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MINUTES

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

Date and Time of Meeting: October 21, 2016
9:00 a.m.

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

*Please note agenda items were reviewed and discussed out of order.

I. Call to Order/Roll Call

Dr. Shannon Crozier called the meeting for the Resource Development Subcommittee to order at 9:02 a.m.

Members Present: Shannon Crozier, Justin Kyriannis, Rebecca Arvans-Feeney, Patrick Leytham, Ash Daulton, Mario Gaspar de Alba

Members Absent: Eric Kessler

Guests: Debra Collins

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 September 23, 2016 Meeting

Dr. Mario Gaspar de Alba made a motion to approve the minutes as written.
Dr. Arvans-Feeney seconded the motion. The motion passed.

IV. Review and Make Recommendations for Draft of Information on Becoming an RBT (Registered Behavior Technician) for High Schools

Dr. Crozier informed the Subcommittee that she had put together the draft of her thoughts on disseminating information on becoming an RBT. She said they need to design who the target audience is and what format to use to disseminate information which would include an electronic document or paper flyer. She added a blurb on the text that should be included.

Dr. Gaspar de Alba said he has presented to high school kids that are in health in the past. They are a good place to start in disseminating a short presentation and handing out the flyers. Dr. Crozier said she has presented to a magnet program in the past. Mr. Kyriannis said they should consider the social media aspect to disseminate. Also reaching out to the districts or places where high school students attend.

Dr. Crozier asked if they should work on a centralized way of bringing people in or wait until there is a development of recruitment for an RBT program.

Dr. Leytham suggested they start planning for it now so they may report that progress to the Governor. Dr. Crozier asked the Subcommittee to produce thoughts, revisions, and/or edits to the document that she drafted as well as produce a message that can go out on Twitter. She asked their suggestions be sent to Ms. Reitz prior to the next meeting.

V. Discuss and Determine Prioritization of Tasks for Subcommittee

Dr. Crozier told the Subcommittee that the common theme among all subcommittees is the list of objectives and the resources that are available to each of them. She asked which one or two objectives the Subcommittee felt are more achievable. Dr. Arvans-Feeney added they need to focus on those that are achievable.

Dr. Leytham said Objective 3.2 is what they are currently working on it and what they should continue to work on. Objective 3.4 is going to take more collaboration with DETR and Touro. Mr. Kyriannis agreed. Dr. Leytham said 3.3 would come after the fact.

Dr. Crozier identified that their priorities should be 3.2.1 and 3.2.3. Once that has been accomplished, they may evaluate how 3.3 may follow. Mr. Kyriannis said it makes more sense in continuing what they started, having momentum in building the workforce of RBTs.

Dr. Crozier asked if as the Subcommittee they can agree on focusing their energy on specific objectives. Dr. Gaspar de Alba replied that it was a working document and they are able to make changes. Ms. Reitz said it was intended to be a roadmap and they are able to rework it as they see fit.

Dr. Crozier suggested making 3.1 and 3.2.3 as their focus. She said that Touro had a BCaBA program and UNLV had a loose interest in establishing the BCaBA program. Dr. Leytham

suggested having a conversation with UNLV where the BCaBAs can move along to UNLV's BCBA program.

Dr. Crozier asked about the scale of the task to develop a web-based directory/marketplace in Objective 3.4. Mr. Daulton told the Subcommittee that it would not be difficult to create. It would only be a couple weeks of development. The real challenge would be adding the providers and the content and who would be responsible for that. Dr. Crozier said it put it into perspective as to what they may ask in terms of resources.

VI. Discuss and Make Recommendations on Growing the Workforce Through DETR (Department of Employment, Training and Rehabilitation)

Dr. Crozier informed the Subcommittee that Ms. Collins was invited to present to continue the conversation on growing the workforce through DETR. This would require the entity that housed the RBT training to be approved through the State postsecondary education commission, the reporting requirements for DETR vendors and the on-the-job training.

