



Nevada

Vocational Rehabilitation

A Proud Partner of American Job Center of Nevada

At Work for Disability Inclusion



2023-24

Nevada State
Rehabilitation Council

ANNUAL
REPORT



www.VRNevada.org
<https://detr.nv.gov>

Administration Office
751 Basque Way, Carson City, Nevada 89706
(775) 687-6860

Vocational Rehabilitation is an Equal Employment Opportunity program/service.

Auxiliary aids and services are available upon request during consultations with counselors and service providers.

YOU CAN ALSO FIND US ON:



THE SERVICES AND/OR GOODS DESCRIBED HEREIN ARE FUNDED, IN PART, WITH FEDERAL FUNDS AWARDED BY THE U.S. DEPARTMENT OF EDUCATION UNDER THE VOCATIONAL REHABILITATION (VR), SUPPORTED EMPLOYMENT SERVICES, AND/OR THE INDEPENDENT LIVING SERVICES FOR OLDER INDIVIDUALS WHO ARE BLIND (OIB) PROGRAMS. FOR PURPOSES OF THE VR PROGRAM IN NEVADA, THE FEDERAL VR GRANT PAID 78.7 PERCENT OF THE RELATED COSTS. IN FEDERAL FISCAL YEAR (FFY) 2020, NEVADA VR RECEIVED \$17,239,554 IN FEDERAL VR FUNDS. FUNDS APPROPRIATED BY THE STATE OF NEVADA AND/OR ACQUIRED FROM OTHER NON-FEDERAL SOURCES PAID 21.3 PERCENT OF THE RELATED COSTS (\$4,665,851). FOR PURPOSES OF THE SUPPORTED EMPLOYMENT PROGRAM, FEDERAL FUNDS PAID 95 PERCENT OF THE TOTAL

COSTS. IN FFY 2020, NEVADA'S VR PROGRAM RECEIVED \$74,392 IN FEDERAL SUPPORTED EMPLOYMENT FUNDS. STATE APPROPRIATED FUNDS PAID 5 PERCENT (\$5,789) OF THE TOTAL COSTS UNDER THE SUPPORTED EMPLOYMENT PROGRAM.

FOR PURPOSES OF THE OIB PROGRAM, FEDERAL FUNDS PAID 90 PERCENT OF THE TOTAL COSTS INCURRED UNDER THE PROGRAM. IN FFY 2020, REHABILITATION DIVISION RECEIVED \$271,296 IN FEDERAL GRANT FUNDS FOR THIS PROGRAM. FUNDS APPROPRIATED BY THE STATE PAID 10 PERCENT (\$30,144) OF THE TOTAL COSTS INCURRED UNDER THE OIB PROGRAM.













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ABOUT NEVADA STATE REHABILITATION COUNCIL

COUNCIL COMPOSITION

The Council has a minimum of 16 members as required by the Rehabilitation Act of 1973 as amended. The category and current members follow.

 0 State Independent Living Council Representative	 0 Parents Training & Info Center Representative	 1 Client Assistance Program Representative	 1 VR Counselor Representative	 1 Community Rehabilitation Program Representative	 3 Business, Industry and Labor Representatives
 1 Individuals with Disabilities, Advocate Representatives	 1 Current or Former Applicants or Recipients of VR	 0 Native American, Section 121 VR Program	 1 State Educational Agency Representative	 0 State Workforce Investment Board Representative	 1 Designated State Unit Administrator (ex officio)

NEVADA STATE REHABILITATION COUNCIL

ROLES AND RESPONSIBILITIES

The Nevada State Rehabilitation Council (NSRC) is a citizen advisory council appointed by the Governor to serve both as a partner and to provide guidance to the state's Vocational Rehabilitation (VR) Program.

The Council includes people with disabilities, community rehabilitation program staff, vocational rehabilitation counselors, advocates, VR clients and business leaders.



PROGRAM PLANNING

Members engage in strategic planning and provide guidance to promote competitive and integrated employment opportunities for individuals with disabilities.



ASSISTANCE

The Council assists in shaping policy, by guiding and assisting in making thoughtful, participant-focused decisions through needs assessments, consumer satisfaction surveys, and ongoing program evaluations.



BECOME A NSRC COUNCIL MEMBER

For more information on becoming a council member, contact the Rehabilitation Division Administration office at 775-687-6860.

Applications for Gubernatorial appointment to the Council may be found at <http://gov.nv.gov/boards/application-information>.

