

2026 ANNUAL REPORT

Nevada State Rehabilitation Council

Nevada
Vocational Rehabilitation



EXECUTIVE SUMMARY

OVERVIEW

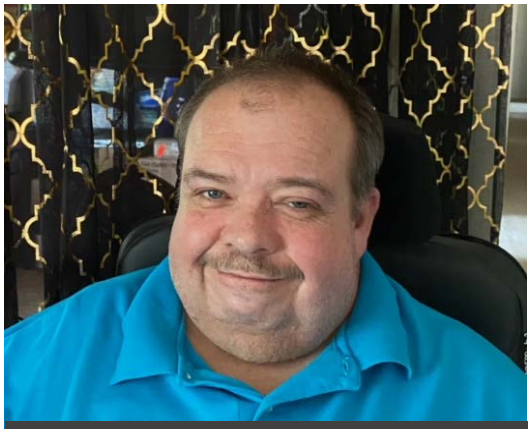
-What did we accomplish in 2026?
-How did performace change compared to prior years?
-What were the biggest wins?
-What challenges remain and how will we address them?

KEY METRICS

SNAPSHOT

-Number of clients served
-Number achieving employment
-Average wage
-students served (Pre-ETS)
-MSG & Credential Rates
-business engagement highlights
-cost per closure

LETTER FROM THE CHAIR
JACK MAYES



Jack Mayes
Chair of NSRC

On behalf of the Nevada State Rehabilitation Council (NSRC), I am honored to present this year's Annual Report. Over the past year, the Council has continued to demonstrate its deep commitment to empowering Nevadans with disabilities to achieve meaningful, competitive, and integrated employment outcomes.

Through our ongoing partnership with the Bureau of Vocational Rehabilitation and Services to the Blind and Visually Impaired, the Council maintained full membership representation and held all scheduled public meetings to ensure transparency and accountability in service delivery. Together, we engaged diverse community voices, including individuals with lived experience, advocates, educators, business leaders, and rehabilitation professionals, to inform strategic planning and policy direction.

We are proud of the key accomplishments you will find in this report including:

- *VR Nevada's commitment to strengthen collaborative partnerships with schools, employers, and service providers to expand access to Pre-Employment Transition Services (Pre-ETS) for students and youth with disabilities.*
- *Supporting program leadership in ensuring alignment with federal performance metrics and guiding improvements that directly impact the quality of consumer experiences.*
- *Reviewing the use of federal and state funding to ensure that resources continue to be maximized to support both innovative service delivery and core vocational rehabilitation outcomes.*
- *And perhaps most importantly, centering our work on the voices and stories of those being served, lifting up success stories that highlight the transformational power of vocational rehabilitation.*

As we look to the year ahead, we reaffirm our mission to uphold a system that is consumer-driven, outcomes-focused, and rooted in equity and access. The challenges may be evolving, but so is our commitment to ensure every Nevadan with a disability has the opportunity to thrive in the workforce and in their communities.

Thank you for your continued support, collaboration, and advocacy.

Jack Mayes
Chairman

PARTNERSHIP
NSRC + VR Nevada

The Nevada State Rehabilitation Council (NSRC) and the Bureaus of Vocational Rehabilitation and Services to the Blind and Visually Impaired collectively named "VR Nevada" partner to advance competitive integrated employment, independence, and economic self-sufficiency for Nevadans with disabilities. This partnership serves as a call to action to elevate and respond to the voices of individuals served by the Nevada Vocational Rehabilitation program and to support meaningful stakeholder engagement statewide.

Through collaboration and shared accountability, the NSRC and VR Nevada help ensure individuals with disabilities have access to the resources and supports needed to achieve their employment goals, while maintaining program effectiveness and compliance with federal requirements.

LETTER FROM THE ADMINISTRATOR
DRAZEN ELEZ



Drazen Elez
Administrator
DETR Rehabilitation

It is my privilege to share this year's Nevada State Rehabilitation Council Annual Report. What stands out most in 2025 is not just the work we accomplished, but the consistency with which our teams continued to deliver high-quality services during a period of sustained growth in demand.

This year, 8,294 clients were served, representing a 13% increase over last year's 7,339 clients served. This sustained upward trend reflects rising public awareness and growing trust in VR Nevada. Of those served, 425 individuals achieved employment, earning an average wage of $19.35 per hour. This represents continued wage growth over prior years and shows that VR clients are not only working—they are obtaining jobs with stronger earnings potential and higher-quality career pathways.

