

**NEVADA STATE REHABILITATION COUNCIL
STATE PLAN COMMITTEE
MEETING MINUTES**

Department of Employment, Training & Rehabilitation

January 8, 2013

Vocational Rehabilitation
3016 W. Charleston Blvd.
Las Vegas, NV

Rehabilitation Administration Office
1370 S. Curry St.
Carson City, NV

MEMBERS PRESENT

Steve Chartrand
Maureen Cole
Martin Florsheim
Sheena Kaufman
Jack Mayes
Kate Osti
Scott Youngs, NSRC Chair

MEMBERS ABSENT

Brian Patchett, Committee Chair

GUESTS:

Marcia Ferrell, Transcriptionist
Jasmine Marin, Certified Hearing Interpreter
Daniel Dickson, Certified Hearing Interpreter
Linda Bove, Certified Deaf Interpreter
Branton Stewart, Certified Deaf Interpreter
Brook Paulson
Pedro Gonzalez
Anita Frantz, NV Disability Advocacy & Law Center

STAFF:

Janice John, Deputy Administrator, Program Services
Mechelle Merrill, Rehabilitation Chief
Bill Boster, Rehabilitation District Manager
Silvia Milburn, Rehabilitation Supervisor
Melissa Starr, Management Analyst
Beth Talcott, Administrative Assistant

EXHIBITS:

- 2013 Rehabilitation Services Administration (RSA) approved State Plan
- 2014 State Plan requirements planning chart
- 2010 Statewide Needs Assessment Report
- 2010 Statewide Needs Assessment Summary Report
- UNR General Client Satisfaction Survey 2012, report
- UNR Older Individuals who are Blind (OIB) Satisfaction Survey 2012, report
- UNR Transition Student Satisfaction Survey 2012, report
- General Client, OIB and Transition Student Executive Summaries
- UNR Customer Satisfaction Survey, Power Point Presentation
- 2013 State Plan Goals, Strategies and Indicators
- FFY 12 and FFY 13 to date Goals Progress Data Tables

I. **PUBLIC COMMENTS:**

No public comments were made

II. **ROLL CALL AND CONFIRMATION OF QUORUM**

Scott Youngs called the meeting to order at 9:20 a.m.

Melissa Starr read the roll call and verified that a quorum was present.

III. **VERIFICATION OF POSTING**

Melissa verified that the posting was accomplished on time and according to open meeting law.

IV. **WELCOME AND INTRODUCTIONS**

Scott welcomed all those attending and asked everyone to state their name and employment associations.

V. **DISCUSSION/REVIEW OF STATE PLAN AND REHABILITATION ACT/REHABILITATION SERVICES ADMINISTRATION (RSA) REQUIREMENTS**

Maureen Cole noted The Rehabilitation Act requires the state rehabilitation council to formulate and submit a state plan, and then to update that plan on an annual basis based on the satisfaction surveys, primarily derived from the state Needs Assessment that takes place every three years. This is the task today, to take a look at our state plan as it stands, and to decide if those goals and the strategies and the indicators that we have identified are still valid for the upcoming year, and make the appropriate adjustments the Committee believes to be necessary. The Division will then submit to the updated State Plan to the RSA, they will review it, and get back to us with any suggestions that they may have, or if we missed the mark in some way they will point that out. We then will make those revisions, resubmit, and when the Division gets to the point where they are happy with it and we are, too.

The next item, 5, 6, 7 and 8 kind-of all bleed into one another because it is a very circular process that the committee is involved in. We are looking at how we measured up for federal fiscal year 12 (FFY 12), and that is contained in your annual report. The Committee is looking at the Satisfaction Survey that was completed just recently, and the Needs Assessment that took place in 2010 which the Division is still working on trying to meet those expressed needs. As far as the RSA standards and indicators, we unfortunately did not meet the number of individuals achieving employment, which they look at your last year's number, and expect you to meet or exceed that. We did not.

The number of people who were employed as a result of Vocational Rehabilitation (VR) services was down last year. Ms. Cole continued she thought that was the good news on that front, the quality of that employment is better, wages are up, benefits and insurance are up, and what we know is that we are serving more of the more difficult to serve individual, who are harder to place, and who find it harder to retain employment. So the Division is making a more concerted effort in that regard, to serve that segment of the

population. She said they see that trend start to shift a little bit as the Division establishes relationships with more and more service partners in providing part of the services becoming more proficient. There were many aspects that play into the needs that were identified in 2010 in the needs survey.