Apply Here:



STATISTICS FOR 2022-2023

KEY SUCCESSES



552+
Clients Achieved Employment



\$15.79+
Average Wage

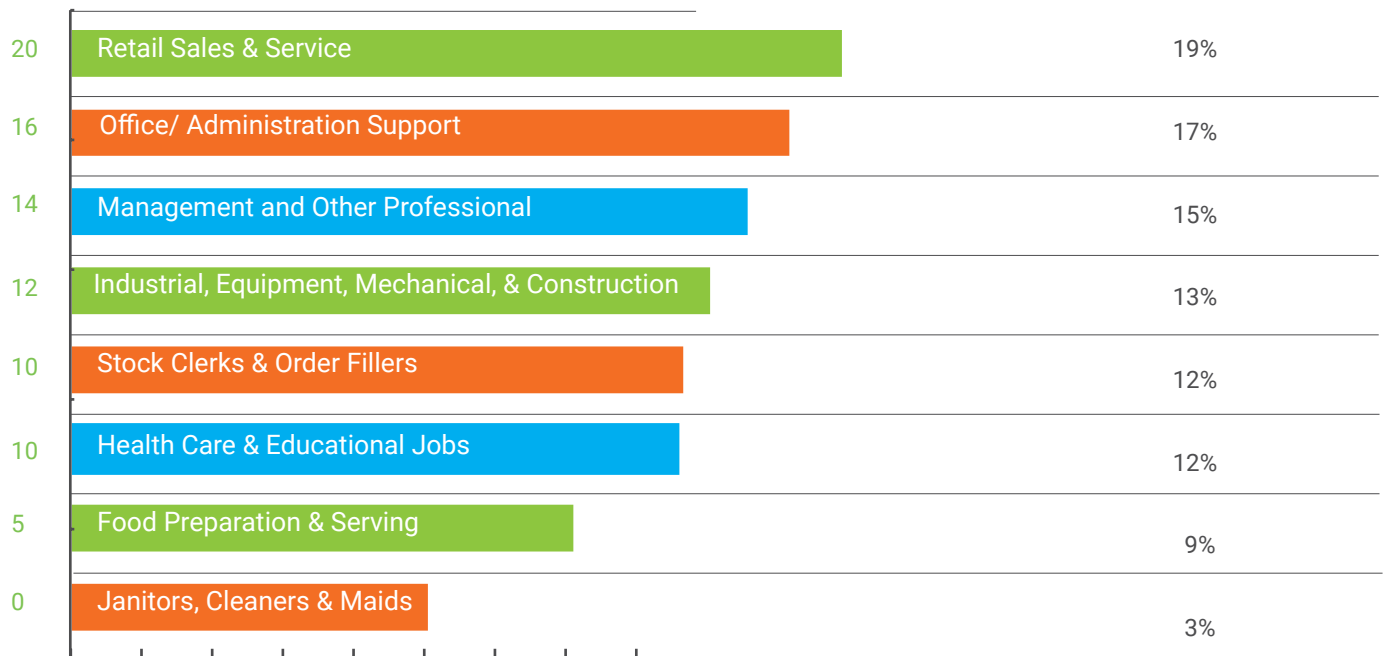


5,557+
Clients Served



908 days
Average Length of Cases

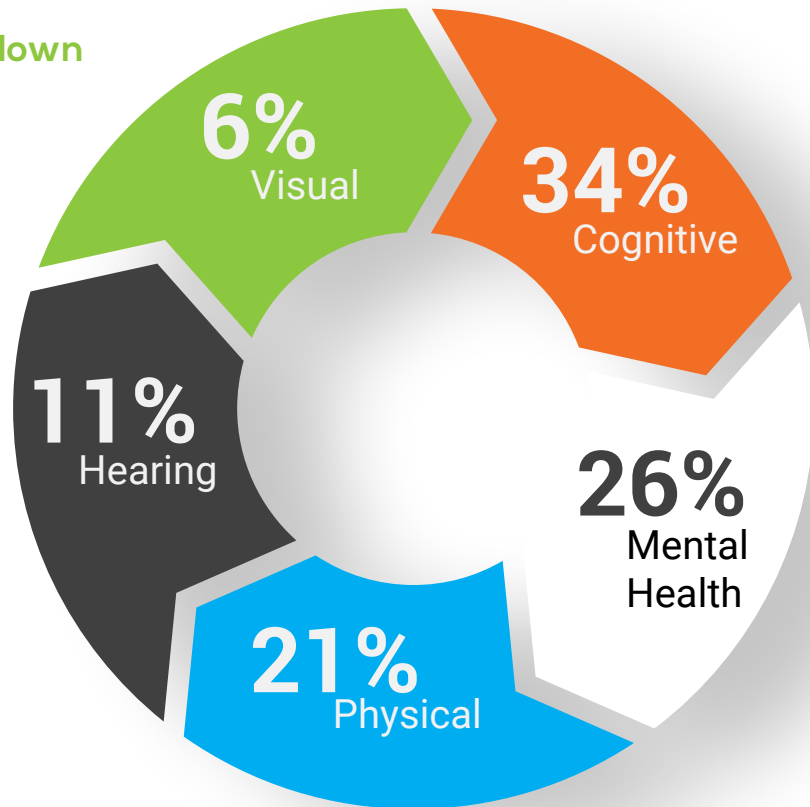
TOP 8 JOB TITLES OF SUCCESSFULLY EMPLOYED CLIENTS



STATISTICS FOR 2022-2023

SERVED AND EMPLOYED CLIENTS

Primary Disability Breakdown of Served Clients



CLIENT SATISFACTION WITH VR COUNSELOR EXPERIENCE IN %

The association between client satisfaction and survey response is only partly understood. In this report, we describe the association between average satisfaction and survey response rate across different services surveys, and model the association between satisfaction and propensity to respond for individual clients.



