The Development of a Milestone Payment Partnership for Postsecondary Education

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Presentation Goals

- Provide a brief overview of VCU's ACE-IT in College, specifically career development and training

- Describe VCU ACE-IT's partnership with Vocational Rehabilitation and the ways our stated goals align

- Help current PSE programs to
  1. Think critically about theories of change/crucial program activities
  2. Understand and develop milestone payment plans

VCU'S ACE-IT IN COLLEGE PROGRAM

What is VCU's ACE-IT in College?

Inclusive

Employment Driven

Collaboration

Student Centered
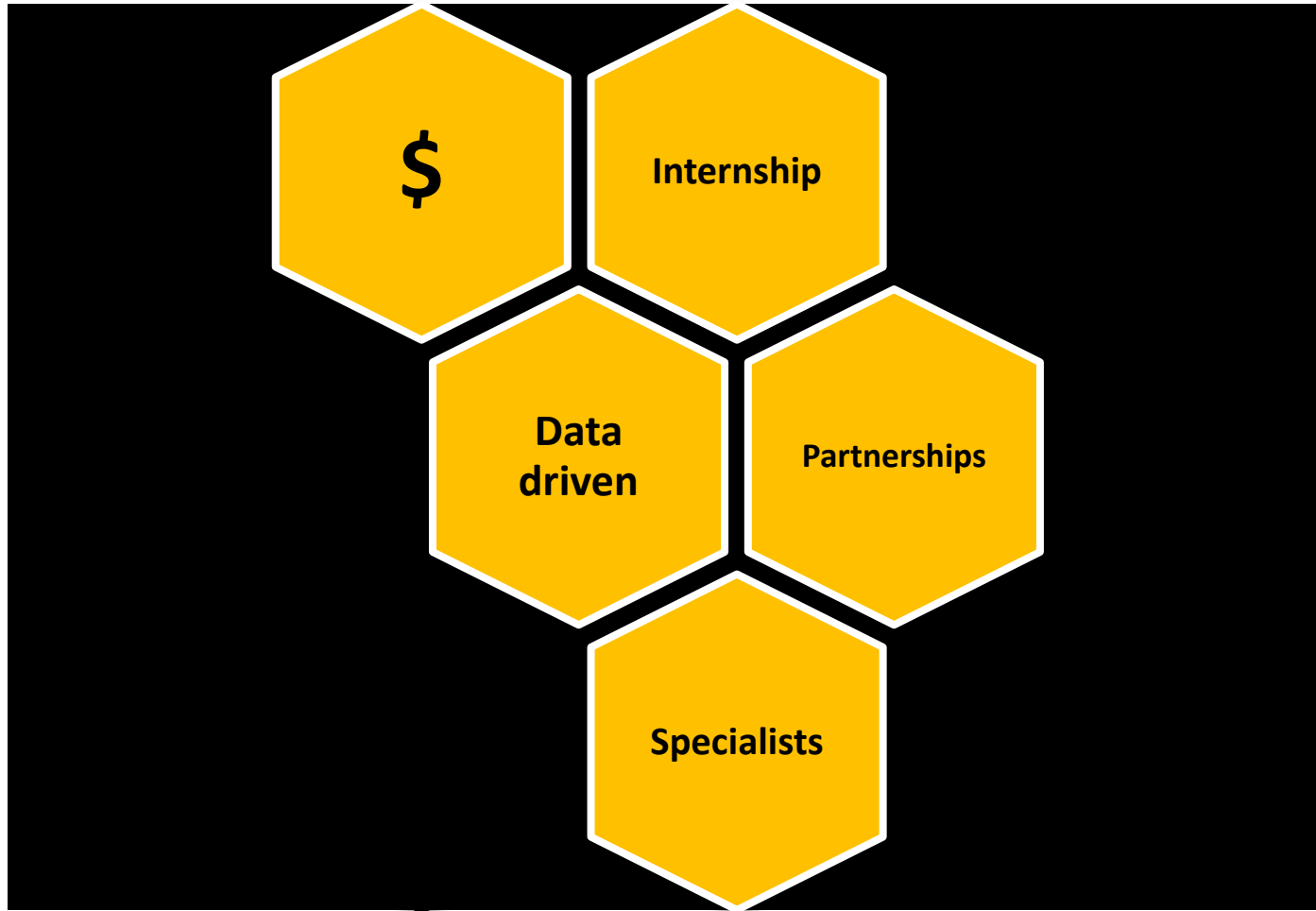
Certificate Requirements

