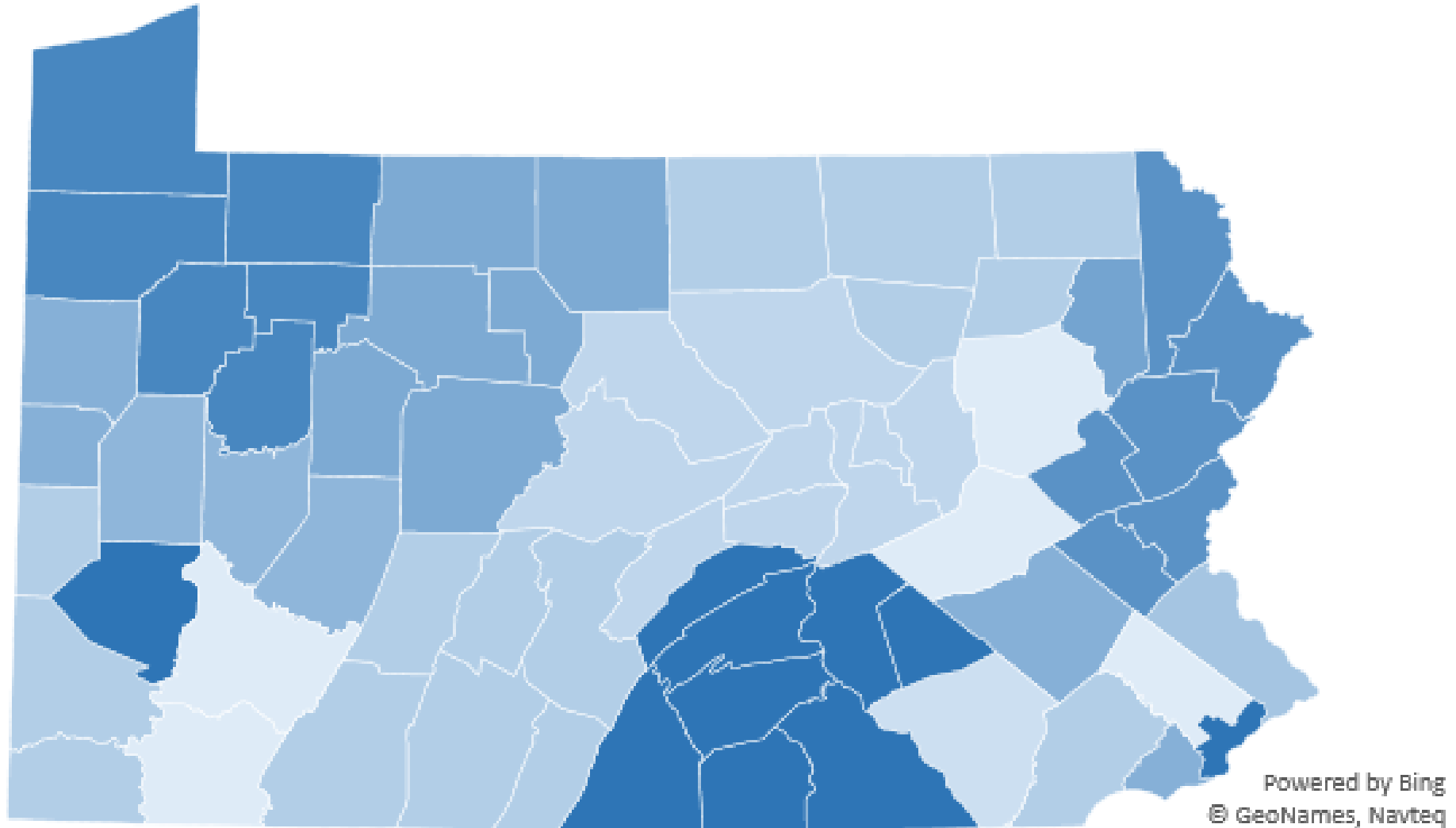
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Occupation Code (SOC)	Occupational Title	Weighting
21-1015	Rehabilitation Counselors	14.10%
21-1093	Social and Human Service Assistants	14.10%
31-1011	Home Health Aides	14.10%
39-9021	Personal Care Aides	14.10%
11-9151	Social and Community Service Managers	4.23%
19-3031	Clinical, Counseling, and School Psychologists	4.23%
21-1023	Mental Health and Substance Abuse Workers	4.23%
29-1122	Occupational Therapists	4.23%
29-1123	Physical Therapists	4.23%
29-1127	Speech-Language Pathologists	4.23%
29-1141	Registered Nurses	4.23%
29-2061	Licensed Practical and Licensed Vocational Nurses	4.23%
37-2012	Maids and Housekeeping Cleaners	4.23%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	4.23%
53-6099	Other Transportation Worker	1.30%
		100.00%