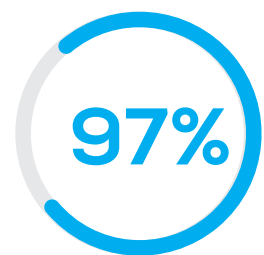
Easy to Contact



Understanding of Needs



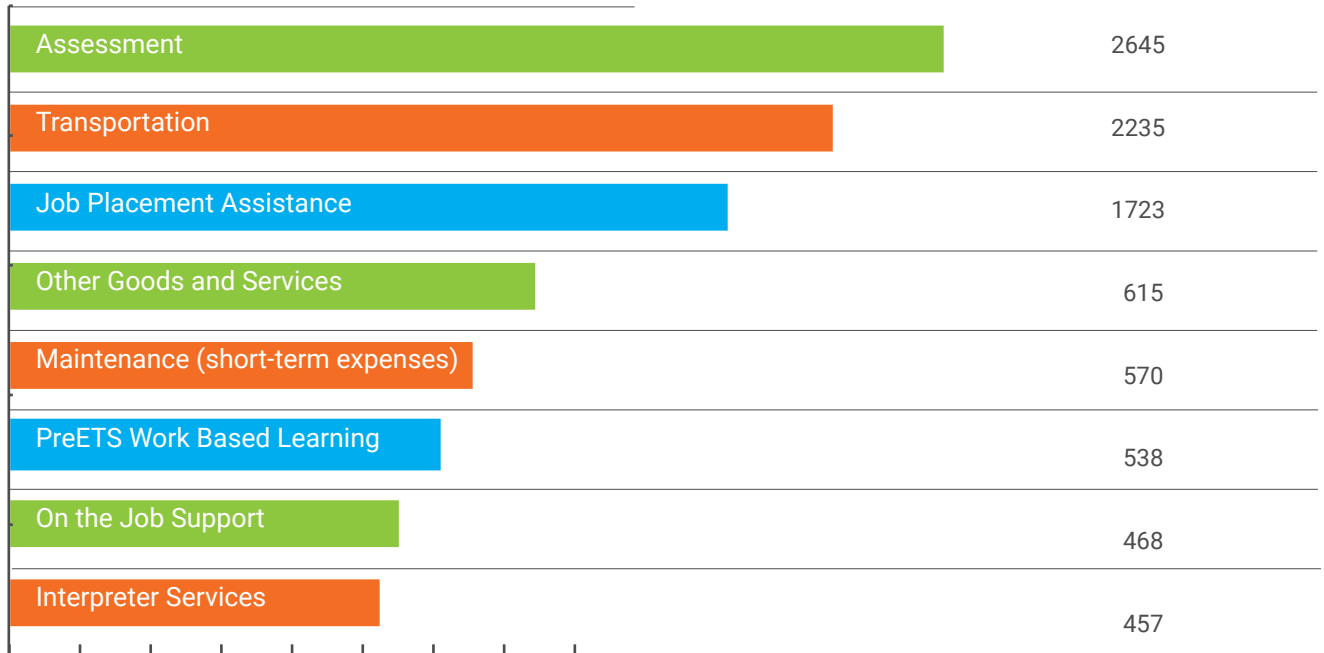
Would Recommend



Treated Me with Dignity & Respect

STATISTICS FOR 2022-2023

TOP 8 SERVICES PROVIDED



Average Cost per case in FFY 2022



\$4,427

Vocational Rehabilitation



\$4,526

Supported Employment

Average Cost per closed case in FFY 2022



\$3,746

Vocational Rehabilitation



\$4,228

Supported Employment

STATISTICS FOR 2022-2023

MOST COMMON SERVICES



ASSESSMENT

Services provided, and activities performed to determine eligibility for VR services and scope of VR services to be included on the IPE. For example – situational work assessments, community-based assessments.