Ms. Cole continued two of the items that were most frequently mentioned as needs in 2010, from the individual survey, was conducting outreach to employers, and finding employers who were willing to hire workers with disabilities. That is a continuing theme. As an agency, we are going to yield some results, but it will not happen overnight. We have hired a Business Development Manager who works very closely with the Economic Development Commission. In fact, he came from Economic Development, so he is very familiar with the methodologies that are used. He has been out every day, marketing to employers, talking about the benefits that accrue to an employer who hires people with disabilities. Not only the monetary and taxes and those kinds of things, and cash payments that are sometimes available, but also what research has shown that people with disabilities, when they are in the right job, these individuals make excellent employees. These individuals are much focused and have an excellent work ethic; they have had success working with those employers.

They Division is also embarking on a state plan advertising relations campaign, we have been doing radio advertising, now we're going to do Television, print advertising and billboard advertising as well, with a brand concept and some personal stories, because it is these stories that really touch people's hearts and make them stop and think about what their needs as an employer are, and looking at the folks in Vocational Rehabilitation as an untapped resource, which is true in most cases.

One of the other points in the 2010 Needs Assessment was the consistent delivery of Vocational Rehabilitation services in the North and South. Janice John, Deputy Administrator of Program Services and Mechelle Merrill, Rehabilitation Chief are working very aggressively to ensure the Division has a standardized approach, that the services that are available North and South are comparable, which is easier said than done because the services sometimes are not available in the North, they are certainly very rare in the rural areas. So finding services providers, bridging that gap, is something Janice and Mechelle are working on really very carefully.

Ms. Cole said the Division has revised their Policy and Procedure manual and quite a lot of training pertaining to these revised policy and procedures has taken place, it has standardized the implications of those policies and procedures in the state plan.

Developing interviewing skills and the lack of social services, those were picked out for two other needs that were expressed by the survey respondents in 2010. In terms of developing interviewing skills, we are working very closely with our job developers, having them licensed, insured, and providing each job developer with extensive training about what we expect from each of them. What are the ethical considerations of job developers, what is the how-to's in getting information, and training that will help them do their jobs better. And certainly interviewing skills is one of those areas where we

expect our job developers to work very closely with the clients that they are assigned, to insure that the clients have the ability to put together a good resume, how to have a comfortable interview and how to respond to questions appropriately.

In terms of the satisfaction survey which was took place recently, again there is some correlation between the dissatisfaction that some people indicated overall about finding jobs and keeping jobs, we have a difficult economy and it is not easy to find jobs or keep jobs, we are seeing some of that.

The strategies that the Division has in place will begin to turn this situation around a little bit. From the satisfaction surveys, the concern that the Division has is we are not seeing as many people keeping jobs as a result of Vocational Rehabilitation (VR) services. We are seeing a lower number of clients who are saying that "I kept my job because of the services that I received from VR". That may be something the committee will want to take a look at and see how we can follow up and keep in touch with clients.

This may cause a problem as the Division is already stretched thin with the services they have, and clients that we are trying to serve, the follow-up process is difficult to integrate into the ongoing process. But it is certainly something that we want to take a look at, how do we maintain contact with people after the 90 days, and ensure that their needs are met, and that they feel comfortable coming back to us.

Ms. Cole said part of the difficulty the Division has is that we are so disjointed in our timeline, so we are using 2011 data for our 2013 plan, which goes into effect in 2014, the reason being just takes a while for the Rehabilitation Services Administration (RSA) to crunch everything and send it back out to us. The Division has ready been implementing our 2013 Needs Assessment, and the focus groups and the questions will start to go out January and February we all will see the results of that report probably midyear.

Ms. Janice John interjected she believes the Needs Assessment has a deadline date. The contractors have already begun gathering data and the focus groups will take place at the end of January, first of February, Indiana State will come out and conduct those. This data will all be different. We're looking again at old data. We have addressed quite nicely some of these.

Ms. Cole replied next year when the Nevada State Rehabilitation Council (NSRC) State Plan Committee meets to talk about the state plan they will all have a new Needs Assessment to review, and of course the Satisfaction surveys. At that point we will rewrite the state plan and start over again.

Today we are working on updates this year, but next year will be a clean slate year.