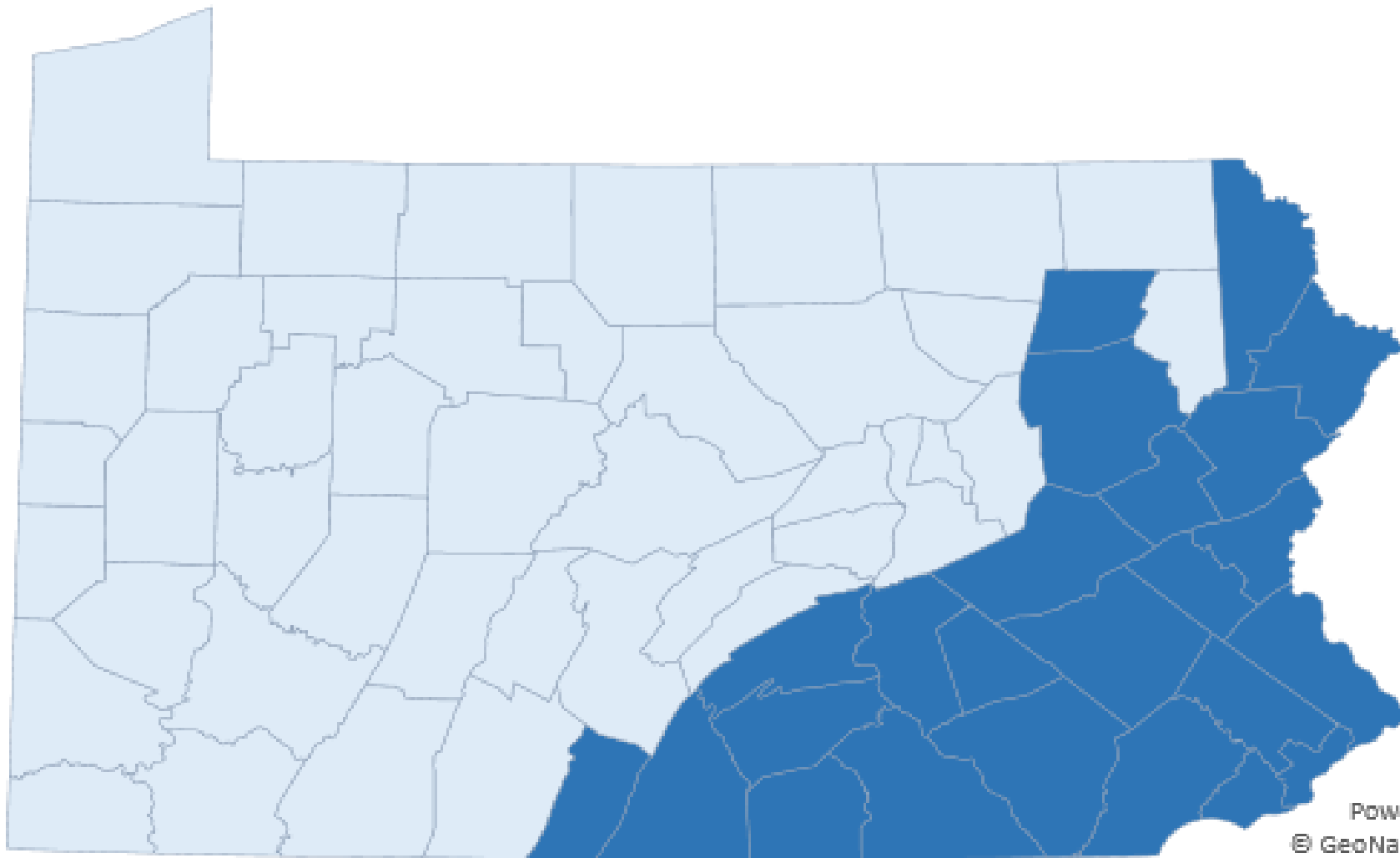| Occupation Code (SOC)	Occupational Title	Weighting
21-1015	Rehabilitation Counselors	12.82%
21-1093	Social and Human Service Assistants	12.82%
31-1011	Home Health Aides	12.82%
39-9021	Personal Care Aides	12.82%
11-9151	Social and Community Service Managers	3.84%
19-3031	Clinical, Counseling, and School Psychologists	3.84%
21-1023	Mental Health and Substance Abuse Workers	3.84%
29-1122	Occupational Therapists	3.84%
29-1123	Physical Therapists	3.84%
29-1127	Speech-Language Pathologists	3.84%
39-9041	Residential Advisors	12.82%
29-2061	Licensed Practical and Licensed Vocational Nurses	3.84%
37-2012	Maids and Housekeeping Cleaners	3.84%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	3.84%
53-6099	Other Transportation Worker	1.30%
		100.00%

