

# NEVADA STATE REHABILITATION COUNCIL (NSRC) ORIENTATION AND TRAINING

At Work for Disability Inclusion



1

## The Bureau of Vocational Rehabilitation (BVR) & The Bureau of Services for Persons who are Blind or Visually Impaired (BSBVI)



2

## VOCATIONAL REHABILITATION (BVR & BSBVI)

### Mission and Vision

**Vision Statement**  
A skilled and inclusive Nevada workforce.


**Mission Statement**  
*Actively engaging with Nevada businesses to understand their employment needs; and creating innovative programs that develop the strengths, priorities and talents of individuals with disabilities; ensuring that Nevada works for everyone.*

- *Our goal is competitive, integrated employment for people with disabilities that meets the needs of Nevada's employers.*
- *41.1% of people with disabilities in Nevada, aged 21-64 are employed*

(Cornell University 2017 Disability Status Report)

3

### Why Vocational Rehabilitation Matters?



327,139

working age Nevadans  
with disabilities  
(ages 21-64)

78.6%

of those without  
disabilities are  
Employed

41.1%

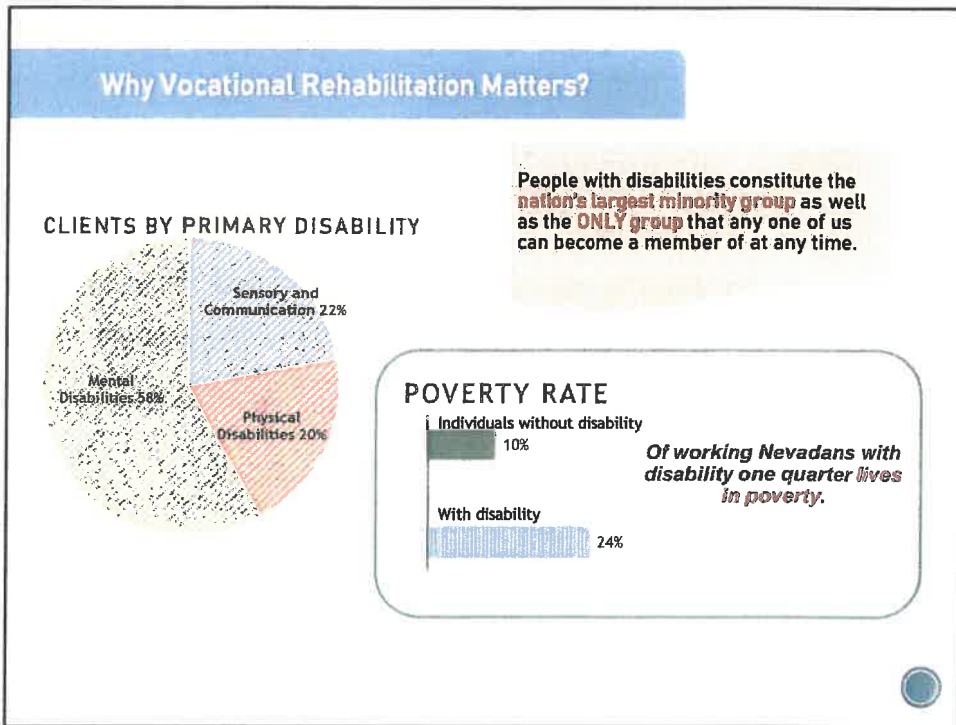
with disabilities  
are employed

Over **58%** of working age Nevadans with disabilities **are unemployed** compared to only 21% of those without.

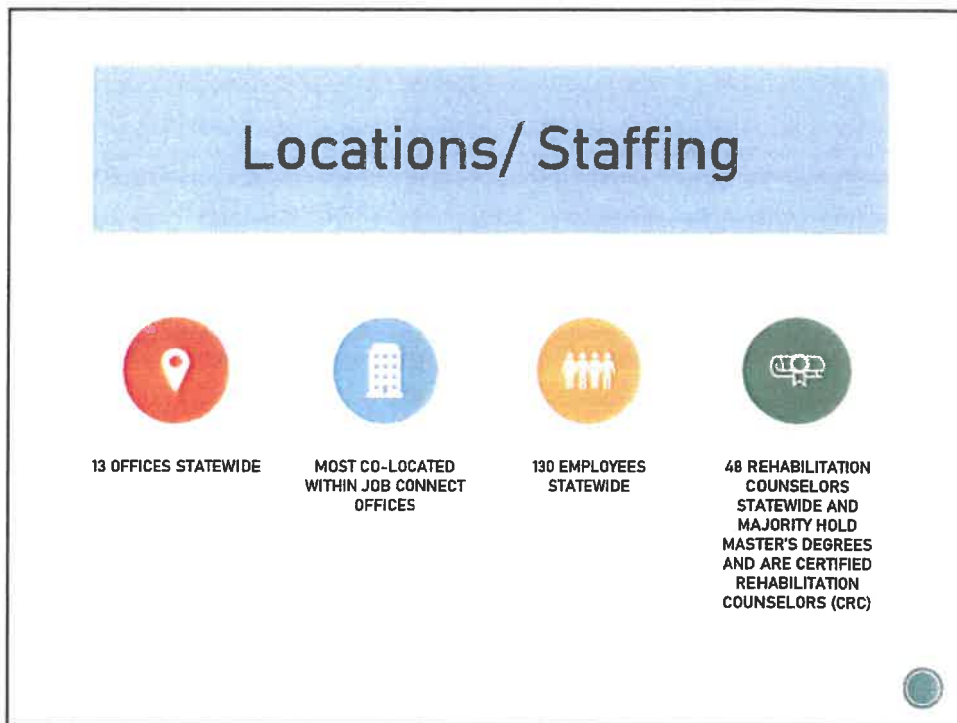
FT EMPLOYMENT

Individuals without disability	60.1%
With disability	28.1%

4





5






6

**Caseload/Program Costs**

-  Caseloads average about 80 cases
- Most **consumers** pay nothing for VR services
-  However, we do apply a needs test which mandates financial participation for income exceeding 250% of the poverty level