Scott Youngs asked if the committee would be developing a five year plan, starting next year.

Ms. John responded the Needs Assessment and focus groups are every three. The Client Satisfaction surveys and State Plan are every year.

Jack Mayes commented the State Plan committee will be working with old information and was concerned as to how much of a change can be worked out for the coming year before the new data was available.

Ms. Cole replied the annual Satisfaction surveys tell the Division and committee of the resulted concerns of clients and that is one of the factors that can apply to the need for some change. It is up to the committee to decide if new goals strategies and indicators are necessary or perhaps some adjustments.

Mr. Youngs commented on the Transition Student Satisfaction Survey when questions instead of combining the "Very Satisfied" and "Somewhat Satisfied" responses together, to separate those responses. He understood that may be something to be decided in the contract with the survey vendor, it would still help bring some added clarity to what needs to be addressed in the scope of the state plan.

VI. **DISCUSSION/REVIEW OF NEEDS ASSESSMENT SCOPE OF WORK AND REHABILITATION ACT/RSA REQUIREMENTS**

VII. **DISCUSSION/REVIEW OF CONSUMER SATISFACTION SURVEY INSTRUMENTS AND REHABILITATION ACT /RSA REQUIREMENTS**

VIII. **DISCUSSION/REVIEW OF FFY 2012 STATE PLAN GOALS**

Scott Youngs remarked Agenda Items five through seven were discussed by Ms. Cole at the same time. So moving onto agenda item eight

Mr. Youngs read the Goal statements:

Goal 1: Emphasize the employment potential of students with disabilities, and improve transition from school to work and school to post-secondary education.

Goal 2: Extend outreach efforts towards diverse populations, specifically, eligible individuals with autism, developmental, cognitive and mental health disabilities.

Goal 3: Extend outreach efforts toward ethnically diverse populations, specifically minority populations with disabilities represented in Nevada's workforce.

Goal 4: Work together and share resources with state, private, non-profit agencies to leverage resources and coordinate benefit opportunities in order to maximize the overall employment outcomes

Goal 5: Emphasize the employment potential of applicants and eligible persons receiving Supported Employment services.

Steve Chartrand asked Ms. Cole how the Division did versus the evaluation standards; what was the connection or correlation between the five goals were and how they were measured.

Ms. Cole responded the goals and indicators were directly received from the RSA and applied to every VR program across the nation. She said the connection is not always a straight-line, the Council has charged the Division with looking at special populations and transition students in trying to bolster the services that they are already providing.

If the Division is successful in meeting those goals on the state level they will translate to better performance in terms of federal standards and indicators. The RSA does look at minorities and the overall number of individuals that have become employed as a result of VR services. So there is a correlation.

Mr. Chartrand said he assumed within the bureau of Vocational Rehabilitation, the staff, the team, has goals directly related in order to meet these goals.

Ms. John responded the counselors are graded on their work performance standards which are directly tied to those indicators, numbers of successful closures, and percentages of successful outcomes. Transition also has some numbers in terms of what they are evaluated on.

Kate Osti asked how the Division was doing on the individual strategies.

Ms. Cole responded when you look at the year-after-year numbers, and they are less in 2012 overall than they were in 2011, that is really a function of the staff vacancies and turn over the Division has and maybe we are behind the bottoming out of the economy. What we are seeing now is staff retiring, or leaving because there really are not any other options for them or their families here in Nevada. The Division has a lot of vacancies and is filling them as quickly as they can; this obviously it takes a while for a new counselor to take hold of that caseload, to really start to know the folks on their caseload, and to work with them successfully.

Ms. Osti asked since we are talking about vacancies, do you know roughly how many vacancies you currently have?

Ms. John said there are 46 counselors state-wide. Both Ms. Cole and Ms. John calculated the number of missing counselors to be six to seven statewide. Ms. Cole said it is a pretty good shortage. I know we had a resignation that just came in before, a community based worker, and we are looking nationwide for new counselors. As they come in, it just takes a while to get up to speed.

Ms. John said when you realize that each of the counselors is linked to about 27 to 30 closures, that are their responsibility that means other counselors must do some fast pedaling to make up for those 30. Our hope again is we are filling them, but it takes a couple months to locate someone. We tend to recruit people from out of state we are not finding them locally. So they have to relocate, and it takes time.