BLS Data by WDA May 2015

Series1

$21.48

$17.30

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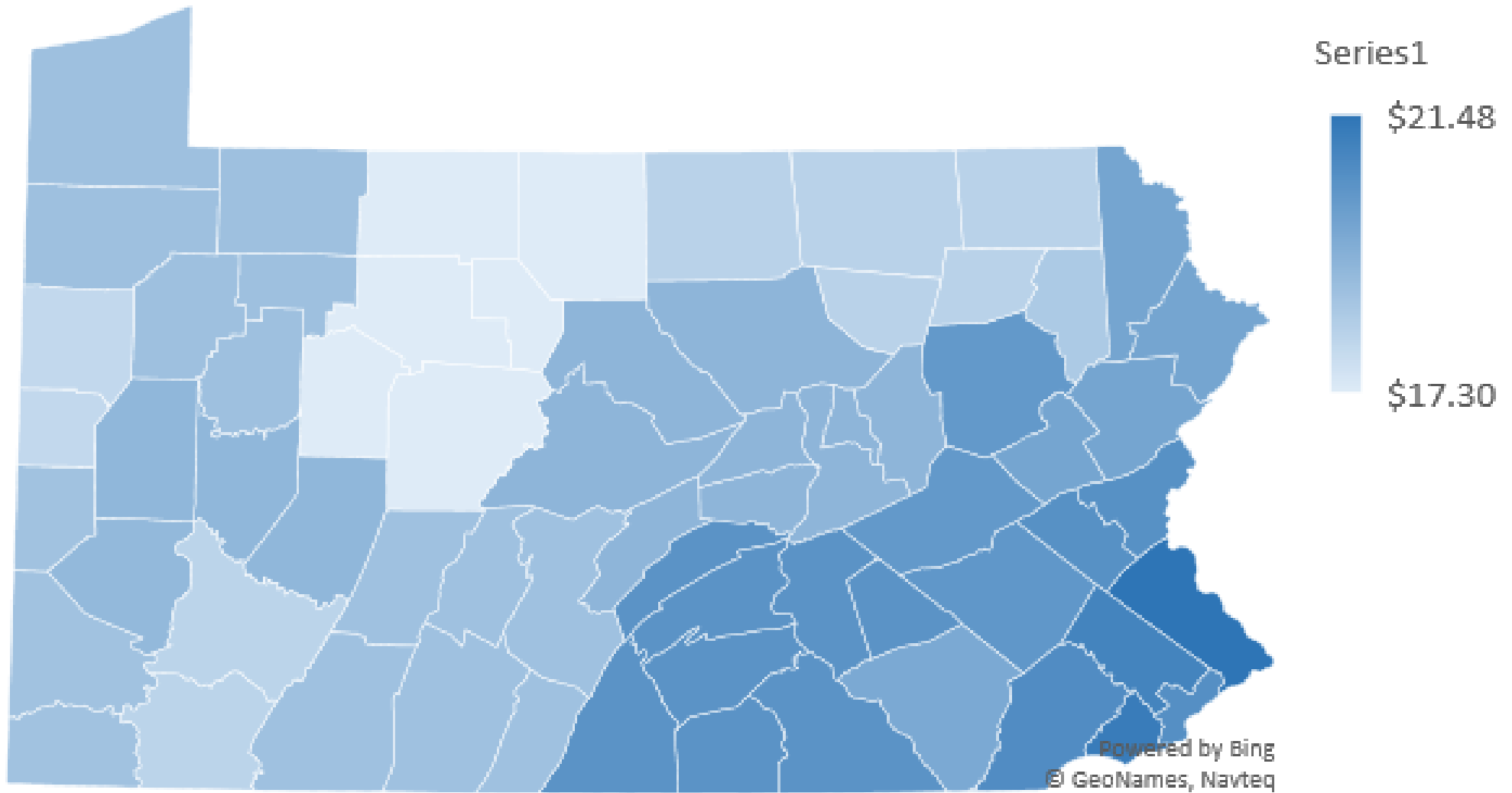
ODP Proposed Area Designations