TRANSPORTATION

Travel and related expenses that are necessary to enable an individual to participate in VR services. Examples include bus and Paratransit passes, fuel assistance and travel (bus) training.



JOB PLACEMENT ASSISTANCE

Working with an internal or external job developer to apply for jobs.



OTHER GOODS & SERVICES

Services not recorded anywhere else. Includes occupational licenses, tools and equipment and initial stocks and supplies for self-employment.



INTERPRETER SERVICES

Sign language or oral interpretation services for individuals who are deaf or hard of hearing and tactile interpretation services for individuals who are deaf-blind.



ON THE JOB SUPPORT

Support services provided to an individual who has been placed in employment to stabilize the placement and enhance job retention. Includes short term or initial job coaching.



MAINTENANCE/SHORT TERM EXPENSES

Monetary support provided for living expenses such as food, shelter and clothing that are in excess of the normal expenses of the individual. Clothing for interviews, uniforms and work shoes are all examples of maintenance services.



ASSISTIVE TECHNOLOGY

Systematic application of technologies, engineering methodologies, or scientific principles to meet the needs of, and address the barriers confronted by, individuals with disabilities. Examples include CCTVs, screen reader software, and hearing aids.

STUDENTS WITH DISABILITIES



What are pre-employment transition services?

Significant changes in the Rehabilitation Act Amendments of 2014 now provide vocational rehabilitation (VR) agencies across the nation with the opportunity to provide expanded services in five specific focus areas to students with Individualized Education Programs (IEP) or 504 plans, whether or not they have applied or been found eligible for VR services.

These services can be provided to groups of students who are eligible or potentially eligible for VR services, and also to students with higher needs who have open cases with VR. Individualized services are carefully planned in coordination with a student's Individualized Education Program (IEP). The services can be provided to students in Nevada starting at age 14, if they have school-based IEP or 504 plans.



Pre-employment transition services focus areas include:

1. Job exploration
2. Work-based learning experiences
3. Exploring opportunities for enrollment in comprehensive or post-secondary educational programs
4. Workplace readiness training to develop social skills and independent living
5. Instruction in self-advocacy, which may include peer mentoring



XXXX Students

Students with Disabilities (SWD) Who Received Pre-Employment Transition Services (Pre-ETS) FFY24

\$X,XXX,XXX Total Spent on Services Provided



XX School Districts



XX Schools Served

TEAM SPOTLIGHT

PRE-ETS

VR Nevada can help you transition to higher education and/or employment.

Vocational Rehabilitation counselors are available to provide transition assistance to students as young as age 14 in middle school and those in high schools and alternative schools in Nevada. The transition program is completely confidential and is a team effort involving students, parents/guardians, school staff, and Vocational Rehabilitation counselors and transition coordinators.

VR NEVADA PROVIDES FREE PRE-EMPLOYMENT TRANSITION SERVICES TO STUDENTS WHO ARE:

- Between the ages of 14 and 21
- Enrolled in traditional or alternative secondary or post-secondary programs
- Eligible for special-education-related services under IDEA (e.g. have an individualized education program [IEP] or 504 plan) or are considered an individual with a disability under Section 504

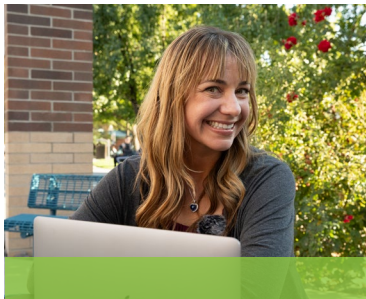


SUPPORTED EMPLOYMENT

Competitive integrated employment, including customized employment; or employment in an integrated work setting in which an individual with a most significant disability is working on a short-term basis toward competitive integrated employment; and

Employment that is individualized and customized, consistent with the individual's unique strengths, abilities, interests, and informed choice, including with ongoing support services for individuals with the most significant disabilities.

