

# Creating Paid Student Employment at Portland State University with Interorganizational Collaboration

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Victor Cummings - PPS

Nathan Deeks - ODDS

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Mark Foster - VR

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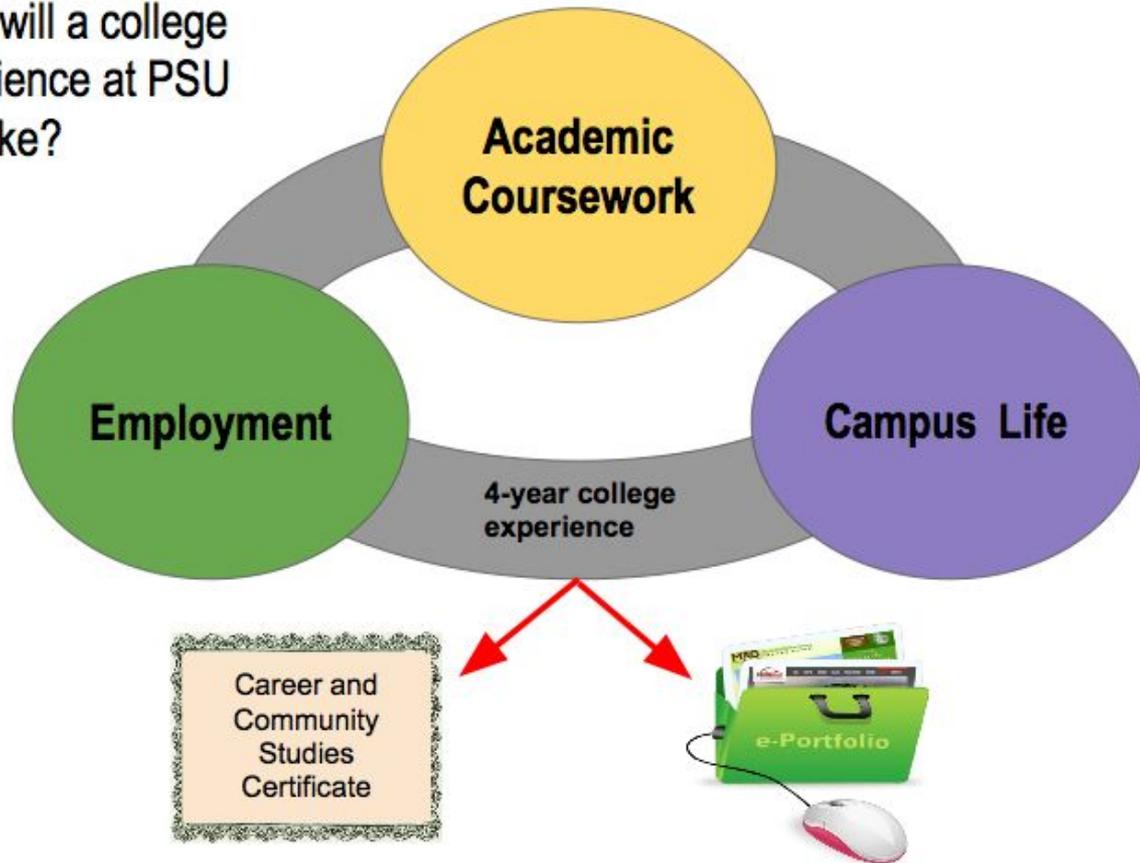
# Who's in the Room?

- Students?
- Customers?
- Family members?
- Educators?
- Vocational Rehabilitation professionals?
- Advocates?
- Other?



In October 2015, the U.S. Office of Postsecondary Education awarded Portland State University a 5-year grant to create an inclusive college experience for students with intellectual disabilities.

What will a college experience at PSU look like?



# Markers of Successful Employment

1. Competitive Wage
2. Integrated
3. In a field of interest
4. Opportunities for Advancement

-Meg Grigal & Debra Hart    *Institute for Community Inclusion*

# Student Employment

- 10 of 12 current students are employed part-time, earning minimum wage or greater in a field of their choice
- 2 Students are in job development
- Mix of on-campus and off-campus jobs
- Employers: Campus Rec, Campus Daycare, PSU Bookstore, Campus Facilities and Maintenance, a non-profit, a tea-maker



# Our Goal:

100% of students in the Think College Inclusion program at Portland State University will achieve integrated employment at a competitive wage in a high interest field.

