

Noncredit Summit 2024

White Paper: Best Practices to Include Students with Disabilities in Higher Education as well as Postsecondary Programming Supporting Competitive, Integrated Employment.

A Project that Supports Diversity, Equity, Inclusion, and Access



Contact Us

You are welcome to contact us

- Feel free to join an OCLPA meeting
- Technical Assistance is available

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Free To Download

White Paper – Best Practices to Include Students with Disabilities in Higher Education as well as Postsecondary Programming Supporting Competitive, Integrated Employment

Transition, A Conversation with Parents: A Guide for Individuals with Disabilities, their Parents, and the Professionals Dedicated to Serving Them, 1st Edition

White Paper: Best Practices to Include Students with Disabilities in Higher Education

- Adopted May 2024
- Regional and Statewide Collaboration
- Orange County Local Partnership Steering Committee
- California Association for Postsecondary Education and Disability
- Project that supports DEIAA



Diversity, Equity, Inclusion, and Access (DEIA)



- Committed to increasing opportunities for individuals with disabilities to access higher education and competitive, integrated employment.
- Lowest rates of inclusion in postsecondary education.
- Highest rates of unemployment and under-employment.
- Membership seeks to clarify and communicate strategies that lead to greater access to higher education and employment.

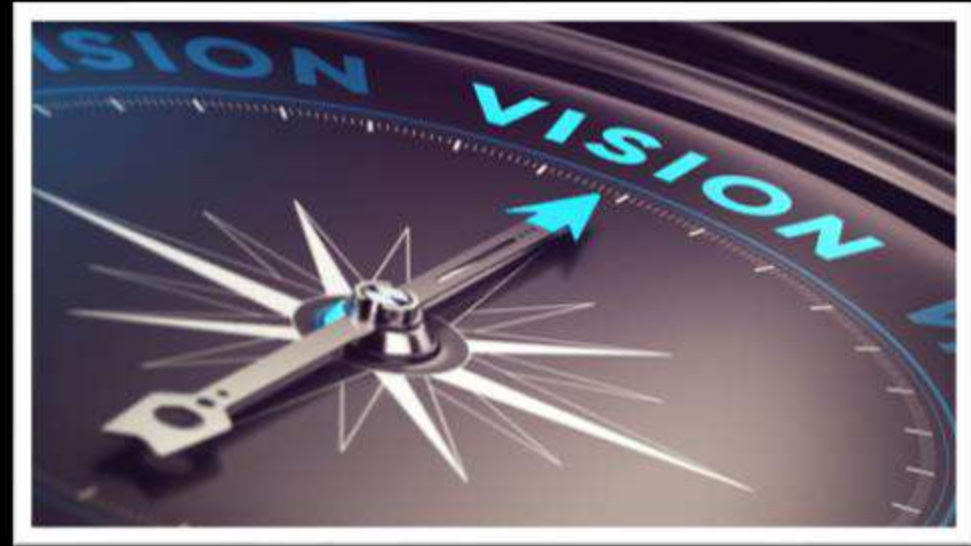
Broad Takeaways

1. Best Practices (White Paper)
2. Collaboration and Program Development



Collaboration & Program Development

- Ask yourself, “What strategies, services, and supports do you want to develop?”
- Start with a vision and the desire to try.
- Expertise is not a prerequisite.
- Community collaboration
- Cross-department and campus collaboration: identify key players.



Starting Systems Change: UCLA Tarjan Center

- Inspired by families
- California Consortium on PSE for People with Developmental Disabilities
 - Mission statement: "students with intellectual and other developmental disabilities will have the opportunity and support to pursue postsecondary learning options that bring personal, social, vocational and economic fulfillment."



Starting Systems Change: UCLA Tarjan Center

- Exploring options for establishing a PSE program at UCLA
- Higher Education Opportunity Act reauthorization
 - TPSID grant: Pathway at UCLA Extension
- Momentum facilitated advocacy and action
 - DOR, CCCCO, UCLA Tarjan Center
 - Establishing College to Career programs



Starting Systems Change: UCLA Tarjan Center

- Culture shift permeating systems
 - A more expansive view of ability, expectations, and opportunities
 - New ideas implemented around the state
 - Employment First Policy





DOR DEPARTMENT of
REHABILITATION

Employment, Independence & Equality

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California Competitive Integrated Employment (CIE): Blueprint for Change



<https://www.chhs.ca.gov/home/cie/>

CALIFORNIA CIE BLUEPRINT FOR CHANGE

- The development of the California Competitive Integrated Employment (CIE) Blueprint was the combined effort of the **CDE**, **DOR**, and **DDS** in partnership with a wide range of stakeholders, with leadership provided by the California Health and Human Services Agency (**CHHSA**).
- The purpose of the Blueprint was to increase opportunities for Californians with ID/DD to prepare for and participate in CIE.
- The UCLA Tarjan Center served in a leadership role to promote & support local-level community adoption.