Ms. Cole added for many people who are considering moving to Nevada, it is a question of whether their spouse or significant other can also find work in this area if they cannot, then the chance of that counselor coming to Nevada significantly diminishes.

Ms. Osti asked what was the Division's ratio of how many counselors or technicians they have that are Spanish speaking.

Ms. John replied statewide one or two, but we also have three technicians at three offices that are Spanish speaking, so they will come in and facilitate translation, or we hire someone for translation.

Mr. Youngs said so with that information about transition being a little bit lower than it was last year, what we need to do is go over the strategies and see if there is anything that the members of this committee want to add or change or that they think might helpful in doing a better job of that goal next year.

Mr. Mayes asked, we talk about school and post-secondary education. He got the sense that maybe secondary education is not emphasized, because there have actually been some complaints about individuals who have had to drop out of their classes or withdraw because of the process in paying for their classes.

He asked if the committee could get into that separately as the word emphasized is used. Mr. Mayes asked has the Division created an opportunity for anybody in Nevada to become a counselor, if any home-grown development of staff, since we have such difficulty bringing people in from out of state, was there a comparable Masters' degree available before testing and receiving licensure for being a Rehabilitation Counselor.

Ms. Cole responded it is something we want to work on even more than we have. The State does have a complicated and difficult payment process they are locked into and cannot change. The Division does need to rely on the participant to cooperate in that process. Sometimes we have a little reluctance on the part of the participant to cooperate as fully as they need to. The participants are required to apply for financial aid when they have that available to them. And then to bring to us the results of that application, again explaining the process and making the participant a part of their own success is very important. Counselors work very hard to do that, but it is something that we need to be mindful of, too. The Division does have a number of participants who are in four year degree programs, who are working forward on that outcome. Quite a few of the participants are in community college programs or going to other kinds of training, like the post-secondary training.

Ms. John said we just revised our training portion of our policy and procedures manual, and one of the things that we have a discussion about is developing a packet that gives the A through Z steps. What do you want to do, do you want to go to college here is what you need to do. Other states that have done this have created a very similar type of packet, so we will need to work on streamlining this project.

Sheena Kaufman interjected we have over the last year started to emphasize post-secondary schooling for clients, and the addition of a trial semester in the policy manual helps to give the counselors discretion in giving a client a chance at school, if there are some questionable things about client's history or background it will may be brought

forth during this period to further understand how the Counselors can help that client and has helped to give us the opportunity to give people more chances to try college. Ms. Osti asked for the numbers regarding the education opportunity to be presented at another meeting.

Ms. John responded to the affirmative. She also commented it is difficult for the Division to draw the data. They can see who is going the college and has an authorization. You will be seeing a percentage of students with authorization to pay for services for college, university and secondary education opportunities.

Martin Florsheim asked is this post-secondary education about technical schools and vocational schools? Ms. John answered yes all of those.

Ms. Kaufman interjected this education is for Transition Students not adults.

Mr. Mayes asked about the Memorandum of Understanding (MOU-informal contract between agencies).

Ms. Cole responded the Division does have agreements with each of the seventeen school districts to collaborate for transition services. Last year they worked primarily with Clark County, Lyon County and Washoe County school districts, they would provide additional funding to draw down federal match. It is a cooperative agreement that the Division has been talking to them about and how these agreements can be very successful and provide new and expanded services to the transition students. What will enable us to do is draw down some federal funds that are currently not been able to touch, so we are not going to take away funds from our current budget but to augment the current budget with those additional funds to provide services to transition students.

Ms. Osti wondered as a possible strategy now that we have a shortage of counselors, we do here from parents and from students are getting information late into their senior year, would there be a possibility of developing an introductory handout that you could share with juniors, plant the seed in their head when they are a junior, so they have an idea about their future education possibilities, so that they'll become a little more proactive earlier in their senior year. Mr. Mayes added especially if they need to file financial aid documents and such.

Ms. John said absolutely, we agree with you 100 percent. It is one of our struggles that we do not seem to get the activity in second year junior. That is when we actually open our case is second year junior. We are trying to get the students involved and on board. We had a meeting with administration on transition in the south, talking about how we need to really be on the school board. The turnover with the administration in the school district as well, I think we need to be out there and saying the message from the year, and getting more early involvement. We are going to launch a campaign to meet with each of the school administrators, principals and vice-principals, we need to get in there sooner, have more of a presentation.