**How are we  
achieving this goal?**

**partnership**

# Think College Employment Team meets monthly

- Victor Cummings (PPS)
- Greg Flores (PSU Career Services)
- Mark Foster, Stewart Risinger  
(VR)
- Nate Deeks (Employment First/DD)
- Lizzie Juaniza (TNF)
- Julia Ansberry (Trellis - job supports)
- Nick Bender & Sue Bert  
(Think College at PSU)

## Goals

- Define what meaningful, integrated employment looks like
- Envision an employment timeline and guiding processes
- Define the roles of internal and external partners
- Coordinate responsibilities across partners
- Develop connections with local business partners
- Design processes for monitoring and assessing progress



# Portland Public Schools



## Community Transition Program

**Special Education Transition services for young adult students ages 18-21 accessing vocational, adult learning, and and community living skills.**



# Community Transition Program



## LEARNER CHARACTERISTICS:

- **Serving approximately 150 students who graduated High School with an IEP and Modified Diploma / Certificate of Completion**
- **Students from throughout PPS District schools / programs**
- **8 classrooms, 3 campuses citywide**
- **Differentiated instruction and Transition skills for learners of abilities**



# Community Transition Program



## TRANSITION CORE CURRICULUM:

- **Future Planning**
- **Work Life**
- **Healthy Relationships**
- **Community Living**
- **Nutrition & Fitness**
- **Communication & Social Thinking**
- **Literacy For Life / Adult Learning Access**

# Person-centered pathways to employment with a “scaffolded” approach to vocational education:





# Community Transition Program



## INTERAGENCY COLLABORATION & PARTNERSHIPS:

- **County Developmental Disability Program / Brokerages**
- **Vocational Rehabilitation**
- **Business Partners**
- **Advocacy agencies: The ARC, Disability Rights Oregon, ILR, etc.**
- **Families / Adult Foster providers**
- **Portland Police (Safety Zone)**
- **College / Adult learning: PCC, PSU & Think College (TCIO)**



# Community Transition Program



**TCIO STUDENT PROFILE: Will L.**

- **CTP support:**

- Internships: Greenhouse, Landscaping, American Red Cross, Walgreens, Mail Services, Portfolio
- VR referral & eligibility
- TCIO application & recommendation

- **TCIO support:**

- Person-Centered Planning
- Paid job development @ PSU Facilities / Landscaping
- Individual Learning Plan & access Disability Services