7

**Eligibility**




-  The individual has a physical or mental impairment, diagnosed by qualified medical professional
-  The impairment results in a substantial impediment to employment
-  The individual requires VR services to secure employment

8

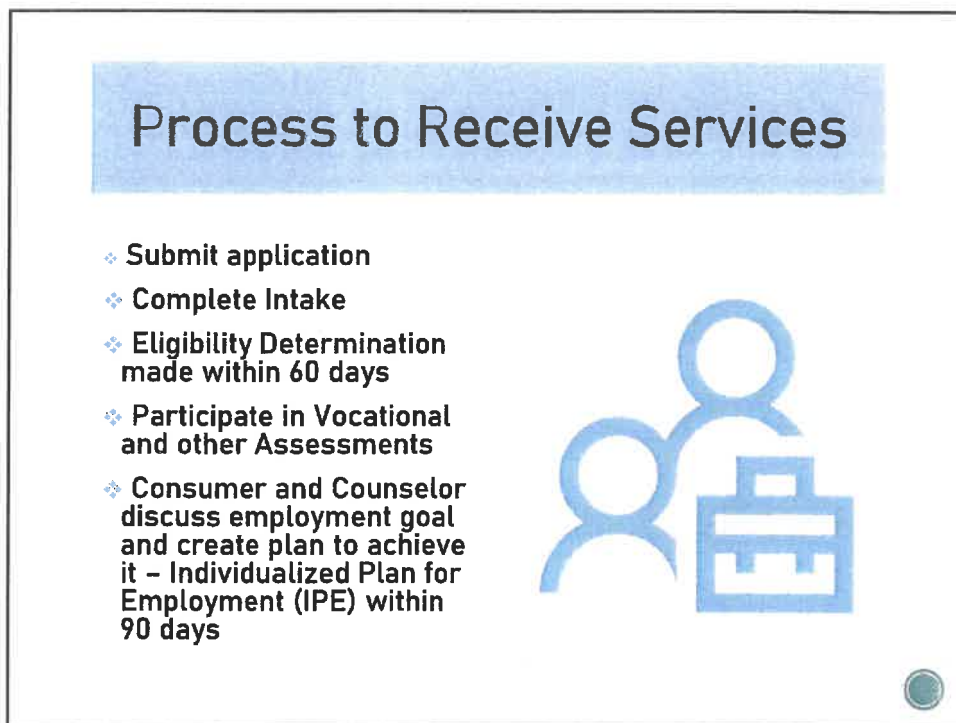


The graphic is titled "Eligibility" and lists three criteria in grey rounded rectangles. Each criterion is accompanied by an icon: a red speech bubble, a yellow person with a briefcase, and a yellow person with a magnifying glass. A small blue circle is in the bottom right corner.

## Eligibility

-  The individual can benefit from services, and
-  They are able to legally work in the U.S.
-  If receiving Social Security benefits for disability, presumptive eligibility

9

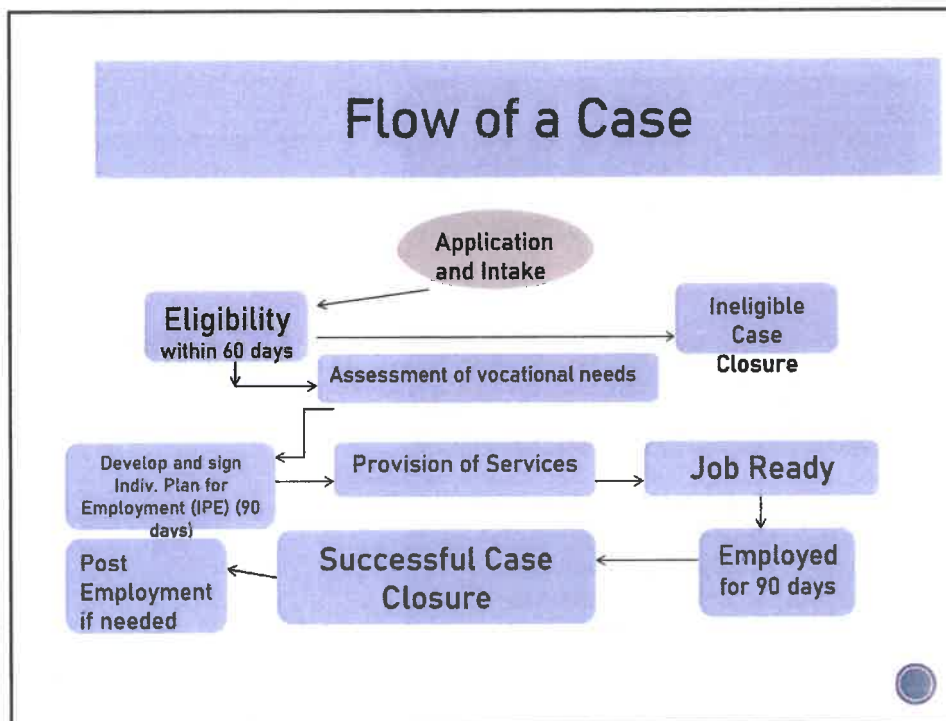


The graphic is titled "Process to Receive Services" in a blue header. It lists five steps in a bulleted format. To the right is a blue icon of two people and a briefcase. A small blue circle is in the bottom right corner.