The average length of cases now stands at 677 days, underscoring VR Nevada's commitment to serving individuals with significant and complex needs with the persistence, support, and individualized planning they deserve.

Youth services also experienced major expansion. VR Nevada provided Pre-Employment Transition Services to 2,571 students, up from 2,124 last year, across 14 school districts and 64 schools—the largest reach in program history. This growth reflects strengthened partnerships with schools, increased staffing, and strategic investment in transition services statewide.

Adult services advanced significantly as well. Legislative support enabled additional staffing and enhanced our ability to serve more adults with disabilities seeking competitive, integrated employment. The 700-Hour Program—which creates direct pathways into State of Nevada employment for adults with disabilities—continued to grow and remains one of Nevada's most impactful tools in expanding inclusive hiring across state agencies.

Modernization efforts continued to accelerate. From the statewide expansion of NevadaTRIP, launched in 2024, to enhanced employer partnerships, new collaborative training models, and strengthened supported employment services, VR Nevada remains focused on building a future-ready, customer-centered service model driven by modernization, data integrity, and accessibility.
We also recognize the exceptional commitment of our employer partners through the Disability Inclusion Partner initiative and the powerful success stories featured throughout this report. These partnerships are essential to creating a workforce that embraces diversity and promotes opportunity for all Nevadans.

Finally, I extend my sincere appreciation to the Nevada State Rehabilitation Council. Your leadership and partnership ensure accountability, innovation, and a shared vision for a more inclusive Nevada.

Together, we are building a state where every person has the opportunity to work, contribute, and thrive.

Drazen Elez
Administrator, DETR Rehabilitation Division



ABOUT
NEVADA STATE REHABILITATION COUNCIL

COUNCIL ROLE & MISSION

-Advisory Role
-Oversight and accountability
-Contribution to strategic planning

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.

COUNCIL COMPOSITION

The Council has a minimum of 16 members as required by the Rehabilitation Act of 1973 as amended. We value all the positions and would like to fill the vacancies.

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 here:

Apply Here:

OUR COUNCIL MEMBERS



ROBIN KINCAID

Member

Parents Training & Information Center Rep.



ASHLEY DE LOERA

Member

VR Counselor Representative



CHARLES "CHUCK" NEUWOHNER

Member

Community Rehabilitation Program Rep.