- **Vocational Rehabilitation support:**

- Job coaching via Trellis agency, interagency collaboration



# Think College at Portland State University:

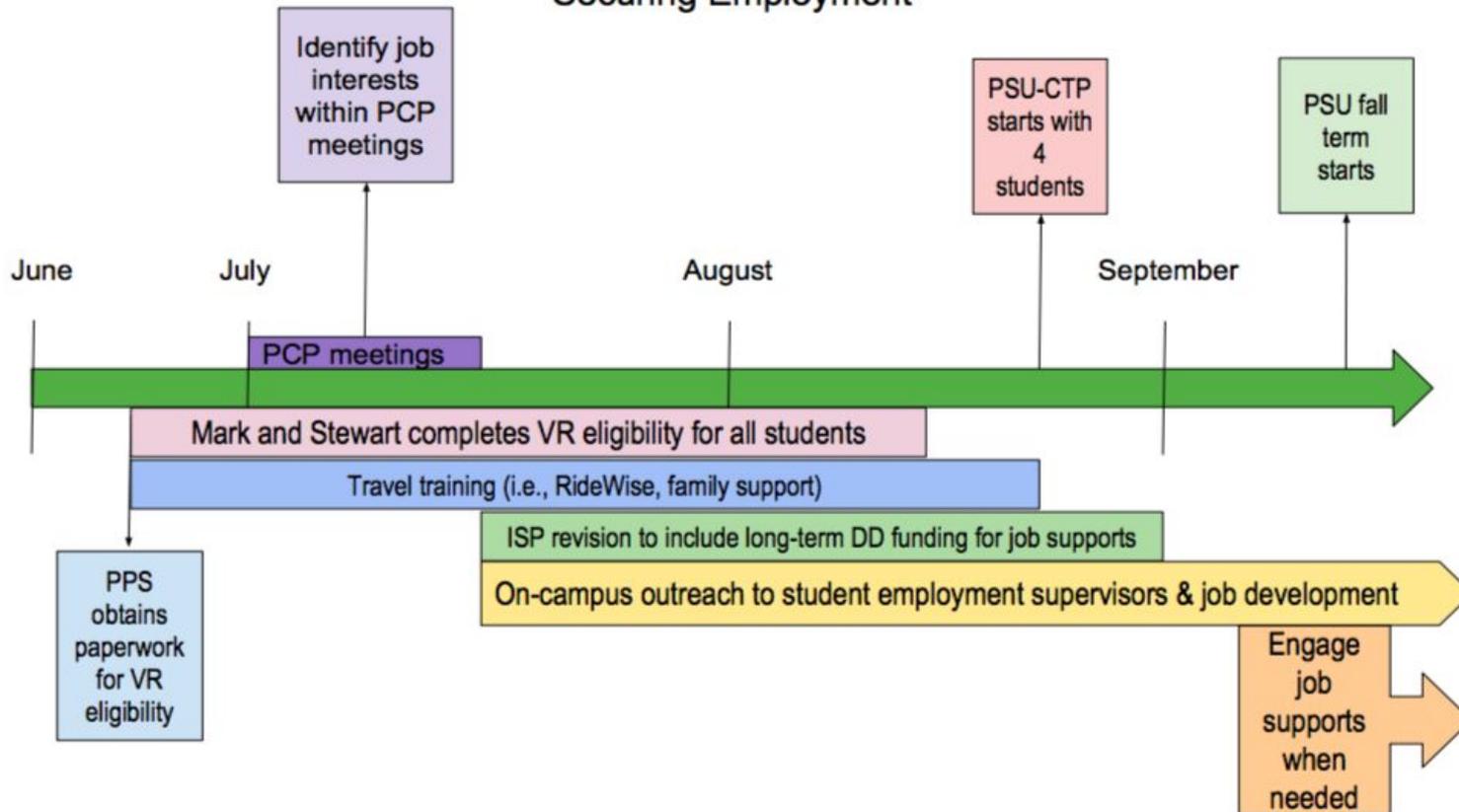
Admissions (*Winter / Spring*)

Person-Centered Planning (*Summer*)

Job Development (*Summer/Fall/Winter*)

Employment Team Engagement (*ongoing*)

# CCS-TCIO Plan for Securing Employment



# Vocational Rehabilitation (VR)



- Vocational Rehabilitation is a voluntary federal program administered by states to help people with disabilities find employment. In Oregon, it is part of the Department of Human Services (DHS).
- The mission of Vocational Rehabilitation is to assist Oregonians with disabilities to achieve and maintain employment and independence.
- VR partners with Think College at Portland State to provide program support and funding

# Path with VR

## Direct Referral

- TCIO sends direct referral form and release of information
- VRC schedules intake with client and support team
- Forms for intake are sent to client with appointment confirmation

## Intake

- VRC meets with client to gather information
- Disability-related barriers are discussed
- Application and Release of Information forms are signed
- VRC contacts medical/psychological providers to gather records

## Eligibility

- Medical records reviewed by VR for disability-related diagnoses and functional limitations
- VRC determines eligibility for services within 60 days of application

## IPE

- Individualized Plan for Employment (IPE) developed within 90 days of eligibility
- Individualized services provided to address barriers to employment
- Employment is attained and job coaching available

## File Closure

- File successfully closed following TCIO graduation and off-campus job held at least 90 days
- Job stability has been achieved
- Post-Employment Services available after file closure if needed

## **Availability of Long Term I/DD funded supports**

Long term I/DD supports can be funded through individualized goals in the individual's ISP.

Supports are written to be unique to the individual and can range from attendant care, which can assist in building independent living skills and healthy and safe practices in the community, to transportation support, to long term job coaching in the individual's chosen job.

# **Availability of Long Term I/DD funded Employment supports**

During or before admission to Think College, individuals will discuss and identify future employment goals with their Brokerage Personal Agent (PA) or County Services Coordinator (SC). Both of these are terms for I/DD case managers (PA/SC).

All I/DD funded Employment supports are funded with Waiver funding and are available to individuals that qualify for those services under Medicaid.

All I/DD employment services are expected to have the outcome of progressing toward or exploring individualized integrated employment.

