

Historically Black Colleges and Universities (HBCU) Inclusive Postsecondary Education (IPSE) Planning Initiative



System Gap Addressed

- The employment rate for persons with a disability, at 12.6 percent in 2020, increased by 5.3 percentage points from the previous year. Their jobless rate continued to be much higher than the rate for those without a disability.
- There is only one IPSE in the US at an HBCU currently.
- Out of the 24 IPSE programs in North Carolina, three are fully comprehensive programs and all three are in four-year institutions. They include Western Carolina University - University Participant Program, University of North Carolina at Greensboro - Beyond Academics, and Appalachian State University – Scholars with Diverse Abilities.
- In contrast to the larger IPSE programs, there are 21 smaller IPSE programs scattered throughout North Carolina located in two-year community and technical colleges. Although the smaller programs are more widespread, they are still not in every county, and they differ in their inclusive components that comprise them.

Initiative Goals and Timeline

- The intent of this initiative is to establish an IPSE program at one of the HBCUs in North Carolina.
- In the first year of the initiative, the selected HBCU will design a planned approach and methodology for creating an IPSE program at the school. This will include the project activities, objectives, and a description of how each outcome will be measured. They will provide a description of the available resources including staffing practices to accomplish the establishment of an IPSE on the college or university's campus.
- Establish an IPSE that will seek Comprehensive Transition and Postsecondary Program (CTP) status with the Department of Education.
- Expand opportunities for students with intellectual and developmental disabilities in NC to attend an HBCU in an IPSE program.
- Develop a plan to sustain the IPSE program beyond Council funding. This can include applying for Transition and Postsecondary Programs for Students with Intellectual Disabilities funding in 2025.

Description of Activities

- Establishment of a Comprehensive Transition and Postsecondary Program (CTP) based on the Think College Transition Model or similar program model that includes the following collaborative partnerships:
 - Institutes of Higher Education which provide space, access to college courses and campus amenities and activities, and access to Disability Support Offices and peer mentors
 - Local Education Agency which provides on-campus support (special educator, paraprofessional,

etc.), recruits students, and provides other personnel support-for example, access to curricula, job coaches, and social workers

- Community Partners usually comprised of family networks, State or local DD Councils, support scholarships, stipends, businesses, local government offices -provide training, spreading awareness, offering resources
- Disability-related Agencies, Vocational Rehabilitation-Financial support for tuition and books if related to Individualized Plan for Employment (IPE), HCBS waivers, support through Pre-Employment Transition Services, community and employment supports, technical support

Achievements and Outcomes Expected

- Demonstrate and highlight promising best practices and program design for successful career skills development and employment
- Demonstrate best practices regarding use of wrap around employment services and related supports, person centered planning, internships, and career experience that will be part of the college transition program
- Demonstrate the feasibility of using Pre-Employment Transition Services to support program costs funding
- Collaborate with the established IPSE programs across the State and the NC Postsecondary Education Alliance, the Southeastern Postsecondary Education Alliance, Think College, and Division of Vocational Rehabilitation.

Investment Cost and Time: Recommendation

- **To Be Determined for a 3-year initiative.**

Expected System Change as Result

This planning project will result in a best practices guidebook and technical assistance from the selected HBCU to aid in the program development of other Institutions that are interested in establishing a College Based Transition Program.