

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

Department of Employment, Training & Rehabilitation

January 14, 2015

Revised & Approved March 10, 2015

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

MEMBERS PRESENT

Lisa Bonie
Mathew Dorangricchia
Ernest Hall (NSRC Chair)
Shelley Hendren
Mark Hinson
Robin Kincaid
Jack Mayes (Committee Chair)
Max Miller-Hooks
Jean Peyton
Rosemary Melarkey, Sierra Regional Center

MEMBERS ABSENT

GUESTS:

Marcia Ferrell, Transcriptionist
Caroline Bass, Certified Hearing Interpreter
Ray Quartermus, Certified Hearing Interpreter
Linda Bove, Certified Deaf Interpreter
Branton Stewart, Certified Deaf Interpreter
Pedro Gonzalez

STAFF:

Rose Marie Reynolds, Deputy Attorney General
Heather Johnson, Business Process Analyst
Melissa Starr, Management Analyst

EXHIBITS:

- Nevada State Plan for Rehabilitation Services Program Federal Fiscal Year (FFY) 2015
- FFY 2016 State Plan Requirements
- Workforce Innovation and Opportunity Act (WIOA) requirements
- 2013 Summary of Identified Needs
- Vocational Rehabilitation Consumer Satisfaction Survey Executive Summaries
- 2014 Satisfaction Survey highlights
- FFY15 Nevada State Rehabilitation Council (NSRC) Goals and Indicators Comparisons
- FFY 2014 State Plan Goals
- NSRC State Plan Goals and Indicators FFY14 Outcomes
- FFY 2013 Federal Standards
- FFY 2015 State Plan Goals
- DETR Press Release regarding Nevada's Projected Labor Market Improvement

10. **DISCUSSION/POSSIBLE ACTION TO ESTABLISH RECOMMENDATIONS FOR FFY 2016 STATE PLAN GOALS, STRATEGIES, AND PERFORMANCE MEASURES**

Jack Mayes began at agenda item number 10 where they left off the day before. Their intention was to review the two versions of the drafts. Mr. Mayes asked Melissa Starr to explain the difference between the two drafts

Ms. Starr replied the first draft is marked in the upper right-hand corner FFY 2016 state plan goals draft without markup. The second draft notes FFY 2016 state plan goals draft with markup. The marked up, is the original state plan goals the Rehabilitation Division had in 2015, it will show you everything that has been changed. The draft without the markup is where the changes have been accepted, what it would look like. The area that is highlighted are those strategies that would be for consideration in a separate Assistive Technology (AT) goal.

Janice John interjected she had spoken with Heather Johnson that morning, they had talked about the AT and what the division can and cannot record as well as what they have access to right now. So currently we list at the closure "have you received AT services". The choices are did you get an assessment, did the division buy equipment, were information and referral(s) provided, were there accommodations, was AT provided for accommodations, or was training provided. So you would check any of those boxes that would apply.

We have a number of seers, suggestions and enhancements that we need to raise, and are already on a primary list, many of them are associated with Workforce Innovation and Opportunity Act (WIOA). Ms. John said she would not consider it over some of the WIOA things which we must do, because of our financial requirements with WIOA to record 15 percent, and our supported employment percent, those things have to be done. We only get a share, a part of the programmers' time, we don't have a dedicated programmer to make enhancements or improve or change any of our programs. So we have a list of about 12 enhancements right now that need to be done to help us to do our job.

Mr. Hall explained matching persons and technology is a person-centered, evidence-based AT process that is designed to have the consumer as the lead in the process, exploring things with them regarding their comfort-ability with technology, skill level, would they be willing to use technology, would certain devices make sense to them, what the consumer's goals are, and what tasks the technology would assist with. It is a more structured process to actually say we are going to go through steps to come out with an outcome of what the technology is and does.

We currently use a person-centered model that is not nearly as formalized. We can train counselors on using these tools through a trial / pilot period, to see if this would help us improve services. He would like to see if we can improve by having more track-able outcomes and more evidence based practice. This tool is designed to be between an AT provider and the client. Mr. Hall suggested the Vocational Rehabilitation staff could look at a screening tool that might be more formalized.

Mr. Mayes suggested the creation of a flowchart to map the determination and possible need a counselor and client would go through to determine the need for Assistive Technology.

Jean Peyton asked Ms. John when a Transition Student transfers over to Vocational Rehabilitation (VR) if there was any question pertaining to whether the individual used any assistive technology, what it was and how was it used. Ms. John responded it would be a good idea to add to the VR's intake questionnaire or interview. Discussion ensued with the following additions, changes, or deletions

Federal Fiscal Year 2016 State Plan Goals

Goal 1

Increase the number of Successful Employment Outcomes

Strategies:

- Increase partnerships with employers to develop work readiness training programs.
- Increase the use of Business Service Representatives (internal or employment security.)
- Create and implement marketing strategies.
- Educate employers about the opportunities and benefits of hiring persons with disabilities.
- Provide employers with disability awareness training.
- Consider self-employment and home employment options.
- Provide access to resources in support of self-employment including business plan development.
- Increase access to quality job development services.
- Identify key employers.
- Identify federal employment opportunities.
- Support counselor continuing education training.
- Increase the utilization and promotion of the 700 hour list **and Schedule A.**
- **Promote peer to peer support networks.**
- **Develop an outreach plan for small businesses.**
- **Adopt career planning using an evidence based person centered planning model.**
- **Ensure consumers are aware of travel training and transportation options and that they are able to utilize the appropriate options.**
- Educate employers about rehabilitation technologies (assistive technologies) and peer support.
- Provide counselor training on technology **plans and when to train early.**
- Explore the use of technology and training earlier in plan development.
- **Determine the historical use of rehabilitation technology/assistive technology and ensure continuity and access to equipment and services.**

Indicators:

- Increase Employment Outcomes from all closed cases. The Division's performance regarding increased Employment Outcomes in FFY 2016 will increase by 5% **above a three year average based on FFY 2012, 2013 and 2014** performance levels.