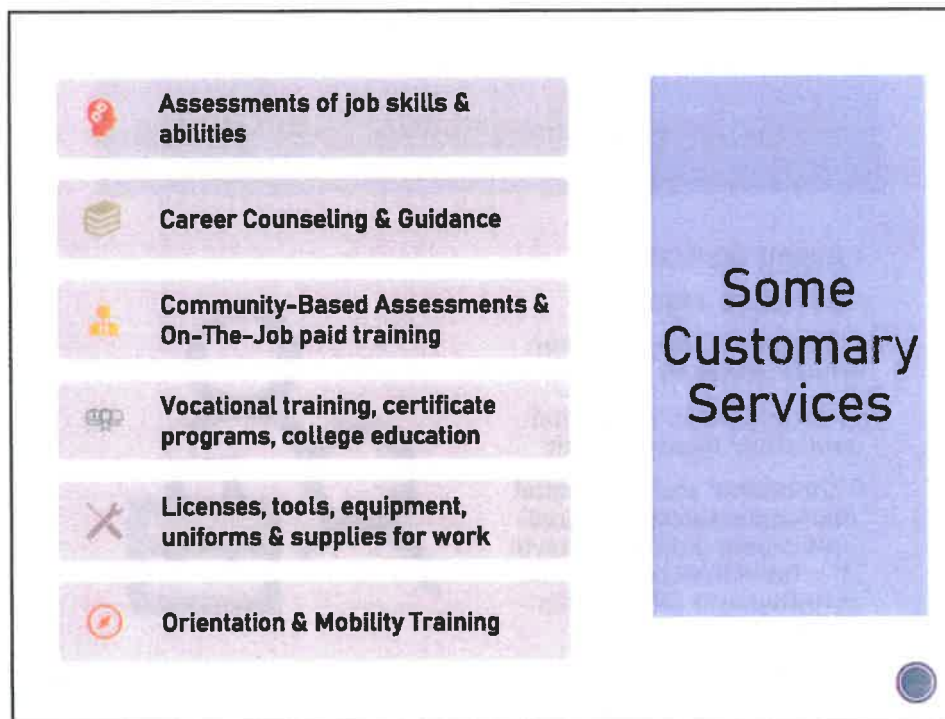
## Process to Receive Services

- ❖ Submit application
- ❖ Complete Intake
- ❖ Eligibility Determination made within 60 days
- ❖ Participate in Vocational and other Assessments
- ❖ Consumer and Counselor discuss employment goal and create plan to achieve it – Individualized Plan for Employment (IPE) within 90 days






10



11



12

-  **Assistive Technology for the workplace**
-  **Physical and Mental "Restoration" (ex. physical therapy, cataract surgery, dental, hearing aids, low vision clinic)**
-  **Interpreters**
-  **Job coaches**
-  **Job Development & Job Retention services**

**Additional Customary Services**

13

# **Workforce Innovation & Opportunity Act (WIOA) and its effect on BVR and BSBVI**

**At Work for Disability Inclusion**



14

## WIOA

Signed into law July 22, 2014

This legislation and its implementing regulations are designed to strengthen and improve the nation's public workforce development system and help Americans with significant barriers to employment, including individuals with disabilities into high quality jobs and careers and help employers hire and retain skilled workers.

15

## WIOA CORE PROGRAMS

- ❖ Title I (U.S. Department of Labor)  
Workforce Development and One- Stop System
- ❖ Title II ( U.S. Department of Education)  
Adult Education and Family Literacy Act program
- ❖ Title III (U.S. Department of Labor)  
Wagner-Peyser Employment Service program,  
ESD
- ❖ Title IV ( U.S. Department of Education)  
State Vocational Rehabilitation Services program

16



## WIOA

- ❖ Amendments to the Rehab Act of 1973
  - Definitions
  - Common Performance Measures
  - Unified State Plan
  - IPE timeline changes
  - Training & Services to Employers
  - Pre-Employment Transition Services
  - Subminimum Wage
  - Supported Employment

17

## Definitions

**Student** - Up to age 22; and eligible for or receiving Special Education Services under IDEA, or meeting definition as person with a disability under Rehabilitation Act, Section 504, and participating in or enrolled in educational program

**Youth** - Up to age 24

**Competitive Integrated Employment** - Minimum wage or higher, and at location where employee interacts with *others* to the same extent as someone without a disability interacts in the workplace

18

## Common Performance Measures

1. % in unsubsidized employment during the 2<sup>nd</sup> quarter after exit
2. % in unsubsidized employment during the 4<sup>th</sup> quarter after exit
3. Median earnings during the 22<sup>nd</sup> quarter after exit
4. % who obtain a recognized postsecondary credential or diploma or equivalent within one year of program exit
5. % that are in an education program that leads to a postsecondary credential and who achieve measurable skill gains
6. Effectiveness in serving employers

19

15% of Section 110 grant funds in reserve

Federal Funds only (no restriction on matching funds)

May not include administrative costs

5 Required Activities for the provision of Pre-Employment Transition Services (Pre-ETS) and

Pre-Employment Transition Services

9 Authorized Activities

20

## Pre-Employment Transition Services

### 5 Required Activities

**Does Not Require an Open Case with VR:**

1. Job Exploration Counseling
2. Counseling regarding postsecondary education and training programs
3. Instruction in Self-Advocacy
4. Work-Based Learning Experiences
5. Workplace Readiness training (social skills and independent living skills)



21

## Sub-Minimum Wage

- Requires Youth to apply for VR services; have an IPE; work toward employment for a "reasonable period of time;" receive Career Counseling, Information & Referral service
- VR must document these services & provide to consumer
- VR must provide follow-up information & referrals at intervals of 6 months the first year, and annually thereafter
- Adults and those already in sub-min. wage jobs - VR must provide info. & referrals annually & maintain records of this

