

Spring 2025 Webinar Series

**Community Resources for Before, During,
and After College**



**PATHWAYS TO INCLUSIVE
HIGHER EDUCATION**

Today's Presenter

IN! Program Coordinator:

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Welcome!

- [Full Spring 2025 Webinar Series](#)
- Q&A time allotted throughout
- Brief feedback survey directly following
- Video recording & resources will be available



Agenda

1

**Understanding
Inclusive
Higher
Education in
Colorado**

2

**Community
Resources**

3

**Division of
Vocational
Rehabilitation**

Who We Are

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

What We Do:

EDUCATION

OUTREACH

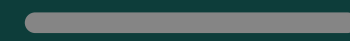
EXPANSION

OUTCOMES

*IN! does not provide direct services on campus

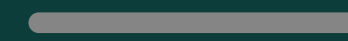
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**Understanding
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2

**Community
Resources**



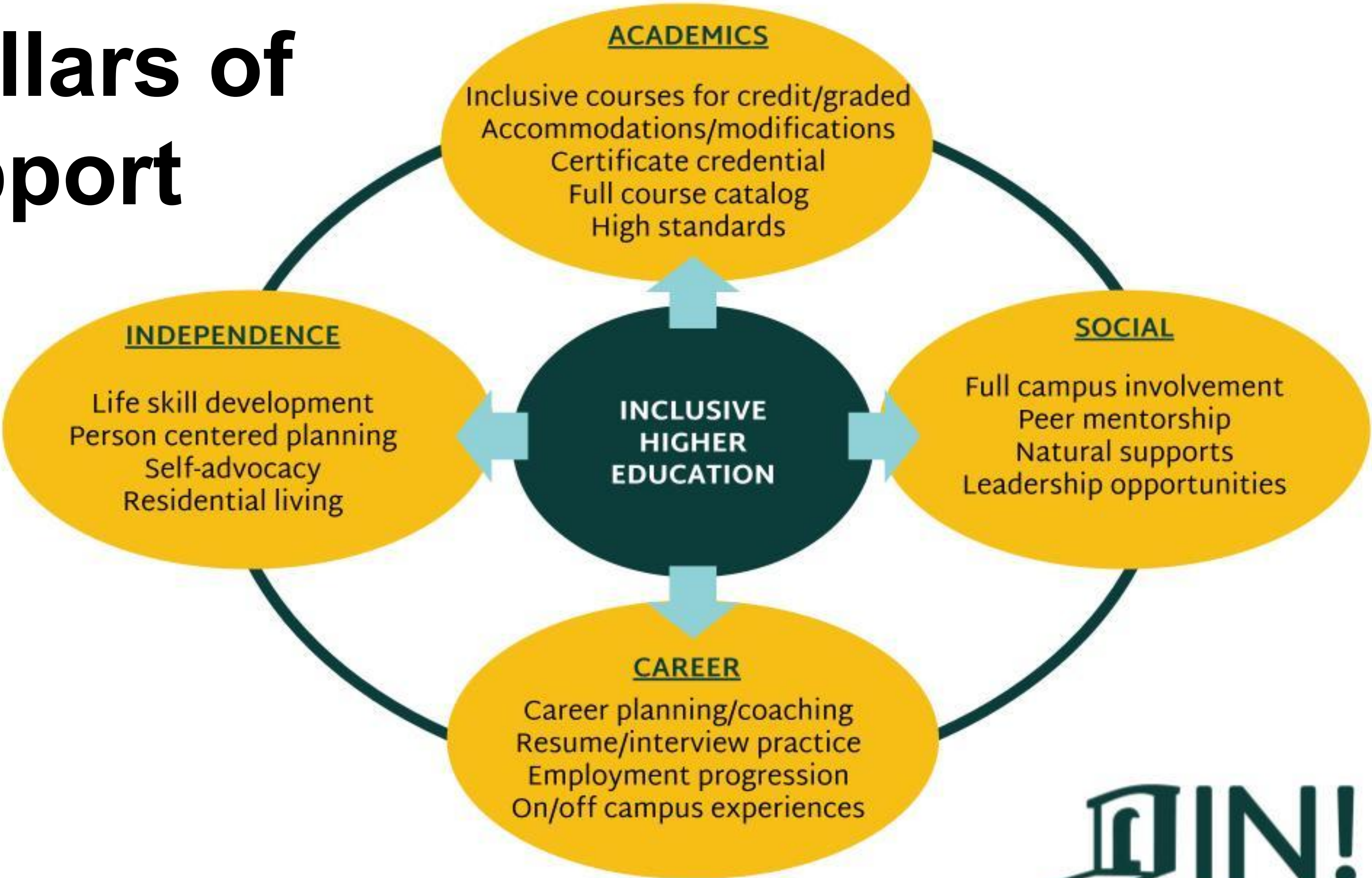
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**Division of
Vocational
Rehabilitation**

What is Inclusive Higher Education?

