

**FFY22 – FFY23 NSRC State Plan Goals, Strategies and Performance Measures**  
**(October 1, 2021 through September 30, 2023)**

**Goal 1**

**Increase number of successful employment outcomes.**

**Strategies:**

- Training
  - Utilize person-centered career planning activities.
  - Identify key employers and increase partnerships with them to develop work readiness training programs.
  - Educate employers about the opportunities and benefits of hiring persons with disabilities.
  - Provide employers with training on disability related topics.
  - Ensure consumers are aware of travel training and transportation options and that they are able to utilize the appropriate options.
  - Explore the use of technology and training earlier in plan development.
  - Support counselor continuing education training, including on assistive technology.
  - Services are provided using all modalities, as needed by the client.
  - Work to ensure all vacancies are filled as quickly as possible, with the understanding that existing counselors in place are the only way VR will achieve this goal.
  
- Employer Engagement
  - Increase access to quality job development services including utilizing Vocational Rehabilitation's internal job developer.
  - Increase the utilization and promotion of the 700-Hour program and Schedule A.
  - Identify federal employment opportunities.
  - Explore apprenticeships.
  - Utilize Jobs for America's Graduates (JAG), Career and Technical Education (CTE) and other partners for work based learning.
  
- Advocacy
  - Continue to create and implement marketing strategies.
  - Consider self-employment and home employment options.
  - Provide access to resources in support of self-employment including business plan development.
  - Promote peer to peer support networks.
  - Determine the historical use of rehabilitation technology (assistive technology) and ensure continuity and access to equipment and services.
  - Utilize Business Development Team as a statewide workgroup to collectivize best practices and identify emerging practices; and to communicate and collaborate for increased cross utilization of resources.
  - Leverage resources from Governor's Workforce Development Board and Local Workforce Development Boards.

**Measures:**

Increase the number of Successful Employment Outcomes. The Division's performance goal in FFY22 and FFY23 will be at least 550 participants with cases closed successfully.

(FFY17 total was 746, projected FFY18 is 768. Goal increased by 7% (FFY19 and FFY20 to be 822). FFY21 there were no changes due to the shutdown by the pandemic).

**Goal 2 in 3 parts:**

**Increase participation and increase successful outcomes in Vocational Rehabilitation (VR) transition services and ensure participants receive as appropriate Pre-Employment Transition Services (Pre-ETS).**

**2a: Increase Participation for Students with a Disability in VR Transition Services**

**2b: Increase Participation and Increase Successful Outcomes with Students with a Disability in VR Transition Services and Post-Secondary Education**

**2c: Increase Participation and Ensure Students with a Disability receive Appropriate Pre-Employment Transition Services (Pre-ETS)**

**Strategies:**

- Collaboration between School Districts and VR to assess, plan and deliver pre-employment transition services for eligible student-clients with disabilities, as required by the Workforce Innovation and Opportunity Act (WIOA), via the Social and Emotional Learning Program. Learning is verified for example using pre-and post-tests.
- Services are provided using all modalities, as needed by the client.
- Explore the utilization of social and Web-based media as a communication and marketing tool for clients and their families, caregivers and advocates.
- Improve special outreach efforts to Transition Students, i.e. camps, Nevada Student Leadership Transition Summit, Internships and trainings.
- Encourage successful transition students to provide peer support to those considering enrollment in Pre-ETS.
- Develop referral mechanisms with charter schools and private schools.
- Embed transition coordinators within school districts to build, maintain and manage pre-vocational programs, provide guidance and monitoring of students with disabilities during service provision and perform outreach to businesses, families, caregivers, and advocates.
- Increase number and variety of curriculum of summer camps.
- Increase communication through educating teachers, 504 Coordinators, parents, caregivers, advocates, 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 participates in more Individualized Education Program (IEP) meetings.
- Expand Work Based Learning opportunities for students to explore employment options.
- Expand Job Shadowing and mentorship programs.
- Adopt career planning using evidence-based person-centered planning tools.
- Encourage and support family participation.
- Work with school personnel to streamline and clarify the referral process for transition students.
- Explore the use of technology and training earlier in plan development.
- Coordinate with Nevada Centers for Independent Living to explore options for participation in Transition Services.
- Work more closely with Community Rehabilitation Programs (CRPs) to explore customized employment options.

**Measures:**

- **Part 2a:** Increase participation of Transition Students with an Application Date in the report timeframe. (Participation in FFY17 and was 749, projected for FFY18 is

874. Goal increased by 16% increase to 1,014 for FFY19 and FFY20. FFY21: No Changes. Goal change for FFY22 to 200 and FFY23 to 250.

- **Part 2b:** 300 Transition Students will either be enrolled in Postsecondary education programs or successfully employed. (Postsecondary Education in FFY17 was 156. Postsecondary projected for FFY18 is 104). (Successfully Employed in FFY17 was 148 projected for FFY18 is 180. This goal of 400 was not met in FFY19 or FFY20. FFY20 there was no change. Goal change for FFY22 to 300 and FFY23 to 300.
- **Part 2c:** Transition students with an authorization in any of the give Pre-ETS categories: Counseling on Post-Secondary. (FFY17 1,065 transition students received Pre-ETS services and in FFY18, the total was 1,725. Goal increased 10% (FFY20 = 1,898). FFY21 no changes. FFY22 and FFY23: Goal change FFY22 to 500 and FFY23 to 750.