22

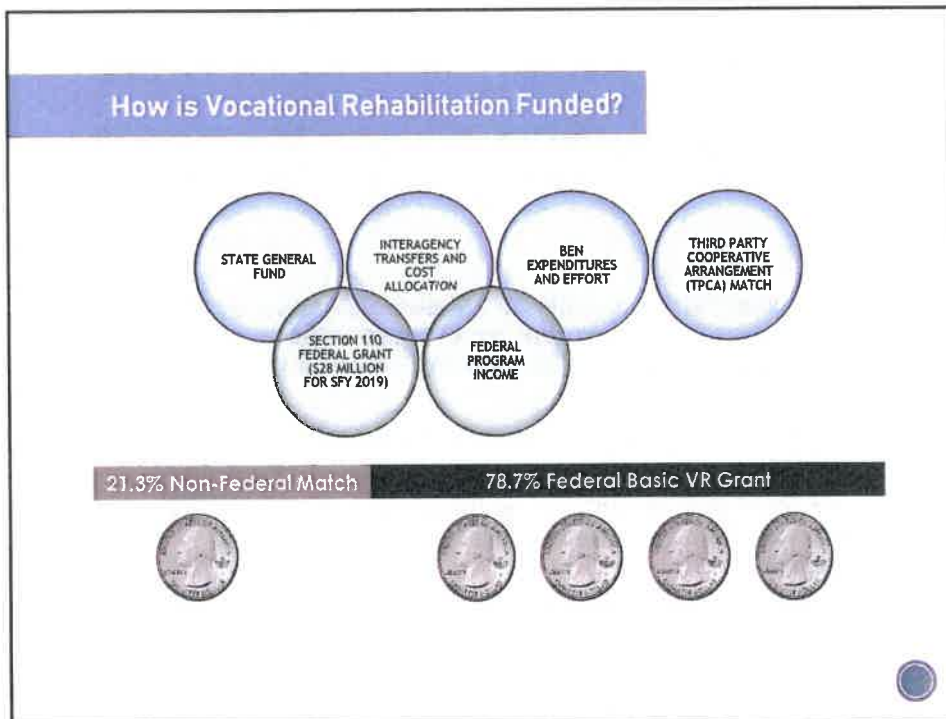
# BVR and BSBVI Funding Sources



**Nevada**  
Vocational Rehabilitation  
At Work for Disability Inclusion

**ODETR**  
Nevada Department of Employment,  
Training and Rehabilitation  
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23



24

## Sources of Matching Funds

	GENERAL FUND	BEN	HEALTHY NEVADA FUNDS	INDEPENDENT LIVING	THIRD PARTY CO-OPS	SWCAP
FFY 13	\$ 2,134,582	\$ 1,770,568	\$ 127,486	\$ 10,902	\$ 35,293	\$ 45,632
FFY 14	\$ 2,188,583	\$ 1,717,522	\$ 81,772	\$ 9,959	\$ 305,331	\$ 28,432
FFY 15	\$ 2,498,728	\$ 953,422	\$ 83,897	\$ 13,335	\$ 420,667	\$ 24,536
FFY 16	\$ 2,118,947	\$ 1,427,940	\$ 159,840	\$ --	\$ 623,659	\$ 26,005
FFY 17	\$ 2,436,172	\$ 981,840	\$ 145,592	\$ --	\$ 700,195	\$ 40,678
FFY 18	\$ 2,736,051	\$ 1,323,029	\$ --	\$ --	\$ 917,922	\$ 38,581

25

## Federal Funds Reallotted

	TOTAL FEDERAL GRANT AWARD	FEDERAL GRANT REALLOTTED	FINAL AMOUNT OF FEDERAL GRANT TO EXPEND	INCREASE IN AWARD FROM PRIOR YEAR	GRANT AWARD % INCREASE YEAR-OVER-YEAR	% OF TOTAL FEDERAL GRANT REALLOTTED
FFY 13	\$20,385,377	\$4,500,000	\$15,885,377	\$ (1,821,208)	(9%)	22%
FFY 14	\$22,541,738	\$5,200,000	\$17,341,738	\$ 2,156,361	10%	23%
FFY 15	\$24,188,896	\$8,900,000	\$15,288,896	\$ 1,647,158	7%	37%
FFY 16	\$24,988,724	\$8,200,000	\$16,788,724	\$ 799,828	3%	33%
FFY 17	\$25,881,489	\$9,500,000	\$16,381,489	\$ 892,765	3%	37%
FFY 18	\$27,277,525	\$7,500,000	\$18,531,753	\$ 1,396,036	3%	27.5%
FFY19 <sup>(EST.)</sup>	\$28,946,102	\$5,700,000	\$22,676,637	\$ 1,668,577		19.7%

