

# Nevada's Plan for Integrated Employment

*Develop and implement a sustainable system for individuals with intellectual and developmental disabilities (I/DD) to achieve competitive, integrated employment in the setting of their choice.*

On July 21, 2014, through Executive Order 2014-16, the Governor's Taskforce on Integrated Employment was established by Governor Brian Sandoval. The Taskforce was responsible for examining and evaluating current employment programs, resources, funding, available training, and employment opportunities for people with intellectual /developmental disabilities (I/DD). This information was used to develop a ten year strategic plan (2015-2025) with the intended result of "creating a more integrated workforce and expanding competitive employment opportunities for individuals with intellectual/developmental disabilities."

Following the completion of the Integrated Employment Strategic Plan, the task force established by the Governor to create the plan was dissolved. Governor Sandoval directed the Commission on Services for Persons with Disabilities (CSPD) to provide oversight for implementation of the strategic plan. The Commission responded by creating a subcommittee to work on the implementation of the plan.

In 2016, the Nevada Governor's Council on Developmental Disabilities (NGCDD) provided funding to assist with implementation efforts by the subcommittee. This subcommittee is made up of a cross-sector of state staff, community service providers and advocates. It meets on a monthly basis to coordinate efforts and implement the strategic plan.



## 2015-2016 PROGRESS

Nevada has made progress on a number of strategies, a summary of which is provided below:

### Resource Development

- Vocational Rehabilitation is restructuring how it builds its budget.
- Various State Departments are working together to create efficiencies.
- Supplemental funding opportunities are being tracked and applied for.
- Third party Cooperative Arrangements are drawing down additional Federal funds.

### Partnership & Collaboration

- State Departments are enhancing the way they work together and collaborating to support integrated employment efforts.

### Best Practice Implementation

- Best practices are being researched and explored for implementation in Nevada.
- Training to support best practice implementation has been provided to state staff.

### Employer Engagement

- Development of collaborative public-private partnerships to train for Work Readiness.
- Education of community-based employers and employer groups.

### Government as a Model Employer

- Efforts to expand existing program (700 Hour Program) geared towards hiring people with I/DD.

### Transitional Supports

- Young adults with I/DD are receiving vocational supports to prepare for employment.

# GOALS

2015-2018

## ***Resource Development and Sustainability***

1. Education, employment and other related systems within Nevada have and maintain sufficient resources and funding for competitive, integrated employment.
2. Systems within Nevada implement a reimbursement structure for services providers that increases competitive, integrated employment for people with I/DD.

## ***Collaboration and Coordination***

3. Nevada develops effective partnerships that include all stakeholders to implement competitive, integrated employment.

## ***Professional Development***

4. Nevada has well-trained, competent professionals that educate and prepare people with I/DD to achieve competitive, integrated employment.

2015-2020

## ***Transportation***

5. People with I/DD have affordable and reliable transportation options across all regions of Nevada to participate in all aspects of life.

## ***Employer Engagement, Development and Support***

6. Nevada provides ongoing training and support for employers and their employees with I/DD.
7. Nevada companies have enough information about and access to people with I/DD seeking employment to make informed business decisions to hire them.

## ***Government as a Leader and Model Employer***

8. There are measurable increases in employment of Nevadans with I/DD within the State of Nevada, including local governments and the publicly-funded university system.
9. The State of Nevada, including the publicly-funded university system, is a model employer who supports policies, procedures, regulations and practices to increase opportunities, foster innovation, reduce barriers, facilitate accommodations and informed choice for competitive, integrated employment of people with I/DD consistently across the state.
10. Information is gathered and reported annually on key indicators for competitive, integrated employment across education, employment and other related systems.

2015-2025

## ***Early and Timely School Assessment and Planning for Transitions***

11. Young people with I/DD have work experiences that are typical of their peers.
12. Every individual with I/DD in Nevada transitions to adulthood with vocational experiences and the education that will enable them to obtain competitive, integrated employment.