Ms. Debra Collins introduced herself as the program director for Workforce Connections which is one of the investment boards which is governed by DETR. The funding flows from the federally funded Department of Labor. They allocate funding to DETR which provides funding for NevadaWorks and Workforce Connections. They establish a partnership with employers and communities to connect job seekers to education and job training and employment opportunities.

The WIA (Workforce Investment Act) was established in 1998 to develop a public workforce development system. In 2014, the WIOA (Workforce Innovation Opportunity Act) was established to improve and streamline access to the federally funded education, training and support services. They work with Health and Human Services, Department of Education, Bureau of VocRehab, DETR Wagner-Peyser funding and WIOA funding.

They provide an array of services through contracted agencies procured through an RFP process to deliver the training and employment services. They are broken down to areas: Goodwill, Nevada Partners, HELP, Rezcare, Southern Nevada Regional Housing Authority, Spring Mountain Ranch, FIT, and Hope for Prisoners. Their budget runs about \$25 million per year. They also provide the funding for their providers to hire staff which includes job developers and career coaches.

The career coaches are their mainstay. Ms. Collins gave an example of how HELP operates: An individual may call about wanting training or job placement. They are brought into an orientation which describes the program. They sit down with the career coach to develop an individual employment plan which looks at the participant having a successful outcome. They help pay for support services, housing assistance, childcare, transportation, and tools for training as well as the training. They pay 100% of the training which includes the career coach working with the participant as well as the training provider.

After the training has been completed, they are turned over to a job developer who actively begins to look for employers for placement. They will pay for on-the-job training for up to six months. They will pay 50% of those wages and the employer pays the other half.

For youth they have a work-based learning which is an internship.

The ages for the adult program are 18 years of age and up and the youth is 18 to 24 years of age. They may be dual enrolled for both. The dislocated worker program is for those that are a displaced homemaker, someone that has lost their job by way of closure of company or laid off, a returning veteran, or a veteran's spouse.

They have another program that is funded by AARP which is working with individuals that are 50 years of age and above to get them back into the work arena.

Once they have been placed in a job for one year, they do a follow-up to make sure they are maintaining the employment. If the employer requests additional training, they will provide additional training.

They have a program committee that oversees all of the programs, board members that meet quarterly and approve funding, and the elected officials are the ones that make the final decision.

Dr. Crozier asked about the activities to be inclusive in the situation where a participant would require additional on-the-job training after six to nine months have been completed. Ms. Collins responded that if the person is evaluated and thought to be a good candidate by the employer if they received additional training, then they would edit the IEP. They are making sure the employer and individual is placed someplace that is most comfortable.

Dr. Leytham asked how long will they recognize the IEP (individualized education plan) for an individual under the age of 22. Ms. Collins replied that they recognize it as well as perform an ISS (Individual Service Strategy) and use both. She added there is always someone that is knowledgeable to work with the special populations.

Ms. Collins told the Subcommittee that they can find the funded partners on Nvworkforceconnections.org. She added that they are very interested in working with the Autism Commission in growing the workforce.

Dr. Gaspar de Alba asked how they can partner with DETR. Dr. Crozier said she has been in communications with Ms. Kotchevar to develop a state-level collaboration that is a hub for the RBT training.

Dr. Crozier asked Dr. Leytham what his thoughts were on having Touro University becoming the entity that housed the RBT training. Dr. Leytham responded Ms. Collin's presentation clarified what the purpose of DETR was. He added that he needs to read the material that was provided by and then have a discussion with Ms. Collins. He will have more information as to whether or not they can house it at Touro by next month.

Dr. Gaspar de Alba told the Subcommittee that he would like the specifics as to what they are working on so he may request help from the Governor when he submits the report at the end of the year.

VII. Confirm Dates for Future Meeting

The Subcommittee decided their next meeting would be on Thursday, December 1st 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 9:57 a.m.