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

4 Pillars of Support





- Office of Inclusive Services (OIS)
- University of Colorado
- Colorado Springs, Colorado
- **On campus living**
- 4 years



- Elevate
- Arapahoe Community College
- Littleton, Colorado
- **Commuter Campus**
- 3 years



- GLOBAL Inclusive Program
- Regis University
- Denver, Colorado
- **On campus living**
- 1-4 years



- GOAL – Go On And Learn
- University of Northern Colorado
- Greeley, Colorado
- **On campus living**
- 4 years

→ Comprehensive Transition & Postsecondary Program (CTP) = Financial Aid
 → Statewide Comprehensive Higher Education Certificate = Meaningful Outcome
 → Applications open late fall for following school year





- CSU RAM Scholars
- Colorado State University
- Fort Collins, Colorado
- Experiential learning and agriculture focus
- 3 years



- Inclusive Higher Education Solutions
- Metropolitan State University of Denver
- Denver, Colorado
- **Commuter Campus**
- 4 years



- Cultivate@LCC
- Lamar Community College
- Lamar, Colorado
- Res. living ant. Fall 2027
- 3 years



- ASPIRE Scholars
- Pikes Peak State College
- Colorado Springs, Colorado
- **Commuter Campus**
- 3 years

→CTP in progress
→Statewide Comprehensive Higher Education Certificate



1

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What is Braiding of Supports?

- Multiple services/agencies providing clearly defined support to student
- Separate services
- Simultaneous timeframe



Case Management Agencies (CMAs)

- Potential financial support*
- Access to waiver services
- Continued services during breaks and post-graduation
- Student increased awareness of long-term benefits/services needed
- Navigating community services with support
- [Find yours](#)



The Arc

- Child Advocacy

- IEP support

- Adult Advocacy

- housing
- employment
- Medicaid supports and services
- SSI and SSDI
- guardianship/POA
- respite care
- community connections

- Systems Advocacy

- state and national legislation
- public policy

- [Find your local chapter](#)



ABLE Accounts

- Savings account for people with a qualifying disability that began prior to age 26 (soon to be 46)
- Can use on ANY disability-related expense, including education!
- Free transfer from 529 into ABLE (up to yearly maximum)
- [Watch our Fall 2024 Webinar](#)



colorado**ABLE**
Coloradans Achieving a Better Life Experience

IN!
PATHWAYS TO INCLUSIVE
HIGHER EDUCATION

Colorado Office of Employment First

- Focus on competitive employment
- For potential employees:
 - Career exploration
 - Skills training
 - [Benefits Counseling](#)
- Employer Training
- [Watch our Fall 2023 webinar](#)



COLORADO OFFICE OF
EMPLOYMENT FIRST
— Work Elevated —

IN!
PATHWAYS TO INCLUSIVE
HIGHER EDUCATION

Centers for Independent Living (CILs)

- Supported independent living for disabled community
- Provide tools, resources, support for community integration
- Focus on equal access, self-determination, peer support, inclusion, and more
- [Find your local CIL](#)



Travel Training Agencies

- Support in learning how to use public transportation, Uber, etc.
- [Denver Regional Mobility & Access Council](#)
- [MTM Transit](#)
- [Ride NoCo](#)
- [Mobility for All](#)



Parent Groups

- Provide training, information, technical assistance
 - Support groups
 - Systems navigation
- [PEAK Parent Center](#)
- [Parent to Parent](#)
- [Family Voices](#)
- [Show + Tell](#)
- [El Grupo Vida](#)



Program Approved Service Agencies (PASAs)

- Provide community-based services through waiver services
- [Easterseals Colorado](#)
- [PASCO](#)
- [Stepping Stone Support Center](#)
- [STRiVE](#)

- [Explore the list of PASAs](#)



Think College

- National inclusive higher ed organization
- Provides resources, training, technical assistance
 - [National IHE Directory](#)
 - Resources for [families](#) & [students](#)
- [Visit their website](#)



Questions?

