

NAKHCHIVAN STATE UNIVERSITY
INCLUSIVE EDUCATION CENTER
“EQUAL STEP” MENTORSHIP AND TARGETED SUPPORT PROGRAM

1. Introduction

A modern inclusive educational environment requires that every individual be provided with equal opportunities. In order to support the educational, social, and professional development of persons with disabilities, the “Equal Step” Mentorship and Targeted Support Program has been developed.

2. Purpose

The primary objective of the program is to support persons with disabilities by:

- expanding access to education;
- ensuring social integration;
- promoting individual and professional development.

3. Target Group

The program covers the following groups:

- persons with physical disabilities;
- persons with visual impairments;
- persons with hearing impairments;
- persons with autism spectrum disorder;
- other individuals requiring special support.

4. Program Structure

4.1. Mentorship System

- Each participant is assigned an individual mentor;
- Mentors may include faculty members, students, and professional specialists;
- Weekly meetings are organized;
- An individual development plan is prepared.

4.2. Academic Support

- adaptation of teaching and learning materials;
- support in course comprehension and academic performance;
- examination preparation assistance.

4.3. Psychological and Social Support

- psychological counseling services;
- development of social skills;
- enhancement of motivation and self-confidence.

4.4. Career-Oriented Development

- career guidance and counseling;
- CV preparation and interview skills training;
- referral to internship and employment opportunities.

4.5. Rehabilitation and Social Activities

- music therapy;
- arts and sports events;
- social integration projects.

4.6. Technological Support

- application of assistive technologies;
- use of screen-reader software;
- development of digital skills.

5. Implementation Stages

The program shall be implemented through the following stages:

1. registration of participants and identification of needs;
2. mentor–mentee matching;
3. preparation of an individual development plan;
4. implementation of training sessions and meetings;
5. monitoring and evaluation.

6. Expected Outcomes

The expected outcomes of the program include:

- increased participation in education;
- enhanced social engagement;
- improvement of professional competencies;
- strengthened self-confidence.

7. Evaluation

Program effectiveness shall be evaluated through:

- participant and mentor feedback;
- periodic reports;
- analysis of achievement indicators.

8. Conclusion

The “Equal Step” Program contributes to the formation of an inclusive society by helping reveal the potential of persons with disabilities and ensuring their successful integration into society.