- 20-24 credits over 4 semesters in inclusive courses

- Paid campus employment

- Community internship

- One credit internship course

Career Development and Employment

What makes the ACE-IT employment

Campus Employment

Campus Employment

- Meets interest or needed skill*
- Up to 10 hours/ week- Fall and Spring
- Paid at or above minimum wage
- Goal Setting
- Mid and final evaluations
- Individualized supports

Examples

- Cary St. Gym
- ARAMARK Dining Services
- Child Development Center
- Library
- VCU Police
- Information Technology Center
- Clerical positions throughout campus

Internship

Internship:

- Final semester

- 80- 100 hours

- Interest driven

- Paid or unpaid

- Job coach

- Evaluations

- Coursework targeting 21st

Century Workplace skills

Examples:

- Federal Reserve Bank
- Altria
- Tussing Elementary School
- Innsbrook After Hours
- VCU's Siegel Center
- Holocaust Museum
- Powell Orthotics and Prosthetics
- VCU Clinical Lab Sciences
- Firehouse Theatre
- Hilton Hotel

Employment-Post Graduation

- Job development
- Job site training
- Long term supports
  - DARS partnership

Case Study

Summer 2014	Fall 2014-Spring 2016	Fall 2016	Spring 2017
PCP Meeting	Class & Work	Internship & Graduation	Employment
- Work in an office - Do the best that she can at whatever she does - Tenacity to make life happen - Full time work-with benefits - Have friends	- Administrative and office positions - Choice Group (off-campus) - Partnership for People with Disabilities (VCU)	- Paid internship $10/hr	40 hrs/week $14.50/hr - Healthcare 401K options

Department of Aging and Rehabilitative Services (DARS)

- Virginia's VR Services- DARS
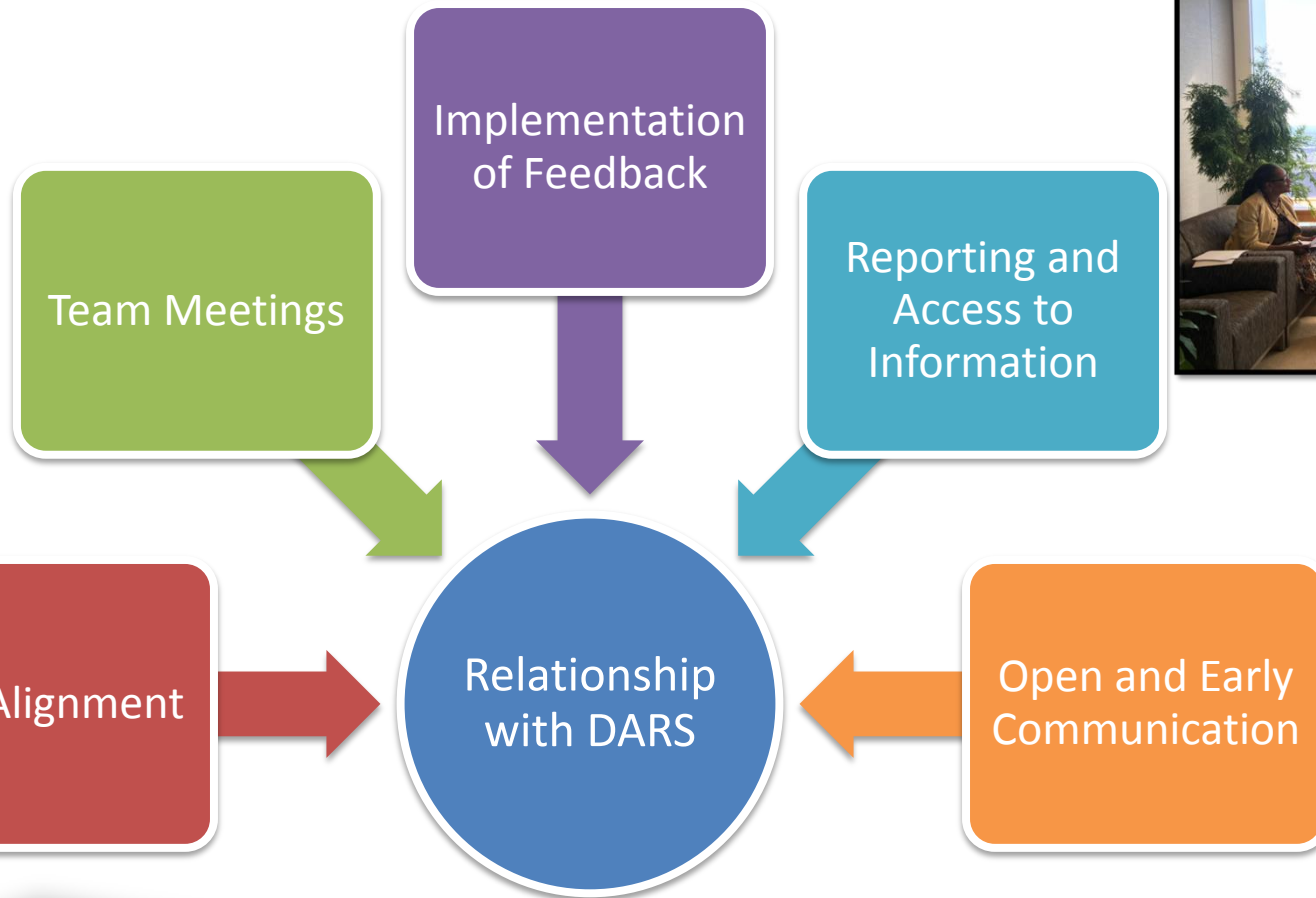- How DARS Supports ACE-IT's Students?