Mr. Florsheim said he understood the counselor is supposed to meet one-on-one with a deaf student or something. He thought they were supposed to meet with them at 14, to give them all the information when they were 14 years old to open their case. But they do not actually provide support yet, they just start the conversation at 14. At 16 they actually include them in the strategies for the future, and he has not seen that happening here in Nevada. He asked does your staff meet with students at that age that are disabled or do they do that at 14 because he thought that was a federal deadline.

Ms. John said the Division has four counselors in the south, and we have two in the north to meet with that population at age 14 would be pretty difficult. We are available for consultation, and we are available to go to any Individualized Education Plan's (IEP's). If we have a student at age 14 that needs some support or needs to know about the resources, we offer that, and we share that with administrators, teachers and transition coordinators from each school district. She said she was not familiar with actually having opened any cases at age 14 some of the problem would be that labor laws prevent them to be able to work, and again we are attached with work as our goal. So as far as information, we are willing to provide that at every activity with the school district sponsors, and outreach presentations. One is called Students Talking About the Real World (STAR) down here, and they have transition summit.

Mr. Mayes said the age of 14 is more connected with IEPs and special education. That is the school district's responsibility, to start looking at transition at 14. He was not aware that Vocational Rehabilitation (VR) comes in that early, the school district is obligated to start working on transition at that age.

Mr. Youngs opinioned he thought the Division should be providing more information to the student, and doing career exploration and those types of things with the students at 14 and 15. He did not believe they were receiving extensive services about what is out there and what they actually need to be doing in school to prepare them to go in that direction.

Ms. John stated the other issue that the Division is struggling with the focus on academics and the lack of focus on vocational. We have a number of schools, of principals, in the State with students that are 16 and have not passed or have not been able to understand math, why are we continuing to put them in math class, and can we focus more on the vocational emphasis that is going to help them find a job. They need to know how to count money, and we need to do things that will help them with a job. We really struggle with some schools, who do not allow us to take the students out into work experience, because their focus is in academics, they want them in this class. She believes schools need preparing these students to do what they can so they will be able to be successful in the world of work.

Mr. Youngs said under the strategies and indicators there are a couple different strategies that address this issue. One is to educate teachers, parents and youth with disabilities regarding the VR process, programs and referral services. The next one is working with youth with disabilities, the department of education, local education authorities, parent organizations and families to encourage early discussions with students. So there are a couple strategies that already exist.

Ms. Cole responded the key to all of this is infusing more funds into this program to the extent that we can finalize the cooperative agreements and bring in more money to bring in more people to focus on these strategies or other strategies and have more success. It is really a function of the level of staffing that we and the school districts can provide.

IX. **DISCUSSION/POSSIBLE ACTION TO ESTABLISH RECOMMENDATIONS FOR FFY 2013 STAE PLAN GOALS**

The meeting discussion began to transition into the discussion and possible action to establish Federal Fiscal Year 2013 State Plan Goals.

Mr. Youngs asked is there a strategy that talks about funding?

Ms. John replied Goal number four does speak about working together to share resources and is to maximize all of that, would that cover it there, the fourth bullet down? Can we go there, or should we put it specifically under transition?

Mr. Youngs thought they should look at putting it specifically under strategies under transition. He asked so would that go under goal number one, to formalize third party match? Or to explore additional funding for the program? How should that read?

Ms. Cole answered we are going after that third party match with those cooperative agreements, so that would capsulize it well.

Mr. Youngs suggested the goal read as formalize third party match under strategy on goal number one. We are going to add another strategy under goal number one regarding transition, to read as it reads under goal number four, which is formalize third party match.

Goal 1:

Emphasize the employment potential of students with disabilities, and improve transition from school to work and school to post-secondary education.

Strategies:

- Explore the utilization of social and Web-based media as a communication tool.
- Improve special outreach efforts to Transition Students, i.e. camps, Transition Summit Leadership trainings.
- Encourage participation of successful transition students in the referral and outreach activities of other students (peer support mechanism).
- Serve more Transition Students by developing referral mechanisms with secondary schools and post-secondary institutions.
- Comparison to states with similar population and demographics, and in accordance with the recommendations of the Needs Assessment.
- Identification of students that have fallen out of Vocational Rehabilitation programs.
- Creative marketing to schools and students.
- Maintain Statewide “Transition Connect” Expansion Project.