26

### RETURN ON INVESTMENT

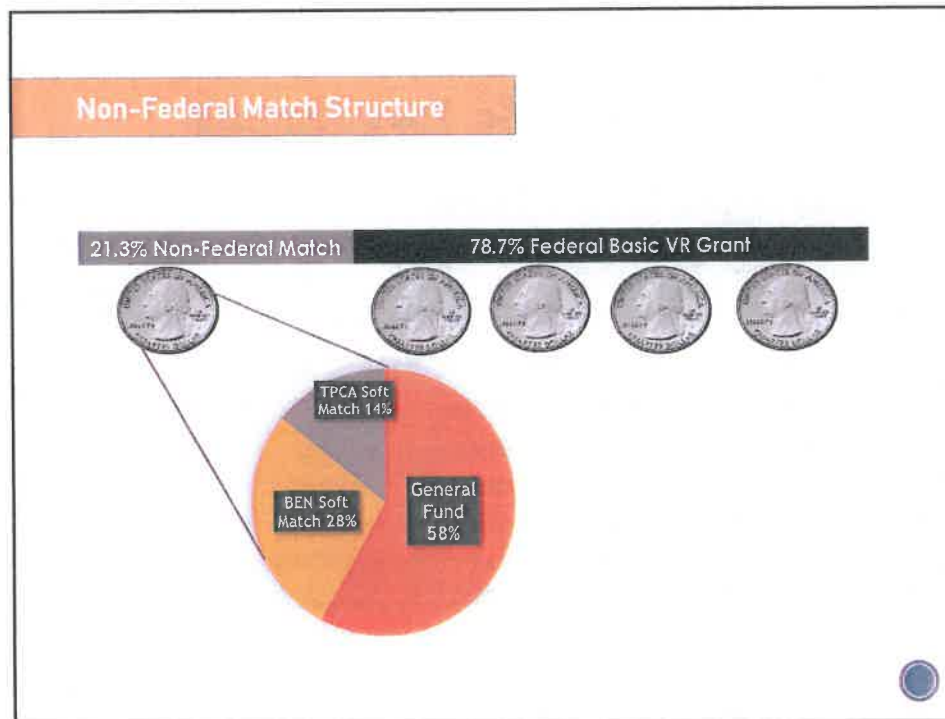
“

- For every \$1 invested in VR there is a **\$2.96** savings for taxpayers over the life of a client.
- For every **General Fund dollar** invested, the State saves **\$16.73** over the life of a client.

Dollars are returned to the state in terms of increased taxes and decreased benefits from public programs.

Study was conducted by interagency analysts using methodologies developed by sources below. The calculations are in line with the findings of the other national studies on the subject.  
SOURCE: — University of Utah – Center for Public Policy & Administration  
— Portland State University – Northwest Center for Economic Research  
— The George Washington University – Institute on Rehabilitation Issues

27



28

# Partnerships with Nevada Employers




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Vocational Rehabilitation  
All Work for Disability Inclusion

**DETR**  
Nevada Department of Employment  
Training and Rehabilitation  
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29

## Top Five Industry Jobs in Nevada



Sales and Service Workers
Stock and Material Movers
Clerical / Administrative Support
Food Service Workers
Health Care / Medical Industry

**Average Wage in FFY 19: \$13.00**



30

## Collaborations with Businesses

- ❑ BVR provides Disability 101 training to Employer
- ❑ BVR funds soft skills instruction
- ❑ BVR may fund candidates' wages during on-the-job training or internships opportunities through 3<sup>rd</sup> party staffing agency
- ❑ Employer provides work locations in Nevada, and specific job training and expertise

31

# SEPHORA

### Training to Employment Program;

Sephora Distribution Center-Las Vegas

Nine week training program on site;

One week of soft skills and

Eight weeks on-the-job training, specific to positions within Sephora's distribution center

Warehouse functions, Order Pick, Order Put & Order Pack

Sephora's commitment is that 30% of its full-time staff will be people who have a disability

VR funds the Trainer/Instructor position through Capabilities, Health and Human Services

Sephora pays the wages to consumers during the training program

32





33



34

## A Better Bottom Line

- ❖ VR offers employers access to a large talent pool of qualified individuals with disabilities
- ❖ Cost savings to employers
- ❖ Recruitment and Retention Services
- ❖ Workplace Accessibility
- ❖ Education and Training on Disability Issues
- ❖ Partnerships/apprenticeships/on-the-job training

❖ "It makes great business sense to hire folks with disabilities."

❖ "It can be a smooth and efficient and effective operation, and you have a dedicated, excellent employee within your ranks."

- Jennifer McCloskey, Bureau of Reclamation Deputy Regional Dir.

35

## A Better Bottom Line

❖ "Partners with disabilities who work in the plant have had the highest attendance and best performance in the building and enhance the work culture."

❖ "The program has opened a lot of eyes at the Starbucks facility. Supervisors and partners look past disabilities and realize we all have different abilities in the workplace."




- Todd McCullough,  
Starbucks Senior Operations Manager

❖ "It makes me feel good to come to a job that supports diversity and inclusion and then seeing the benefits of doing so."

- Carlos Lopez Leon,  
Office Depot Store Manager

36

# NSRC Member Responsibilities




37

## Title 34 CFR 361.16 & 361.17

**NSRC Members' Responsibilities:**

- Apply and receive appointment by the Governor**
  - Specific representatives, as outlined in CFRs and in Bylaws**
  - Can include other/additional individuals**
- Attend quarterly meetings**
- Volunteer for subcommittees**
- Assist with filling member vacancies**
- Refrain from voting on any matter that would be a conflict of interest**



38

**Title 34  
CFR 361.16  
& 361.17**

**NSRC Members' Responsibilities:**

- Ensure understanding of Nevada's Open Meeting Law and Robert's Rules for public meetings**
- Ensure understanding of By-Laws**
- Ensure understanding of Title 34 CFR 361.16 & 361.17**
- Jointly submit an Annual Report**

39

**Title 34  
CFR 361.16  
& 361.17**

**NSRC Members' Responsibilities:**

- Jointly develop and review annually VR's program goals and priorities, strategies and performance measures for the State Plan submission**
- Assist with reports & Needs Assessment**
- Review and analyze consumer satisfaction (survey instrument)**

40

## Title 34 CFR 361.16 & 361.17

**NSRC Members' Responsibilities:**

- ❑ **Provide consultation to VR in developing, implementing and revising VR policies & procedures**
- ❑ **Review VR's performance related to eligibility; extent, scope & effectiveness of services; and ability of the VR program to accomplish its mission**