Career Counseling and Networks

Milestone Pilot

Tuition Pilot

Referrals

VCU ACE-IT & DARS Partnership

Team Meetings

Implementation of Feedback

Reporting and Access to Information

Goal Alignment

Relationship with DARS

Open and Early Communication

Being Good Partners

- Reduce program length for an expedited, cost-effective pathway to careers

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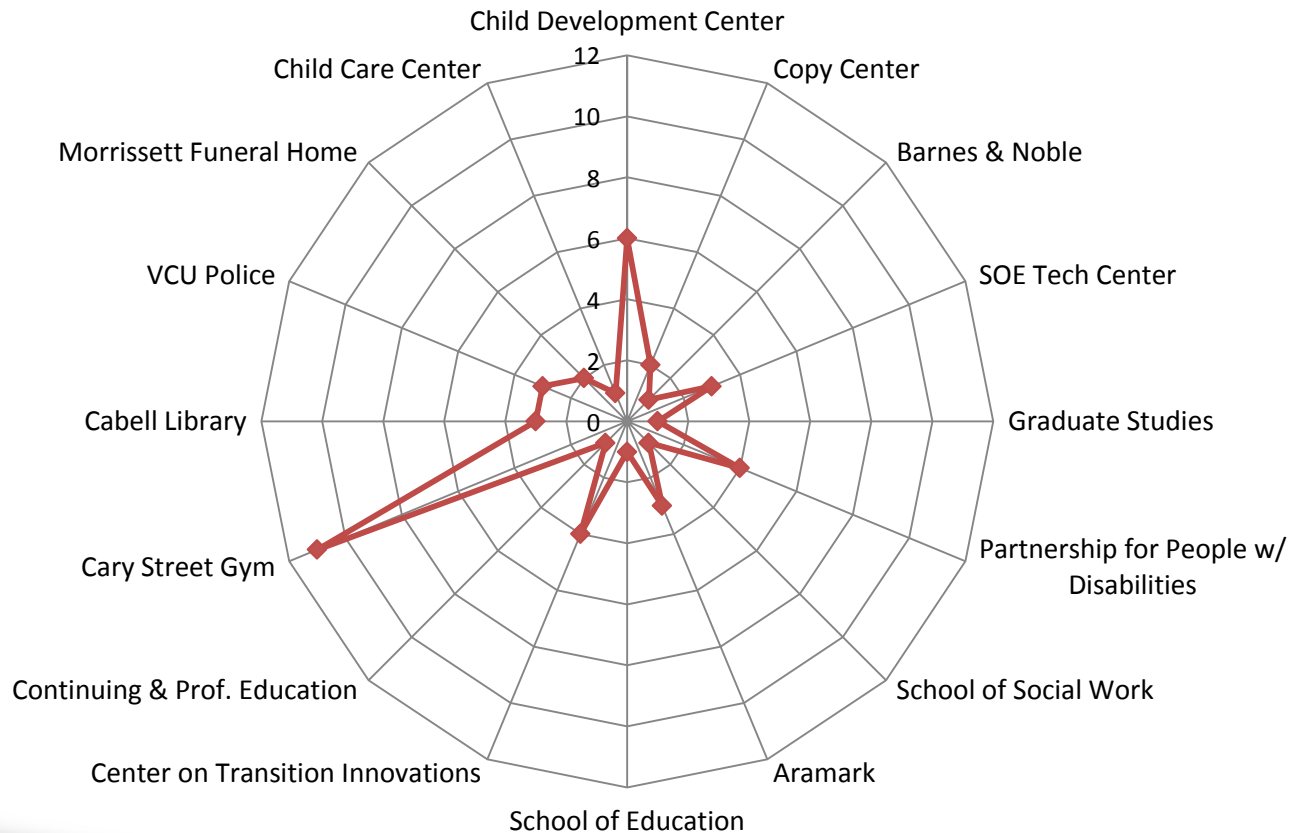| Program Length				
Semesters				