ODP Geographical Area Development Proposed Wage Ranges

Wage Range		Area	
$ 19.64	$ 21.48	1	
$ 17.30	$ 19.20	2	

BLS Data by County May 2015
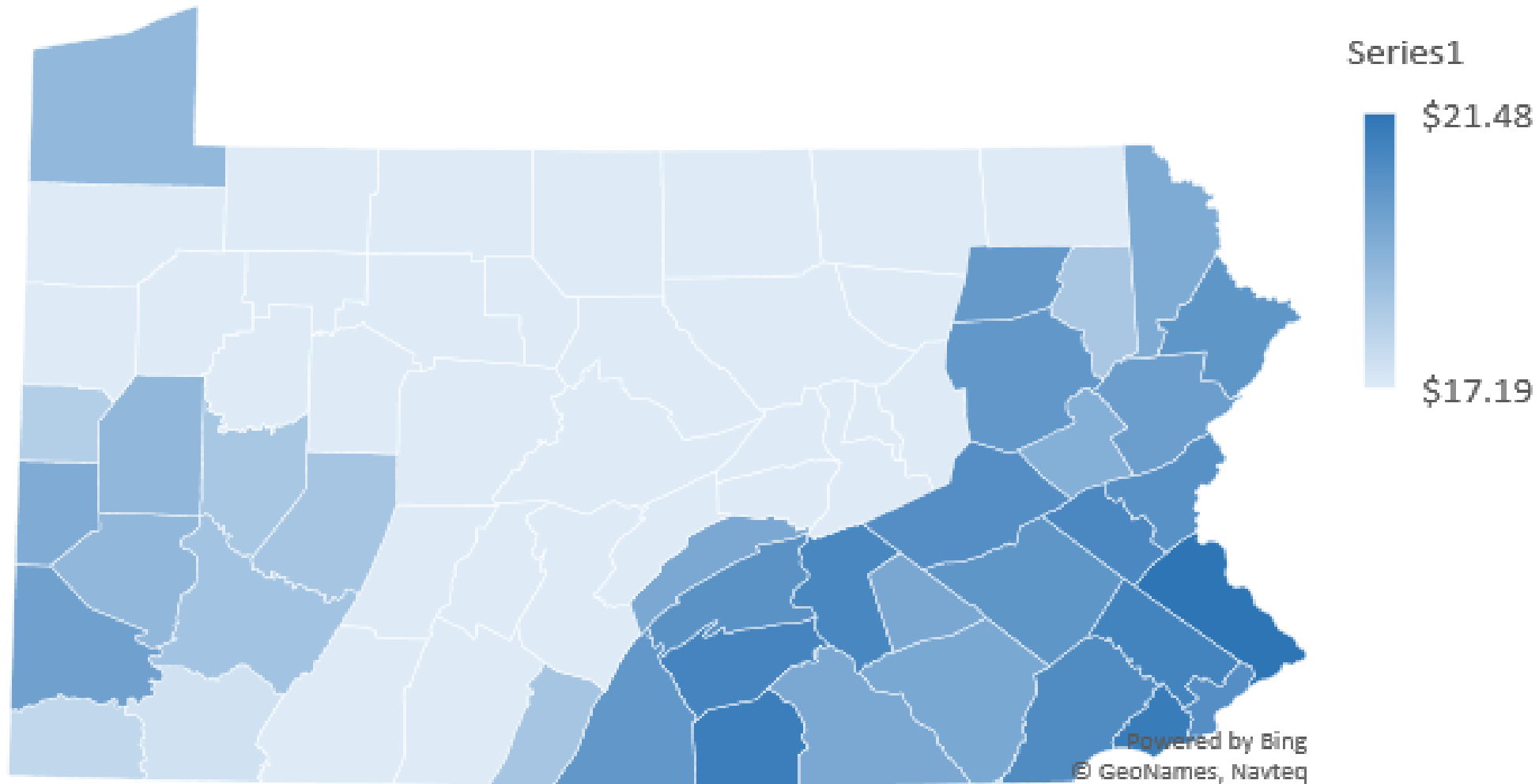
Series1

$21.48

$17.19

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Comparison of Select County BLS Data

Area 2 Counties			Area 1 Counties		
Allegheny	$ 19.08		Carbon	$ 19.37	
Beaver	$ 19.50		Fulton	$ 18.58	
Butler	$ 19.28		Lancaster	$ 19.64	
Erie	$ 19.05		Lebanon	$ 19.65	
Juniata	$ 19.62		Wayne	$ 19.52	
Washington	$ 19.90		Wyoming	$ 20.15	
Westmoreland	$ 18.66		York	$ 19.64	
Average	$ 19.30		Average	$ 19.51	

