



Nevada

Vocational Rehabilitation

A Proud Partner of American Job Center of Nevada

At Work for Disability Inclusion

2026

Nevada State
Rehabilitation Council

ANNUAL REPORT



EXECUTIVE SUMMARY

OVERVIEW

- What did we accomplish in 2026?
- How did performance 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

RAQUEL O'NEILL



Raquel O'Neill
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.

Raquel O’Neill, LCSW, CVRT

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.

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. The category and current members follow.

BECOME A NSRC COUNCIL MEMBER

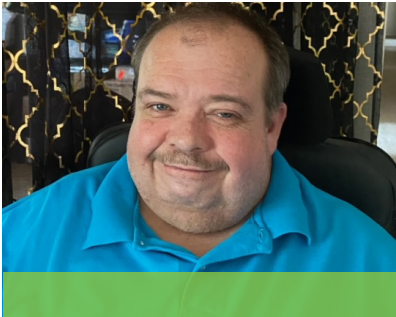
For more information on becoming a council member, contact the Rehabilitation Division Administration office at 775-687-6860.

Applications for Gubernatorial appointment to the Council may be found at https://hal.nv.gov/form/Governor/Boards_and_Commissions_Application

Apply Here:



OUR COUNCIL MEMBERS



JACK MAYES
Vice Chair

Retired Executive Director of NDALC



LAURA THOMPSON
Member

VR Nevada Counselor Rep.



JUDITH SWAIN
Member

Opportunity Village



ROBIN KINCAID
Member

Nevada PEP



JENNIFER KANE
Member

Nevada Department of Education



DAWN LYONS
Member

Statewide Independent Living Council (SILC)