- Increased communication between Vocational Rehabilitation Counselor, Special Education Teachers and 504 Coordinators.
- Educating teachers, parents and youth with disabilities regarding the Vocational Rehabilitation process, programs and referral services.
- Work with youth with disabilities, the Nevada Department of Education, local education authorities, parent organizations and families to encourage early discussions with students about the expectations of employment and their skills, abilities, and talents that will empower them to achieve self-sufficiency.
- Vocational rehabilitation representatives to participate with parent/teacher Individualized Educational Plan (IEP) conferences.
- Consider Assistive Technology in relation to this goal.
- **Formalize third-party match.**
- **Expand Community Based Assessment opportunities for students to explore employment options.**
- **Explore a Job Shadowing and/or mentor program in collaboration with the National Disability Employment Awareness month.**

Indicators:

- Consider Assistive Technology in relation to this goal.
- Increase enrollment by Transition Students in the Program Services of the Division. The Division's performance regarding increased enrollment in FFY 2014 will equal or exceed FFY 2013 performance levels.
- Increase competitive employment outcomes for Transition Students. The Division's performance regarding increased competitive employment outcomes in FFY 2014 will equal or exceed FFY 2013 performance levels.
- Increase post-secondary educational services for Transition Students. The Division's performance regarding increased post-secondary educational services in FFY 2014 will equal or exceed FFY 2013 performance levels

Goal: 2

Martin Florsheim moved to accept Goal #1 as suggested

Jack Mayes seconded. Motion passed

Mr. Mayes asked Janice John if Vocational Counselors were on the mental health campuses. Ms. John replied yes in Las Vegas. She said last year they closed a lot of the outreach offices in Las Vegas so these counselors are now at one location in Las Vegas.

Mr. Mayes suggested for one of Goals number two, strategies to be "maintain dedicated mental health Vocational Rehabilitation counselors.

Ms. Cole noted about 61 percent of the participants last year identified a mental health issue.

Mr. Mayes said at one point the Division did have a counselor that was dedicated for individuals who were deaf or hard of hearing. Ms. John replied the Division does have

someone that primarily serves the clients that are deaf and hard of hearing. He is a hearing person.

Ms. Cole said if the Division puts selective criteria on hiring a Counselor who are bi-lingual and who can sign few if any may apply.

Mr. Mayes said it was his understanding the governor has taken out all incentives for including language and experience in recruiting efforts. Ms. Cole added they did not have the ability to pay for those pluses anymore. Mr. Mayes included, during the budget cuts the governor eliminated all increases based on specialized skills such as sign language skills, speaking Spanish, etc.

Mechelle Merrill interjected from the Carson City remote location, to entertain the wording of Goal number two as individuals with the new wording of Autism Spectrum disorders.

Martin Florsheim said he works closely with the deaf and hard of hearing as Director of the advocacy resource center and has traveled to Reno and all over the state for that agency. He has met with a lot of different individuals that have had complaints about Vocational Rehabilitation (VR). They felt like they were being underserved and ignored.

Mr. Youngs stated one of the things that we talked about at the university is cultural competencies. That means that are there specific cultural needs out there that we are not meeting. The deaf culture is pretty unique, so are we, as an agency, and as a community, are we sensitive to the needs of different cultures, whatever they might be, and address it like that. He said he agrees with Ms. Cole, at this point these goals were established based on the current needs assessment, or the past Needs Assessments.

Ms. John said the Deaf and Hard of Hearing Resource Center did participate as members of the focus groups with met during the last Needs Assessment. The focus groups consisted of staff members, clients and community agencies. There were four or five groups held in the North, South and Rural areas of the state. These focus groups are face-to-face

Discussion on the strategies on goal number two commenced between Scott Youngs, Janice John, Jack Mayes, Melissa Starr, Mechelle Merrill, Anita Bryant and Martin Florsheim. The changes below were arranged.

Goal 2:

Extend outreach efforts toward diverse populations, specifically, eligible individuals within autism spectrum disorders, developmental, cognitive and mental health disabilities.

Strategies:

- Continue marketing efforts with Mental Health hospitals, Mental Health service providers, SSI SSA and State Welfare.
- Partner with Mental Health service providers and Community Rehabilitation Training Centers (CTC's).
- Partner with Department of Health and Human Services, State commissions related to populations concerned with autism, developmental disabilities, cognitive and mental health disabilities.
- Partner with advocacy groups.
- Consider Assistive Technology in relation to this goal.
- Participate in Disability Awareness Month activities
- Continue participation on the Employment First Initiative Work Group, the Nevada Autism Adult Services Work Group, and the Mental Health Planning Advisory Committee.

