



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 (herein referred to as "Taskforce") was established by Brian Sandoval, Governor of Nevada. The Taskforce was responsible for examining and evaluating current employment programs, resources, funding, available training, and employment opportunities for people with intellectual/developmental disabilities (referred to throughout as I/DD), and for providing an annual progress report to the Governor.

From December 2014 to March 2015, the Taskforce guided a number of activities to understand the current situation in Nevada related to competitive, integrated employment for persons with intellectual and developmental disabilities (I/DD). This included research and outreach across the state to explore areas of strengths and weaknesses within the existing system as well as opportunities to strengthen service outcomes.

The Taskforce then developed a 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 Taskforce 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.



Guiding Principles

Nevada is making competitive, integrated employment happen by:

Changing Expectations: Everyone can contribute and participate in meaningful and competitive employment.

Strengthening Partnerships: Agencies and programs work toward the same outcome and work effectively with each other.

Promoting Choice: Individuals have the right to informed choice through community experience.

Embracing Diversity: Respect and support people of all color, gender, and disability.

Valuing Efficiency: Strive to meet the needs of our community, economy, employers, and workers.

Ensuring Quality: Continually monitor the education, training, employment services, and consumer satisfaction.

Integrated Employment Subcommittee Members

*Brian Patchett • Cara Paoli • Edward Guthrie • Jack Mayes • James Osti • Joshua Baker • Kate McCloskey
Ken Rodriguez • Louis Renshaw • Mark Olson • Mary Bryant • Monica Harrison • Pat McCloskey
Rosie Melarkey • Santa Perez • Shelley Hendren • Sherry Manning • Tiffany Lewis*

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.

2015-2025

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.

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.