REBECCA ROGERS
Member

Disabilities Advocate



CYNTHIA GUSTAFSON
Member

Strategic Progress



SANDRA SINICROPE
Member

The Joy Group, LLC



DAVID NUESTRO
Member

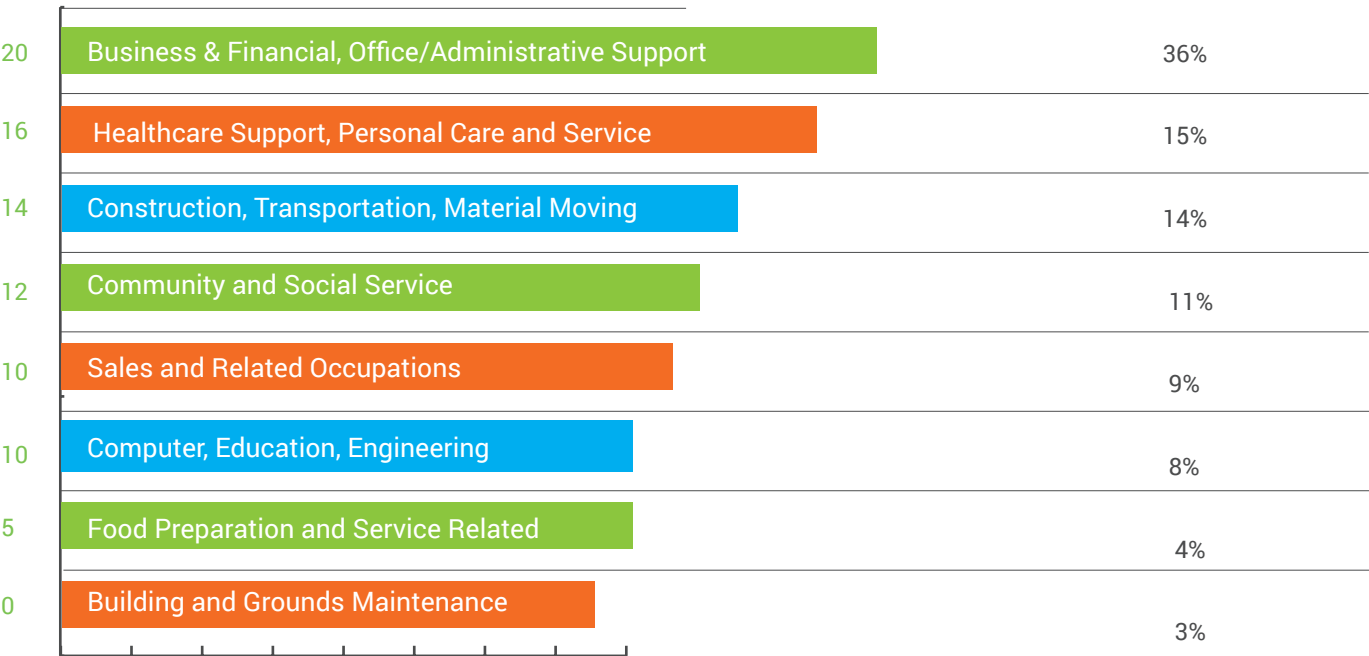
Redhead Supports

2026 PERFORMANCE OVERVIEW

CLIENTS SERVED & EMPLOYMENT OUTCOMES



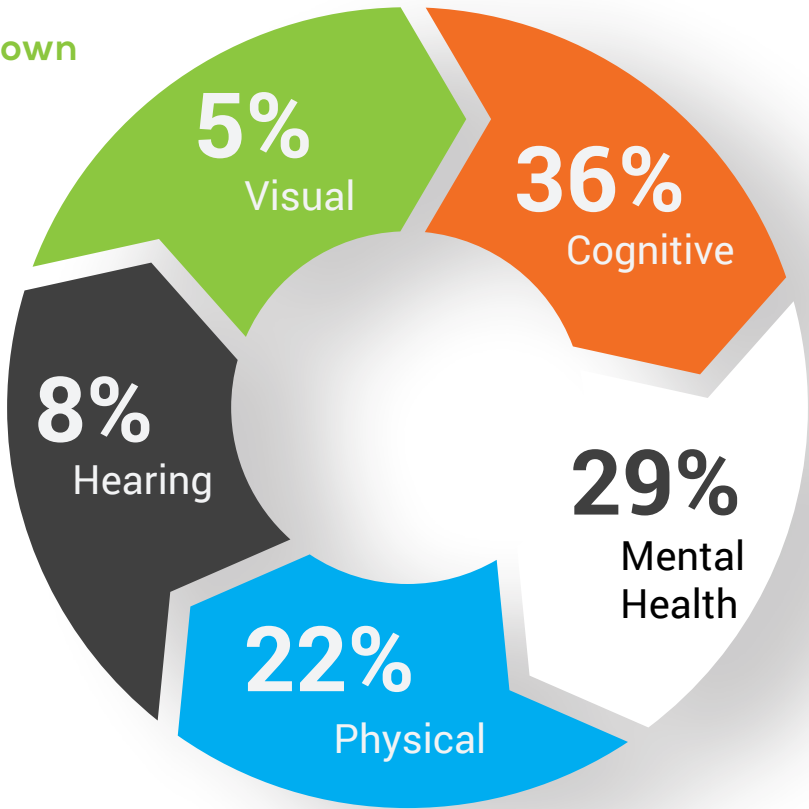
TOP 8 OCCUPATIONS OF SUCCESSFULLY EMPLOYED CLIENTS



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.



Meeting
Goals



Counselor Interactions
*VR staff treated them with
dignity and respect



Office
Accessibility



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.

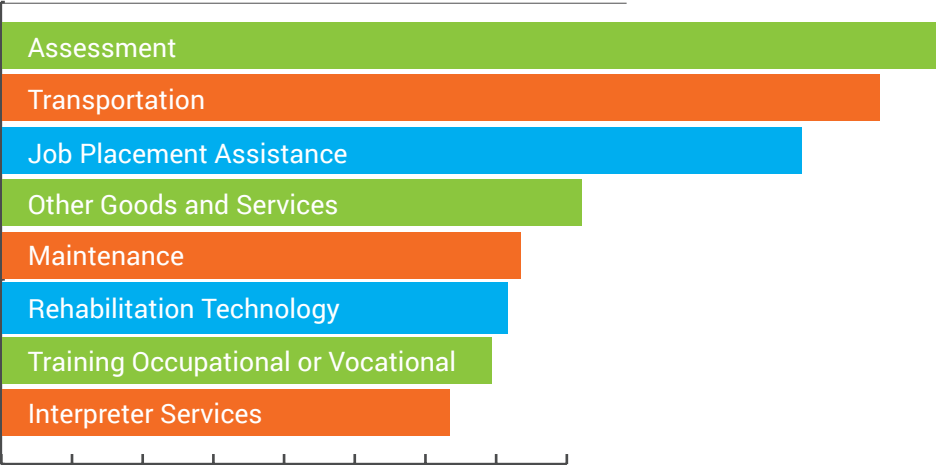
(Section 7(38) of the Act and §363.1(b) of the regulations)



