



Community College Programs Serving IDD Students

REPORT

As Required by Section 6.2 of Session Law 2021-180

FISCAL YEAR 2021-22

Academic & Student Services Division
North Carolina Community Colleges System Office
5001 Mail Service Center
Raleigh, NC 27699-5001
NCCommunityColleges.edu

Agency Contacts

Gilda Rubio-Festa

Associate Vice President, College and Career Readiness, State Director, Title II

rubio-festag@nccommunitycolleges.edu

919-807-7132

James “J.W.” Kelley Ed.D.

Associate Vice President of Student Services

kellyj@nccommunitycolleges.edu

919-807-7108

Nate Humphrey

Associate Vice President, Workforce and Continuing Education Programs

Humphreyn@nccommunitycolleges.edu

919-807-7159

Community College Pilot Lead

Chanell Butler Morello, Ed.D.

Associate Dean, College & Career Readiness and Academic Success, Catawba Valley Community College

cmorello@cvcc.edu

828-327-7000 ext. 4352

Vickie Vinson

Adult Basic Education Coordinator, College & Career Readiness, Catawba Valley Community College

vinson@cvcc.edu

828-327-7000 ext. 4268

Community Colleges Programs Serving IDD Students

Background

Section 6.2 of S.L. 2021-180 directs the State Board of Community Colleges (SBCC) to establish a two-year pilot program (pilot program) at two community college campuses for training programs that provide for a micro-credential or other credentials that leads to increased employment outcomes for individuals with intellectual and developmental disabilities (IDD). The pilot program must offer training and educational components to improve employability skills and provide on-the-job training and apprenticeships with business and industry for individuals with IDD. The goal of the pilot program must be to inform community colleges and address cross-departmental supports within the individual community colleges on programs for individuals with IDD on at least the following:

- Establishing best practices for providing vocational training for individuals with IDD.
- Providing financial and benefits counseling.
- Developing strategies on integrating assistive technology.
- Maximizing access, with supports, to credential and degree programs, including micro credentials that are established by the SBCC.
- Identifying methods to increase orientation and integration of individuals with IDD into the college community to the greatest extent possible.
- Developing a needs assessment, marketing, and evaluation to serve a broad array of individuals with developmental and other similar disabilities or learning challenges to assure adequate demand for new or existing programs.

The Community Colleges System Office (System Office) must add a time-limited position for program support, provide professional development training for college advising staff to assist students with IDD for career pathway exploration and the identification of credentials leading to competitive employment, and explore funding sources to sustain programs for students with IDD.

Beginning May 1, 2022, the System Office must report each fiscal year on the funds appropriated to the System Office for the implementation of the pilot program to the Joint Legislative Education Oversight Committee and various other entities. The report must include the results of the pilot program, the use of the time-limited position, professional development training for staff, and funding sources identified for individuals with IDD to build programs at community colleges that support postsecondary trainings and certifications that enable individuals with IDD to engage in competitive, sustainable employment.

Administration
Career Pathways for IDD Students

The goal for this program is to increase and integrate career training opportunities through career pathways design for students with intellectual disabilities and developmental disabilities across all community colleges by identifying two colleges and hiring a full-time time-limited position to manage and provide professional development.

To accomplish this goal the System Office convened a team of subject matter experts to include career pathways development and design for underserved communities, advising and counseling, and workforce development. The IDD career pathway team developed criteria to identify pilot colleges that could best achieve the goals of the project. Based on experience serving IDD in career pathways, capacity to lead and performance on student retention and completion, Catawba Valley Community College and Brunswick Community College were selected for the pilot.

Due to the limited timeframe to utilize funds, a lead college was identified to manage the project for FY 2021-2022. This ensured that work would begin until a full-time position could be hired. The hiring process for a new position, which began Jan. 2022, is a lengthy process. To provide program monitoring, funds will be budgeted and expended through the college's monthly 112 financial reports.

Implementation to Date:

Since the passage of S.L. 2021-180 S.L. 2021-180, steps have been taken to establish pilot colleges and on April 26, 2022, funds were allocated to Catawba Valley Community College and Brunswick Community College.