1

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Importance of DVR Connection

- 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



Meet Our Guest Presenter

Darby Remley

Supported Employment Coordinator/Trainer

Colorado Division of Vocational Rehabilitation

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CO L O R A D O

**Department of
Labor and Employment**





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

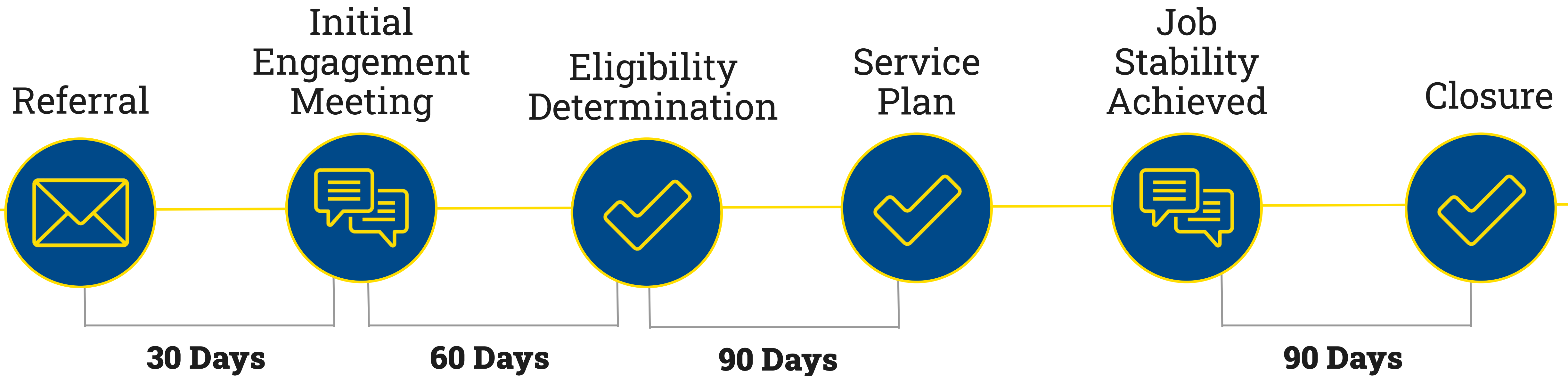


Process Overview

Introduction to the DVR Process

The Vocational Rehabilitation Process

Timeline



DVR FY 2023

Total Individuals Served (VR and YP)

16,574 individuals

Referrals

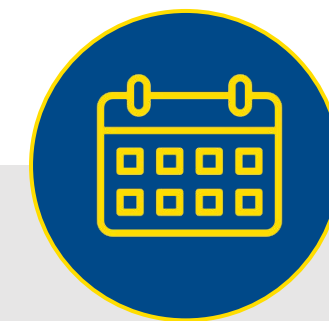
Connecting to DVR



The referral process is the first step an individual takes on their pathway with DVR. This is the first time that many of them will interact with our staff.



The referral process can look different from office to office and can also differ based on referral source.



From the date of referral, DVR has 30 days maximum to complete an initial engagement meeting with the individual.



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



03

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

Functional Limitations

Communication



Interpersonal Skills

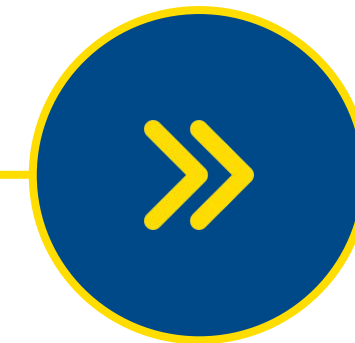
Mobility



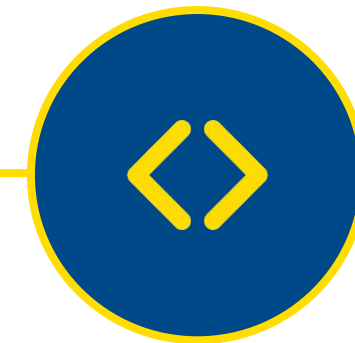
Motor Skills



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%



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 employment life

The person we serve directs their VR case. Our important role is to support and empower them to direct their journey with informed choice.



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.