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
2394	2186
1862	1841
1319	1207
712	699
559	478
463	462
403	415
370	388

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



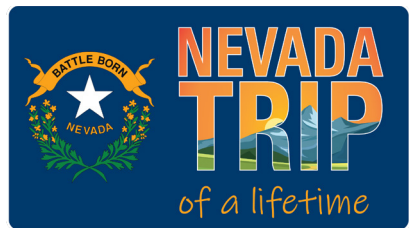
In June 2025, Nevada students participated in two transformative programs—CRAVE Camp and Beyond the Deaf Home Camp—each designed to empower youth with disabilities through education, connection, and hands-on experience.

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.



NEVADATRIP.NV.GOV

The Nevada TRIP (The Roadmap Through Innovative Partnerships) interactive website is a powerful tool helping students with disabilities, their parents, and educators navigate the process from elementary to middle to high school and beyond to adult life and independence.



EMPLOYER PARTNERSHIP AND BUSINESS ENGAGEMENT



Department of Human Services

53

EMPLOYMENTS



12

EMPLOYMENTS

BUSINESS DEVELOPMENT OUTREACH

BUSINESS SERVICE TEAM EVENTS

- Carson Valley Chamber of Commerce Career Fair
- Autumn Career Fair at Reno Town Mall
- EmployNV Spring Job Fair – Las Vegas
- BBSI Lunch and Learn
- TMCC Disability Resource Fair
- Las Vegas Chamber

Contact Us:



VR NEVADA DISABILITY INCLUSION PARTNER INITIATIVE

The VR Nevada Disability Inclusion Partner Initiative recognizes businesses in the State of Nevada that hire Nevada VR clients. Businesses can be presented the Disability Inclusion Partner window stickers, custom crystal award, and/or wall mounted plaque. The VR Disability Inclusion designation can be used by your company and will let your customers know you proudly support disability inclusion.

Criteria for recognition will vary by level of Business size (small, medium, and large). All criteria recognitions are based on 1 calendar year. The criteria for most of the awards are based upon the following measures:
Small Businesses will be based on 25 or less employees.
Medium Businesses will be 26 to 50 employees.
Large Businesses will be 51 to 100+.

All awards are presented at the employers’ place of business. Presenters are from the VR Executive staff, local VR District Managers, Business Services team members, Supervisors from the Internal Job Development team, and other dignitaries.



Goodwill of Southern Nevada Las Vegas, NV

We were thrilled to honor their ongoing commitment to creating meaningful employment opportunities for individuals with disabilities. During our visit, Mary Brabant, Director of Disability and Volunteer Programming, and Rick Neal, CEO, shared inspiring words about Goodwill’s strong partnership with VR Nevada and their shared dedication to fostering inclusion and empowerment in the workplace.

Home Depot Reno, NV

The VR Nevada team had the privilege of visiting the West Reno Home Depot to present the store with our Disability Inclusion Partner Award. The award was presented to Serena O’Beirne, Associate Support Department Supervisor, along with team members Marti, AJ, Joseph, Noah, Bruno, Nick, and Angelo. Together, we’re making a positive impact and paving the way toward a more inclusive future for all.