JENNIFER KANE

Member

State Educational Agency Representative



REBECCA ROGERS

Member

Individuals with Disabilities, Advocate Representatives



OBIOMA OFFICER

Member

Individuals with Disabilities, Advocate Representatives



DAWN LYONS

Member

State Independent Living Council Representative



EDWARD ESTIPONA

Member

State Workforce Investment Board Representative



MARY BRABANT

Member

Business, Industry and Labor Representatives



REBECCA JAYAKUMAR

Member

Business, Industry and Labor Representatives



SANDRA SINICROPE

Member

Business, Industry and Labor Representatives



DAVID NUESTRO

Member

Business, Industry and Labor Representatives

2026 PERFORMANCE OVERVIEW
CLIENTS SERVED & EMPLOYMENT OUTCOMES

425

Clients Achieved Employment

$19.35+

Average Wage

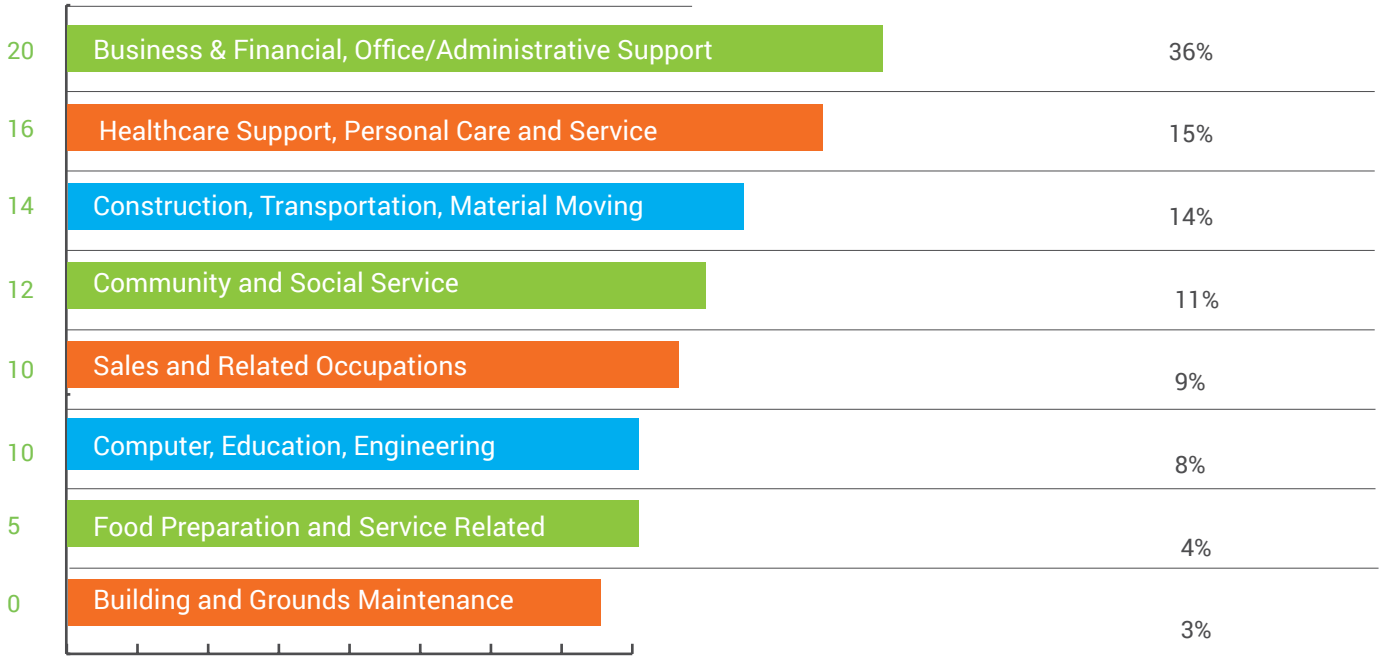
8,294+

Clients Served

677 days

Average Length of Cases

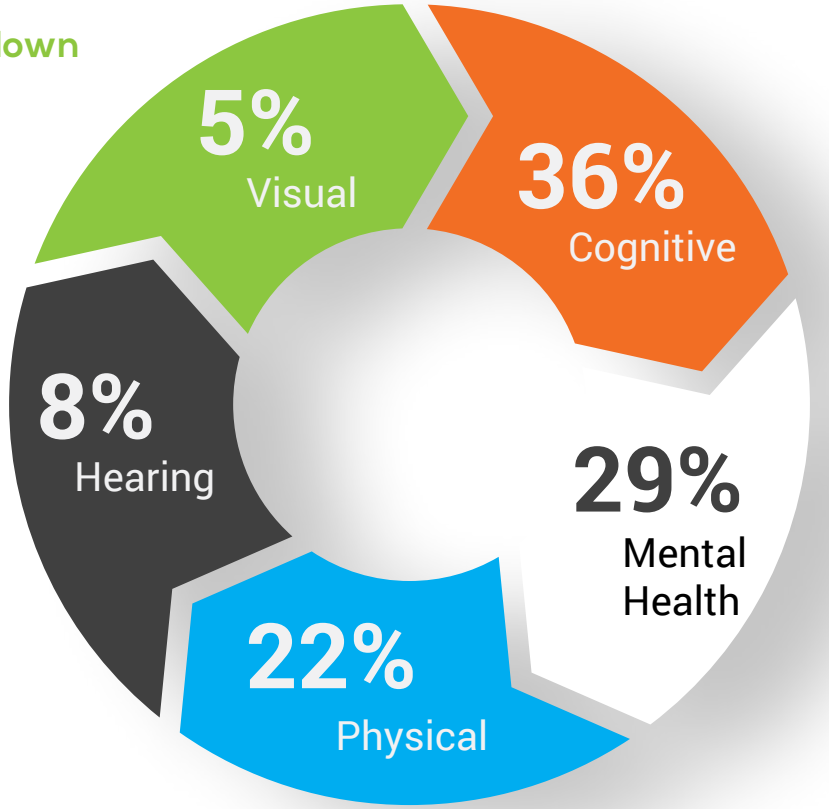
TOP 8 OCCUPATIONS OF SUCCESSFULLY EMPLOYED CLIENTS



2026 PERFORMANCE OVERVIEW

CLIENTS SERVED & EMPLOYMENT OUTCOMES

Primary Disability Breakdown of Served Clients



CLIENT SATISFACTION WITH VR SERVICE DELIVERY IN %

These data are derived from customer satisfaction survey results, which assess clients' satisfaction with various aspects of the Vocational Rehabilitation process and their outcomes.

