NEVADA STATE REHABILITATION COUNCIL (NSRC)
STATE PLAN SUBCOMMITTEE
MEETING MINUTES
August 17, 2016

DETR/Vocational Rehabilitation
3016 W. Charleston Blvd., Suite 200
Las Vegas, NV 89102

SUB-COMMITTEE MEMBERS PRESENT:
Ernest Hall
William Heaivilin, Chair
Shelley Hendren, Rehab. Div. Administrator
Robin Kincaid
Mark Hinson
Rique Robb

SUB-COMMITTEE MEMBERS ABSENT:
Max Miller-Hooks

GUESTS:
Kristine Miller
Deborah Gonzalez
Pedro Gonzalez
Ed Guthrie, Rep. Opportunity Village
Mike H.

STAFF:
Rose Marie Reynolds, Deputy Attorney General
Janice John, Rehab. Div. Deputy Administrator
Kim Cantiero, Southern District Manager
Kelli Quintero, Interim Staff Liaison to NSRC

EXHIBITS:
- 2013 Needs Assessment
- 2015 Consumer Satisfaction Report
- Federal Fiscal Year (FFY) 2017 State Plan Goals and Statistics
- Public Law 113-128
- Aligning the CORE Programs, document
- Nevada's Strategic Planning Framework
- NSRC Goals and Indicators

1. **ROLL CALL AND CONFIRMATION OF QUORUM**
William Heaivilin called the meeting to order at 9:20 a.m.

Ms. Quintero noted from the roll call vote she was able to determine a quorum was present.

2. **CALL TO ORDER, INTRODUCTIONS, AND VERIFY TIMELY POSTING OF AGENDA**
Ms. Quintero verified that the posting was accomplished on time and per Open Meeting Law requirements.

3. **FIRST PUBLIC COMMENT SESSION**
Mr. Heaivilin stated that public comment was now open.

Ed Guthrie, rep. for Opportunity Village spoke about the Workforce Innovation and Opportunity Act and how it impacts rehabilitation in plans for the year. Spoke about the youth needing assessments. Make sure needs of individuals under Section 511 of the Workforce Innovation and Opportunity Act are covered.

Deborah Gonzalez said she was a professional sign language interpreter and worked at legislature of California for civil rights leaders. Expressed concern how sign language interpreter was not able to stand with the civil rights leaders as they spoke to legislature, pre ADA. Expressed concern that she has been intimidated by Rehab. Council and forced out and not heard. The Rehab. Council has no proper communication training.

Pedro Gonzalez spoke through a CDI interpreter that he spoke to Beth Talcott and asked for support materials, and needed clarification on the documents provided by rehab. with signed communication.

Kristine Miller said she has spoken to Council several times about retaliation from Shelley Hendren and Janice John regarding services being denied as a client. She was told to submit to a psychological evaluation that her insurance must pay for and submit proof. Rehab denied her re-education in her field of study. She feels her intelligence, ingenuity is better than Voc. Rehab's job coach assigned to her. Negative comments made in her file. Case was re-opened. She had need for eye specialist and was denied. Counselor left for maternity leave and no one followed up with her until her return. Attained a new job and requested licensure reimbursement funds and monthly tickets for ADA transit and was denied. Has financial need. Bad management by agency, funds are for public use and for those who need it.

4. **DISCUSSION/REVIEW OF THE 2013 NEEDS ASSESSMENT & 2015 CONSUMER SATISFACTION REPORT**

Shelley spoke about executive summary from the needs assessment. Prevalent items: need to reach out to mental health agencies, transportation needs, access to health care, limited extended services, collaborating with regional centers, new needs assessment, job coaching and placement services, removing barriers for individuals with disabilities starting with youth, work experience opportunities, disconnect with employment partners, cross agency training, increase direct provision of services within JobConnect. Students with disabilities needing early planning. Developing service providers and funding them appropriately, train and grow the service provider, and changing negative employer attitudes. Creating support groups and training to develop own support groups in the workplace. Relationships with hospitals. Interagency transfers to expend federal funds not matched otherwise.