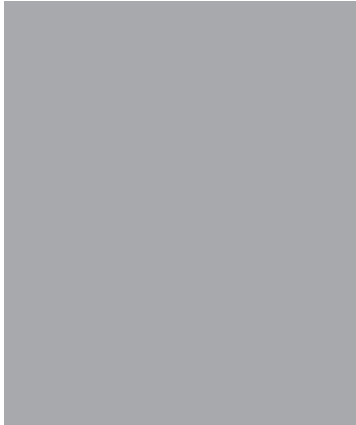


PROGRAM INNOVATION & MODERNIZATION NEW SECTION



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

RETIREMENT MESSAGE
NEW SECTION



WEST MERRILL

LEGISLATIVE & POLICY UPDATE
LEGISLATIVE SESSION

Troy Jordan
Deputy Director of Programs, DETR

The 2025 legislative session ended in June and there was subsequent special session this November. During the regular session, the legislature appropriated the largest amount of general fund money to the vocational rehabilitation bureau, which was a significant victory for our agency, our staff, and the members of the public we serve. On the other hand, several significant bills did not pass during the 2025 general session. The following bills affecting the bureau were considered by the legislature during the 2025 session

I. Bills that passed:

AB 407: This bill requires an original equipment manufacturer of certain equipment designed for a person with a physical disability to make certain documentation, parts, and tools for the diagnosis, maintenance or repair of the equipment. It also limited the original manufacturer’s liability from certain damage caused by a faulty repair job by a third party.

AB 442: This bill requires government agencies who grant money to non-profits to pay the non-profit for the services within 30 days of the invoice being received by the government agency

AB 284: This bill requires Medicaid in Nevada to establish reimbursement rates for epilepsy treatment and therapy devices.

II. Bills that failed:

AB 395: This bill requires healthcare facilities to have qualified sign language interpreters for people who are deaf and hard of hearing available either on site or remotely for patients.

AB 247: This bill requires certain accommodations of persons with physical disabilities at public meetings including Communication Access Realtime Translation and required the department of education to recognize American Sign Language as a foreign or world language course of study.

SB 357: This bill required the state board of education to prescribe standards for programs of instruction or special services for pupils with visual impairments or hearing impairments.

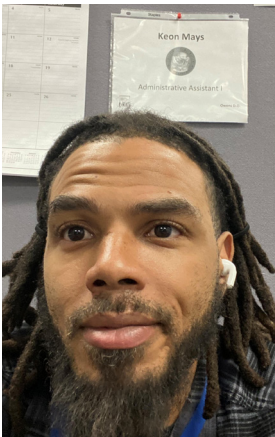


CLIENT SUCCESS STORIES



DONNA BATES
BEN Operator

- Challenge
- Services Received
- Outcome
- Wage/hours
- quote from client



KEON MAYS
DWSS

Keon Mays began his journey with Vocational Rehabilitation in 2022, determined to rebuild his life after a devastating car accident that left him paralyzed from the chest down. Keon never lost sight of his goals. With the encouragement and guidance of his Vocational Rehabilitation counselor, he participated in training, received vehicle modification services, and successfully completed the 700-hour program, gaining valuable experience along the way. The program helped him strengthen his skills, prepare for employment, and regain confidence in his abilities.

Today, Keon proudly works as a Computer Support Specialist with the State of Nevada, DHHS, Division of Welfare, where he applies his technical skills and continues to grow professionally.

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



Quote from employers



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.

CLIENT SUCCESS STORIES



ROCHELLE "ROSE" WILSON
Donetsia's Boutique

At 33 years old, Rochelle "Rose" Wilson has lived with epilepsy for as long as she can remember. Growing up, seizures and light sensitivity made everyday activities challenging, and finding employment seemed nearly impossible. With her VR Nevada counselor's support, she explored work options that matched her strengths and needs. For the first time, she found a job that truly fit – sewing for a small business owned by a kind and understanding employer, Donetsia's Boutique. Her supervisor, Ms. Kelly not only recognized her talent but also made it possible for her to work from home in a safe, comfortable space.

Today, she describes feeling happy, capable, and grateful – both for the work she loves and for the people who helped her get there. She credits Vocational Rehabilitation and her counselor for believing in her and opening the door to independence and purpose.



KERSTIN LAW
Facilitate Joy

Kerstin began her journey with VR in May 2021, during the height of the COVID-19 pandemic. At intake, she held an associate's degree and soon began pursuing her bachelor's in graphic design. With the support of her counselor, she also participated in VR sponsored programs such as CRAVE Camp and Campus Connections, which helped her build confidence and career readiness. Kerstin shared that before working with Vocational Rehabilitation, she feared employment might be out of reach due to challenges associated with autism, particularly communication skills. With her counselor's guidance, she developed her professional skills and secured a three month internship with Facilitate Joy, an organization that supports individuals with autism and ADHD. VR provided transportation assistance, and by the end of the internship, her dedication and creativity led to a permanent part-time position.

