



DEPARTMENT OF HEALTH AND HUMAN SERVICES  
AGING AND DISABILITY SERVICES  
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**MINUTES**

Name of Organization: Nevada Commission on Autism Spectrum Disorders  
Adult/Transition Services and Resources

Date and Time of Meeting: October 21, 2016  
3:45 p.m.

Carson City: Nevada Early Intervention Services/ATAP  
3427 Goni Rd., #102  
Carson City, NV 89706

I. Call to Order/Roll Call

Dr. Scott Harrington called the meeting for the Adult/Transition Services and Resources Subcommittee to order at 3:47 p.m.

Members Present: Scott Harrington, Korri Ward (3:53 to end), Renee Portnell, Ralph Sacrison, Janice John and Steven Cohen

Members Absent: Ruth Sainsbury

Guests Present: Kate McCloskey, Art Reitz, Kelli Walker, Phyllis Cohen

Staff Present: Carol Reitz

A quorum was declared.

II. Public Comment (No action may be taken upon a matter raised under public comment period unless the matter itself has been specifically included on an agenda as an action item)

Mr. Cohen informed the Subcommittee that NSHE (Nevada System of Higher Education) has been working on a resolution related to equal access for all students with disabilities. He stated the word "autism" is not mentioned in the

report due to them taking a broad approach to the resolution in order to garner support. He will send the new copy out.

Dr. Harrington asked what the points of the resolution specify. Mr. Cohen responded that the major issues involve mental health services, Disability Resource Center services, employment and a catch-all for all disabilities.

Dr. Harrington asked Mr. Cohen to send in a synopsis of the resolution.

III. Approval of the Minutes from the September 9, 2016 Meeting

Mr. Cohen made a motion to accept the minutes with the change that was noted. Ms. John seconded the motion. The motion passed.

IV. Presentation and Possible Recommendations of Services Available for Persons with ASD at the Regional Centers

Ms. McCloskey introduced herself as being employed by ADSD in the Developmental Services Unit. She leads the state Quality Assurance team and is the Home and Community-Based Waiver manager for the ID waiver. She stated the presentation will be a brief overview and answer the questions that were sent to her.

The outline of the PowerPoint presentation is included at the end of the minutes as Attachment A.

Dr. Harrington asked Ms. McCloskey what a family should do if they want to be involved in advocacy for services. Ms. McCloskey responded that during the public comment at their budget presentations to legislation would be a good time for families to advocate. She added there are a few community service organizations that organize the testimony such as High Sierra Industries and Opportunity Village. Dr. Harrington added People First also advocates.

Mr. Cohen asked Ms. McCloskey what barriers specific to the ASD community does the Regional Centers see in achieving planned goals for individuals.

Ms. McCloskey said she has not worked directly with individuals but stated that Nevada has started to participate in the National Core Indicator (NCI) project. The data should be ready in January which will report information around individual experiences in developmental disabilities. She added that of the people that were interviewed, only 15% are in competitive employment and 46% of people want integrated employment. They are hoping to address the barriers on a systemic basis from the report. She offered to return in January to present the information.

Mr. Cohen asked Ms. McCloskey where Nevada stood compared to other states. Ms. McCloskey stated that they will be able to benchmark with other states with the NCI. She said there are 48 states that are participating in the project.

Mr. Cohen asked about the type of training that staff and providers receive in individualized case management. Ms. McCloskey responded that there are required trainings that she had mentioned in the PowerPoint. She said there are also orientation and job specific trainings around the individual that they are supporting. They are required to have trainings in the support needs of the individuals. They encourage providers and service coordinators to have the individual participate in the development of what the trainings look like.

Dr. Harrington asked about the person-centered planning training.

Ms. McCloskey stated that ASD requires its entire staff to have person-centered planning training and they have trained 100% of their community staff. They are reaching out to providers to provide the training as well. The Learning Community model is the training that is being used.

Ms. Ward asked if there was any data available for the staff turnover.

Ms. McCloskey responded they don't have any current data on it. She said they may be getting the data from NCI but will need to double-check. Ms. Ward asked if there were people that were underserved or not served due to a lack of service providers. Ms. McCloskey said there are rural communities that do not have community providers which has been a huge barrier and the service coordinators have had to be creative in meeting the needs of the community. The community providers are having difficulty filling the positions. Ms. Ward asked what the barrier was for recruiting staff. Ms. McCloskey reported that there is a pay element.