5. **DISCUSSION/REVIEW OF FEDERAL FISCAL YEAR (FFY) 2017 STATE PLAN GOALS AND STATISTICS**

Shelley spoke about goals, performance measures. Goal 1, increase successful employment outcomes year over year. Goal 2, increase participation and successful outcomes of transition services in the program especially to students. Goal 3, increase participation and successful outcomes in competitive, integrated employment. Goal 4, increase participation of underserved disability groups, which comes from needs assessment, including mental disabilities: intellectual and cognitive, mental health, and autism. Goal 5, increase participation in ethnic populations of Asians and Hispanics, who are underserved.

Performance measures discussed for federal fiscal year (FFY) 2018. Percentage based upon the total number of consumers served and the percent that closed successfully. New goal set at 56% and actual is 50% successful in FFY16. Goal 2, number of transition students coming into the program, 73% increase. 44% of transitions students with successful employment outcome. Students continuing on to postsecondary education and training programs through Voc. Rehab. is 11%. The combination goal of both is 25% for successful employment and secondary education and training.

Hispanic is the main population underserved in the state. Census population is 27%. VR is serving 18%. We should be serving the full percentage. The Asian population is 8% and we're serving 4%.

Measures: How much federal funds are being returned to the federal government? Grant funds are increasing year over year, if the government gives us more funds which continue to be unmatched, the amount of money returned continues to grow. Grant for 2015 was $24 million, $2.5 million more than previous year, without an increase in match, we are returning $2.5 million more than the previous year.

2nd measurement, 3rd party cooperative arrangements, which allow other government entities to put up the match and we can pull down the federal funds that were unmatched otherwise. In 2016, we have six 3rd party cooperative arrangements, so over $2 million dollars is coming into the VR program from them.

The 3rd party cooperative arrangements are with: Washoe County School District, Clark County School District, and "*CareerConnect,*" which includes: Truckee Meadows Community College, Western Nevada College, University of Nevada, Las Vegas, and College of Southern Nevada.

Janice John spoke a little about the differences and key areas of the *CareerConnect* program. The program is able to bridge the gap between consumers graduating and going into college.

Shelley indicated the contracts and the programs are being monitored by the Rehabilitation Services Administration (RSA) to ensure compliance. Colleges are becoming more involved in assisting individuals move into employment upon completion of their degree programs.

Janice indicated the performance indicators vary for each program.

Moving on to supported employment, Shelley indicated the last indicator is a 66% success rate for people with the most significant disabilities.

Regarding social media and dispelling myths about hiring people with disabilities, many of the employers that VR has partnered with are sharing their success stories of hiring people with disabilities with other employers via our social media, including our YouTube channel.

Council members asked what strategies are being used to attain all goals, and how the performance of the Rehabilitation Counselors is tracked.

Shelley spoke about the Workforce Innovation and Opportunity Act, and the six common performance measures. The federal oversight agency, RSA will measure VR on these. Quality of job placement is the top priority.

Shelley spoke about the direction of VR in 2 major areas of focus: **1.** Providing the 5 required activities to students with disabilities, up to age 22, including work readiness training, work experiences, vocational counseling, counseling on postsecondary education and training programs and self-advocacy training. **2.** People with the most significant disabilities and the type of extended and supportive services needed to remove their barriers to competitive, integrated employment.

6. DISCUSSION TO ESTABLISH RECOMMENDATION FOR FFY 2018 STATE PLAN GOALS, STRATEGIES AND PERFORMANCE MEASURES

Robin suggested that outreach needs to be made to charter schools a bit more.

Ernest asked how the existing programs can be made available to private schools.

Ernest asked how service providers get involved with getting individuals to understand about Voc. Rehab. The expectation is that providers are making an effort. More focus on career planning. Take a look at the existing programs. What has been successful and what has not, and focus on them before adding more.