(Section 7(38) of the Act and §363.1(b) of the regulations)



SUPPORT EMPLOYMENT (SE) OUTCOMES		2021	2022	2023
1.	SE Clients services	754	752	000
2.	SE Successful closures	95	117	000



OUTREACH EVENTS AND TOURS

July 1, 2022 - June 30, 2023



Event
Summer Job Fair
Governor's Job Fest
Nevada Association for Behavioral Analysis
Spring Job Fair
Governor's Provider Summit
Small Business Job Fair
Public Service Job Fair
Spring Job Fair
Vegas Chamber Business Expo

Employer
Safelife Defense Tour
Spacecraft Tour
SK Foods
Amazon

CLIENT SUCCESS STORIES

FULL STORIES ONLINE

<https://vrnevada.org/success-stories/>



JESSICA LAWSON

Team member at Circus Circus

Jessica Lawson applied for services from the Bureau of Vocational Rehabilitation (BVR) in December 2019. Jessica exceeded expectations in her trainings and after completion was ready for competitive employment. Her patience and dedication led her to find employment at the Adventure Dome at Circus Circus.



Pathway to Work is a collaboration with Opportunity Village, Desert Regional Center, and VR. With a placement rate of 96%, Pathway to Work is a work-based learning program offering job coaching support and an extended training for individuals located in the community with Intellectual/Developmental Disabilities (I/DD).



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COLLABORATIONS

"Simply, we are just better together."



Nevada VR's ongoing partnership with the Lyon County School District braids funding to improve post- secondary outcomes for students with disabilities in Lyon County by providing them with support, resources and access to college and career pathways.



TheNextStep, is a collaboration with the Carson City School District and VR. The Next Step serves students from 18-22 who are interested in exploring work, having work-based learning experiences and developing their vocational skills in preparation for employment.



Project SEARCH is a collaboration with the Clark County School District (CCSD), BVR and local businesses such as Sunrise and Mountain View Hospitals and the Greer Center at CCSD. In this year long program high school students are assigned to worksites at locations where they can gain work experience by completing several work rotations with support from their teachers and BVR work-based trainers.



Project SEARCH

SEPHORA

The Sephora Training program is a collaborative training program between VR, Capability Health and Human Services and the Sephora Distribution Center in North Las Vegas. The training lasts 9 weeks, and clients learn soft skills as well as rotate between 3 warehouse/ stocking positions in the warehouse. Once successful, the clients become permanent employees of Sephora. This collaborative program has served 27 clients in the last state fiscal year (7/1/19 – 6/30/20). Of those 27 clients, 24 continue to be employed.



VR has embraced the legislatively-enhanced 700 - Hour Program, which creates employment pathways for individuals with disabilities. These employment opportunities are with state agencies, and afford the employer and employee 700 hours to determine if the individual is a good fit for the job. This program has been highly successful, having placed over 100 individuals in the last year and a half.

COLLABORATORS AND PARTNERS

In appreciation, we acknowledge our other partners and collaborations:

- ◇ American Council for the Blind
- ◇ Amplify Life
- ◇ Blind Center
- ◇ BlindConnect
- ◇ Bloom Consulting
- ◇ Capability Health & Human Services
- ◇ CART- Churchill Area Regional Transportation
- ◇ Colorado Center for the Blind Commission on Services for Persons with Disabilities (CSPD)
- ◇ Community Services Agency
- ◇ Desert, Sierra and Rural Regional Centers (ADSD)
- ◇ Fallon Paiute Shoshone Tribe
- ◇ Fort Mojave Tribe
- ◇ Goodwill of Southern Nevada
- ◇ Helen Keller National Center for Deaf- Blind Youths and Adults
- ◇ Jobs for America's Graduates (JAG) Nevada
- ◇ JOIN Inc.
- ◇ Marshall B. Ketchum University (dba Southern California College of Optometry Low Vision Clinic)
- ◇ Moapa Band of Paiutes
- ◇ National Federation of the Blind National Technical Assistance Center for Transition (NTACT)
- ◇ Nevada Aging and Disability Services Division (ADSD)
- ◇ Nevada Blind Children's Foundation
- ◇ Nevada Department of Education, Career and Technical Education
- ◇ Nevada Disability Advocacy and Law Center
- ◇ Nevada Governor's Council on Developmental Disabilities (NGCDD)
- ◇ Nevada JobConnect/DETR
- ◇ Nevada System of Higher Education (NSHE) member colleges and universities
- ◇ Nevada Youth Training Center (NYTC) NevadaWorks
- ◇ Opportunity Village Pride Industries
- ◇ Regional Transportation Commission (RTC)
- ◇ Sephora
- ◇ Shoshone Paiute Tribes of the Duck Valley
- ◇ School Districts Statewide
- ◇ Starbucks Roasting Plant
- ◇ TAI-Talent Assessment, Inc. (PAES Labs)
- ◇ The Sho-Pi Tribe in Owyhee
- ◇ University of Nevada, Reno, Center for Excellence in Disabilities
- ◇ The Vocational Rehabilitation Technical Assistance Center for Quality Management (VRTAC-QM)
- ◇ The Vocational Rehabilitation Technical Assistance Center for Quality Employment (VRTAC-QE)

LETTER FROM THE CHAIR

RAQUEL O'NEILL



Raquel O'Neill
Chair of NSRC

The time for vocational rehabilitation is now. Nevadans with disabilities are adapting to impacts from the pandemic, and just like everyone, we are doing our best to find every opportunity to carry on with meaningful lives.