Area 1 > $19.64 using BLS County Data
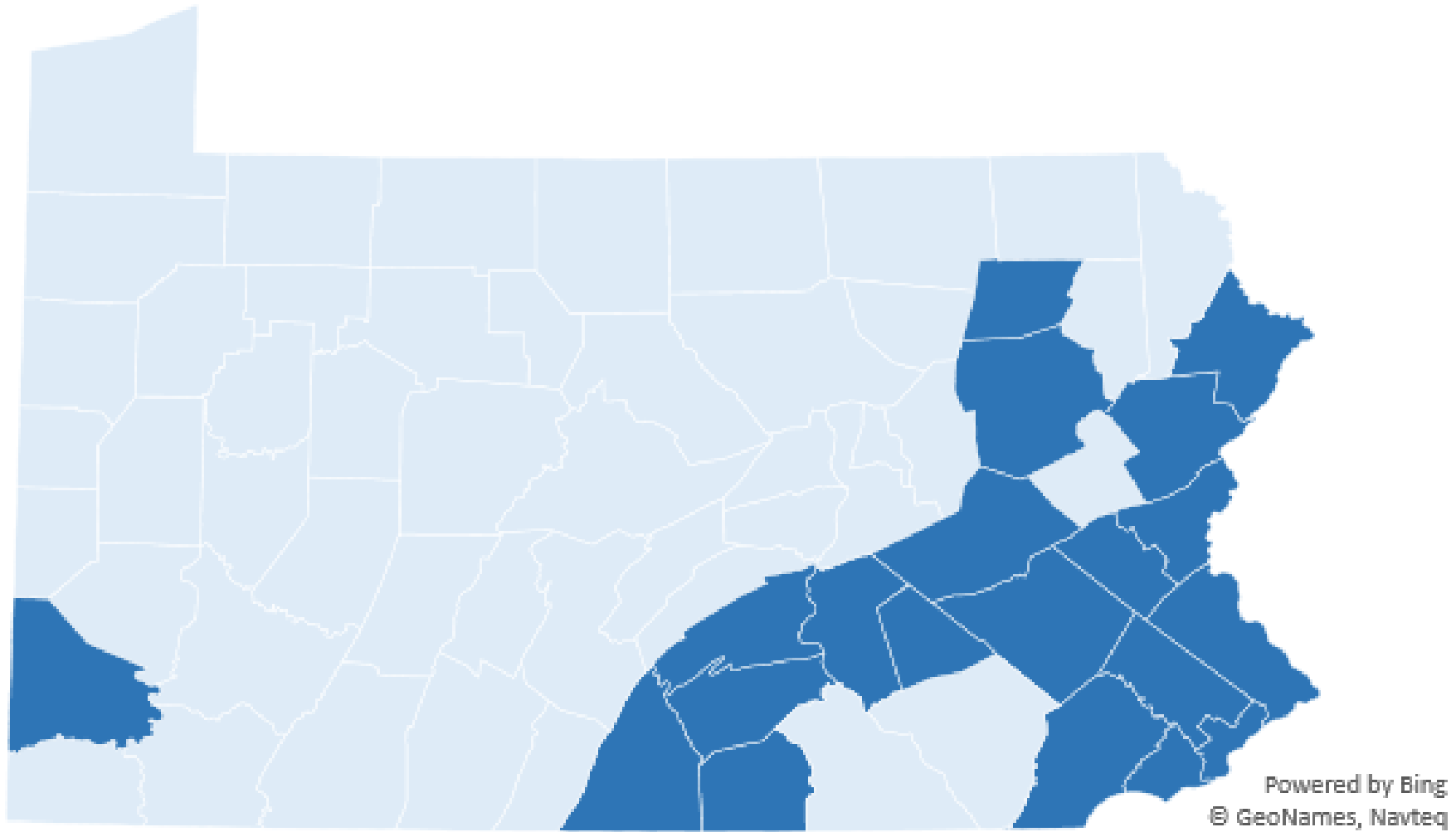
Area 1 > $19.00 using County BLS Data
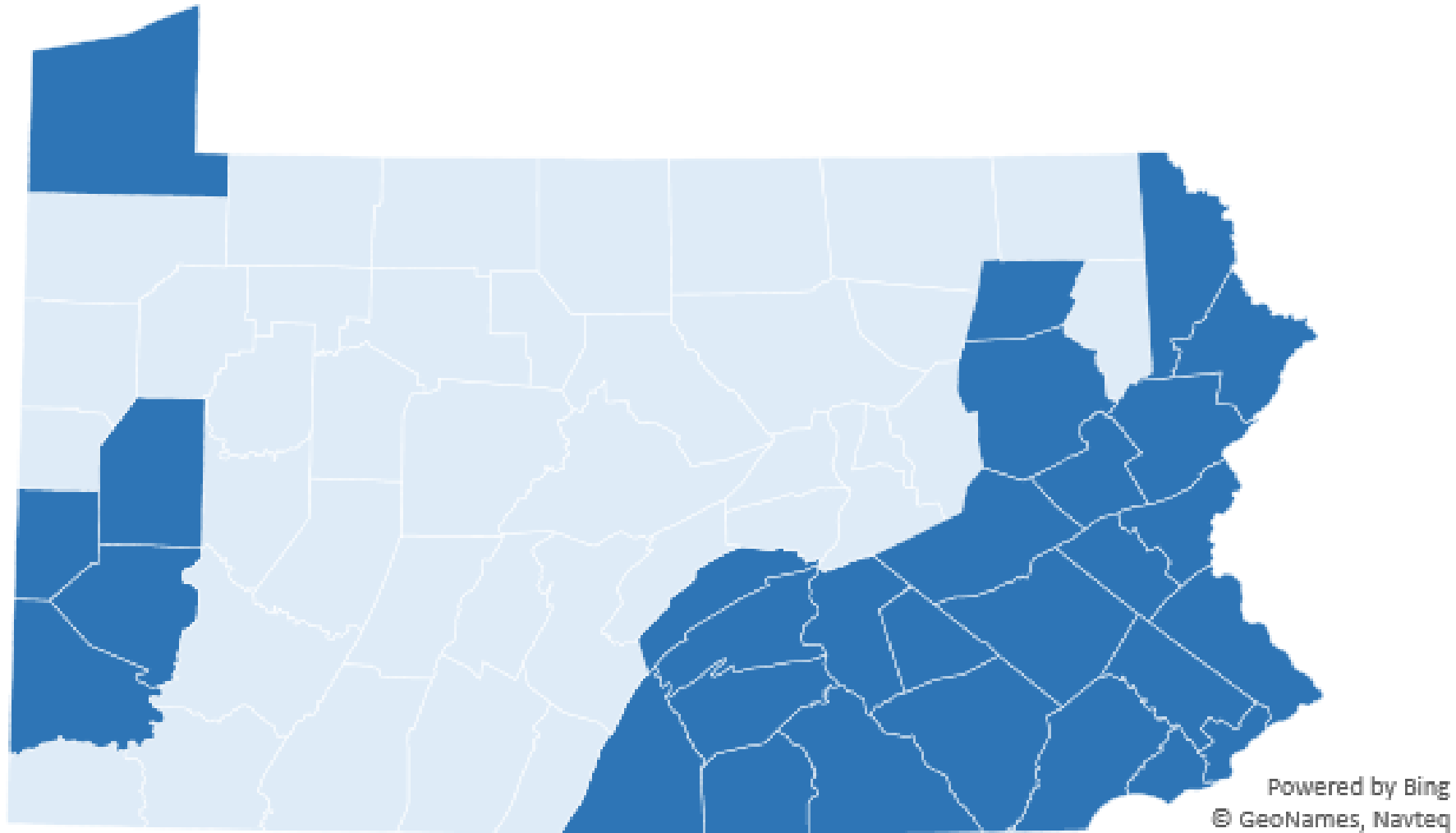
Occupation Code (SOC)	BLS Statewide Data for Pennsylvania, May 2015 Occupational Title	Weighting	Statewide Data	Weighted Avg
21-1015	Rehabilitation Counselors	14.10%	$ 18.56	$ 2.62
21-1093	Social and Human Service Assistants	14.10%	$ 14.75	$ 2.08