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

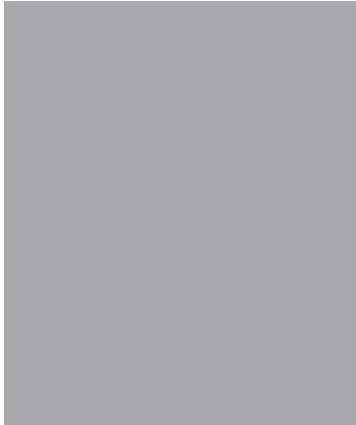


Donetsias Boutique is a small independent online boutique based out of northern Nevada. This small woman owned and operated business offers custom made clothing items and Native American regalia, ribbon skirts, shirts and dresses. Donetsias is known for their intricate work on skirts with removable lace.



Facilitate Joy! helps people, understand and work with their neurodivergent traits, build friendships and community, and address practical, real-world challenges. We appreciate the value of neurological differences while acknowledging the challenges we face.

IN MEMORIAM
JUDITH SWAIN



I remember my interview for the front desk position at Vocational Rehabilitation like it was yesterday. It was September 2018, and I had been referred by Jon Ponder from Hope for Prisoners. The night before, I stayed up researching what VR did because I wanted to be ready — I had never been fully prepared for a job interview before. I wanted this opportunity more than anything. Just six months earlier, I had walked out of prison for the second time after almost four years. I knew my past might hold me back, but I was determined to try.

During the interview, I was upfront about my history. I told the panel I was a felon, recently released from prison, and a recovering addict. I expected judgment — but instead, I was met with kindness. They looked at me not for my past mistakes, but for my potential.

When they told me they wanted to give me a chance, I couldn’t believe it. Two weeks later,

I started at the front desk of the Westbay office. I gave that job everything I had. I learned as much as I could about VR and the people we serve. Six months later, I was promoted to Rehabilitation Technician II — a milestone that showed me how far I had come.

Now, seven years later, I’m still here, proud to work for Vocational Rehabilitation and even prouder to say I’ve been clean for ten years. My clean date is 10/15/2015. I use my story to encourage others who feel trapped by their pasts. When clients tell me they can’t move forward because they’re felons, addicts, or living with a disability, I tell them, “The box you think you’re in is self-made — you have the power to break out.” I know firsthand that change is possible. I’ve lived it. The stigma will always exist, but we don’t have to live under it. We can rise above it. I did — and I’m not done yet.

PROUD PARTNERS

“Simply, we are just better together.”



NUMBER OF CLIENTS SERVED
BUREAU OF VOCATIONAL REHABILITATION

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



OFFICE LOCATIONS

BUREAU OF VOCATIONAL REHABILITATION

A**WINNEMUCCA**

475 W Haskell Street, Suite 2
Winnemucca, NV 89445
775-623-6544

F**SPARKS**

2281 Pyramid Way
Sparks, NV 89431
775-284-9520

B**ELKO**

172 6th Street
Elko, NV 89801
775-753-1931

G**CARSON CITY**

1933 N. Carson St.
Carson City, NV 89701
775-684-0400

C**FALLON**

121 Industrial Way
Fallon, NV 89406
775-426-6568

H**HENDERSON**

4500 E. Sunset Rd., Suite 40
Henderson, NV 89014
702-486-0300

D**ELY**

1500 Avenue F, Suite 1
Ely, NV 89801
775-289-1675

I**NORTH LAS VEGAS**

2827 Las Vegas Blvd North
North Las Vegas, NV 89030
702-486-0200

E**RENO**

4001 S. Virginia St. Suite H-1
Reno, NV 89509
775-284-9600

1325 Corporate Blvd.
Reno, NV 89502
775-823-8100

J**LAS VEGAS**

3405 South Maryland Pkwy
Las Vegas, NV 89169
702-486-0100

3016 W Charleston, Suite 200
Las Vegas, NV 89102
702-486-5230

6330 W. Charleston, Suite 190
Las Vegas, NV 89146
702-822-4214



VRNevada.nv.gov

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