Goal 2:

Increase participation and successful outcomes in Vocational Rehabilitation Transition services including 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, Nevada Student Leadership Transition Summit, and 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, **charter schools and private schools.**
- Identify **and re-engage** students that have left Vocational Rehabilitation programs.
- Focus on creative marketing to schools and students.
- Increase communication between Vocational Rehabilitation Counselor, Special Education Teachers, and 504 Coordinators.
- Educate 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.
- Increase participation of vocational rehabilitation representatives in Individualized Educational Plan (IEP) conferences.
- **Consider rehabilitation technology (assistive technology) in relation to this goal**
- Expand Community Based Assessment opportunities for students to explore employment options.
- Explore a Job Shadowing and/or mentor program **in collaboration with the National DisabilityEmployment Awareness month.**
- **Adopt career planning using an evidence based person centered planning model.**
- **Encourage and support family participation and make training material available**
- **Streamline and clarify thereferral process for transition students.**
- **Explore the use of technology and training earlier in plan development.**
- **Determine the historical use of rehabilitation technology/assistive technology and ensure continuity and access to equipment and services.**

Indicators:

- Increase participation of Transition Students in the Program Services of the Division. The Division's performance regarding increased participation in FFY 2016 will increase by 15% above **a three year average based on FFY 2012, 2013 and 2014** performance levels.
- Increase competitive employment outcomes and post-secondary educational services for Transition Students. The Division's performance regarding increased competitive employment outcomes **and post-secondary educational services** in FFY 2016 will increase by 15% above **a three year average based on FFY 2012, 2013 and 2014** performance levels.

Goal 3:

Increase participation and successful outcomes of Supported Employment in a competitive, integrated setting.

Strategies:

- Partner with other public and private State entities that provide Supported Employment.
- Provide training to staff, State Rehabilitation Council Members and consumers on Supported Employment.
- Identify and support best practices that encourage high-wage/career track employment.
- Utilize the Vocational Rehabilitation Business Development Team to improve Supported Employment services outcomes.
- Continue participation in the Governor's Task Force on Integrated Employment, the Behavioral
- Health Planning and Advisory Committee and the State Employment Leadership Network.
- Develop a plan and collect data regarding the needs of individuals for Supported Employment to help drive future goals.
- Explore the use of technology and training earlier in plan development.
- Determine the historical use of rehabilitation technology (assistive technology) and ensure continuity and access to equipment and services.

Indicators:

- The number of consumers participating in Supported Employment will exceed FFY 2014 performance levels by 17% in FFY 2016.
- Increase the number of Supported Employment consumers that close successfully, earning at least the federal minimum wage. The Division's performance regarding Supported Employment
- consumers earning at least federal minimum wage will exceed FFY 2014 performance levels by 5% in FFY 2016.

Goal 4:

Increase participation of under-served disability groups.

Strategies:

- Partner with Department of Health and Human Services, and State commissions related to populations concerned with **sensory, intellectual and** developmental disabilities, **cognitive and mental health disabilities**; including the Governor's Council on Developmental Disabilities, the Nevada Commission on Services for Persons with Disabilities, the Nevada Commission on Behavioral Health, and **Community Training Centers (CTCs)**.
- Partner with advocacy groups.
- **Consider rehabilitation technology (assistive technology) in relation to this goal.**
- Participate in Disability Awareness Month activities.
- **Collaborate with other agencies to hold hold** Town Hall outreach meetings.
- Continue participation in the **Governor's Task Force on Integrated Employment**, and the Behavioral Health Planning and Advisory Committee.

Indicators:

- Increase participation of eligible individuals with **intellectual and developmental, cognitive and mental health** disabilities. The Division's performance regarding increased enrollment by eligible individuals with **autism, intellectual and developmental, cognitive and mental health** disabilities in FFY 2016 will increase by 3% above **a three year average based on FFY 2012, 2013 and** 2014 performance levels.

Goal 5:

Increase participation of underserved ethnic populations through increased outreach efforts.

Strategies:

- Recruit bilingual and/or bicultural staff whenever feasible.
- Increase marketing and participation efforts with ethnically diverse populations; specifically Latino and Asian populations.
- **Consider rehabilitation technology (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 participation of minority populations representative of Nevada's minority workforce.
- The Division's performance regarding increased enrollment by minority populations in FFY 2016 will be representative of the 2010 Census data.
- Report data by race and ethnicity statewide.

Mr. Mayes called for a motion to take the FFY2016 State Plan draft to the full Council on March 10, 2015.

Lisa Bonie moved to approve the FFY16 State Plan draft.

Maxie Miller-Hooks seconded. Motion passed unanimously.

11. **PUBLIC COMMENTS**
No comments were made.

12. **ADJOURNMENT**
Lisa Bonie moved to adjourn the meeting.
Ernest Hall seconded. Motion carried.

Edited By:

Kelli Quintero, NSRC Liaison

Approved By:



Jack Mayes, State Plan Committee Chair