Funding Source:

General Fund Appropriation in the 2021 Appropriations Act (Session Law 2021-180)

COLLEGE ALLOCATION

Catawba Valley Community College	\$130,000
Brunswick Community College	\$ 40,000
TOTAL	\$170,000

Pilot Program Results

North Carolina Community College System Office administrators have provided support to Catawba Valley Community College (CVCC) to begin and facilitate the Intellectually and Developmentally Disabled (IDD) Program Pilot. CVCC is the Lead agency on the IDD Program Pilot for the System. The following is a summary of the efforts and outcomes completed by CVCC during the first year of the IDD program pilot, FY 2021-2022.

February 2022: A series of meetings took place with System Office leadership and three potential pilot colleges: Catawba Valley Community College, Brunswick Community College, and Rowan-Cabarrus Community College.

March 2022: CVCC worked with the System Office and the other colleges to begin to narrow the overall goals of the pilot into tangible plans and outcomes.

April 2022: The three colleges visited each other's respective campuses/IDD population program offerings and created SWOT analyses of each program. Directors and coordinators from each college were able to tour facilities, listen to presentations on IDD service offerings, meet with students, and conduct class visits to see College and Career Readiness offerings, as well as vocational courses and offerings geared towards serving students with intellectual and developmentally disabilities. The System Office narrowed down the pilot to two remaining participant colleges: CVCC and Brunswick.

April 2022: Each college established a local implementation team to achieve program goals including representatives from: senior leadership, college and career readiness, workforce continuing education/occupational extension, apprenticeship programs, disability services, human resource development, and other areas.

May 4th and May 10th, 2022: Lead college representative will attend a post-secondary education alliance meeting and post-secondary education workgroup through the Carolina Institute for Developmental Disabilities and Work Together North Carolina.

May 17th and May 18th of 2022: Mrs. Vinson has arranged for these Subject Matter Experts to present at the convening and to assist the local colleges in developing best practices in IDD services. The convening will be held at the StateView Hotel in Raleigh, NC. The target audience is community college educators, practitioners, and other key stakeholders. There will be working sessions each day to plan for the following 2022-2023 IDD Pilot implementation year. Subject-matter experts will present on the following topics at the convening:

- Elements of a Successful Vocational Education Program for the Uniquely Abled
- Strengths Based O*NET-informed Competency Framework Development
- Sexual Health and Violence Prevention for individuals with IDD – Best Practices
- Best Practices on Needs Assessment Methodology

May 19th and May 20th: The Lead college will have staff members participate in Center for Occupational Research and Development (CORD) training for Career Pathways certification.

June 2022: The Lead college and System Office staff will utilize information gathered and created at the convening to draft a best practices model for the state to follow.

June 2022: Expand upon the 2022-23 plans created at the convening and present to their local implementation teams to garner support from senior leadership.

Deliverables

June 2022 – August 2022: Additional planning will be held incorporating state leaders, businesses, and other stakeholders to successfully meet the goals of better serving students with intellectual disabilities and helping them with beginning and completing their education, having the goal of graduating with a job opportunity where they can succeed.

The convening and planning process should allow for the established deliverables to be met as follows:

Deliverable:	Actions:
(1) Establishing best practices for providing vocational training for individuals with IDD	<ul style="list-style-type: none"> • Create SWOT analysis of existing programs and review at convening to develop a needs assessment that can be applied to programs at community colleges • Learn from SMEs and create goals for best practices of future program implementation • Participate in a Post-Secondary Education Work Group for the newly formed Work Together NC initiative (which is an initiative to establish a more equitable and seamless system for individuals with intellectual and developmental disabilities during the transition to adulthood)
(2) Providing financial and benefits counseling.	<ul style="list-style-type: none"> • Partner with student services and career counselors to advise students • Work with Vocational Rehabilitation and network with other community agencies to provide financial and benefits counseling to students with IDD, helping them through to completion.