41

## Field Offices

Las Vegas JobConnect - 3405 S. Maryland Parkway - (702)486-0100  
 One-Stop - 6330 W. Charleston, Ste. 190, Las Vegas - (702)822-4214  
 Henderson JobConnect - 4500 E. Sunset Rd., Suite 40 - (702)486-0300  
 Southern Main Office - 3016 W. Charleston, #200, LV - (702)486-5230  
 North Las Vegas JobConnect - 2827 Las Vegas Blvd. N. - (702)486-0200  
 Carson City JobConnect - 1933 North Carson Street - (775)684-0400  
 Northern Main Office - 1325 Corporate Blvd., Reno - (775)823-8100  
 Fallon JobConnect - 121 Industrial Way - (775)423-6568  
 Ely JobConnect - 1500 Ave. F, Suite 1 - (775)289-1675  
 Elko JobConnect - 172 - 6<sup>th</sup> St. - (775)753-1931  
 Winnemucca JobConnect - 475 W. Haskell St., Suite 2 - (775)623-6544  
 Reno JobConnect - 4001 S. Virginia St., Suite H-1 - (775)284-9600  
 Sparks JobConnect - 2281 Pyramid Way - (775)284-9520

42

**Questions  
&  
Answers**



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At Work for Disability Inclusion

**DETR**  
Nevada Department of Employment,  
Training and Rehabilitation  
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43

Shelley Hendren,  
DETR Rehabilitation Div. Administrator  
SGHENDREN@DETR.NV.GOV

Javier Fernandez  
DETR Rehabilitation Div., NSRC Liaison  
J-FERNANDEZ@DETR.NV.GOV

751 Basque Way, Carson City, NV 89706



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44

**DEPARTMENT OF REHABILITATION**  
**Rehabilitation Division**  
**NEVADA STATE REHABILITATION COUNCIL**

16 Member Minimum as required by the Rehabilitation Act of 1973 as amended.

NAME	REPRESENTING	ADDRESS	PHONE #	E-MAIL	TERMS
Kacy Curry (Chair)	Statewide Independent Living Council	6228 Mandarin Drive Las Vegas, NV 89108	(702) 806-9500 (c)	<a href="mailto:kkccurry@gmail.com">kkccurry@gmail.com</a>	3/6/18 to 3/5/21 - 2nd term
David Nuestro (Vice-Chair)	Disability Advocate Easterseals	10423 Gwynns Falls St. Las Vegas, NV 89183	(650) 278-7438 (c)	<a href="mailto:Davidnuestro1@gmail.com">Davidnuestro1@gmail.com</a>	12/4/18 to 11/30/21 - 1 <sup>st</sup> Term
Shelley Hendren,	Designated State Unit, Administrator (non- voting)	751 Basque Way Carson City, NV 89706	(775) 687-6860 (775) 684-4184 (f)	<a href="mailto:shendren@detr.nv.gov">shendren@detr.nv.gov</a>	Non-voting member
Judith Swain	Community Rehab. Program Rep. Opportunity Village	8816 Cypresswood Ave. Las Vegas, NV 89134	(702) 480-1565 (c)	<a href="mailto:swainj@icloud.com">swainj@icloud.com</a>	11/1/19 to 10/31/22 1 <sup>st</sup> Term
Rebecca Rogers	Disability Advocate	7105 Rancho De Taos Court Las Vegas, NV 89130	(702) 439-9308 (w)	<a href="mailto:rrogers0314@gmail.com">rrogers0314@gmail.com</a>	11/1/19 to 10/31/22 1 <sup>st</sup> Term
Allison Stephens	Parent Training & Info Rep	Nevada PEP 7211 W. Charleston Blvd. Las Vegas, NV 89117	(702) 388-8899 (w)	<a href="mailto:astephens@nvpep.org">astephens@nvpep.org</a>	1/1/20 to 12/31/22 1 <sup>st</sup> Term
Mary Brabant	Business, Industry & Labor	9061 Wind Warrior Ave. Las Vegas, NV 89143	(702) 330-2549	<a href="mailto:marybrabantchartrand@gmail.com">marybrabantchartrand@gmail.com</a>	8/1/19 to 7/31/22 1 <sup>st</sup> Term
Raquel O'Neill	Former VR Client Blindconnect	2424 Marble Gorge Drive Las Vegas, NV 89117		<a href="mailto:raquel@blindconnect.org">raquel@blindconnect.org</a>	7/1/20 to 6/30/23 1 <sup>st</sup> Term
Vacant	Disability Advocate				
Vacant	Native American (American Indian) section 121 VR Program				





Vacant	Department of Education Office of Special Education/IDEA				
Vacant	VR Counselor (non-voting)				
Vacant	Client Assistance Program (C.A.P.)				
Vacant	Workforce Investment Board				
Vacant	Business, Industry & Labor				
Vacant	Business, Industry & Labor				
Vacant	Business, Industry & Labor				

January 2020, Jessica Jolly from Sephora applied for Business & Industry seat.



**State of Nevada**  
**Nevada State Rehabilitation Council**  
**Bylaws**  
**Revised November 3, 2016**

**Article I**

Name, Geographic Coverage, Administration, Composition, Appointment, Qualifications,  
Terms of Appointment, Vacancies, and Recruitment.

**Section 1. Name.** The name of the organization shall be Nevada State Rehabilitation Council (referred to hereafter as the Council).

**Section 2. Geographic Coverage.** The Council shall cover the entire State of Nevada.

**Section 3. Administration.** The Department of Employment, Training and Rehabilitation (referred to hereafter as the Department), Rehabilitation Division (referred to hereafter as the Division), will provide administrative support to the *Council*. The Director of the Department shall appoint the Administrator to the Rehabilitation Division in accordance with established protocol or policies developed by the Department. Other staff may be employed as authorized by the State Legislature.

