

Fall 2023 Webinar Series

IN! 101 + Employment Supports



PATHWAYS TO INCLUSIVE
HIGHER EDUCATION

Welcome!

- [Full Fall 2023 Webinar Series](#)
- Q&A time allotted throughout
- Brief feedback survey directly following
- Video recording & resources will be available



Who We Are

IN! exists to create **inclusive** college opportunities in Colorado for students with intellectual disabilities (ID) to foster **academic growth, social development, career advancement, & independence.**

What We Do:

EDUCATION

OUTREACH

EXPANSION

OUTCOMES

*IN! does not provide direct services on campus

Meet Our Staff

Executive Director:

Tracy Murphy

tracy@inclusivehighered.org

720-629-0196



Community Engagement Manager:

Shayna Laing

shayna@inclusivehighered.org

720-485-9922



Program Coordinator:

Elise Kramer

elise@inclusivehighered.org

720-675-9139



Meet Our Guest Presenter

Sam Christopher

Employment Coordinator

UCCS Office of Inclusive Services

schrist8@uccs.edu

719-255-4581



Webinar Objectives

- Understand inclusive college options for students with intellectual disabilities (ID) in Colorado.
- Address employment expectations and outcomes for students with ID in college.
- Examine the progression of vocational development available for students enrolled in inclusive higher education programs.

Understanding Inclusive College Programs in CO

History of Disability Services

1973



Section 504 of the Rehabilitation Act

Required for all institutions of higher ed

Non-discrimination for students that meet entry criteria

1990



Section II of Americans w/ Disabilities Act (ADA)

Required for all institutions of higher ed

Appropriate accommodations and equal access for admitted students

2008



Federal Reauthorization of Higher Education Opportunity Act

Select institutions

Think College established

Inclusive services for students with ID or that don't traditionally meet entry criteria

2016



Colorado Senate Bill 196: Inclusive Higher Education Act

CO to join the inclusive higher education movement

3 pilot schools established

2022



Colorado House Bill 22-1107: Inclusive Higher Education Opportunities

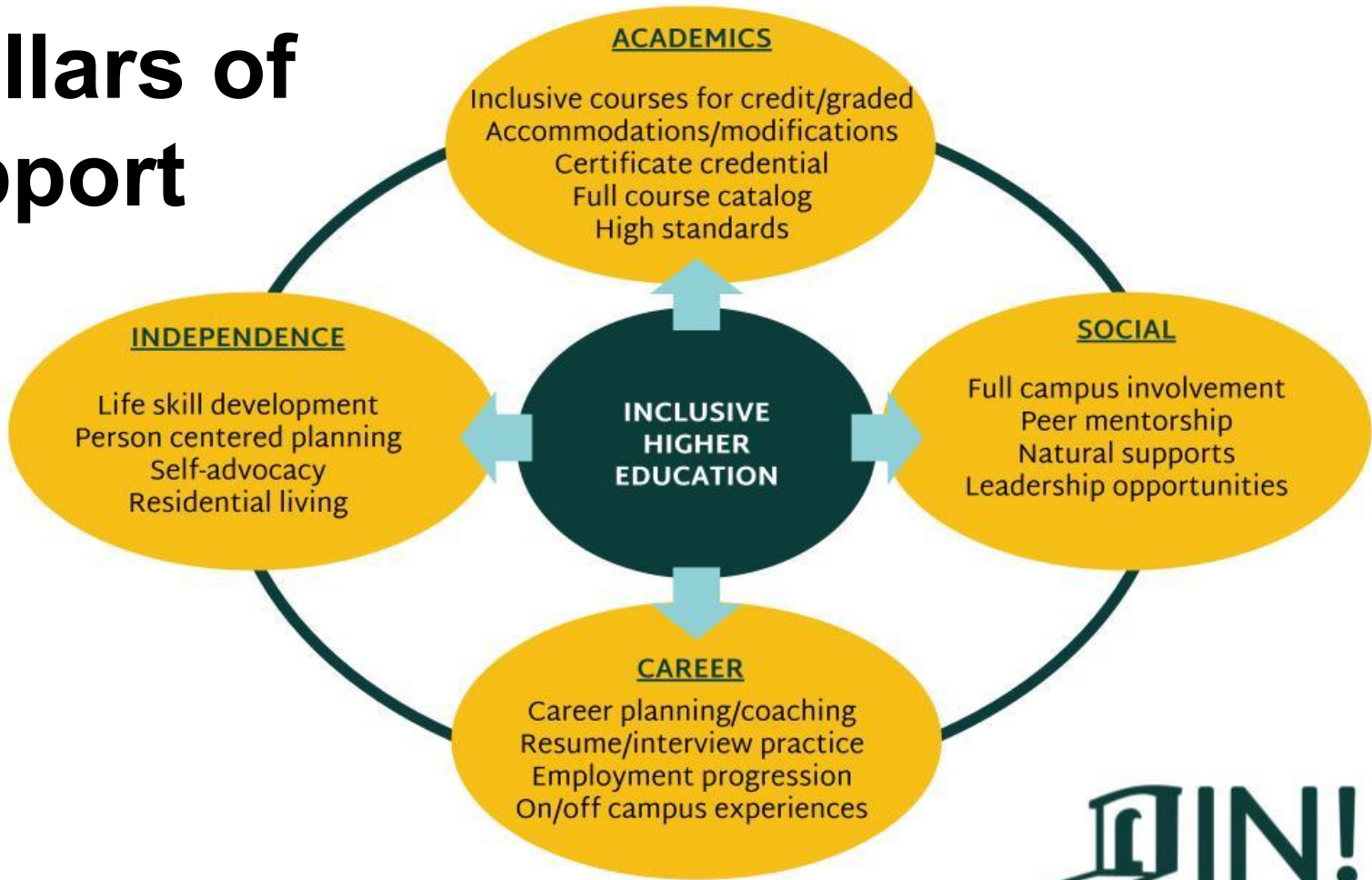
Expanding pathways and equitable access to inclusive higher education in CO

