

# Fall 2023 Webinar Series

## Connecting with DVR:

Employment support before, during and after  
inclusive higher education



PATHWAYS TO INCLUSIVE  
HIGHER EDUCATION

# Welcome!

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



# Who We Are

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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

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## **Executive Director:**

*Tracy Murphy*

[tracy@inclusivehighered.org](mailto:tracy@inclusivehighered.org)

720-629-0196



## **Community Engagement Manager:**

*Shayna Laing*

[shayna@inclusivehighered.org](mailto:shayna@inclusivehighered.org)

720-485-9922



## **Program Coordinator:**

*Elise Kramer*

[elise@inclusivehighered.org](mailto:elise@inclusivehighered.org)

720-675-9139



# Meet Our Guest Presenter

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## **Darby Remley**

Supported Employment Coordinator/Trainer

*Colorado Division of Vocational Rehabilitation*

darby.remley@state.co.us

720-505-1659



**COLORADO**

**Department of  
Labor and Employment**





# Webinar Objectives

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- Briefly review inclusive college options for students with intellectual disabilities (ID) in Colorado.
- Understand the value of connecting with DVR services before, during, and after college.
- Understand the services DVR provides and ways to access them.

# Inclusive College Programs in CO

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# What is Inclusive Higher Education?

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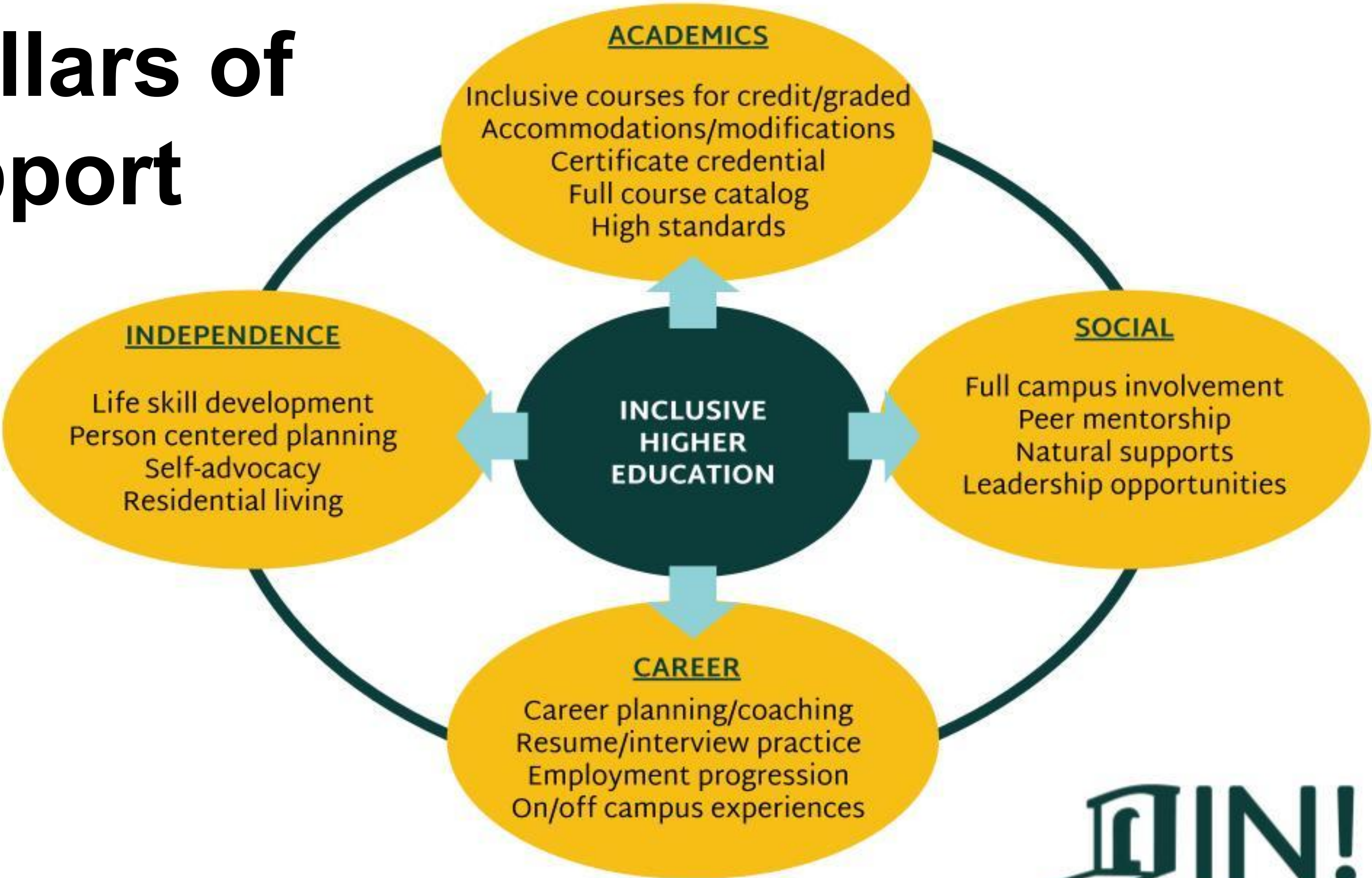
- Alternative admission pathway for students with intellectual disabilities\*
- Fully inclusive & normative
- Students take courses that align with career goal
- Access accommodations & modifications
- Earn certificate credential
- Staff and peer mentor support in 4 domains:

“I’m most proud of achieving goals I was told by some that were not possible for me. Those goals included going to college and living on my own.”

-Jazmine, ACC



# 4 Pillars of Support





# What do students study?

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- Graphic design
- Communications
- Early Childhood Education
- Dance, Performing Arts
- Government
- Healthcare
- Human Services
- Photojournalism
- Sports Management
- Exercise Science
- Hospitality
- And more!





# What are employment outcomes?


- 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
- And more!




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



**AND COLLEGE OFFERS...**

 lifelong learning

 community engagement

 a fulfilling future



**"The bar has been set high, and the students have risen and reached it! They have been presumed competent and their lives changed."**

**- IHE Graduate Parent**



- 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**



# 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](#)
- [Free webinars for students, families, and educators](#)
- [Monthly newsletter](#)

# Questions?

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# Importance of DVR Connection

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- Career preparation/exploration support prior to college
- Need-based financial support
- Continued services during school breaks
- Ongoing community support post-graduation
- Regional job awareness
- Ongoing skill refinement







# **The Colorado Division of Vocational Rehabilitation**





# Overview

## DVR Process & Timelines

1. Overview of DVR Process for Persons We Serve
2. Referral & Initial Engagement
3. Eligibility
4. Comprehensive Assessment & Plans for Employment
5. Service Provision
  - a. Inclusive Higher Education
6. Closure





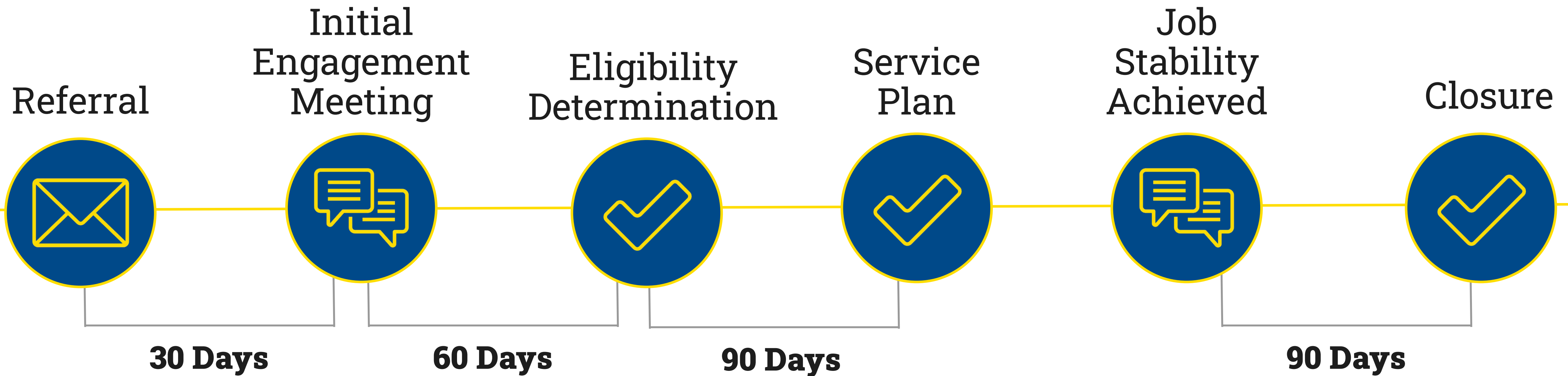
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# Process Overview

Introduction to the DVR Process

# The Vocational Rehabilitation Process

## Timeline





# **DVR FY 2023**

**Total Individuals Served (VR and YP)**

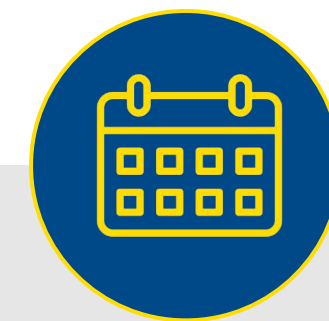
*16,574 individuals*

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Research & Innovation Management