DVR Services

Timelines & Basic Concepts

Determination of Services

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

Avenues to Employment

Individualized Pathways to Employment for the People we Serve



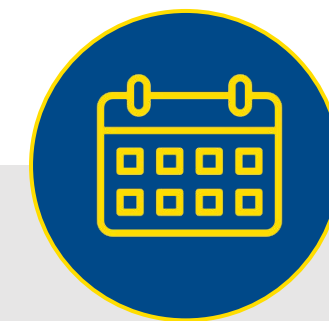
Competitive Integrated Employment

- Competitive wages for community employment



Supported Employment

- Traditional CIE has not occurred
- Extended supports are needed



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



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

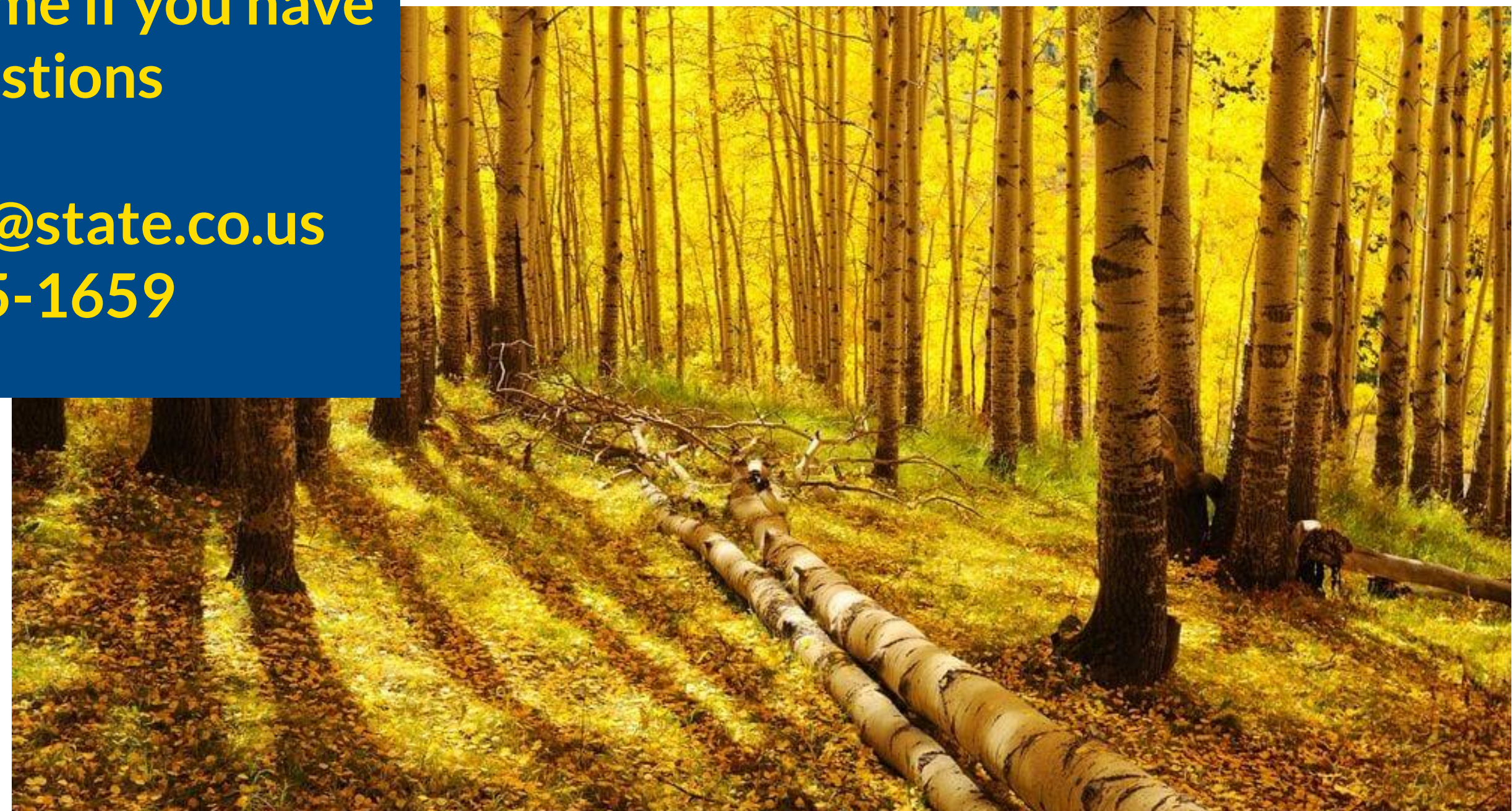
\$18.73/hour
Annual: \$37,460



**Thank
You!**

**Please contact me if you have
any questions**

**darby.remley@state.co.us
720-505-1659**



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](#)
- [Full Webinar Series](#)
- [IN! Monthly newsletter](#)
- [Going to College Prep Page](#)
- [ThinkCollege Program Search](#)
- [ThinkCollege Family Resources](#)

Questions?

THANK YOU

**Thank you for attending the Meeting.
Please click Continue to participate in a short survey.**

you will be leaving zoom.us to access the external URL below

<https://forms.gle/VWLP2We8oWzKNC9h8>

Are you sure you want to continue?

Continue

Stay on zoom.us