**Goal 3 in 3 parts:**

**Increase participation and successful outcomes of supported employment (SE) consumers in a competitive, integrated setting.**

**Supported Employment is:** competitive integrated employment (including customized employment, or employment in an integrated work setting in which an individual with a most significant disability, including a youth with a most significant disability, is working in a short-term basis toward competitive integrated employment) that is individualized and customized, consistent with the unique strengths, abilities, interests, and informed choice of the individual, including with ongoing support services for individuals with the most significant disabilities.

**3a: Increase Participation of Supported Employment Consumers in VR**

**3b: Increase Successful Outcomes of Supported Employment Consumers in a Competitive, Integrated Setting**

**3c: Increase Successful Outcomes for Students with a Disability Who Are Also Supported Employment Consumers in a Competitive Integrated Setting - Outcomes**

**Strategies:**

- Work more closely with Community Rehabilitation Programs (CRPs) to explore customized employment options.
- SE services are provided using all modalities, as needed by the client.
- Partner with existing public and private State entities that provide Supported Employment.
- Provide appropriate, quality 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 of 10 to improve Supported Employment services outcomes.
- Continue participation on 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.
- Expand job shadowing and mentorship programs.
- Increase access to quality job development services including utilizing Vocational Rehabilitation's internal job developer.

- Encourage employers to implement job carving, job sharing, and part-time/non-traditional shift offerings.
- Create customized employment options.
- Develop a pathway for long-term supports and services, as needed.
- Explore apprenticeship with non-traditional work with opportunities.

**Measures:**

- **Part 3a:** The number of consumers participating in Supported Employment will be (FFY17 total was 503 and FFY18 was 523. With three quarters reporting in FFY19, the total was 684. Goal increased 15% (FFY20 to 786). FFY21, no changes. FFY22 provide comparison %. FFY22 and FFY23; Goal changed to 35% of total supported and non-supported employment consumers.
- **Part 3b:** Increase Successful Employment Outcomes. (FFY17 total was 126 and FFY18 was 132. Goal increased by 20 (FFY19 and FFY20 to 166). FFY21, no changes. FFY22 provide comparison %. FFY22 and FFY23; Goal changed to 100.
- **Part 3c:** Increase Successful Employment Outcomes for students with disabilities who are also SE consumers. FFY21, no changes. FFY22 SWD not SE closed after SE outcome and provide comparison %. SWD not SE closed with an EO and provide comparison%. Goals related to FFY22 and FFY23 40%.

**Goal 4**

**Collaborate with other resources to support participants with mental health disabilities to obtain and maintain successful employment. (May include: Depression and other mood disorders, alcohol abuse or dependence, anxiety disorders, eating disorders, drug abuse or dependence, mental illness not listed elsewhere, personality disorders, schizophrenia, and other psychotic disorders).**

**Strategies:**

- Increase collaboration with Southern Nevada Adult Mental Health Services (SNAMHS), Northern Nevada Adult Mental Health Services (NNAMHS) and State Rural Mental Health Clinics. Virtual Service Delivery.
- Collaborate with private mental health/substance abuse treatment facilities.
- Increase vendor base with private mental health practitioners for service/referrals.
- Outreach to major hospital mental/behavioral health programs.
- Collaborate with Statewide Independent Living Council (SILC) quarterly and local IL centers.
- Collaborate with Juvenile Justice.
- Trainings and tools for staff on:
  - Dialectical Behavior Therapy strategies.
  - Substance Abuse.
  - Borderline Personality Disorders.
  - Positive Behavioral Interventions and Supports.
- Increase usage of tele-health for Vocational Rehabilitation (VR) clients.
- Explore opportunities to collaborate with Parole and Probation.
- Increase VR's social media postings on mental/behavioral health issues and associated Vocational Rehabilitation services.
- Develop a pathway for long-term mental health support and services, as needed.
- Services are provided using all modalities, as needed by the client.
- Explore collaboration with National Association on Mental Illness (NAMI) and attend monthly speakers' presentations and annual conference, when able
- Participate in available mental health consortiums and related organizations.
- Embed a rehabilitation counselor at both the SNAMHS and NNAMHS campuses.
- Collaborate with foster youth centers.

- Collaborate with regents for higher education for mental health supports.
- Training and education to help employers' human resources on mental health.
- Continue to provide virtual services post pandemic.
- Outreach for collaboration for mental health for Tribal Partners and Reservations and minority organizations.

**Measures:**

- Goal increased by 10% of FFY18 projection (FFY19 and FFY20 were 330). Goal is that individuals with mental health disabilities will have a successful case closure rate like other disability groups by FFY23.
- Current successful closure rate is 32% and a similar rate would be 41%. FFY21, no changes.

**Goal 5**

**VR Staff Retention Efforts as a reflection of Employee Satisfaction and Positive Work Culture**

Strategies to be determined.

**Measure:**

Retention of counseling staff determine negative turnover rate using combined total of VR counseling staff and combined total of transferred/resigned staff. Goal not set for this 2-year reporting period (FFY22/FFY23) Collecting Information.