2-4 more programs launch in 2024

What is Inclusive Higher Education?

- Alternative admission pathway for students with intellectual disabilities*
- Fully inclusive & normative
- Students take courses that align with career goal
- Access accommodations & modifications
- Earn certificate credential
- Participate in career readiness and independent living
- Staff and peer mentor support in 4 domains:

4 Pillars of Support





- Elevate
- Arapahoe Community College
- Littleton, Colorado
- **Commuter Campus**
- 3 year program
- [Elevate Website](#)



- Office of Inclusive Services (OIS)
- University of Colorado
- Colorado Springs, Colorado
- **On campus living**
- 4 year program
- [OIS Website](#)



- GOAL – Go On And Learn
- University of Northern Colorado
- Greeley, Colorado
- **On campus living**
- 4 year program
- [GOAL Website](#)



- GLOBAL Inclusive Program
- Regis University
- Denver, Colorado
- **On campus living**
- 1-2 year program
- [GLOBAL Inclusive Website](#)

- Comprehensive Transition & Postsecondary Program (CTP) = Financial Aid
- Statewide Comprehensive Higher Education Certificate = Meaningful Outcome



- CSU RAM Scholars
- Colorado State University
- Fort Collins, Colorado
- Experiential learning and agriculture focus
- Program specifics coming soon
- [RAM Scholars Website](#)



- Inclusive Higher Education Solutions
- Metropolitan State University of Denver
- Denver, CO
- Program specifics coming soon
- [IHES Website](#)



- Rural university



- Community College

Coming Fall 2024

Coming Fall 2025

Questions?

Employment Expectations & Outcomes


Common Misconception


- **Misconception:** College won't change my student's future trajectory.
- **Reality (locally & nationally):**
 - Meaningful credential indicating knowledge gained
 - Progression of job experiences
 - Skills to attain & maintain employment
 - Power of inclusion

With college, people with IDD are
3x more likely to be employed



AND COLLEGE OFFERS...

 lifelong learning

 community engagement

 a fulfilling future

Common Misconception

- **Misconception:** A college certificate will ensure my student lands a job immediately after graduation.
- **Reality:**
 - Normative process for young adults
 - Relocating and building job connections
 - Value of DVR supports
 - Full breadth of student development