31-1011	Home Health Aides	14.10%	$ 10.58	$ 1.49
39-9021	Personal Care Aides	14.10%	$ 10.65	$ 1.50
11-9151	Social and Community Service Managers	4.23%	$ 32.24	$ 1.36
19-3031	Clinical, Counseling, and School Psychologists	4.23%	$ 33.38	$ 1.41
21-1023	Mental Health and Substance Abuse Workers	4.23%	$ 18.33	$ 0.78
29-1122	Occupational Therapists	4.23%	$ 36.51	$ 1.54
29-1123	Physical Therapists	4.23%	$ 40.41	$ 1.71
29-1127	Speech-Language Pathologists	4.23%	$ 36.87	$ 1.56
29-1141	Registered Nurses	4.23%	$ 32.47	$ 1.37
29-2061	Licensed Practical and Licensed Vocational Nurses	4.23%	$ 21.43	$ 0.91
37-2012	Maids and Housekeeping Cleaners	4.23%	$ 10.66	$ 0.45
43-3031	Bookkeeping, Accounting, and Auditing Clerks	4.23%	$ 17.98	$ 0.76
53-6099	Other Transportation Worker	1.30%	$ 20.64	$ 0.27
	Statewide Average for ODP Selected Codes and Weighting	100.00%		$ 19.81