- Counteracts pre-internship summer regression
- Semester reports

Paid Job Diversity

Frequency of Placement*

*Excludes students who continued pre-program employment

Internships

21 Students Participate in Internships

21 UNIQUE Placements

Outcomes

Creating a Sustainable VCU ACE-IT

- Identifying primary costs
- Education coaches education coaches
  - Trained, active VCU students
  - Provide academic support in and out of classroom
  - 10 hours per student per week
- Job coaches
- How can we sustainably cover costs required to provide needed supports?

MILESTONES

What are "Milestones"?

- A signifier of progress to a particular place or goal
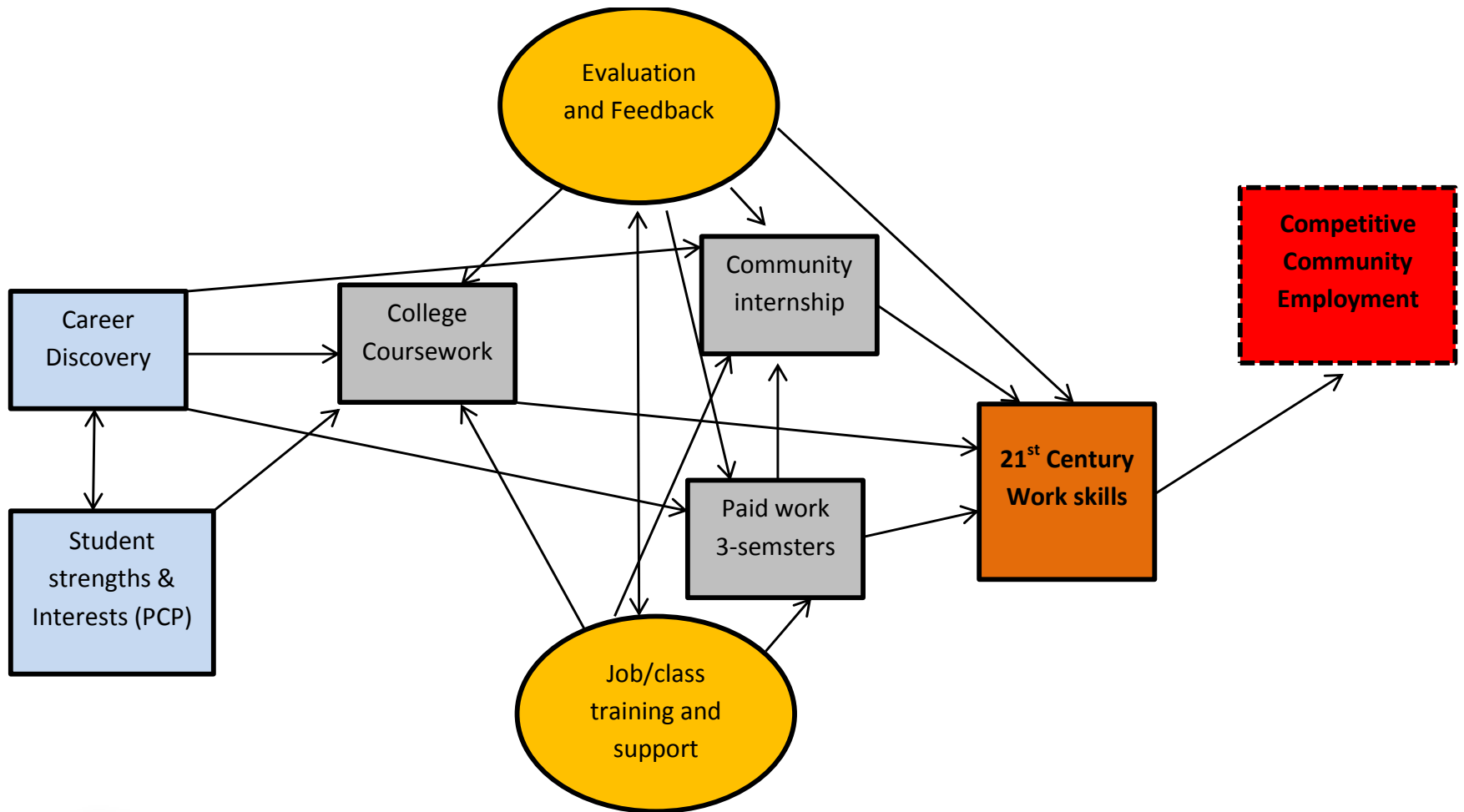- Requires knowledge of some end-state

Milestone Payments

- PSE Program
  - Milestone agreement
    - Funds transferred to program IF students and staff accomplish agreed upon activities and training