Ms. Ward asked about the self-directed plan for the rural areas. Ms. McCloskey said the self-directed plan was a pilot project. They would like to bring it back but need to develop a good infrastructure for it. They would need more people to participate in the project. She added they have a self-directed program for wrap-around services for children which has been effective.

Mr. Cohen asked Ms. McCloskey to describe the services available for the north compared to the south not including the rural areas. Ms. McCloskey responded that she does not have the breakdown of providers and the number of people waiting in each region. She added that transportation is a huge issue for people in the rural areas. She said there is a lack of providers statewide that have capacity to do good customized supported employment services.

V. Presentation and Possible Recommendations of Services Available for Persons with ASD at Bureau of Vocational Rehabilitation (BVR)

Ms. Janice John referred the Subcommittee to the handouts that were sent out and posted on the Website. The data that was presented goes into the annual report which will be available in January. She will provide that data when it

becomes available. She also informed the Subcommittee about the fact sheet that gives a breakdown of their services.

The outline of the PowerPoint presentation is included at the end of the minutes as Attachment B.

Dr. Harrington told the Subcommittee that BVR will only place people at employments that are integrated and that will pay at least minimum wage.

Ms. John said the new Workforce Innovation Opportunity Act makes the definition of integrated employment clear that they need to be paid at least minimum wage and they have the opportunity to advance.

Mr. Cohen asked Ms. John to expand on the Career Connect since that has been positive. Ms. John told the Subcommittee that it is a third-party cooperative agreement that allows them to achieve their matched money from the federal government. It is associated with the colleges which includes Truckee Meadows, Western Nevada College, UNLV and Community College. The idea is to work with the clients that are attending the colleges to provide them support services, extra tutoring, counseling and guidance towards completing their degree or certificate program which leads to internships and employment.

Mr. Cohen asked Ms. John how the traditional process of the 90-day closure changed with Career Connect. Ms. John said the law states that you have to demonstrate 90 days of stability in a job. They do not close a case unless the client is able to demonstrate they are able to do the job and the employer is satisfied with the client. It is a benchmark that is set by the federal government and can be extended on an individual basis.

Mr. Cohen asked Ms. John how VR sees themselves bridging the gap between disability employment and nondisability employment and where does Nevada stand compared to other states. Ms. John told the Subcommittee that VR and the Regional Centers are working on many of the projects together. The law has made changes as to who can work in the sheltered workshops and what VR's responsibility would be annually for the 14(c) certification, sheltered workshops. Anyone exiting high school may not go into a sheltered workshop without going to VR first. VR has to provide work experience opportunities for a reasonable amount of time and provide career counseling and pre-employment transition services before they move forward. They have to determine that they cannot benefit from employment at that time. The only exception to the rule would be if the pay was minimum wage or better at the sheltered workshop.

Dr. Harrington asked if there was a resource that will answer the questions that Mr. Cohen had. Ms. John said she can provide that resource.

## VI. Discuss and Determine Agency Trainings on ASD Sensitivity

Dr. Harrington asked the Subcommittee if they should move forward and propose that resources be provided for agency trainings on sensitivity to persons with ASD. He suggested providing a letter to the full Commission during the meeting on November 9<sup>th</sup> in support of the trainings. Mr. Cohen agreed to help Dr. Harrington write the letter.

Ms. Portnell made a motion for the letter to be written by Dr. Harrington with the assistance of Mr. Cohen. Mr. Cohen seconded the motion. The motion passed.

VII. Review and Make Recommendations to the Reimbursement Rates for Supported Living Arrangements

Ms. Ward told the Subcommittee that she would similarly like to write a letter to present to the Commission regarding BCBA services provided by the Regional Centers at a rate that is comparable to the BCBA Medicaid rate for children. She added the Home and Community Based Waiver staff need to attend and be paid for the trainings. The billable rate which is currently \$19.33 should be increased to at least \$25 per hour in order to provide services for adults that are most impacted by autism. She stated that it's very difficult to build the workforce for those working with adults with autism.

Dr. Harrington asked why Ms. Ward wasn't asking for the reimbursement rate of the RBT at \$31.53. Ms. Ward stated that \$25 was the allowed Medicaid rate.

Mr. Sacrison made a motion for the letter to be written by Ms. Ward. Ms. John seconded the motion. The motion passed.

VIII. Review Bills Related to Autism and the Medicaid Summary from Conference in D.C.

Ms. Portnell told the Subcommittee that she attended the HCBS conference in D.C. She did not have information on any bills related to autism. She presented the notes that were a handout. She said they spoke about the regulations that were from 1965 and needed to be updated. There were parameters that need to be set.