The services provided by our state to assist individuals with disabilities' for seeking and holding employment are critical and lifesaving. Successes are realized everyday by the transition youth who believes in hard work, the adult with newly acquired disability who wants to overcome life's challenges, and the senior who desires to continue to offer their time and talent to the work force. The outcomes in this report are due to the caring commitment of teams across our state who have the courage and tenacity to turn despair into possibility.

It is a continued honor to be a part of this journey with dedicated vocational rehabilitation counselors and Nevadans with disabilities.

*Respectfully,
Raquel O'Neill*

OUR COUNCIL MEMBERS



ALEX GOFF
Vice Chair

Business, Industry & Labor



DAVID NUESTRO
Disability Advocate

Redhead Supports



REBECCA ROGERS
Disability Advocate

Business, Industry & Labor



JACK MAYES
Member

Nevada Disability & Law Center
Client Assistance Program



AUSTIN OLSON
Member

Department of Education
Office of Special Ed/IDEA



JUDITH SWAIN
Member

Rehabilitation Program Rep.
Opportunity Village

LETTER FROM THE ADMINISTRATOR

DRAZEN ELEZ



Drazen Elez
Administrator
DETR Rehabilitation

The time for vocational rehabilitation is now. We are in transformative times in which we are seeing an unprecedented demand for employees. To maximize the potential of these times, our Business Services Team outreached to 588 employers and participated in and set up 13 outreach events such as job fairs and tours. This helped the agency achieve a 31% increase in successful client employment closures and assisted over 540 individuals with disabilities to find competitive and integrated employment in State Fiscal Year 2022. VR Nevada has accomplished this through commitment to continuous improvement. This is evident in our partnerships which support individuals with disabilities in achieving competitive, integrated employment. These partnerships include the Path 2 Independence (P2I) pilot program with UNR, our partnership with Blindconnect through the Healthy Nevada Grant which taught 23 individuals with blindness and vision loss career readiness, job seeking and soft skills. We expanded Pre-Employment Transition Services in rural schools through the provision of Practical Assessment Exploration System (PAES) labs where students become employees and teachers become employers. These labs assess a student's competitive work potential and interest level, while exploring various jobs, using real tools, and developing proper work behaviors in a variety of work areas. Lastly, in partnership with Nevada Department of Education, Office of Inclusive Education, we have ensured that over 17,000 students with disabilities in Nevada have access to Virtual Job Shadow. This

is a K-12 job exploration and planning platform that prepares students for college and/or career.

In closing, I want to send a special thank you to every VR Nevada employee for their unwavering care, resilience, and dedication throughout this pandemic. We are a stronger performing organization—across all measures—than ever before. I couldn't be prouder of the tremendous progress we've made together. It is one of the largest privileges of my life to lead this organization during these historic times and witness the amazing and transformative work that the talented staff of Nevada VR exhibit daily. Work which at its core helps to improve the quality of life for the Nevadans we serve by achieving economic stability, security, and purpose through employment.

Respectfully,
Drazen Elez



SANDRA SINICROPE
Member

Business, Industry & Labor



DAVID FISHER
Member

VR Counselor, Non-voting



TUCKER MORGAN
Member

Business, Industry & Labor

LEGISLATOR PLACEHOLDER



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*Respectfully,
Drazen Elez*



Business, Industry & Labor



VR Counselor, Non-voting



Business, Industry & Labor

EMPLOYEE SPOTLIGHT

Employee Name

Title

Marshal first choose to pursue a career in Vocational Rehabilitation as he found need and growth in this vocation. He earned his Master's degree in Rehabilitation Counseling from California State University San Bernardino in 2013.