National Outcomes

Overall



- Competitive - at or above minimum wage
- Integrated - inclusive settings
- Meaningful - in line with interests

- 102% increase in wages
- Job diversity
 - 28% decrease in food preparation
 - 59% decrease in cleaning/maintenance jobs
 - 300% increase in healthcare professions

Recent Stats

- 93% participated in at least one career development activity
- 27% of students pursued further education post IHE
- 64% of students had a paid job 1 year after graduation vs the 18% employment rate for individuals with ID

Source: ThinkCollege report on Transition and Postsecondary Programs for Students with Intellectual Disabilities (TPSIDs), 2020
(National Core Indicators, 2019)



Local Outcomes

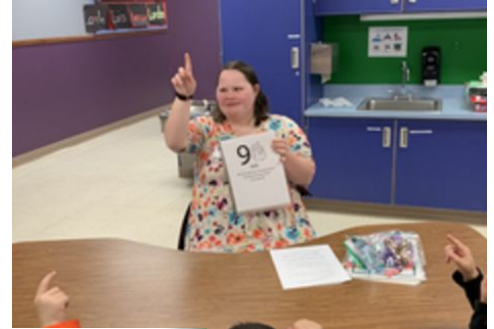
Overall



- 44 graduates in Colorado since 2020!
- Anecdotal benchmarks
 - 100% participated in career development experiences during IHE
 - 72% or higher in meaningful vocational setting after IHE
 - Clear increase in confidence, community engagement, and daily independence

Post Grad Employment

- Shannon - Paraeducator
- Elnaz - Administrative Assistant
- Darius - Graphic Designer
- Caitlin & Paige - Teacher Assistant
- Jazmine - Dietician
- Ashley - Self Advocate
- Mia - ASL Interpreter / Teacher
- Mark - College Athletic Department
- Noah, Paul - College Ambassadors
- Ryan - Hospitality



Questions?



UCCS

University of Colorado
Colorado Springs

Office of Inclusive Services

Office of Inclusive Services Mission

Mission

The Office of Inclusive Services at UCCS is committed to providing equitable and meaningful inclusive access to university life for people with intellectual and developmental disabilities. The OIS works toward equal participation in academic, social, independent living, and career experiences on campus and in the surrounding community. As students with intellectual and developmental disabilities participate with equal access, the communities they engage in will transform to redefine inclusion.



Academics:

- Students take classes for credit, have transcripts, and are matriculated students
- Students take 3 academic classes per semester (two in line with their area of study and College & Career)
- College & Career is a 3 credit course that is taken every semester. There is an 8 semester repeating curriculum
- Students receive modifications in all courses
- Students earn a University Certificate in Comprehensive Higher Education

Career Development

- First Year students work on career exploration and executive functioning and interpersonal skills needed for successful employment
- Students gain work experience starting their sophomore year
- Work experience may include:
 - Unpaid internships
 - Paid internships
 - Paid on campus employment
 - Paid employment in the community
- The OIS is not a job placement program and employment is not guaranteed after successful completion of the program

Social Engagement

- Students are required to attend social events on campus. They choose the events they want to attend, but they must engage on campus
 - Commuter students are required to attend 2 social events per month
 - Resident students are required to attend one event every week
- Students must join a club of their choice
- Students must engage in physical activity of their choice at the Rec Center
- Students are taught to plan events and outings with friends and engage in carrying these out several times over the course of their 4 years at UCCS

Independent Living

- Both students who live on and off campus take seminars designed to teach independent living skills. These include:
 - Cooking and nutrition class
 - Budget class
 - Drivers education
- Students who live on campus are taught to resolve conflict with roommates through restorative practices
- Mentors provide coaching and support on weekly chores, laundry, cooking, and cleaning
- Mentors support students to make grocery lists and shop within their budget each week

College and Career Class

- Person Driven Planning
- Goal Setting
- Building and keeping friendships
(Peers Curriculum)
- Dating and Relationships
- Health and Nutrition
- Fitness & Recreation
- Service Learning
- Community Exploration



What Does Employment Look Like Within OIS?