      - No payment for partial completion of milestone
    - Funds covers costs of education and job coaches
  - End-states = competitive integrated employment

Creating Milestones Step 1: Requirements of Milestones

Building a Theory of Change

Crucial Activities & Deliverables

Activities

- Person centered planning
- Class registration
- Discovery process
- Job development
- Internship development
- Internship Class
- Resume development
- Interviewing training
- Job site training and support.

Deliverables for partners

- Person Centered Plan
- Academic accommodations
- Reading inventory results
- Workforce goals
- Semester reports
- Faculty evaluations
- Employer evaluations
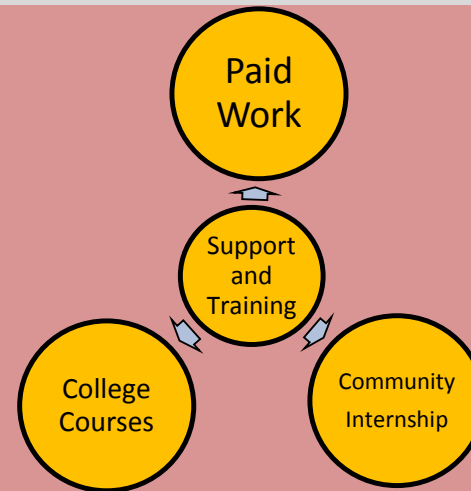- Part-time employment
- Resumes & applications

Does your program have an employment goal?

If yes, what are the critical activities implemented to achieve the goal?

Take 3 minutes to brainstorm.