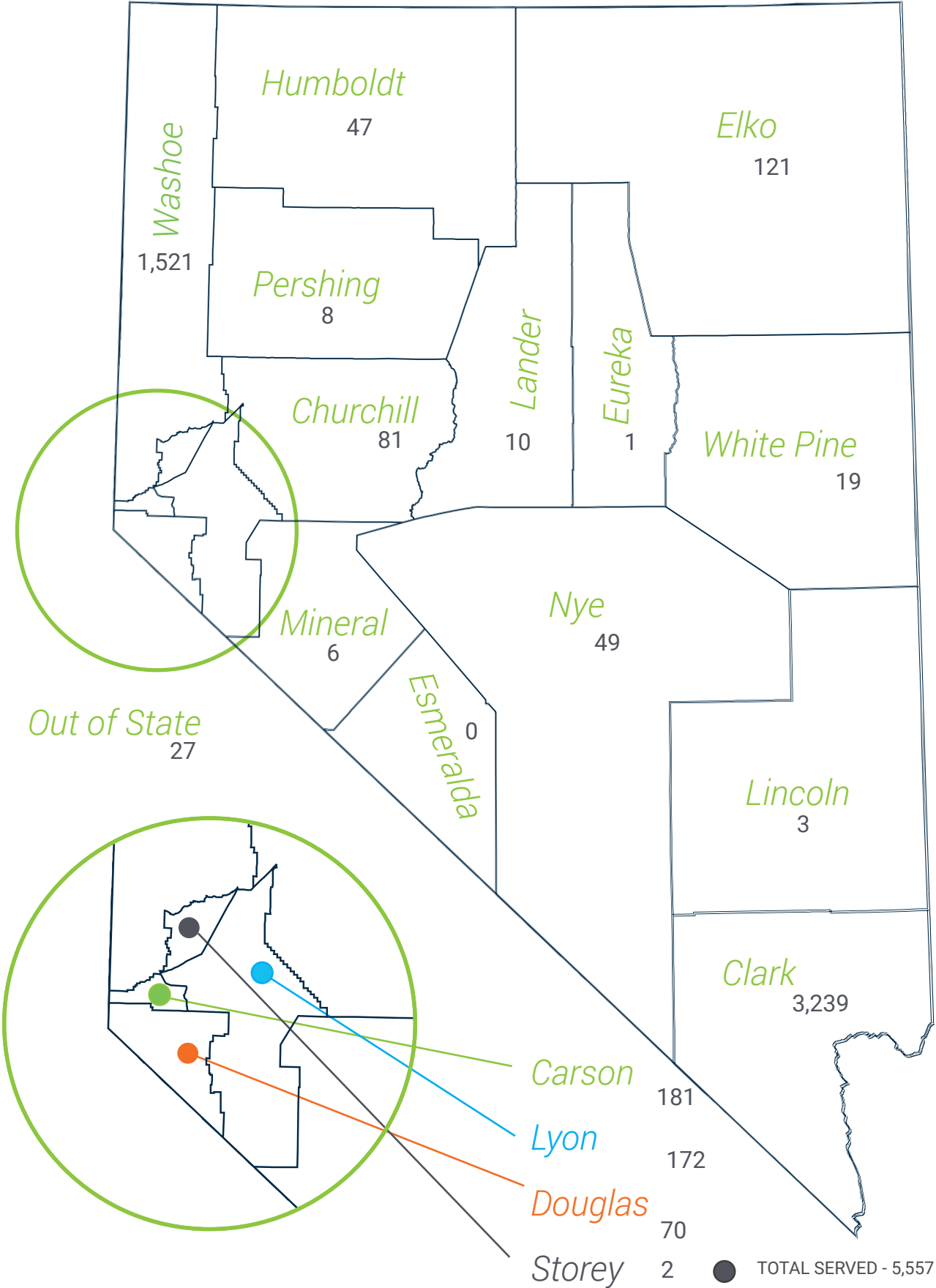
He began his career in Vocational Rehabilitation in February 2013 as a Vocational Rehabilitation Counselor II at the Reno Corporate Office. Marshal was promoted to VR Counselor III in June 2016 and was again promoted in December 2018 to VR Supervisor. As a supervisor, he managed the VR Carson City and Reno teams and developed strong collaborations within the Carson City School District and in Washoe County. He served as a key representative for VR and VR programs such as early intervention and psychosis for transition-age youths and adults. In March 2022 Marshal was again promoted to his current posting as a District Manager I of the newly formed district 3 which includes all programming within Bureau of Services to the Blind and Visually Impaired (BSBVI) and Pre-Employment Transition Services (Pre-ETS).



As the statewide manager over blind services and Pre-ETS programs, Marshal hopes to ensure all Nevadans with disabilities excel, have a voice, and reach their goals of working in their community by ensuring they have access to resources and supports to empower themselves and to create a streamlined process for efficiency, accessibility, clarity and unity through the Vocational Rehabilitation process.