- 19 students enrolled for 2023/2024. 11 students are living on campus in inclusive housing.
- Driven by Person Driven Planning (PDP)
- 1st year students - Career exploration & career assessments with employment coordinator and UCCS career center
- If first year students show college readiness, the employment team looks for low hour internship opportunities.
- First year students volunteering at Family Development Center.



Employment for Non First Year Students



- Internship/Job placements both on and off campus
- Job coaching if needed
- Students learn following a schedule, time management, communication with co-workers in a natural setting.
- Students utilize the campus shuttle for on campus employment
- Students use services like Envida or Uber for off campus employment
- 64% of non first year students are currently paid employees

Career Development



- Career counseling
- Customized supports and job coaching
- Interview prep/practice
- Job searching and applications
- Resume and cover letters
- Career assessments
- Support during onboarding and training for new jobs
- Navigating hiring paperwork
- Communication with supervisors, check-ins and performance evaluations
- Coordinating work schedules
- Submitting timesheets and payment paperwork

List of OIS Employment/Internship Sites

- Cheyenne Mountain Zoo
- Donut Mill
- Campus Police Station
- Campus Recreation Center
- Campus Dining Hall
- Campus Farm
- IN! Mentorship Position
- Family Development Center
- Campus Tour Guide
- Dean's Suite (College of Education)
- Continuing to look for more community partnerships.



Employment Evaluations

- OIS uses employment evaluations to compare student and employment ratings across multiple domains.

Workplace Readiness Skills

Please evaluate and rate your intern's performance for each workplace readiness category below. Assess each category using the standards of any other intern/employee in this role or field.

Rating scale:

- 5 - Outstanding** - Employee performs extraordinarily and exceptionally. This rating should only be given on rare occasions.
- 4 - Exceeds Expectations** - Consistent and competent in performance, exceeding usual standards for the job.
- 3 - Meets Expectations** - Good performance, solid. Meets all normal performance requirements for the job.
- 2 - Below Expectations** - In need of improvement. Performance regularly or periodically does not meet normal job expectations.
- 1 - Unacceptable** - Inadequate performance, with an unwillingness or an inability to improve or meet expectations.

Time Management:
Shows an awareness and understanding of time. Able to meet deadlines and follow a schedule.

1 - Unacceptable

2 - Below Expectations

3 - Meets Expectations

4 - Exceeds Expectations

5 - Outstanding

Adaptability:
Shows flexibility and openness to change, open to new ideas. Can embrace changes in routine or

What are some employment strengths you have?

Long answer text

What are 2 employment skills you think you can improve on?

Long answer text

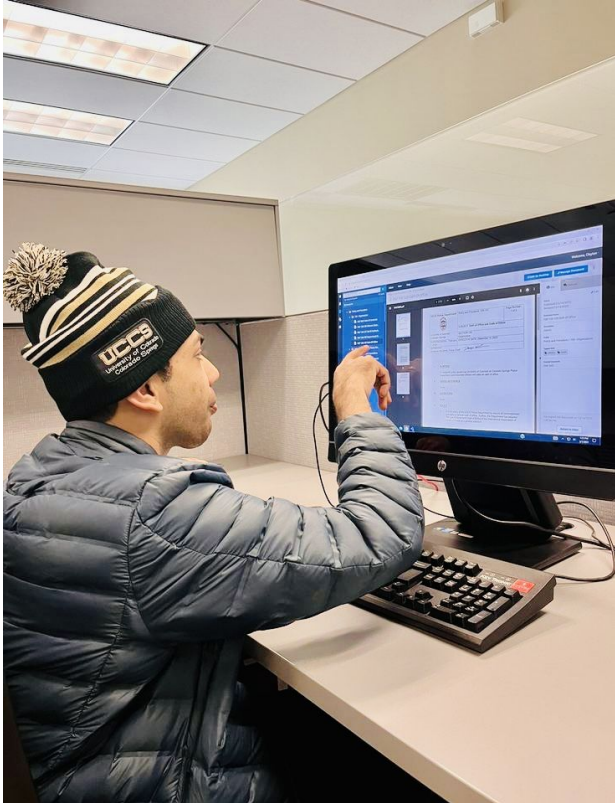
What supports, if any, do you need from the Office of Inclusive Services(OIS) to ensure success in your position?

