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# Effective Community and College Partnerships to Promote Successful Transitions

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*Director – College to Career*



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# Pre-cursors to this project

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- ❑ Shasta County Transition Partnership  
focused on transition-aged youth  
moving into adult settings
- ❑ Representation for all types of disabilities
- ❑ Overlap with DSPS Advisory Committee
- ❑ Monthly meetings



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# Adult Education Block Grant

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- Planning grant (AB 86)
  - First meeting June 2014
  - Assisted in writing this portion planning grant
- AEBG Funding grant (AB 104)
  - The Adult Education Block Grant will fund adult education providers and the adult education regional consortia. Please refer to Sec. 39, Article 9, Section 84900



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# Adult Education Block Grant

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- The California Community College Chancellor's Office and the California Department of Education are working in partnership to implement the Adult Education Block Grant. The AEBG appropriates funds through regional consortia consisting of community college districts, school districts and county offices of education to implement regional plans to better serve the needs of adults in California.
- Details about plans to target these priority areas in the north state can be found under the Governance Section of this webpage in Regional Planning documents.



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# Partners

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## College

- AEBG Director
- College to Career Employment Specialist
- Adapted Education Instructor
- DSPS Director - Chair
- Director of Human Resources!



# Partners – cont.

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## K-12

- SELPA director
- Workability I Coordinator
- High school psychologist
- Special Ed instructor / Transition specialist
- Charter school director - vocational



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# Partners

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## Community Agencies

- 21<sup>st</sup> Century Career Connections
- Dept. of Rehabilitation
- Nor Cal Services for Deaf/HOH
- Rowell Family Empowerment- advocacy
- Disability Action Center – Independent living center
- SMART business center – WIOA
- EDD – Disabled Veteran Outreach
- County Health and Human Services



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# Project goals

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## Promote inclusion of individuals with disabilities in the workplace

Employment as a basic human right

- Reduce stigma related to individuals with disabilities
- Recognize there are **ALREADY** individuals with disabilities in the workplace
  - Encourage disclosure and access to accommodations – how to have the conversation
- De-mythologize barriers of accommodations and access
- Educate community about policies and regulations related to employment access



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# Current opportunities/challenges

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- Continued bias among educational leaders within the structure of the AEBG
- Partnerships within AEBG – other task forces



## AVAILABLE PROGRAMS



H.S. DIPLOMA,  
GED/EQUIVALENCE



CITIZENSHIP, ESL



ENTRY / REENTRY TO  
WORKFORCE



ADULTS SERVING CHILDREN IN  
SCHOOL



ADULTS WITH DISABILITIES



CAREER TECHNICAL EDUCATION



PRE-APPRENTICESHIP PROGRAMS/ACTIVITIES

*Click the icons above to learn more*



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# Current opportunities/challenges

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- Continued bias among educational leaders within the structure of the AEBG
- Partnerships within AEBG – other task forces
- Some key partners in community not at the table – Regional Center
- Old ideas about inclusion – stereotypes of sheltered workshops
- Look inside our own workplaces about data and policies related to employment of individuals with disabilities



# Adult-U.org

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# Where we are going

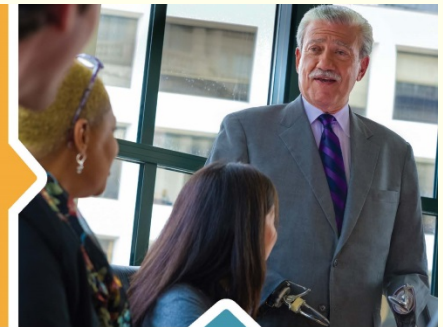
- #inclusionworks
- <https://www.dol.gov/odep/topics/ndeam/>



Inclusion Works  
for Opportunity



Inclusion Works  
for Business



National Disability Employment Awareness Month  
**#InclusionWorks**



OFFICE OF DISABILITY EMPLOYMENT POLICY  
UNITED STATES DEPARTMENT OF LABOR

[dol.gov/odep](https://dol.gov/odep)



Inclusion Works  
for Innovation





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# Where we are going

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- #inclusionworks – local public awareness campaign focused on employees with disabilities and their workplaces
  - Modeled after other initiatives to promote inclusion and exposure to how to overcome barriers
  - Local model – Stand Against Stigma / Brave Faces



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# Where we are going

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- Speaker's bureau
- Audiences
  - Chambers of commerce
  - Rotary Clubs
  - Human Resources groups



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# Where we are going

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- Resource handbook
  - Include regional and national resources for employees and employers
  - Identify statistics related to employment inclusion



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# National Resources

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- ODEP Office of Disability Employment Policy  
<https://www.dol.gov/odep/>  
Umbrella organization for JAN, EARN, LEAD, NCWD for Youth, and PEAT
- JAN Job Accommodation Network  
<https://askjan.org/index.html>  
The Job Accommodation Network (JAN) is the leading source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. Working toward practical solutions that benefit both employer and employee, JAN helps people with disabilities enhance their employability, and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace.