ORANGE COUNTY LPA PURPOSE

The purpose of the Orange County Local Partnership Agreement (OCLPA) is to enhance partnerships that promote preparation for and achievement of competitive integrated employment (CIE) for...

- youth/adults, 14 years old through 30 years+, with disabilities
- & related “At Risk” populations including individuals with intellectual disabilities and developmental disabilities (ID/DD).



Orange County LPA Partners

- Regional Center
- Department of Rehabilitation
- Local Education Agencies
- Community Colleges
- Universities
- Adult Service Providers
- Non-Public Agencies
- Business Partners
- Workforce Development Programs
- Individuals with Disabilities & Family Members
- Disability Advocacy Organizations
- Foundations/Private Non-Profits
- Disability Resource Agencies
- Career Pathway Programs



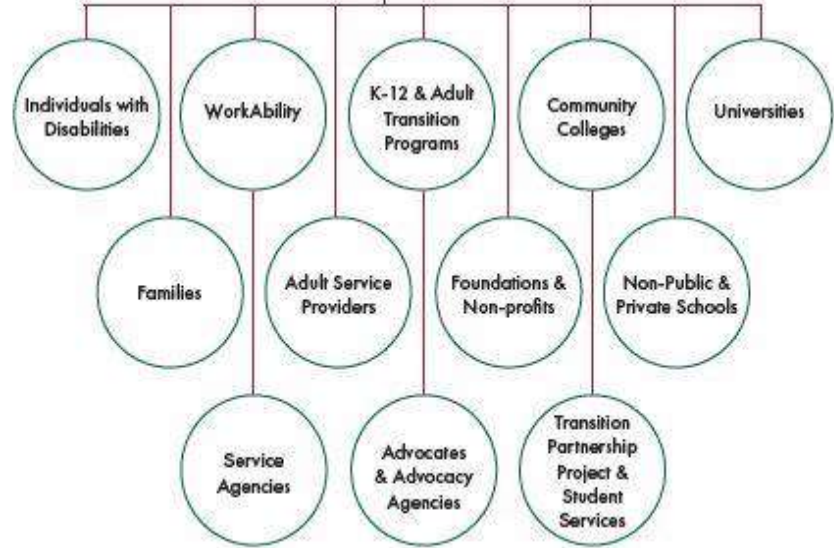
Orange County Transition Initiative (OCTI)