Long answer text

Any additional overall comments?

Short answer text

Employment Evaluation Cont.



- Mid/End of Semester Evaluations for students and employers.
- Meet with students to discuss any discrepancies in the data.
- Example: Student rates themselves a 5 (Outstanding) for time management but their employer rates them a 2 (Below Expectations).
- Fosters a connection between myself, the student, and employer and provides a safe place for communication.

DVR

- Most students & families access DVR
- Students and families initiate contact with local DVR counselor
- OIS provides a Justification for Training (JFT) document that outlines students' career goals and tentative career plan.
- OIS employment fee is paid by DVR.



Makena's Tips for Other IPSE Students



1. Arrive on time to work
2. Have a positive attitude towards others at work
3. Be patient
4. Work well with other Coworkers
5. Work hard

Senior Capstone



1. Students plan a project that further develops their knowledge in their area of study
2. Plan transition out of college
 - Living
 - How they want to participate in their community
 - Recreation
 - Art
 - Fun
3. Develop their portfolio
 - Resume
 - Cover letter
 - Letters of recommendation
4. Apply for jobs

Recommendations for High School Students

- Work on career related topics (resumes, cover letters, etc).
- Work on career related skills (communication skills, working in teams, time management, etc.)
- Transportation (learning bus routes, traveling to different places with support)
- Mock interviews
- Look for volunteer/job opportunities
- Balancing a busy schedule

*College
options for
people with
intellectual
disability*



 COLLEGE SEARCH

 RESOURCE LIBRARY

 INNOVATION EXCHANGE

 WHAT'S HAPPENING IN YOUR STATE

Click photo to visit ThinkCollege's webpage

State of the Art Conference:

<https://taishoffcenter.syr.edu/sota/conference/>



College Fair
October 24, 2023
Berger Hall
UCCS

SOTA - Main Conference
October 25 & 26
Antler's Hotel
Colorado Springs

SLC - Student Leadership
Conference
October 25 & 26
UCCS





Inclusive Services

UNIVERSITY OF COLORADO
COLORADO SPRINGS

Christi Kasa

Director

Office of Inclusive Services

(719) 255-4581

ckasa@uccs.edu

Sam Christopher

Employment Coordinator

Office of Inclusive Services

Schrist8@uccs.edu

Julie Harmon

Inclusion Specialist

Office of Inclusive Services

(719) 255-4214

jharmon@uccs.edu

Kelly Haan

Campus and Community Coordinator

Office of Inclusive Services

kparrish@uccs.edu

It's Never Too Early to Start!

Career Skill Development



- Career awareness & exploration
- Self awareness
- Time management
- Communication strategies
- Problem solving
- Motivation & initiative
- Self-advocacy
- Social/Emotional Understanding
- Coping Techniques

Career Skill Development

- Volunteer experiences in area of interest
- Coordinate job shadowing or internships
- Practice with students to identify, find, and register for events/activities of interest to them
- Access travel training
- Practice use of natural supports
- Connect to Division of Vocational Rehabilitation (DVR)

Resources

Learn More & Get Involved

IN! works to raise awareness of the inclusive college options available throughout Colorado via webinars, informational sessions, mentorship opportunities, college prep resources, and more.

Helpful Links

- [IN! website](#)
- [IN! College Mentorship Program](#)
- [Self-Paced Modules: A deep dive into inclusive higher ed](#)
- [Fall Webinar Series](#)
- [Monthly newsletter](#)

National Resources

- [Going to College Preparation Page](#)
- [ThinkCollege Program Search Page](#)
- [ThinkCollege Family Resources](#)
- [Free Inclusive College Fair](#)
 - October 24, 2023
 - 5:30-7:30pm
 - UCCS - Berger Hall
 - Register in advance



Employment Readiness Resources

- [Competitive Employment: An Important Consideration for all Students with Disabilities \(Resource Page\)](#)
- [ThinkCollege's Employment "Grab and Go" Resources](#)
- [ThinkCollege's Job Development Resources](#)
- [Job Exploration Website](#)

THANK YOU

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