**Section 4. Composition.** Council membership shall be composed of but not limited to:

- A. At least one representative of the statewide Independent Living Council established under section 705 of the Rehabilitation Amendments of 1998, such representative may be the Chair or other designee of the Statewide Independent Living Council;
- B. At least one representative of a parent training and information center established pursuant to section 682 (a) of the Individuals with Disabilities Education Act (as added by section 101 of the Individuals with Disabilities Education Act Amendments of 1997; Public Law 105-17);
- C. At least one representative of the Client Assistance Program established under 34 CFR part 370 of the Rehabilitation Act;
- D. At least one qualified Division rehabilitation counselor, with knowledge of and experience with vocational rehabilitation programs, who shall serve as an *ex-officio*, non-voting member of The Council. (This position may be rotated among Rehabilitation Counselors to assure full representation and dissemination of information.)
- E. At least one representative of community rehabilitation program service providers;



- F. At least four representatives of business, industry and labor;
- G. Two representatives of disability advocacy groups representing a cross section of:
  - a. Individuals with physical, cognitive, sensory and mental disabilities; and representatives of individuals.
  - b. Representatives of individuals with disabilities who have difficulty in representing themselves or are unable to represent themselves due to their disabilities.
- H. Current or former applicants for, or recipients of, vocational rehabilitation services;
- I. One representative of the director of projects, American Indian Vocational Rehabilitation Services;
- J. At least one representative of the State of Nevada Department of Education, which is responsible for the public education of students with disabilities who are eligible to receive services under Title IV of the Workforce Investment Act, in which is Title I of the Rehabilitation Act (hereinafter referred to as the Act);
- K. At least one representative of the State Workforce Development Board;
- L. The Division Administrator as *ex officio*, non-voting member.
- M. The membership may include other individuals or categories who/which, as determined by the Council, might contribute to the employability of individuals with disabilities.

**Section 5. Appointment.** Members of the Council shall be appointed by the Governor after the Council solicits recommendations from representatives of organizations representing a broad range of individuals with disabilities and organizations interested in individuals with disabilities. In recruiting members, the Council shall consider, to the greatest extent practicable, the extent to which minority populations are represented on the Council.

**Section 6. Qualifications.** Council members must meet the requirements of 34 CFR Part 361.17. A majority of Council members must be individuals with disabilities who are not employed by the designated state unit or persons who represent service provider organizations for people with disabilities.

For the purposes of Council membership, an “individual with a disability” is anyone who:



- A. Has a physical or mental impairment that substantially limits one or more major life activities;
- B. Has a record of having such impairment; or
- C. Is regarded as having such an impairment.

**Section 7. Terms of Appointment.** No member of the Council other than a representative of the Client Assistance Program (CAP), the Division Administrator and the representative from the American Indian Vocational Rehabilitation Services programs funded under part C, may serve more than two, full consecutive terms. This exception is in recognition of possible limited staff associated with these programs. 34 CFR Part 361.17 (e) (1).

Except as set forth in subsections A and B below, each member of the Council may serve for a maximum of two, full consecutive terms. A term of appointment may be up to three years.

- A. A member who has served the maximum number of terms may be reappointed to the Council, after a meaningful break in service has passed. However, he or she cannot be re-appointed to the same membership slot previously filled. For these purposes a meaningful break of service is defined as a minimum of three years.
- B. A member appointed to fill a vacancy occurring prior to the expiration of the term for which a predecessor was appointed shall be appointed for the remainder of such term; and then additionally be eligible to serve for a maximum of one, full term.

For the initial appointment of the Council, the Governor shall set terms so as to provide for term expiration on a staggered basis.

**Section 8. Vacancies**

- A. Any vacancy occurring in the membership of the Council shall be filled in the same manner as the initial appointment. The vacancy shall not affect the power of the remaining members to execute the duties of the Council.

**Section 9. Recruitment**

- A. NSRC support staff will maintain a list of member categories as required under the Rehabilitation Act. Those categories will be posted on the Department of Employment, Training and Rehabilitation (DETR) website.
- B. In anticipation of a vacancy at the end of a given member's term or upon the resignation of a member, the category vacancy will be posted on the DETR website and appropriate outreach to stakeholders will take place.





- C. Members will actively recruit to fill their own membership category prior to the end of their terms.
- D. Applications for Council membership will be provided upon request. When appropriate, the application link (<http://gov.nv//Boards/Vacancies/>) or physical application will be shared with potential members.

## **Article II**

### **Meetings, Attendance, Elections and Officers, Quorums, Rules of Order, Hearings and Forums, Public Notice and Accessibility, Committees, and Expenses**

**Section 1. Meetings.** The Council shall convene four meetings a year at least one meeting per quarter, per year and other meetings as determined necessary by the Council to conduct Council business, forums or hearings.

**Section 2. Required Attendance.** All members of the Council serve for terms certain and at the pleasure of the Governor. However, members should be responsible for upholding their duties and their regular attendance at meetings. Members must notify the council liaison or chair if they cannot attend a meeting. Failure to attend any three consecutive meetings in a rolling twelve (12) month period during a term of office may result in removal by the Governor for lack of participation.

**Section 3. Elections.** Elections shall be held at the last regularly scheduled meeting of the State fiscal year. Council members will nominate and elect officers to the offices of Chair and Vice-Chair from its members eligible to vote. Voting members of the Council may serve as Chair or Vice-Chair. If Co-Chairs are elected, the Council will define and publish in its minutes the duties of each of the officers *as are differentiated from Chair and Vice-Chair*. The new officers shall take office on the first day of the succeeding State fiscal year. New members shall be required to attend and participate in the Council, New Member Orientation and Training.

**Section 4. Duties of Officers.** The Chair shall direct all Council business. In addition, the Chair shall be responsible for communication with Division Liaison regarding Agendas, Training and Meeting minutes. The Vice-Chair shall act in the stead of the Chair when the Chairman is not available to fulfill his/her duties. The Vice-Chair shall Chair the State Plan/Needs Assessment Committee.