Timelines & Basic Concepts

## Connecting to DVR



### Monthly Applications Completed:

August - 541  
July - 393  
June - 506  
May - 641  
April - 657  
March - 708

## DVR Interest Form



## Building Rapport

Start to develop strong counseling relationship

Create a welcoming environment

Inquire about questions

# Goals of Initial Engagement

## Educating about the DVR Process

Timeframes

Next steps

Contact requirements

Closure reasons from application

Defining Informed Choice

## Gathering Information

Demographics

Work History

Disability Info

Learning about Technology Access and

Ability Levels



# What is Continuous Engagement?

## Continuous Engagement...

- Is the process of beginning engagement early on in the DVR process and continuing that consistent flow of communication throughout
- Provides a framework for rapport building early on in the process
- Starts in Initial Engagement with activities to promote engagement

## Continuous Engagement Outcomes:

- Help a person reach a Plan for Employment more quickly
- Lead to more successful outcomes





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# **Eligibility**

**Timelines & Basic Concepts**

# You Must Meet These Criteria

If you are interested in receiving assistance from DVR, you must both apply for and be determined eligible for the program. To be eligible for services, you must meet these criteria:



**You must have a documentable disability – such as a physical, mental, or learning disability**



**Your disability must create problems with you getting, doing, keeping, or advancing in a job**



**You must need our services in order to work successfully**



Communication



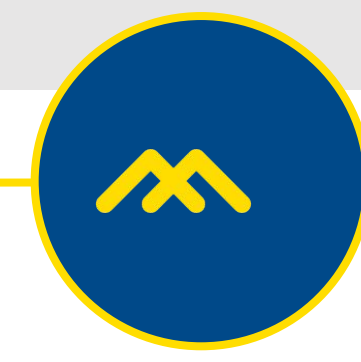
Mobility



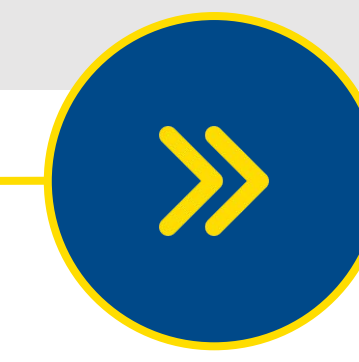
Interpersonal Skills



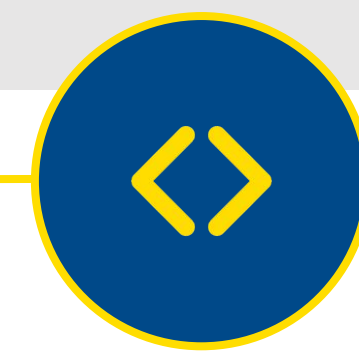
Motor Skills



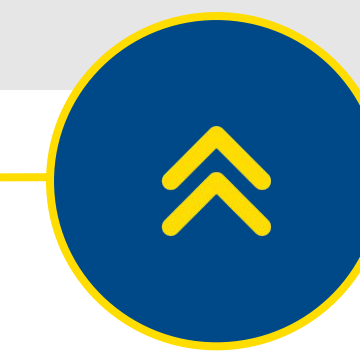
Self Care



Self Direction



Work Skills



Work Tolerance



# Who Are We Serving?

Acquired Brain Injury	4.24%
Autism	11.99%
Behavioral Health	40.17%
Blind/Low Vision	5.93%
Deaf/Hard of Hearing	12.25%
Intellectual and Developmental Disability	13.54%
Physical Disability	22.08%
Other	20.33%





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**Comprehensive Assessment &  
Plan for Employment**

**Timelines & Basic Concepts**

# Person Centered Planning

- Treat people with dignity compassion and respect
- Provide coordinated care, support and services
- Offer personalized care, support, and services
- Enable participants the development of strengths and abilities for successful outcomes





# Comp. Assessment Activities

- Gather more information & continue to build rapport
- Discuss & explore career pathways
- Complete vocational assessments, interest inventories, & personality assessments as needed
- Identify accommodations & assistive technology needs
- Discuss barriers & identify necessary supports
- Begin to plan services

*Comprehensive Assessment is a collaborative process where the person we serve consistently practices informed choice*



# Comprehensive Assessment

## The Big 8

Strengths



Priorities



Abilities



Interests



Resources



Concerns



Capabilities



Informed  
Choice





# What is a Financial Need Analysis?

A **Financial Needs Analysis** is DVR's process of verifying Financial Need (sometimes potential financial responsibility) for the individual

Completed during comprehensive assessment, prior to an IPE.

**Per policy**, DVR is required to gather documentation of financial status. This includes proof of:

***Income***  
***Liquid Assets***  
***Qualifying Deductions***



# Individualized Plan for Employment (IPE)

*An individually tailored document that details the person's vocational goal and the services that are necessary to reach the goal*

The Individualized Plan for Employment (IPE) identifies what the PWS and the DVR Counselor agree needs to be accomplished and what goods and services they will receive to obtain the selected employment outcome.