OC ASK THE EXPERTS

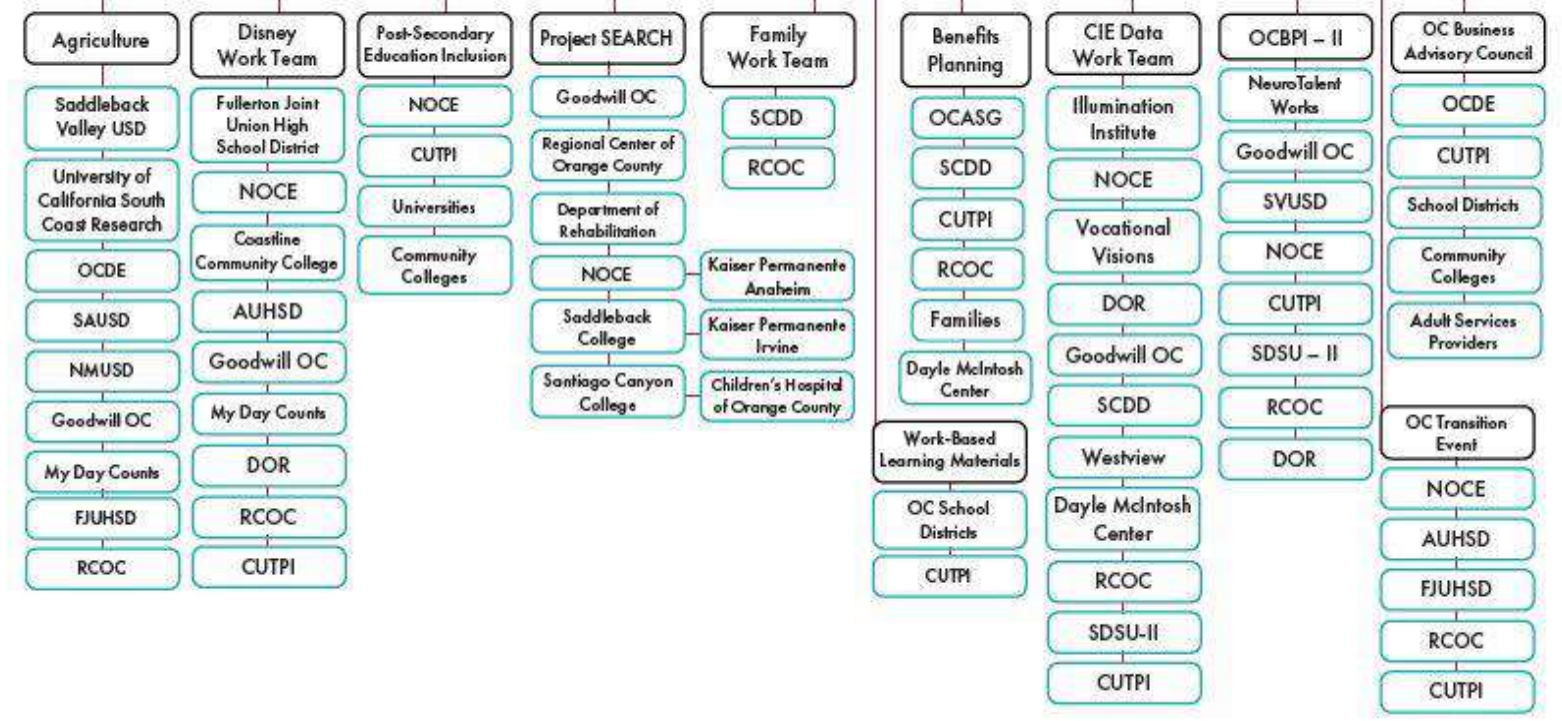
Orange County Local Partnership Agreement (OCLPA)

THOMPSON POLICY INSTITUTE ON DISABILITY

OCLPA PARTNERS



OCLPA WORK TEAMS



Live Transcription (Closed Captioning) has been enabled. Who can see this transcript?

Lorri Guy (shayh...)

Lorri Guy (shayh...)



Richard Richman



Paul Fischer



Ashley Bell



Sandy Martin



Sandy Martin

Jina Edesel

Jessica Lee

One is employer. So Laurie I don't know if Dickies hires, or has provided training

Participants (10)

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OCLPA WORK TEAMS

Project SEARCH	CIE Data Collection
Post Secondary Education DEI Services & Supports	Benefits Planning & Mangement
Agriculture Work Team	Family Work Team
OC Work Based Learning CIE Documents	Business Advisory Committee
Disney Enchanted Inclusion	OC Transition Event

Identification of:

- Student needs
- Services that currently exist
- Services that are needed
- Program models
- Research that informs student:
 - Transition, inclusion, persistence, success
 - Postsecondary education & employment

Recommendations

- Best practices
- Implementation



Purpose of Work Group

Work Group Action Steps

Meetings include statewide partners

Survey on Best Practices

- **Regional Constituents (OC Focus)**
- **Statewide constituents**
- **1 = not considered a best practice**
- **10 = amongst the most important practices**

Thompson Policy Institute Researcher

- **Review of literature**

Program Interviews

- **Committee Members**
- **California, United States**



INSTITUTIONS OF HIGHER EDUCATION INTERVIEWED

Clemson LIFE (Clemson University)	Next Steps (Vanderbilt University)	Mason Life Program (George Mason University)	UP; University Participant (Western Carolina Univ)
ASTEP; Advancing Students Toward Education & Emp (Minote State University)	TAP; Transition Access Program (University of Cincinnati)	Explorers (Cal State Northridge)	TerpsEXCEED (Univ of Maryland, College Park)
Redwood SEED Scholars; Supported Ed to Elevate Diversity (UC Davis)	Tarjan Center (UCLA)	Wayfinders Program (Fresno State University)	Tiger LIFE (University of Memphis)
College Autism Spectrum (Dr. Jane Thierfeld-Brown)	Bakersfield College	Taft College	Transition to Work (Foothill College)
College to Career (Santa Rosa Community College)	College to Career (West LA College)	North Orange Continuing Education	College to Career San Diego College of Cont Ed
Impact Program (Mt. San Antonio College)	College to Career (Shasta College)	Mission College	

White Paper: Best Practices to Include Students with Disabilities in Higher Education

- Person-Centered Planning/Interactive Process
- Specialized instructional labs and tutoring
- Specialized Counseling
- Intrusive case management
- Coordination of inclusive services
- Educational Coaching
- Universal Design for Learning
- Use of Emerging Technologies
- Governance Policies