87%

Meeting Goals

91%

Counselor Interactions

**VR staff treated them with dignity and respect*

92%

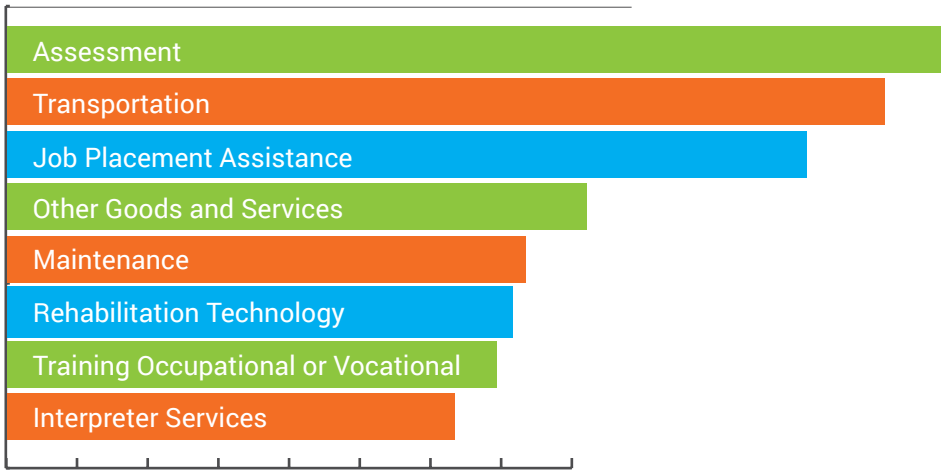
Office Accessibility

90%

Would Recommend

FEDERAL PERFORMANCE MEASURES

TOP 8 SERVICES PROVIDED



	2025	Previous Year
Assessment	2394	2186
Transportation	1862	1841
Job Placement Assistance	1319	1207
Other Goods and Services	712	699
Maintenance	559	478
Rehabilitation Technology	463	462
Training Occupational or Vocational	403	415
Interpreter Services	370	388

Program Year 07/01/2024 - 06/30/2025

51% MSG Rate

49% Credential Rate

Average Cost per closed case in FFY 2025

$4,789 Vocational Rehabilitation

$5,696 Supported Employment

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.

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)



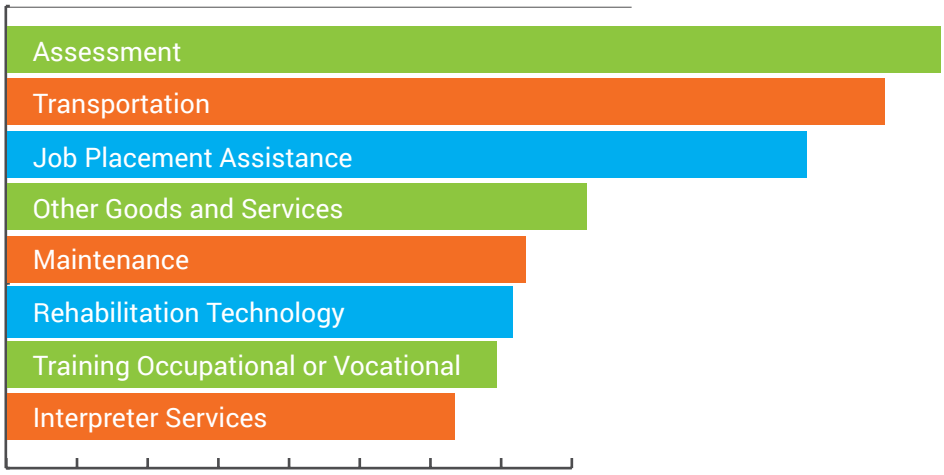




SUPPORTED EMPLOYMENT (SE) OUTCOMES	*2023*	*2024*	*2025*
1. SE Clients Served	833	933	1142
2. SE Successful Closures	130	112	104