BLS WDA Data: Mean, Standard Deviation, Max/Min

-2 Std Dev	-1 Std Dev	Mean	+1 Std Dev	+2 Std Dev
		$ 19.52		
	$ 18.38		$ 20.66	
$ 17.25				$ 21.79

$ 19.52	Average Wage from WDA Data Points
$ 1.14	Standard Deviation from WDA Data Points
$ 17.30	Minimum Value from WDA Data Points
$ 21.48	Maximum Value from WDA Data Points

Counties within 1 Standard Deviation
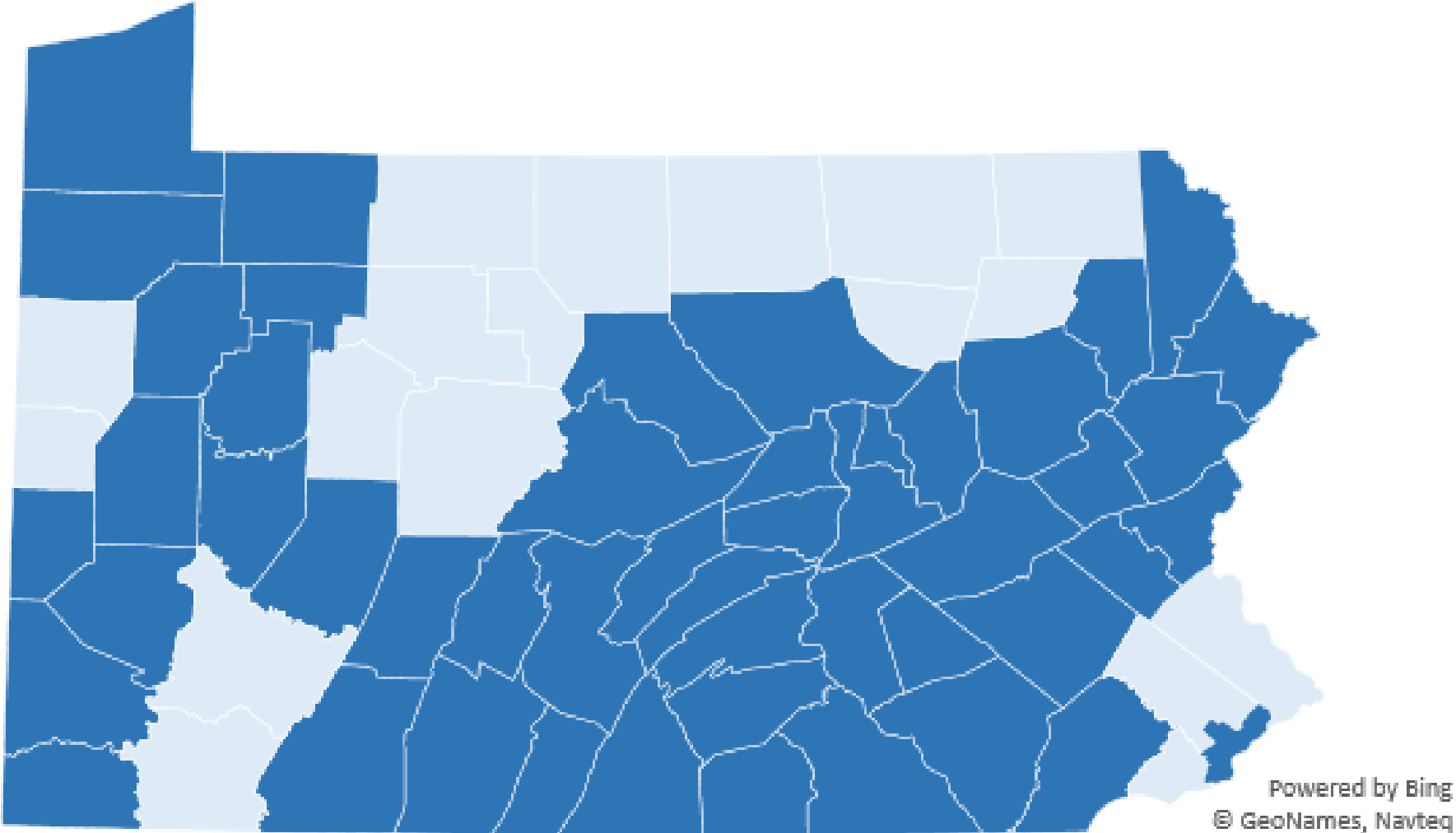
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Discussion: Key Questions (Flaws)?

- **Why is there an Area Map?** *Is ODP now the only department that still uses a geographic area map to distinguish service rates in different regions of the Commonwealth?*

- **Why use Workforce Development Area data?** *BLS data is readily available for each county individually, and ODP assigns a rate for each county to determine area designation.*

- **Who determined the job classifications and weightings?** *It is not clear who recommended these classifications as representative of community services and how the weighting was determined.*

- **Why do rates of pay across an ID joinder need to be aligned?** This introduces an added layer of complexity that skews the BLS data and results in further area assignment changes.