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# National Resources

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- EARN      Employer Assistance Resource Network on Disability Inclusion      <http://askearn.org/>  
What exactly does EARN do for employers? We support them in their efforts to recruit, hire, retain and advance qualified individuals with disabilities.
  
- LEAD      National Center on Leadership for the Employment and Economic Advancement of People with Disabilities      <http://www.leadcenter.org/>  
Led by [National Disability Institute](#) – brings together a range of organizations, thought leaders and best-practice innovators to expand policy, employment, leadership and economic advancement opportunities and outcomes for all people with disabilities.



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## College to Career (C2C)

Students with intellectual disabilities who attend college are **26 times more likely to be successfully employed**, and earn **76 percent higher wages** than their peers with no college experience



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# C2C Overview

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- Department of Rehabilitation funded 5 community colleges in the state to start C2C programs 4 years ago
  - Santa Rosa Junior College
  - College of Alameda
  - Sacramento City College
  - North Orange CCD
  - San Diego CCD

<https://www.semel.ucla.edu/opendoors/contact-information-five-college-career-programs>

- Shasta College was one of 3 funded to start the 2015-2016 academic year
  - Fresno College, West Los Angeles College



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# C2C Program Goals

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- Complete classes and/or certificates that fit student's career interests and goals
- Identify student's strengths and interests and what jobs fits goals
- Obtain competitive integrated employment by the end of 3<sup>rd</sup> year



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# Employment Goals/CIE

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- Paid minimum wage or higher, rate comparable to non-disabled staff
- Not short-term or limited hours that are less than what C2C grad wants
- Not a sheltered workshop, any disabled employees are integrated with non-disabled staff in the workplace
- Fitting to stated interests



# Shasta College C2C

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## ■ ADAP Classes - Transition Certificate

- Prep for College
- Computer Skills
- Reading & Writing for Life Skills
- Math for Life Skills
- Career Planning & Development
- Human Awareness & Life Skills

## ■ BUAD Classes - Customer Service Certificate

- Stress Management
- Time Management
- Customer Service
- Attitude in Workplace
- Teamwork
- Decision Making & Problem Solving
- Communicating w/People
- Conflict Resolution
- Values & Ethics
- Managing Change

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# Shasta College C2C Challenges

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- Limited Public Transportation
- Employment Opportunities
- Limited Apprenticeships & On the Job Training
- Population
  - Shasta County 17/18 year olds in high school
    - 16 with ID, 162 with SLD, 20 with autism
- Accepting Students Year Around
- Compounding Needs
  - First generation to college
  - Low-income

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# C2C Partnerships

Challenges and Successes



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# Family Partnerships

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- Heavy paperwork up front
- Setting expectations of the student
- Transportation
- Family Agreement
- Student communication differences and fading supports
- Student self advocacy



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# School

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- SLD/ID and qualification for services
  - College
  - Regional Center
  - DOR
  - Transition self advocacy/empowerment
- Certificates of Completion and higher education



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# Regional Center

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- Eligibility for Services
- ID & 3 or more Functional Impairments
  - Receptive and expressive language
  - Learning
  - Self-care
  - Mobility
  - Self-direction
  - Capacity for independent living
  - Economic self-sufficiency
- College & Employment, mixed with mobility, ILS, living situation, etc.



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# Department of Rehabilitation

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- “Barriers to Employment”
- Individualized services
- Working relationship with counselor
- Campus space for orientations and student/client meetings



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# UCLA Tarjan Center

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- Facilitating collaboration between C2Cs
- Data collection and reporting
- Technical assistance
- <https://www.semel.ucla.edu/opendoors/college-career>



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# College

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- DSPTS
- Career Technical Education (CTE)
- Campus Inclusion
- Faculty Feedback
- Campus Safety
- Training & Education



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# Miscellaneous

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- SSI & BOG Fee Waiver
- Students
  - Student Commitments
  - Motivation
  - High school vs. College
  - Social interactions, adulthood
- DMV



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# Contact information

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