**As of August for PY22, 76.43% of plans were completed before 90 days.**





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# **DVR Services**

**Timelines & Basic Concepts**

# Determination of Services

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## Necessary

Assess an individual's eligibility and severity of disability

Establish vocational rehabilitation needs

Overcome or circumvent an impediment to competitive integrated employment

Attain/retain the chosen employment outcome

## Appropriate

Suitable and sufficient quality to fully meet the individual's needs

No sacrifices or adjustments which would not be reasonably expected of an individual who does not have a disability

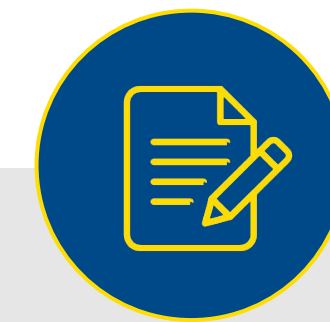
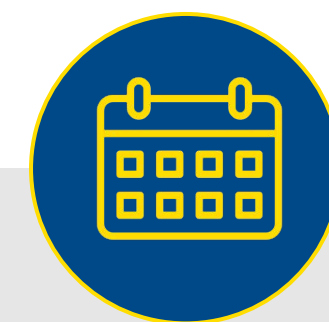
## Least Possible Cost

Not a consideration prior to the determination of necessary and appropriate

If there is more than one necessary and equally appropriate, comparable service or good from which to choose, DVR is required to provide the service/good that can be obtained at least possible cost to DVR



# Individualized Pathways to Employment for the People we Serve



## **Self Employment**

- Gig workers, entrepreneurs, contractors
- May require business plan or other documentation

## **Business Enterprise Program**

- Training and startup for individuals who are blind
- Vending in gvt buildings

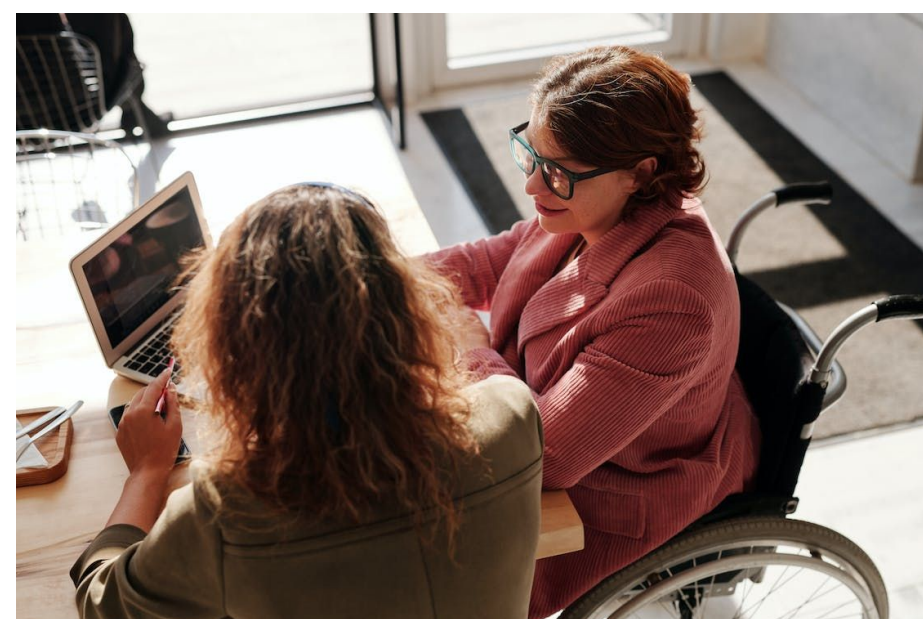
# DVR Supporting IHE

1. Tuition to the university (if FNA allows)
  - a. Program Fee is the responsibility of the family. Per DVR fee schedule **we do not pay the program fee** that is listed within the tuition items on the tuition statement.
2. IHE Fee payment directed to the IHE program
  - a. Usual and customary rate, **not to exceed \$3000.00 per semester**





# Commonly Used Services



## Job Preparation and Development

Preparing for and obtaining employment

## Job Coaching

Performing the duties of employment

## Training

When required for employment goal

## Assistive Tech

Removing disability related barriers



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# Case Closure

Timelines & Basic Concepts



# The Path to Successful Closure

Outcome Achieved

Outcome Maintained

Outcome Satisfactory

## Successful Closures

*1875 Successful Closures in PY23*

## Average Wages

\$18.73/hour  
Annual: \$37,460





# Thank You!

Please contact me if you have  
any questions

[darby.remley@state.co.us](mailto:darby.remley@state.co.us)  
720-505-1659