Marshal is a talented mentor and continues to serve as a representative of the program to promote and coordinate efforts to achieve goals and objectives for all Nevadans.

SERVICE MAP 2021-2022





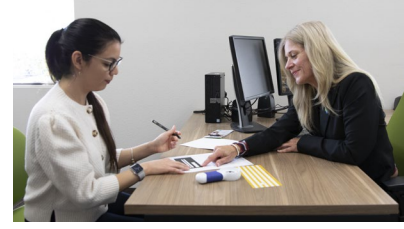
VR Nevada provides vocational rehabilitation services to individuals with disabilities to obtain and maintain jobs.



VR Nevada administers the Supported Employment Program to expand employment options for individuals with the most significant disabilities through intensive training, supervision, and other vocational rehabilitation services.

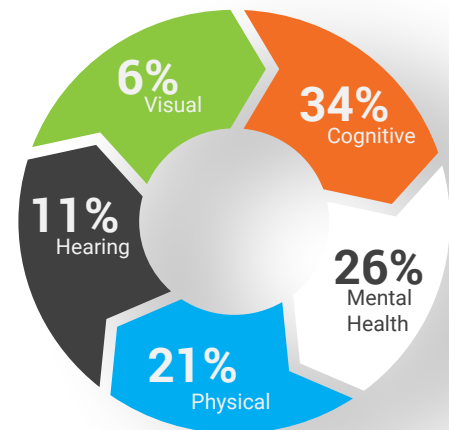
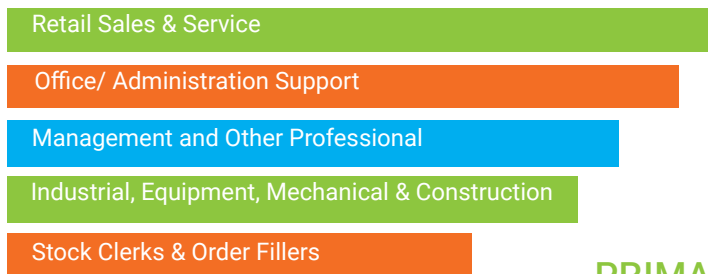


VR Nevada works closely with Nevada's businesses to fulfill their needs for trained and skilled employees in any area of commerce.



VR Nevada helps students with disabilities to successfully transition from secondary school to work or higher education.

TOP 5 JOB TITLES OF SUCCESSFULLY EMPLOYED CLIENTS



PRIMARY DISABILITY BREAKDOWN OF SERVED CLIENTS

VR NEVADA SERVICES INCLUDE:

- Counseling and Guidance
- Assistive Technology
- Occupational and Vocational Training
- Job placement and development
- Transportation

FACTS FOR FFY22

- 5,557 participants served
- 552 individuals achieved employment
- \$15.79 average hourly wage
- 1,121 students served pre-employment transition services



751 Basque Way
 Carson City, NV 89706



Drazen Elez, Administrator
 DETR Rehabilitation Division
 d-elez@detr.nv.gov



Mechelle Merrill MS, CRC, CPM
 Deputy Administrator of Programs
 mwmerrill@detr.nv.gov

Find VR Nevada on :



OFFICE LOCATIONS

BUREAU OF VOCATIONAL REHABILITATION

Address	Phone
1933 North Carson Street, Carson City, NV 89701 (Carson)	(775) 684-0400
4001 South Virginia Street, Suite H-1, Reno, NV 89509 (Washoe)	(775) 284-9600
1325 Corporate Boulevard, Reno, NV 89502 (Washoe)	(775) 823-8100
2281 Pyramid Way, Sparks, NV 89431 (Washoe)	(775) 284-9520

Address	Phone
172 6th Street, Elko, NV 89801 (Elko)	(775) 753-1931
475 West Haskell Street, Suite 2, Winnemucca, NV 89445 (Humboldt)	(775) 623-6544
1500 Avenue F, Suite 1, Ely, NV 89301 (White Pine)	(775) 289-1675
121 Industrial Way, Fallon, NV 89406 (Churchill)	(775) 423-6568

Address	Phone
3405 South Maryland Parkway, Las Vegas, NV 89169 (Clark)	(702) 486-0100
3016 West Charleston, Suite 200, Las Vegas, NV 89102 (Clark) (Humboldt)	(702) 486-5230
4500 E. Sunset Road, Suite 40, Henderson, NV 89014 (Clark)	(702) 486-0300
2827 Las Vegas Boulevard North, North Las Vegas, NV 89030 (Clark)	(702) 486-0200
2827 Las Vegas Boulevard North, North Las Vegas, NV 89030 (Clark)	(702) 822-4214