Competitive Community Employment

21st Century Work Skills

Paid Work

Support and Training

College Courses

Community Internship

Career Discovery

Person Centered Planning

The Whole Person

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Creating Milestones Step 2: Milestone Periods

Milestone Examples

Milestone	1	2-4
Program Phase	Enrollment	Yr. 1, Semester 1- Yr. 2, Semester 1
Activity Examples	• PCP • DSS intake • Orientation • Advising • Campus readiness institute	• Course progress • Part-time job • Work goals • Supervisor Evaluations • Team meetings

Milestone Examples

Milestone	5	6
Program Phase	Yr. 2, Semester 2 & Internship	Placement
Activity Examples	• 80-120 hr. internship • Site training • Internship class • Evaluations • Team meetings • Course progress • Part-time job • Work goals • Graduation	• Employment • Job site training • Build and maintain natural supports • Weekly evaluation

Step 2 Brainstorm

- Take 3 minutes to brainstorm how you choose to bundle critical activities and progress towards credential.
  - What is your program length?
  - What are major phases of your program?
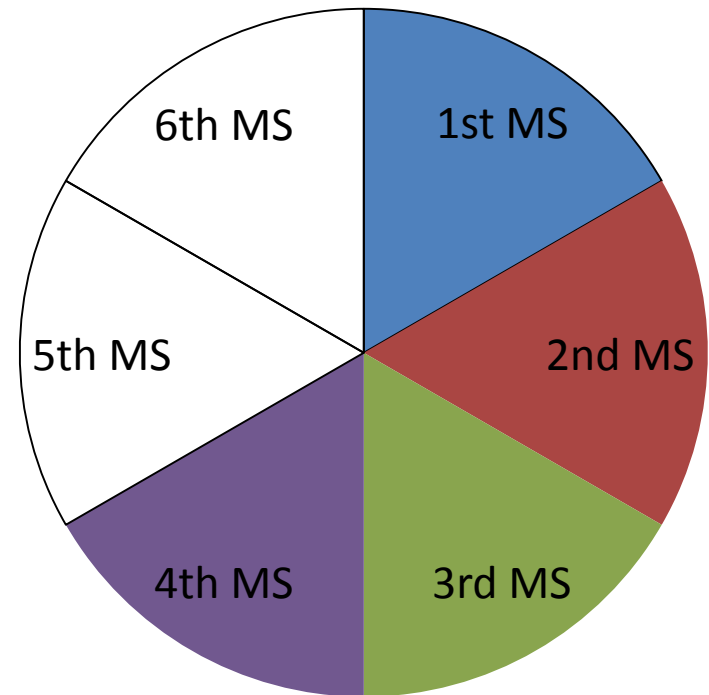 - What are convenient billing periods for program? For funders?

Step 3: Negotiations & MOA

- Collect evidence of program's impact
- Understand the total costs of your program with & without external funding
- Build consensus
- Clarify each party's responsibilities and reimbursement amount for successful milestone completion
- Take 5 minutes to consider impact evidence and program costs.

MILESTONE OUTCOMES

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- To date, no student receiving milestone support has not completed a milestone
  - Organization
  - Motivation
- Distills a program into the most important component
- Communicates a pathway to employment for students and their families
- Sustainability

- Self-evaluating progress

Limitations

Questions & Contact

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Braided Funding

Models that have Sustained some PSE Program

- Non-profit status
- Concurrent enrollment
- University, college, departments
- Student/family financing
- Funds earmarked for PSE from state general assemblies
- Medicaid waiver funds
- Grants
- Peer supports/volunteerism/service learning
- Community foundations donations and private donors
- Campus partnerships, in-kind donations

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Relevant Literature

PSE & Employment

- Employment training and individualized supports prepare individuals with IDD for participation in competitive employment market (Farris & Stancliffe, 2001; Grant, 2008)
- PSE programs positively impact
  - Participation in integrated competitive employment
  - Wages
  - Economic self sufficiency
  - More complex and demanding work opportunities
  - Self-determination

Migliore, Butterworth, & Hart, 2009; Ross, Marcell, Williams, & Carlson, 2013; Moore & Schelling, 2015; Smith, Grigal, & Sulewski, 2012; Wehman & Scott, 2013)

Adult Service Providers and PSE

– A collaboration between adult service providers and PSE program can lead to better recruitment and retention of students.

– Collaboration helps providers better understand
  • National policy
  • Program impacts on employment, quality of life, social inclusion, etc.

– 92% of agency directors (92%) from one survey believed that individuals with ID can benefit from participation in higher education (Sheppard-Jones, Kleinert, Druckemiller, & Ray, 2015)