Indicators:

- Increase enrollment by eligible individuals with autism, developmental, cognitive and mental health disabilities. The Division's performance to increase enrollment by eligible individuals with autism, developmental, cognitive and mental health disabilities in FFY 2014 will equal or exceed FFY 2013 performance levels.
- Report indicators by region.

Jack Mayes moved to accept the new strategy and change in SSI to SSA.
Kath Osti seconded. Motion passed

Discussion on goal number three's the strategies commenced between Scott Youngs, Janice John, Jack Mayes, Martin Florsheim and Mechelle Merrill.

Goal 3:

Extend outreach efforts toward ethnically diverse populations, specifically minority populations with disabilities represented in Nevada's workforce.

Strategies:

- Recruit bilingual and/or bicultural staff.
- Increase marketing and participation efforts with ethnically diverse populations and media, and specifically to Latino and Asian populations.
- Consider Assistive Technology in relation to this goal.
- Collaborate with minority groups with program development and program referrals.
- Participate in appropriate cultural activities or events.
- Ensure documents are available in other languages as needed.

Indicators:

- Increase enrollment by minority populations representative of Nevada's minority workforce. The Division's performance regarding increased enrollment by minority populations in FFY 2014 will equal or exceed FFY 2013 performance levels. Report data by race and ethnicity statewide.

The Committee after some discussion decided to accept the Goal, Strategy and Indicators as they stand, changing the Federal Fiscal Years (FFY) to reflect the 2014 State Plan.

Steve Chartrand moved to accept Goal Three as is, changing the FFY notations.
Martin Florsheim seconded. Motion passed.

Goal 4:

Mr. Mayes asked the committee to change the language of the Goal as it was confusing and could be worded better.

Ms. Cole said this really goes back to the cooperative agreements, finding agencies that are willing to commit non-federal dollars to Vocational Rehabilitation (VR) programs, pushing that control to the VR, so we're actually running the program, and then using those nonfederal dollars as match for the unclaimed dollars in the federal grant. The Division has not actually succeeded in doing that yet. As far as working with a school district or some other agency that would have non-federal dollars, we are not quite at the point of getting control of those dollars yet. But we are very close to it, if we are successful in closing some of those deals that are pending, then we will largely fulfilled the goals of this issue, bringing in additional dollars and claiming the unclaimed federal dollars.

Mr. Mayes stated the Governor's budget comes out in several more weeks, does the VR anticipate being able to capture those funds.

Ms. Cole responded the Division always writes their budget as if they were going to receive enough general fund money to fully match to the grant, then the legislature makes the decision as to whether those general fund dollars are available.

Goal 4:

Work together and share resources with state, private, non-profit agencies to leverage resources and coordinate benefit opportunities in order to maximize the overall employment outcomes.

Strategies:

- Document dollars utilized as comparable benefits.
- Identify sources of benefits on the Individualized Plan for Employment (IPE).
- Identify federally matched dollars.
- Formalize third-party match.

- Strengthen relations to maximize matching fund opportunities.
- Provide In-service training regarding how to identify matching funds opportunities.

Indicators:

- Document dollars captured in collaborative efforts and document that the training is held.

Jack Mayes moved to approve goal number four as it stands.
Kate Osti seconded. Motion passed

Discussion on goal number five's strategies commenced between Scott Youngs, Melissa Starr, Janice John, Jack Mayes, Martin Florsheim and Mechelle Merrill.

Mr. Florsheim requested a clarification on the words Supportive Employment. In another state where he worked those words referred to Community Training Programs or enclaves (sheltered workshops).

Ms. Cole replied under the Vocational Rehabilitation rules and regulations, sheltered workshops are not employment outcomes for the Division. It has to be competitive employment.

Ms. Merrill added currently we are working on a pilot in Northern Nevada, through the Sierra Regional Center which is diverting the jobs in day training funding through a waiver and allowing us to pull individuals out of sheltered settings into competitive employment. So far it has been successful, we have one placement and working towards many more. The waiver money can provide ongoing supports to an individual.

