Training Inclusive Higher Education Staff: A Study

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RRTC on Employment of Transition-Age Youth with Disabilities
- Established 2019 through a Federal Grant for 5 years
- Conducting 6 studies
- VCU conducting three of the studies
- Goal: To develop evidenced-based interventions that assist youth to enter competitive employment

Effects of Trained Personnel Providing Employment Supports in Higher Education Programs on the Employment Experiences of College Students with Intellectual and/or Developmental Disability: A Quasi-Experimental Study
Brief Overview

- Online course
- Year of technical assistance
- Higher education and post-graduation programs serving students with IDD
- Outcomes based on increased paid work while in college employment

Online Course
Supported Employment in College: 6-week facilitated course

Topics Covered
- Quality indicators and values
- Getting to know your students
- Job development
- Customized employment
- Job site training
- Transition and follow-up

Technical Assistance (TA)

- 1 year of free TA
- Needs assessment, action plans, & goal setting
- Monthly meetings
- Professional development & resources
- Data collection
Demographics of Cohorts 1 and 2

- 50 colleges and universities have taken the course
- 27 states represented
- 33 4-year colleges/universities
- 17 2-year colleges

Adjustments for COVID

- Changed research questions and hypotheses
- Changed type of data reviewed
- Resumed original study for Cohort 2

Case Study Overview
Research Questions

RQ1: Which aspects of the online training and technical assistance were most instrumental in providing paid employment and/or paid internship opportunities for students with IDD while in college?

RQ2: What are the employment outcomes for students with IDD post-graduation who participated in paid employment and/or paid internship opportunities?

RQ3: Have the training and TA been implemented with fidelity?
Research Methods

Observation
- Reviewed case notes
- Observed a monthly meeting

Document Review
- Read local news articles about University
- Reviewed University website
- Assessed needs assessment and action plan

Overview of University

2-year program

Metropolitan university

Comprehensive Transition Program (CTP)

100% of students in unpaid work experiences

Online Course

- Week 1: hopes to target “personalized job development and relationship marketing”
- Week 2: wants to increase work opportunities and exposure
- Week 3: communicates pitch and how it is customizable
Online Course

- Week 4: struggles with negotiating paid employment
- Week 5: expresses desire to formalize jobsite training practices
- Week 6: shares follow-up survey

Technical Assistance

Action plan

Goals

Monthly meetings

Resources

Findings

Research Questions

• RQ1: job development and customized employment
• RQ2: 100% employment, but, funding fell through
• RQ3: TA implemented with fidelity

Result of TA

• Process for job development
• Strategy for converting an unpaid job to a paid job
The Studies

Next Steps

- Finish TA for Cohort 2
- Finish course and begin TA for Cohort 3
- Analyze data
- Report out

Want to Learn More?

Website: Transition.vcurrtc.org
Twitter: @RRTCyouth
Facebook: facebook.com/RRTCyouth

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