## I/DD Funded Job Coaching in the ISP

Employment goals and information will be noted and updated in the individual's Career Development Plan (CDP) section of their ISP. The information from the CDP will inform and update the VR counselor, Job Developer and any other employment professionals that are working with the individual on their short and long term employment goals.

Job Coaching is a defined service in the I/DD Expenditure Guidelines with a separate set rate for initial, ongoing and maintenance job coaching. For more information on specific elements of the service or rates, refer to the Expenditure Guidelines.

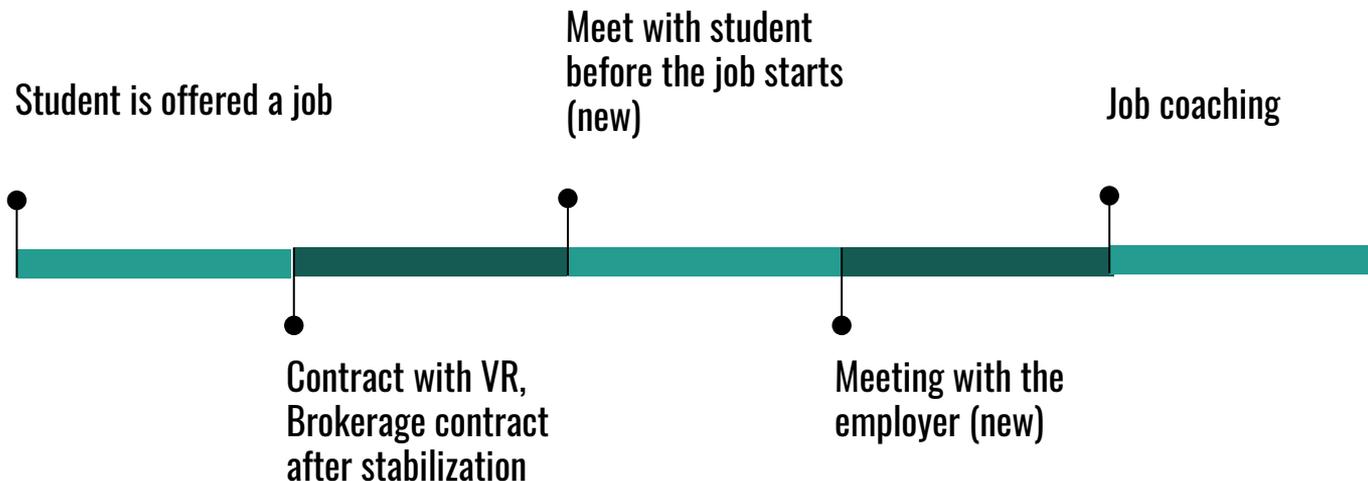
## I/DD Funded Job Coaching in Think College

After the individual is stabilized in a chosen position with the assistance and funding of VR, I/DD services and funding will assume payment and monitoring of job coaching, most often with the same direct supports in place. This Job Coaching service can last as long as the individual needs it, can change flexibly with the nature of the job and is constantly re-evaluated for effectiveness by the PA/SC with the assistance of the team.

In the specific case of students in Think College, many will have jobs developed in areas of interest around on-campus positions. After initial development is complete and the individual is stable in their position, an ongoing Job Coach can ensure the individual has support as needed on the job.



## How does an employment agency support a Think College Program



[www.trellis-or.com](http://www.trellis-or.com) or [admin@trellis-or.com](mailto:admin@trellis-or.com)



# How does an employment agency support a Think College Program

Integration into work environment

Job coach team meet quarterly with Nick and student (new)



[www.trellis-or.com](http://www.trellis-or.com) or [admin@trellis-or.com](mailto:admin@trellis-or.com)



TCIO is the best!



## The Process with Will

- No initial job coaching
  - Started with 100% job coaching
  - Focused on building Will's confidence
  - Will is coachable
  - Coach to fit Will's style
  - Fitting in
  - Building natural supports
-

# Transition Technical Assistance Network - Transition Network Facilitator

- TTAN goal- Promotes seamless transition through the connection with community partners and agencies
- Provide information and/or resources through larger Transition community- District, Regional, County levels
- Local community: Multnomah Transition Team, interdisciplinary group
- Share TCIO information with schools and community partners

# How the Employment Team Collaborates

Student centered approach

Understanding each others roles helps connections and relationships to form

When faced with questions and challenges we know who to approach

Learning together as a larger group

# Q & A

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