Shelley indicated on existing goal 1, we are meeting the goal. In the transition program things are slow in growth but moving forward, employment numbers have been higher than prior years but not significant enough. More outreach for groups with mental health disabilities, and partnering with government agencies. Underserved ethnic population is status quo. Looking at new ways to enhance outreach. Supported employment success rate much higher and looking forward to numbers increasing.

Ernest Hall suggested new goal of increasing Council members to reach out to recruit new members. New goals on transition, work experience, transportation, increased participation in VR, customized employment, increased successful outcomes, revised satisfaction survey, career planning.

New Goals:

1. Increase the number of successful employment outcomes using person-centered career planning activities.
2. Increase participation and increase successful outcomes in VR transition services including postsecondary education and training and ensure participants receive individualized Pre-ETS.
3. Increase participation and successful outcomes of supported employment in a competitive, integrated setting. Add an additional performance measure of the number of supported employment consumers requesting information about VR.
4. Work with eligible government and community partners to maximize utilization of resources and federal funds.

Ernest made a motion on goals 1, 2, 3, 4 and seconded by Rique Robb. Chair, William Heaivilin asked for Any discussion on motion, none made, all in favor, none opposed, and none abstained.

Indicator on goal 1: 56% of all closed cases are closed successfully, with a 5 year goal of 60%.

Ernest made a motion on indicator for goal 1, seconded by Robin, Chair asked for any discussion on motion, none made, all in favor, none opposed, none abstained.

Indicators on goal 2: 10% increase the number of applications over the previous year, 10% increase of students closed with successful employment outcomes over the previous year, 10% increase on students receiving Pre-ETS over the previous year, transition students in postsecondary education total of 15%.

Ernest made a motion on indicators for goal 2, seconded by Rique, Chair asked for any discussion on motion, none made, all in favor, none opposed, none abstained.

Indicators on goal 3: Total open supported employment clients for 2018, 650.

Robin made a motion on indicator for goal 3, seconded by Ernest, Chair asked for any discussion on motion, none made, all in favor, none opposed, none abstained.

Other Indicators on goal 3: Supported Employment clients closed with a successful employment outcome of 56% of all closed cases, with a 5 year goal of 60%.

New baseline measurement will be established in FFY18 of the number of supported employment consumers from sub-minimum wage jobs who receive information and referrals from VR who request further information about VR.

Ernest made a motion on additional indicators on goal 3, seconded by Mark Hinson, Chair asked for any discussion on motion, none made, all in favor, none opposed, none abstained.

Indicators on goal 4: One performance measure with 2 additional data points, additional non general funds revenue sources brought into the program exceeding the previous year's goal, how much the match would draw in federal funds, and how much does the program keep of the federal funds that are brought in.

Ernest suggest to maximize community partners.

Shelley made a motion on indicator for goal 4, seconded by Rique, Chair asked for any discussion on motion, none made, all in favor, none opposed, none abstained.

Chair, Bill Healvilin asked if there are any other goals to discuss or add to the existing list, strategies to discuss.

Mark made a motion for Shelley and VR staff to come up with strategies to reach the goals, motion seconded by Rique, Chair asked for any discussion on motion, none made, all in favor, none opposed, none abstained.

Rique made a motion that the goals objectives and indicators discussed today be brought to the full Council at the next meeting to discuss, Mark seconded, Chair asked for any discussion on motion, none made, all in favor, none opposed, none abstained.

7. **SECOND PUBLIC COMMENTS**

Pedro Gonzalez spoke through a CDI interpreter regarding Deaf Centers of Nevada about an employee named Kevin made comments that it is illegal to hire CDIs and Pedro said he does not follow the law. In regards to Jack Mayes, there is miscommunication and lies from Jack and he [Pedro] needs CDIs and this has been going on a long time. He has had trouble with Dominic with Voc. Rehab., that a CDI is not available to him. He needs this service made available.

8. **ADJOURNMENT**

Meeting adjourned at 3 p.m.

Edited By:

Javier Fernandez, NSRC Liaison

Approved By:

William Healvilin, Chair