**Section 5. Quorum.** A quorum shall consist of a simple majority of its voting and non-voting members exclusive of any vacancies. If a quorum is not present, the Chair may adjourn the meeting, recess the meeting or take measures to obtain a quorum or continue the meeting while not acting on designated "action items". Where an important opportunity would be lost unless acted upon immediately, the Chair may act in the emergency, consistent with the provisions of the Nevada Open Meeting Law.



**Section 6. Rules of Order.** Except as otherwise provided in these Bylaws, Robert's Rules of Order *Newly Revised*, September 2011 (11<sup>th</sup> Edition) govern the affairs of the Council standing committees and subcommittees.

**Section 7. Hearings and Forums.** The Council is authorized to hold such hearings and forums as it may determine necessary to carry out the Council duties.

**Section 8. Public Notice and Accessibility.** Meetings, hearings and forums shall be noticed and conducted in accordance of Nevada state laws including Nevada Open Meeting Law. Such notice as well as meetings shall comply with Americans with Disabilities Act Accessibility Guidelines.

**Section 9. Committees.** The Council may establish standing committees, and sub-committees, assign responsibilities and allocate resources as necessary to perform the work of the Council. The Council may designate a committee as a "Standing Committee" with a specific purpose and/or time limits.

- A. Standing committees will include the State Plan and Assessment Committee.
- B. Standing committee Members will be appointed by the Council Chair for a specific purpose and/or time limit.
- C. The Chair and Vice-Chair will be ex-officio members of all standing committees.
- D. Standing committees will have Council members that represent both rehabilitation and business professionals.
- E. Subcommittee members may be appointed from outside Council membership as appropriate at the Chair's discretion.
- F. All committees will adhere to the Nevada Open Meeting Law.
- G. Committee meetings will be called at the discretion of the committee Chair.
- H. Committees may ask the Council to approve a budget, as may be available.
- I. Committee members shall observe Council meeting attendance standards.
- J. Standing committees will report to the Council Chair items to be reviewed by the Council. The subcommittee Chair will report to the Standing Committee Chair items to be approved or reviewed by the Council.

**Section 10. Per Diem and Expenses.** The Council may use funds allocated to it by the Rehabilitation Division under the Act (excepting Section 112 funds) and by the Executive and Legislative Branches of the State of Nevada to reimburse members for reasonable and necessary expenses of attending meetings and performing associated duties (inclusive of current state per diem rates).

### **Article III**

#### **Duties and Responsibilities**



**Section 1. Functions of the Council.** The Council shall, after consulting with the State Workforce Development Board, perform the following work:

- A. Review, analyze and advise the Division regarding the performance of the responsibilities, particularly relating to:
  - 1. Eligibility;
  - 2. The extent, scope and effectiveness of services provided; and
  - 3. Functions performed by the Division regarding the vocational rehabilitation program.
  
- B. In partnership with the Division:
  - 1. Develop, agree to and review the State goals and priorities in accordance with section 101 (a) (15) (c) of the Act; and
  - 2. Evaluate the effectiveness of the vocational rehabilitation program and submit reports of progress to the Commissioner of the Rehabilitation Services Administration in accordance with section 101 (a) (15) (E) of the Act.
  
- C. Advise the Designated State Agency, and the Designated State Unit regarding activities authorized to be carried out under Title I of the Act, and assist in the preparation of the State plan and amendments to it, applications, reports, needs assessments, and evaluations required by Title I of the Act.
  
- D. To the extent feasible, conduct a review and analysis of the effectiveness of, and consumer satisfaction with:
  - 1. Functions performed by the Division.
  - 2. Vocational rehabilitation services provided by the Division and other public and private entities responsible for providing vocational rehabilitation services to individuals with disabilities under the Act; and
  - 3. Employment outcomes achieved by eligible individuals receiving services under Title I of the Act, including the availability of health and other employment benefits in connection with such employment outcomes.
  
- E. Develop and coordinate interagency employment policies and practices for people with disabilities and the Department's efforts with businesses to hire individuals with disabilities.
  
- F. Prepare and submit an annual report to the Governor of Nevada and the Commissioner of the Rehabilitation Services Administration on the status of vocational rehabilitation programs operated within Nevada and make the report available to the public.
  
- G. To avoid duplication of efforts and enhance the number of individuals served, coordinate activities with other councils within Nevada, including the Statewide Independent Living



Council, the Special Education Advisory, the Nevada Governor's Council on Developmental Disabilities, the State Behavioral Health Planning and Advisory Council, and the State and local Workforce Development Boards.

- H. Provide for coordination and the establishment of working relationships between the Division and the Statewide Independent Living Council and centers for independent living within Nevada.
- I. Perform such other functions, consistent with the purpose of Title I of the Act as the Council determines to be appropriate that are consistent with its other functions.

#### **Article IV**

##### Resource Plan, Resolution of Disagreements, Conflict of Interest

**Section 1. Resource Plan.** The Council shall prepare, in conjunction with the Division, a plan for the provision of resources, including such staff and other personnel as may be necessary and sufficient to carry out the functions of the Council. The resource plan shall, to the maximum extent possible, rely on the use of existing resources during the period of implementation of the plan.

**Section 2. Resolution of Disagreements.** To the extent that there is a disagreement between the Council and the Division in regard to the resources necessary to carry out the functions of the Council as set forth in this section, the disagreement shall be resolved by the Department Director.

**Section 3. Conflict of Interest.** While assisting the Council in carrying out its duties, staff and other personnel shall not be assigned duties by the Division or other agency or office of the State that would create a conflict of interest.

A. No member of the Council shall cast a vote on any matter that would provide direct financial benefit to the member or otherwise give the appearance of a conflict of interest under Nevada law.