White Paper: Best Practices to Include Students with Disabilities in Higher Education

- Ally Programs
- Technology training
- Peer Mentors
- Co-enrollment in DSS classes
- Teaching students to navigate campus
- Transportation / mobility training
- Labs that support neuro-diversity and wellness
- Specialized AA degree or certification
- Partner with independent living programs



Best Practices that NOCE has Implemented

Inclusive Services

- NOCE DSS goes beyond the required ADA, 504, and Title 5 accommodations.
- Bridge the gap for students by creating an environment where all students can thrive and have the opportunity to achieve their potential, regardless of background or abilities.



Examples of Best Practices that NOCE has Implemented

Inclusive Services

- Partnering with the Department of Rehabilitation (DOR), Regional Center of Orange County (RCOC), and the Orange County Transportation Authority to make these happen.
- C2C, IVES, DOR Services, ARISE, Mobility
- Educational Coaching
- Neurodiversity and Wellness Labs (ARISE)
- Bus Mobility



Examples of Best Practices that NOCE has Implemented

Workforce

- Partnerships with DOR, RCOC, Goodwill, Kaiser, Project Search, Ralphs, Disney, and many others
- Vocational assessment
- Employment preparation
- Paid Mentorship
- Job development/placement
- WAII, C2C, CSP, Project Search



Examples of Best Practices that NOCE has Implemented

Inclusive Services

- Educational Coaching
- Professional Development Events
 - Ex: UDL, Technology Training
- Accessibility Advisory Workgroup
- New!! – District-wide Inclusion Ally



DSS Instruction – Curriculum Development



Collaboration with CTE, Career Exploration:

- Introduction to Childcare Work
- Retail Customer Service
- Customer Service
- Workplace Technology
- Guest Services
- Food Service
- Animal Care
- Digital Marketing
- Health Care Worker
- Career Fields

Influencing and Implementing Policy & Practice

Key Takeaway

Relationships, partnerships, and conversation

- Mutual process of sharing and learning
- At all levels: institution, local, region, state
- Change does not always require new funding



Next Steps

Find an area or population to explore

Partners in thought

- LPAs or consortia in your area
- State or nationwide leaders
- Bringing together stakeholders

Local, state, and national resources

- Developmental disabilities:
 - OC Ask the Experts
 - UCLA Tarjan Center
 - Think College
 - College Autism Network





ORANGE COUNTY

OC ASK THE EXPERTS 2024-25

Zoom Conversations

1:00-2:00 PM



Directions: Once you register at the specific Chapman University Zoom Link below, zoom information will be sent to you. Each Zoom Community Conversation will consist of a presentation followed by a Q & A opportunity. These Community Conversations are open to everyone including Persons Served, Families, Educators, Service Providers, Disability Agencies & Business Partners.

	TOPIC	EXPERTS & TITLES	ORGANIZATION	DATE
1.	Coordinated Career Pathways	Arturo Cazares, Director of Community Services Anita Kwon, Employment & Day Services Manager	Regional Center of Orange County	9-12-24

Register: <https://chapman.zoom.us/meeting/register/tJEofuuoqzooGdy0wbikQcpuocOodiFPBnt1>

	TOPIC	EXPERTS & TITLES	ORGANIZATION	DATE
2.	Project SEARCH	Kathi Millett, Program Director Diana Nevarez, Program Manager Project SEARCH	Goodwill of Orange County	10-10-24

Register: <https://tinyurl.com/2vyd6ur8>

	TOPIC	EXPERTS & TITLES	ORGANIZATIONS	DATE
3.	Securing Employment after Elimination of Subminimum Wages & California Competitive Integrated Employment Project (CSP)	Arturo Cazares, Director of Community Services Lorri Guy, Program Coordinator	Regional Center of Orange County North Orange Continuing Education	11-14-24

Register: <https://tinyurl.com/5yhhr45b>

	TOPIC	EXPERT & TITLE	ORGANIZATION	DATE
4.	Paid Internship Program (PIP)	Anita Kwon, Employment & Day Services Manager	Regional Center of Orange County	12-12-24

Register: <https://tinyurl.com/ys7cnfmb>

Next Steps

Use existing infrastructure to advance ideas and practices

Professional Development

- In House Experts
- Flex Days
- Workshops/Webinars

Existing Technologies

- Multiple Functions/Options - Be Creative
- What is already in place that can be utilized?
- Example: StarFish - Early Alert



Thank you for attending our presentation...