SERVICES PROVIDED & PROGRAM IMPACT

TOP 8 SERVICES PROVIDED



	2025	Previous Year
Assessment	2394	2186
Transportation	1862	1841
Job Placement Assistance	1319	1207
Other Goods and Services	712	699
Maintenance	559	478
Rehabilitation Technology	463	462
Training Occupational or Vocational	403	415
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SERVICE EFFECTIVENESS - NEW SECTION



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 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 IEP. The services can be provided to students in Nevada starting as early as 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 transition 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

2,571 Students

14 School Districts

64 Schools Served

Students with Disabilities (SWD) Who Received Pre-Employment Transition Services (Pre-ETS) FFY25

$3,810,534 Total Spent on Services Provided

PRE ETS PROGRAM HIGHLIGHTS

ALL CAMPS - DAY AND OVERNIGHT







In June 2026, Nevada students participated in two transformative programs—CRAVE Camp and Beyond the Deaf Home Camp—each designed to empower youth with disabilities through education, connection, and hands-on experience.

CRAVE Camp focuses on Careers, Recreation, and Vocational Education, offering students an opportunity to explore career paths, develop self-advocacy and leadership skills, and experience college life firsthand at UNLV.

PAES LABS IN NEVADA

HELPING STUDENTS EXPLORE THEIR FUTURE

Across Nevada, PAES Labs have become a key part of how VR Nevada supports students through Pre-Employment Transition Services (Pre-ETS). These labs give middle and high school students with disabilities a hands-on way to explore different types of work in a safe, realistic setting. Students can try out hundreds of tasks from technology and business activities to service, construction, and production, helping them discover what they enjoy and where their strengths are. For many students, PAES is the first time they get to see themselves in a future career.

NEVADA TRIP of a lifetime

NEVADATRIP.NV.GOV

The website is publicly available to all through the Vistor's Pass. It is also available for Student Registration in the school districts of:
Carson City, Humboldt, White Pine, Douglas, Nye, and Pershing with more districts to come!

» Spring 2027: Elko, Eureka, Lander, Lincoln, Lyon, Washoe

» October 2027: Churchill, Clark, Esmeralda, Mineral, Storey and the State Public Charter School Authority



PROGRAM INNOVATION & MODERNIZATION
NEW SECTION



Based on Administrator message
-Technology improvements
-Data modernization
-Accessibility initiatives
-Service delivery enhancements





VR NEVADA

OFFICE OF DISABILITY EMPLOYMENT POLICY

The Office of Disability Employment Policy (ODEP) is the home of VR Nevada's Public Policy and Business Services Teams.

OPTIMIZING WORK FOR NEVADA BUSINESSES AND PEOPLE WITH DISABILITIES.

1 *Outreach & Engagement*

Human-to-human outreach that builds long-term employer relationships – not one-off placements.

2 *Talent Acquisition & Hiring*

Inclusive hiring consulting, talent matching, work-based experiences, and on-the-job training

3 *Retention & Optimization*

Accommodations consulting, ADA guidance, and assistive technology that keep strong employees working.

4 *Impact & Policy*

Data, research, and cross-agency policy work and systems innovation that moves the whole VR system forward.