Goal 5:

Emphasize the employment potential of applicants and eligible persons receiving Supported Employment Services.

Strategies:

- Partner with other public and private State entities that provide Supported Employment.
- Expand communication and training to staff, State Rehabilitation Council members and consumers on Supported Employment.
- Consider Assistive Technology in relation to this goal.
- Identify and support best practices that encourage high-wage/career track employment
- Utilized the VR Business Development Manager to improve Supported Employment services outcomes.
- Continue participation on the Employment First Initiative work group, the Nevada Autism Adult Services work group, the Mental Health Planning Advisory Committee, and the Supportive Employment Leadership Network.

Indicators:

- Increase the number of supported employment consumers that close successfully, earning at least the federal minimum wage. The Division's performance regarding an increase in the number of supported employment consumers that close successfully in FFY 2014 will equal or exceed FFY 2013 performance levels.

Jack Mayes moved to accept goal number five with the stated changes.
Martin Florsheim seconded. Motion passed.

Martin Florsheim asked if some wording regarding goals to increase employment and training for deaf and hard of hearing individuals in Nevada

If we had a whole group of parents with autistic children here we could try to figure out something to help them out, and I think we should do something to address the concerns of the deaf community, because they are showing up here saying something is not working so instead of us guessing what they might want, let's have a meeting. This would be the best way to get input, for to us help develop how we can meet their needs.

Ms. John stated we can make the commitment for our district managers to work out the details, and work with Martin, and go forward and have some activities and focus groups to document the responses and work on plans and implementations for success.

Goal 2:

Extend outreach efforts towards diverse populations of Nevadan's with disabilities.

Strategies:

- Continue marketing efforts with Mental Health hospitals, Mental Health service providers, SSI SSA and State Welfare.
- Partner with Mental Health service providers and Community Rehabilitation Training Centers (CTC's).
- Partner with Department of Health and Human Services, State commissions related to populations concerned with autism, developmental disabilities, cognitive and mental health disabilities.
- Partner with advocacy groups.
- Consider Assistive Technology in relation to this goal.
- Participate in Disability Awareness Month activities
- Continue participation on the Employment First Initiative Work Group, the Nevada Autism Adult Services Work Group and the Mental Health Planning Advisory Committee.
- Extend outreach for eligible individuals who fall on the Autism Spectrum.
- Extend outreach for eligible individuals with cognitive disabilities.
- Extend outreach for eligible individuals with intellectual disabilities.
- Increase outreach for eligible individuals who are deaf and hard of hearing.

- Hold town hall outreach meetings, specifically for individuals who are deaf and hard of hearing
- Increase outreach to individuals with mental health disabilities.

Indicators:

- Increase enrollment by eligible individuals with autism, developmental, cognitive and mental health disabilities. The Division's performance to increase enrollment by eligible individuals with autism, developmental, cognitive and mental health disabilities in FFY 2014 will equal or exceed FFY 2013 performance levels.
- Report indicators by region.

Jack Mayes moved to accept the new modifications.
Martin Florsheim seconded. Motion passed.

X. **PUBLIC COMMENTS**

Mr. Pedro Gonzalez commented (through interpreters), he was thrilled with the new issues deaf and hard of hearing issues Mr. Florsheim had been talking about during today's meeting. He said the deaf community has the same kinds of goals and how important in is to have supported services for deaf and hard of hearing individuals. It is good to focus on more than one translation to have equal communication for the deaf Using certified deaf interpreters, and making sure that there are skilled interpreters. When he arrived, he knows that he should feel like an equal and the same as everybody else. He invited those present should the committee have questions. He said he was looking forward to the improvements for the future. He has a lot of ideas that he would like to share. You know, it is great to have the committee speak and have the representation there. As being part of the public, he was happy be able to provide feedback. He thanked the Committee.

XI. **ADJOURNMENT**

Jack Mayes moved to adjourn the meeting.
Martin Florsheim seconded. Motion passed.

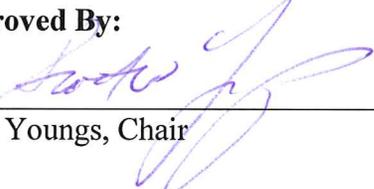
Meeting adjourned at 12:11 p.m.

Edited By:



Beth Talcott, AA II, NSRC Support Staff

Approved By:

 3/5/13

Scott Youngs, Chair