Ms. Portnell told the Subcommittee that she will provide the PowerPoints from Medicaid to the Subcommittee.

IX. Review List of Resources and Employers that Hire Persons with ASD

This item was tabled until the next meeting.

X. Review and Prioritize the Goals of the Subcommittee

This item was tabled until the next meeting.

XI. Confirm Dates for Future Meetings

The Subcommittee confirmed that their next Subcommittee meeting would still take place on Thursday, November 10<sup>th</sup> at 3:45 p.m.

XII. Public Comment (No action may be taken upon a matter raised under public comment period unless the matter itself has been specifically included on an agenda as an action item)

Mr. Cohen asked if there was any information on BDR 363 since it made changes related to autism. Ms. Portnell told the subcommittee that she will forward any information that she received on bills related to autism.

XIII. Adjournment

Dr. Harrington adjourned the meeting at 5:24 p.m.

1  **Overview of Developmental Services**

- Who we are
- How we are funded
- What we do
- How we do it

2  **The Regional Centers**

- Department of Human Resources
- Division of Aging and Disability Services
- Three Regional Centers

3  **Mission**

- Ensure the provision of effective supports and services to meet the needs of individuals and families, helping them lead independent, meaningful and dignified lives.

4  **Principles & Values**

- Full societal inclusion and participation
- Equality, individual dignity and other human rights
- Choice and self-determination
- Person Centered Planning
- Use of Positive Behavior Supports
- Promote genuine accommodations to promote participation in community
- Support families and caregivers to provide support in the community

5  **Eligibility**

- 1. Intellectual Disability
- OR

- 2. Related Condition
  - a. Autism spectrum D/O
  - b. Epilepsy
  - c. Cerebral Palsy
  - d. TBI
  - e. FAS/FDA
- 3. Developmental Delay

6  **Eligibility**

- 1. Intellectual Disability:
  - a. Manifest before age 18.
  - b. Sub average intellectual functioning.
  - c. Limitations in adaptive skill areas (2 of 10) .
- 2. Related Conditions:
  - a. Manifest before age 22.
  - b. Condition results in intellectual or adaptive deficits.
  - c. Limitation in three of six areas of adaptive skill area.
    - Self Care Understanding/Use of Language
    - Learning Mobility Self Direction
    - Capacity for Independent Living

7  **Funding & Programs**

- 1. Medicaid/Medicare/Katie Beckett.
- 2. ID Waiver.
- 3. Title XX.
- 4. State dollars

8  **Supports & Services**

- Service Coordination
- Family Support Services
- Family Preservation Program
- Employment Supports

- Supported Living Services
- Nursing Services
- Counseling
- Behavior Consultation
- Nutrition

9  **Service Coordination**

1 Description

- 2
- Intent of Service Coordination is to assist people in gaining access to needed services and supports;
  - Person Centered approach drives service delivery;
  - TCM through Medicaid State Plan for people eligible.
  - Assessment, PCP, referral/linkage; monitoring & follow up.

3 Details

- 4
- No wait list
  - DS currently provides SC to approximately 6,608 individuals.
    - Adults: 4,758
    - Children: 1,850

10  **Family Support Program**

1 Description

- 2
- Assists families to care for their relatives in the family home as a means to prevent out of home placement.
    - Respite
    - Purchase of Service

3 Details

- 4
- Serve approx. 1,141 people
  - State General Fund, for children the County determines respite and pays for it.
  - Families must meet 300% poverty to be eligible.

11  **Family Preservation Program**

- 1 Description
- 2 •Provides financial assistance to family members caring for their relatives with sever or profound developmental disability.

- 3 Details

- 4 •Currently serve 628 people
  - No wait list
  - State General Funds

12  **Employment Services**

- 1 Description

- 2 Employment Services assists individuals and living skills to help them achieve community inclusion, independence and productivity:

- Supported Employment:
- Pre Vocational Services
- Day Habilitation Services

- 3 Details

- 4 •2,528 People in Svc.
  - Wait List for Services
    - Average wait: 349 days
    - Approximately 454 people on list
  - Funded through State General Fund, Title XX, or Medicaid Waiver program

13  **Supported Living Services**

- 1 Description

- 2 Residential supports who require assistance to live in the least restrictive community setting. Offers habilitative and skill building supports in:

- Family home
- Apartments
- Shared Living/Host Homes
- Shared residences

- 3 Details

- 4 •Currently Serve 2,265 People
  - Waitlist:

- Average Days on List: 348
- 399 People waiting
- Funded through State General Fund or Medicaid Waiver program

14  **Service Providers**

- All direct services (SLA, JDT) are contracted out to private organizations;
- All providers of Supported Living and Jobs and Day Training are certified by Developmental Services
  - Certified between 1-3 years based on performance scores
- Providers are held to statewide standards
- Providers are required to provider certain training to their staff including, but no limited to:

|                             |                             |
|-----------------------------|-----------------------------|
| CPR/First Aid               | Incident Reporting          |
| Medication Administration   | Personal Rights/Due Process |
| Crisis Prevention           | Disaster/Emergency Prep.    |
| Developmental Disabilities  | Person Centered Planning    |
| Abuse, Neglect Exploitation | Confidentiality             |
| Complaints/Grievances       | Positive Behavior Supports  |
| Health/Medical Supports     | Ethics, Boundaries          |

1

At Work for Disability Inclusion

2

**VOCATIONAL REHABILITATION  
(BVR & BSBVI)**

- *Our mission is to assist in removing barriers for people with disabilities to provide them access to opportunities for quality work and self-sufficiency.*
- *Our goal is competitive, integrated employment for people with disabilities that meets the needs of Nevada's employers.*
- *74.3% of people aged 18-64 are employed 40.9% of people with disabilities are employed*

(Respectability – 2014 data for Nevada)

3

**LOCATIONS/ STAFFING**

- 13 offices statewide
- Most co-located within JobConnect and One-Stop offices
- 128 employees statewide
- 46 Masters Degree Rehabilitation Counselors statewide and majority are Certified Rehabilitation Counselors (CRC)

4

**STAFF/COST**

- 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

5

**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

6

**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

7

**PROCESS TO RECEIVE SERVICES**

- 1.
1. Orientation
2. Submit application
3. Intake
4. Eligibility Determination made within 60 days
5. Vocational and other Assessments

6. Consumer and Counselor discuss employment goal and create plan to achieve it – Individualized Plan for Employment (IPE) within 90 days

7.

7.

8  **FLOW OF A CASE**

9  **SOME CUSTOMARY SERVICES**

- Assessments of job skills & abilities
- Career Counseling & Guidance
- Community-Based Assessments & On-The-Job paid training
- Vocational training, certificate programs, college education
- Licenses, tools, equipment, uniforms & supplies for work
- Orientation & Mobility Training

10  **SOME CUSTOMARY SERVICES**

- 
- 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
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At Work for Disability Inclusion

12  **EXPENDITURES (IN MILLIONS)**

13

At Work for Disability Inclusion

14  **TOP FIVE INDUSTRY JOBS (FFY15)**

15  **COLLABORATIVE PRIVATE/PUBLIC PARTNERSHIPS**

- Office Depot/OfficeMax  
"Maxing Out Diversity"
- Starbucks, Carson Valley Roasting Plant and Distribution Center  
"Starbucks Inclusion Academy"
- PepsiCo, Las Vegas Certified Center  
"Pepsi ACT" (Achieving Change Together)
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16  **WORK READINESS TRAINING PROGRAM**

- Focus on creating career opportunities for people with disabilities while meeting employers' unique needs
- On-site training program
- 2 to 6 weeks of pre-training; 4 days/week
- Many candidates have limited or no work experience
- Nevada among first States to roll out
- 

17  **WORK READINESS TRAINING PROGRAM**

- BVR provides Disability 101 training to Employer
- BVR funds soft skills instruction - Provided by TMCC, WNC and CSN
- BVR funds candidates' wages during on-the-job training through 3<sup>rd</sup> party temporary agency
- Employer provides the classroom site
- Employer provides work locations in Nevada, and specific job training and expertise

18  **SOFT SKILLS TRAINING**

- Company's Culture, Vision, Mission, Core Values
- Communication
- Enthusiasm & Attitude
- Teamwork
- Networking
- Problem Solving & Critical Thinking
- Professionalism
- Conflict Resolution
- 

19  **STARBUCKS DISTRIBUTION CENTER**

20  **PEPSICO CERTIFIED CENTER**

21  **DISTRIBUTION CENTER**

22  **RETAIL CENTER**

23  **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.

#### 24 **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
- "The potential for someone to be a great associate exists in everyone."
  - Javier Perez, Office Depot Inbound Supervisor

#### 25 **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., Ste. 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

[www.VRNevada.org](http://www.VRNevada.org)

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At Work for Disability Inclusion