BUSINESS SERVICES TEAM OUTREACH AND TRAINING JULY 1, 2025-JUNE 30, 2026



409
*Employer meetings and engagements***

120
One-on-one employer meetings

115
Community workforce events, job fairs, and employer tours attended

130
Individuals trained through 15 Windmills disability awareness training sessions

302
Unique employers hired a VR Nevada client in State Fiscal Year 2025-2026

**An engagement is a substantive, two-way conversation/engagement with an employer — not a mailing-list touch.

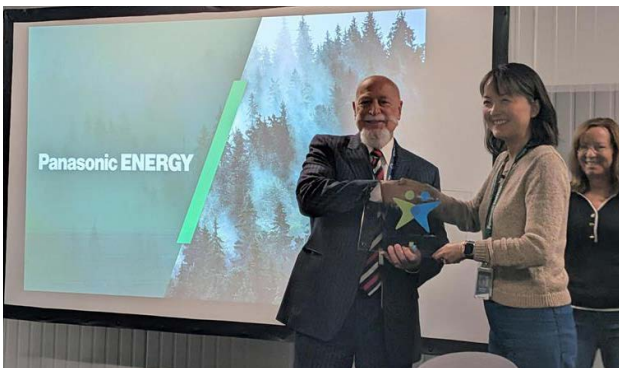
VR NEVADA DISABILITY INCLUSION
FEATURED EMPLOYERS

The Disability Inclusion Partner Initiative recognizes Nevada businesses that advance inclusion in the workplace by hiring and supporting VR Nevada participants. Partners receive a window sticker, a custom crystal award, and/or a wall-mounted plaque – visible ways to signal to their customers that they proudly employ workers with disabilities.
All recognitions are based on one State Fiscal Year (July 1, 2025-June 30, 2026)

Awards are presented at the employer's place of business by VR Nevada executive staff, District Managers, Business Services Team members, Internal Job Development supervisors, and other dignitaries.



City of Las Vegas



Panasonic - Las Vegas, NV



Khoury's Market
Spring Creek, NV



Alllied Universal Event Services
Las Vegas, NV

WHAT NEVADA EMPLOYERS GET – AT NO COST

- *Tax credit and incentive guidance*
- *Disability awareness training*
- *Inclusive job descriptions, screening, and interview practices*
- *Community Based Assessments, On-the-Job Training, and Work Based Experiences*
- *Consultation on ADA responsibilities*
- *Connections to assistive technology (AT) experts*
- *Job-site walkthroughs and informal accessibility reviews*
- *Proactively prevent job loss*

PLACE HOLDER



VR clients hired by NV employers saw their

13%

after inflation between Federal Program Years 2020 and 2024.

VR Nevada is

1ST

out of the Western states in median earnings growth of VR clients Federal Program Year 18-24.

Contact Us:

RETIREMENT MESSAGE
MECHELLE MERRILL



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WEST MERRILL

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CLIENT
SUCCESS STORIES

FULL STORIES ONLINE
https://vrnevada.nv.gov/success-stories/



MAXX VANLOBENSELS

"I feel ready to get a job."

Maxx participated in the Summer Youth Internship Program (SYIP), gaining valuable workplace experience while exploring his interest in human resources and developing skills to support his future career goals. Through SYIP workshops focused on soft skills and financial literacy, Maxx also gained tools to prepare for competitive employment.

One of the most meaningful parts of the experience for Maxx was the connection he built with the DHRM team. He described the team as "awesome" and appreciated the positive energy, teamwork, and encouragement he experienced in the office. He shared that he was sad when his internship ended because he genuinely enjoyed working with everyone and continues to think about his coworkers. Maxx also expressed appreciation for Keisha Harris and the support she provided throughout his experience.

State of Nevada, Department of Administration, Division of Human Resource Management (DHRM)



NATALEIGH HENRICKSEN

Quote

Nataleigh Henricksen participated in this year's Summer Youth Internship Program (SYIP), gaining valuable workplace experience while developing skills to support her future career goals.

From July 13 through August 6, Nataleigh interned with the State of Nevada State Public Charter School Authority under the guidance of supervisor Karie Sarabia and her team. She supported the office with filing, scanning, document storage, and other administrative tasks.

What began as a summer internship became an opportunity for continued employment and career development—showing how a strong work ethic and the right opportunity can create a pathway toward a young person's future.

"Karie described Nataleigh as "smart" with a "positive attitude," noting that it was a privilege to train and work alongside her."

Nevada State Public Charter School Authority

CLIENT SUCCESS STORIES

FULL STORIES ONLINE
https://vrnevada.nv.gov/success-stories/



CHARLES FOX

"I am thankful for VR because of all the great people who helped me on my journey."

What services were provided:
Counseling & guidance, soft skills training, Supported Employment job development services, job coaching, job retention follow-alongs, transportation, interview/work attire.

Where the client is working:
Airline Passenger Assistant at the Reno Airport through ABM.

Wage: $13/hour plus tips.

Outcome of case: Projected to successfully close end of September 2026.??

"It has been incredibly rewarding seeing Charles's hard work, dedication, and persistence pay off."



ELI WESTPHALEN

"I am proud of my work and thank the council and staff for advocating for people with disabilities and helping them succeed."

What services were provided:
Project Search.....