<p>(3) Developing strategies on integrating assistive technology.</p>	<ul style="list-style-type: none"> • Learn from SME presentations and work with experts to explore integrating new assistive technology • Continue discussions with Carolina Institute for Developmental Disabilities to provide professional development in this area
<p>(4) Maximizing access, with supports, to credential and degree programs, including micro-credentials that are established by the State Board.</p>	<ul style="list-style-type: none"> • Work with workforce continuing education/occupational extension, HRD, and other college partners to send students with IDD through established career pathways leading to credential attainment • Create SWOT analysis of existing programs and review at convening to develop as a needs assessment that can be applied to other programs around the state • Learn from SMEs and create goals for future program implementation in best practices
<p>(5) Identifying methods to increase orientation and integration of individuals with IDD into the college community to the greatest extent possible.</p>	<ul style="list-style-type: none"> • Utilize the working sessions at the convening and new knowledge to create implementation goals for the 2022-2023 IDD program pilot second year • Each pilot program will work with their individual implementation teams to brainstorm and bring ideas to the table for all pilot participants
<p>(6) Determining a needs assessment, marketing, and evaluation to serve a broad array of individuals with developmental and other similar disabilities or learning challenges to assure adequate demand for new or existing programs.</p>	<ul style="list-style-type: none"> • Create SWOT analysis of existing programs and review at convening to develop as a needs assessment that can be applied to other programs around the state • Listen to the convening session “Best Practices on Needs Assessment Methodology” and work with experts to apply • A representative from Think College Network will attend the convening. Think College, along with the North Carolina Developmental Disability Council, is planning a summit this summer and plans to invite the pilot participants to attend.

The Lead college is planning to allocate funds for the 2021-2022 year as follows:

<u>Base Funds (\$40,000)</u>	
50% of ABE Coordinator salary for March, April, May, June 2022	\$ 9,330.00
50% of ABE Coordinator benefits for March, April, May, June 2022	\$ 3,800.00
35% of Associate Dean salary for March, April, May, June 2022	\$ 9,085.00
35% of Associate Dean benefits for March, April, May, June 2022	\$ 6,000.00
sub teacher at Alexander Center for Education	\$ 4,285.00
CVCC staff ground transport & meals to college visits	\$ 1,500.00
CVCC staff ground transport & meals to the convening	\$ 2,500.00
CVCC staff hotel for convening and CORD training	\$ 3,500.00
TOTAL:	\$40,000
<u>Lead Pilot Funds (\$90,000)</u>	
15% of ABE Coordinator salary for March, April, May, June 2022	\$ 3,000.00
15% of ABE Coordinator benefits for March, April, May, June 2022	\$ 1,500.00
10% of Associate Dean salary for March, April, May, June 2022	\$ 3,000.00
10% of Associate Dean benefits for March, April, May, June 2022	\$ 1,500.00
10% of Data Specialist/AHS Coordinator salary for March, April, May, June 2022	\$ 2,000.00
10% of Data Specialist/AHS Coordinator salary for March, April, May, June 2022	\$ 1,000.00
10% of Career Services coordinator salary for March, April, May, June 2022	\$ 1,700.00
10% of Career Services coordinator for March, April, May, June 2022	\$ 1,200.00
Supplies for presenting at convening	\$ 1,500.00
25 hr support: D.Bandy (inst. & non-inst. Support) East Campus	\$ 10,000.00
25 hr support Social Security at 7.65%	\$ 765.00
stipend for IDD Lead Staff for 2021-2022 year	\$ 2,500.00
John Wheeler, Uniquely Abled Project – Presenter	\$ 6,500.00
Dr. Maria Oliveri, University of Nebraska, Lincoln	\$ 6,500.00
Karl Haigler, Haigler Enterprises International –	\$ 6,500.00
Carolina Institute for Developmental Disabilities	\$ 6,500.00
Convening fee for space	\$ 6,500.00
Working lunches during convening	\$ 2,500.00
4 SME's travel expenses	\$ 8,000.00
Working lunch on April 7th when CVCC hosts college visits	\$ 335.00
Supplies	\$ 17,000.00
TOTAL:	\$ 90,000.00

Time-Limited Position

The NCCCS initiated the hiring process Jan. 2022 by requesting approval from OSBM. To date, a position number has been secured, and the SO office hiring process will now proceed. \$40,000 has been allocated to support this position from May- June. The position will be supported by second year funding for the 2022-23 fiscal year.

Reporting Plan:

Each year, the NCCCS will provide an annual report on the Career Pathways for IDD Grant Program to the Joint Legislative Education Oversight Committee, and various other committees. Program May 1, 2022, and May 1, 2023.