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MINUTES

Name of Organization: Nevada Commission on Autism Spectrum Disorders
Workforce Development Subcommittee

Date and Time of Meeting: September 23, 2016
10:00 a.m.

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

I. Call to Order/Roll Call

Dr. Shannon Crozier called the meeting for the Resource Development Subcommittee to order at 10:03 a.m.

Members Present: Shannon Crozier, Justin Kyriannis, Rebecca Arvans-Feeney (joined 10:10 to end), Eric Kessler, Patrick Leytham

Members Absent: Ash Dalton, Mario Gaspar de Alba

Guests: Shannon Sprout, Briel Josephson

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)

There was no public comment.

III. Approval of the Minutes from the July 6, 2016 and August 26, 2016 Meetings

Dr. Rebecca Arvans-Feeney made a motion to approve the minutes as written. Mr. Kyriannis seconded the motion. The motion passed.

IV. Update on Meeting with DETR (Department of Employment, Training and Rehabilitation)

Dr. Crozier reported to the Subcommittee that she spoke with Deb Collins from DETR via telephone. Ms. Collins is very interested in finding someone from the State to become an eligible training provider for RBTs. In order to do that, the entity must be approved as a postsecondary institution through the state of Nevada. They must then become eligible through DETR. They spoke about the reporting and data collection that is required. They were unsure of what providers would take on that task since there were a lot of reporting requirements.

Dr. Crozier told the Subcommittee that they spoke about the idea that ATAP could somehow be the organization to house the reporting and that the training would go through them. The reporting would entail following up with people for a year including email surveys, tracking how many got jobs, what they are earning, and if they were still employed six months to one year after they completed their training.

The benefits to the employers covered by the DETR funding, if the training is housed under a centralized entity, would include the following:

- 40 hours of training
- Test prep time
- Fees to take the test

The employers should recognize and support that jobs/careers require on-the-job training and would have to organize the RBT training. They would need to organize it and recognize that after their training has been completed, the employers can be eligible for certain benefits as long as on-the-job training is being given. At that time, DETR can cover 50% of that person's salary for three to nine months with the hope that they will be hired as a regular employee.

DETR recognizes that sometimes there isn't a match and no penalty will be assessed. They do keep an eye on employers that are repeat offenders that don't provide on-the-job training and terminate them after the DETR support runs out.

Dr. Crozier asked the Subcommittee to comment on their thoughts about DETR. Dr. Leytham asked why the State wants to assume control of the RBT training. Dr. Crozier said they don't want the control but would like people that are eligible for DETR funding to have access to this type of training since it is an in-demand field. The Autism Commission has reached out to them and DETR is willing to facilitate, but they do not want any control of the training.

Dr. Leytham asked about the funding that was available through DETR.

Dr. Crozier explained that whichever entity that wants to provide the training develops a proposal that is presented to DETR for approval. The range of funding from DETR varies from a few hundred dollars to 4- to \$5,000. The entity would propose the cost of the 40 hours of training, the supervision hours, cost of national exam, background check, and books that they would need. They would then propose the total amount that is built in to the cost to ensure adequate training.

Mr. Kyriannis asked how it works from an employers' standpoint such as wanting to utilize those trained through the DETR program. Dr. Crozier thought that employers that are interested in hiring would let DETR know. She said that as potential employees are done with their training, they would work with job developers who connect them to employers that are interested. There is a process for the 50% salary of on-the-job training. Most providers do not need or have the capacity to take on a large number of RBTs all at once so it would help if employers took one or two at a time in order to help broaden the pool. She will follow up with Ms. Collins next week to gather more information on the requirements of the employers.

The Subcommittee discussed building the training from the outset to allow the RBTs to be employed by all providers and not just those being serving by ATAP or Medicaid in order to maximize the pool of RBTs. Dr. Crozier suggested inviting someone from ADSD that can help develop the plan.

There was discussion about Touro University taking on the role of being the hub and organizer of the pre-on-the-job training so they can spread out the on-the-job training since it would be difficult for one entity to take on the whole responsibility. A system would need to be created after they've completed their training that allows them to become eligible for a number of different employers to choose from. Mr. Kyriannis suggested having DETR present at the next meeting.

V. **Review and Make Recommendations on Suggestions Made by Subcommittee Members on Recruitment of RBTs (Registered Behavior Technician) (For Possible Action)**

Dr. Crozier informed the Subcommittee that there were two recommendations that were submitted that included getting information out to guidance counselors and also focusing on getting information to the college level fields.

Dr. Crozier asked if anyone had any suggestions on the recommendations and suggestions on recruitment. Dr. Leytham said reaching high school students are critical. He's had experience in lecturing to high school students and has encountered students that were working as RBTs. He suggested getting out to the college career fairs. Mr. Kessler reported that the Lovaas Center has participated in the fairs which have helped with their recruitment. He added that when you reach out to high schools, you have to reach out primarily to seniors since you have to be 18 years of age to become an RBT.

Dr. Crozier asked if anyone had any ideas on global recruitment and not specific to a provider. Ms. Josephson suggested targeting psychology teachers at the undergraduate level. Dr. Crozier said she has presented to high school students

in the magnet program in the past. Dr. Leytham suggested doing public service announcements at the college level for career opportunities in behavior analysis.

Dr. Crozier suggested putting together a one-page paper on initial information to give out to schools. Dr. Leytham said he has some contacts that he can reach out to once the information has been put together. Dr. Crozier told the Subcommittee that she will work on putting together a draft of initial information to send out to schools that can be reviewed at the next meeting.

VI. Presentation by Touro University on Growing the BCBA (Board Certified Behavior Analyst) Population

Dr. Leytham told the Subcommittee that they have been working on a plan to grow the BCBA workforce in order to supervise the RBTs. They have been looking at the middle ground of BCaBAs that can take on some of the responsibility of supervising. They currently have ten people enrolled since July that have stated they are interested in obtaining their credentials. Touro is still awaiting approval by the BACB and hope to be approved by November 1st.

They are planning to target teachers the first couple of years since they have taken their courses in special education or psychology. Their intent is building the BCaBA and having them supervised at Touro University.

Dr. Crozier asked if they were targeting teachers because they have the coursework already and it would be a progression or if they would want to pursue behavior analysis instead of teaching. Dr. Leytham responded that the intent is not to remove the teachers from the classroom but rather provide tutoring services after school or possibly go on to become BCBAs. Ms. Josephson said it would give teachers the opportunity to pursue further education in the classroom or out of the classroom and introducing them to a new field.

VII. Confirm Dates for Future Meeting

The Subcommittee decided to meet on Friday, October 21st at 9:00 a.m.

VIII. 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)

There was no public comment

IX. Adjournment

Dr. Crozier adjourned the meeting at 10:54 a.m.