Where the client is working:
Operating room supply department at Mountain View Hospital, Las Vegas

Wage: $??/hour plus tips.

Outcome of case: Permanent employment with Mountain View Hospital.

"Placeholder."

SUNRISE HEALTH
SUNRISE | MOUNTAINVIEW
SOUTHERN HILLS | SUNRISE CHILDREN'S

IN MEMORIAM
JUDITH SWAIN



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PROUD PARTNERS

Carson City School District
CCSD Clark County School District
CSN College of Southern Nevada
Washoe County School District
Lyon County School District
Western Nevada College
UNLV College of Education
Sephora
Nevada Department of Education Nevada Ready!
Opportunity Village Pride. Purpose. And a Paycheck.
PAES
Nevada Trip of a lifetime
goodwill
Project SEARCH
education: associates Job Ready. Life Ready.
TheNextStep Support. Transition. Employment. Performance.
tapestry
The 700-Hour Program

NUMBER OF CLIENTS SERVED
BUREAU OF VOCATIONAL REHABILITATION

- CARSON - 286
- CHURCHILL - 98
- CLARK - 5306
- DOUGLAS - 111
- ELKO - 124
- ESMERALDA - 0
- EUREKA - 7
- HUMBOLDT - 46
- LANDER - 5
- LINCOLN - 2
- LYON - 220
- MINERAL - 7
- NYE - 22
- PERSHING - 11
- STOREY - 4
- WASHOE - 1969
- WHITE PINE - 50
- OUT OF STATE - 26

Nevada
Vocational Rehabilitation
A Proud Partner of American Job Center of Nevada
At Work for Disability Inclusion

Administration Office
500 E. 3rd Street
Carson City, NV 89713
(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.

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) 2023, NEVADA VR RECEIVED $19,940,576 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 ($5,397,298). FOR PURPOSES OF THE SUPPORTED EMPLOYMENT PROGRAM, FEDERAL FUNDS PAID 95 PERCENT OF THE TOTAL COSTS. IN FFY 2023, NEVADA'S VR PROGRAM RECEIVED $26,235 IN FEDERAL SUPPORTED EMPLOYMENT FUNDS. STATE APPROPRIATED FUNDS PAID 5 PERCENT ($2,161) 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 2023, REHABILITATION DIVISION RECEIVED $269,996 IN FEDERAL GRANT FUNDS FOR THIS PROGRAM. FUNDS APPROPRIATED BY THE STATE PAID 10 PERCENT ($30,000) OF THE TOTAL COSTS INCURRED UNDER THE OIB PROGRAM.

OFFICE LOCATIONS
BUREAU OF VOCATIONAL REHABILITATION

Carson City	Phone
1933 North Carson Street, Carson City, NV 89701 (Carson)	(775) 684-0400
Elko	**Phone**
172 6th Street, Elko, NV 89801 (Elko)	(775) 753-1931
Ely	**Phone**
1500 Avenue F, Suite 1, Ely, NV 89301 (White Pine)	(775) 289-1675
Fallon	**Phone**
121 Industrial Way, Fallon, NV 89406 (Churchill)	(775) 426-6568
Henderson	**Phone**
4500 E. Sunset Road, Suite 40, Henderson, NV 89014 (Clark)	(702) 486-0300
Las Vegas	**Phone**
3405 South Maryland Parkway, Las Vegas, NV 89169 (Clark) 3016 West Charleston, Suite 200, Las Vegas, NV 89102 (Clark) 6330 West Charleston, Suite 190, Las Vegas, NV 89102 (Clark)	(702) 486-0100 (702) 486-5230 (702) 822-4214
North Las Vegas	**Phone**
2827 Las Vegas Boulevard North, North Las Vegas, NV 89030 (Clark)	(702) 486-0200
Reno/Sparks	**Phone**
4001 South Virginia Street, Suite H-1, Reno, NV 89509 (Washoe) 1325 Corporate Boulevard, Reno, NV 89502 (Washoe) 2281 Pyramid Way, Sparks, NV 89431 (Washoe)	(775) 284-9600 (775) 823-8100 (775) 284-9520
Winnemucca	**Phone**
475 West Haskell Street, Suite 2, Winnemucca, NV 89445 (Humboldt)	(775) 623-6544

YOU CAN ALSO FIND US ON:

VRNevada.nv.gov