



STATE OF NEVADA
DEPARTMENT OF HEALTH AND HUMAN SERVICES
AGING AND DISABILITY SERVICES DIVISION

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ROMAINE GILLILAND
Director

JANE GRUNER
Administrator

BRIAN SANDOVAL
Governor

MINUTES

Name of Organization: Taskforce on Integrated Employment

Date and Time of Meeting: January 21, 2015
10:00am - 3:00pm

Reno: Sierra Regional Center
605 21st Street
Reno, NV 89431

Las Vegas: Nevada Early Intervention Services
1161 S. Valley View
Las Vegas, NV 89102

Elko: Nevada Early Intervention Services
1020 Ruby Vista Dr. Suite 102
Elko, NV 89801

- I. Shelley Hendren called the meeting for the Taskforce on Integrated Employment to order at 10:00 a.m.

Members Present: Kelly Wales, Kristine Minnich, Shelley Hendren, Jack Mayes, Stephen Schumacher, Sherry Manning, Edward Guthrie, LaVonne Brooks, Brian Patchett Joshua Baker, Kailin Kelderman, David Jickling Ken Rodriguez

Members Absent: Louis Renshaw

Guests: Rosie Melarkey, Cyndy Gustafson, Lisa Bonie, Sherry Manning, Mark Olsen, Brian Patchett, Robin Kincaid, Deborah Campbell, Michelle Marrow, Michele Ferrall

Facilitator: Kelly Marschall.

Staff Present: Camala Foley, Shaina Holmes-Robinson

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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)

No Public Comment

- III. **Review, draft, discussion and possible recommendations of Core Values. (For Possible Action)**

Shelley Hendren

The taskforce will discuss a definition of intellectual/developmental disabilities at the next Taskforce on Integrated Employment meeting February 18, 2015.

Changes made to the Values and Guiding Principles

Changes to the Values:

- Number 2: Our job is to increase opportunities and decrease barriers.
- Number 3: Individuals, schools, families and businesses have high expectations.
- Number 4: People should be hired because of their ability.
- Number 5: People are healthier, safer and happier with meaningful work of their choosing.

Changes to the Guiding Principles:

- Nevada is committed to integrated employment.
- Changing Expectations: Everyone can contribute and participate in meaningful complete integrated employment.
- Strengthening Partnerships: Agencies and programs work toward the optimal outcome and work effectively with each other.
- Promoting Choice: Individuals have the experience and the right to make their own informed choices.
- Ensuring Quality: Continually measure and report the outcomes and experiences, training, employment services, and consumer satisfaction.

Sherry Manning made a motion to adopt the Values and Guiding Principles with changes made above. Joshua Baker seconded the motion. The motion passed.

- IV. **Review and Update the Outreach Summary (For Possible Action)**

Kelly Marschall

Taskforce Survey

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- The taskforce survey was issued in December. The taskforce was asked to rate the state scorecard and place Nevada. Then describe the importance of each recommendation in the Governors council and pick their top five.

Key Informant Interviews

- Taskforce reached out to 20 key informants. 15 key informants have been scheduled. 5 have not responded including Jennifer Frischmann, Abigail Wheeler, Stan Thomas, Lauralyn McCarthy, and Senator Joe Hardy. The Taskforce has an allowance of 15 key informant's total. The Taskforce will focus on scheduling Lauralyn McCarthy with a business perspective and Senator Joe Hardy with a state perspective.

Focus Groups

- All 10 focus groups have been scheduled. All focus group interviews will be completed by February 2, 2015.

Surveys

- Final revisions include a Spanish survey and Aging and Disability and Voc Rehab review the description of programs and services. Zero Spanish surveys have been returned electronically and 22 English surveys have been returned. Surveys are being given to the focus groups, Aging and Disability leadership which is distributing it to consumers, and Life Skills Teachers and Principles to pass on to appropriate individuals.

V. Presentation and discussion on the Integrated Employment Research Brief (For Possible Action) Kelly Marschall

The Research Brief was distributed after the December 18, 2015 meeting. Kelly Marschall explained the overview of the Integrated Employment Research Brief is to identify results from the research. The research included review of over 50 national and state reports, briefs, papers and plans related to Integrated Employment. The Taskforce is open to recommendations to add other reports or resources that the taskforce can benefit from.

Key themes from Research:

- Models already developed that Nevada may leverage.
 - a. National Report of Employment Services and Outcomes, 2013 States that have successful integrated employment plans start by collecting the catalysts, leadership, and planning strategies.
 - b. Multiple State Strategies to implement a integrated employment plan include; Policy and goals, financing, training and technical

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assistance, workforce development, service innovation, policy assistance based on outcome data, and business development and support.

- Government can represent a significant opportunity to advance employment opportunities by being a model employer.
- Engage businesses as an employer and partner. Businesses are willing but need support from schools and government. The business community needs to be engaged as a employer partner and Government as a model employer. Ed Guthrie mentioned to research the data on what areas of success has the government had in hiring persons with developmental/Intellectual disabilities.
- Early and timely school assessment and planning for transitions. Transition and career readiness needs to start from middle school on. Strategies include career-readiness, linking college and university services with career services, and providing specific knowledge and skills to be successful.
- A cultural shift, implementing the same strategies used with the broader workforce.
- Coordinating schools and economic development authorities is critical and allows schools to help students with disabilities develop the right skills they need to enter the workforce.
- Funding and resources is in every state plan. Strategies include: leverage limited resource, utilizing multiple funding streams, capitalize on federal programs, connect with private-sector and philanthropic resources, maximize disability experts' efforts, and ensure that Nevada is fully matching the federal funding for vocational rehabilitation. The National Governors Association Report is a resource that communicates outcomes, strategies, and service delivery strategies.
- Orientation to result Nevada determines orientation to result and data collection analyzes and changing policy as a result, what are the data points that need to be collected and how should they be collected.

Nevada's Current Situation:

- Nevada Governor's Council on Developmental Disabilities, Position Paper outlines what we have, what we need, and what is recommended. Recommendations for supported employment outcomes for Nevadans with intellectual/developmental disabilities should include: Working in the community at competitive wages,

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making a financial impact on the economy, diversifying the workforce, and improving quality of life.

- Programs in progress include Medicaid Infrastructure Grant Funding, Customized Employment Pilot Study, Nevada Career Development Academy, Nevada Employment First Ad Hoc Committee, System Improvements made to make employment the first option for Nevadans with an IDD, and to use new and existing funding sources to make programs a reality.
- State and National Research. More than half of the states in the nation are implementing comprehensive “Employment First” policies.
- According to the 2011-2013 American Community Survey 3-year Estimates 12.2 % of Nevada’s Civilian non-institutionalized population were individuals with disabilities. As the population grows more people will be in need of services.
- Education in Nevada. Nationwide, students with disabilities are less likely to graduate from high school compared to people without disabilities. Kelly Whales explained that the October one data for each school district could be obtained for the amounts of student enrolled with intellectual/developmental disabilities.
- Employment in Nevada. A total of 66,608 people with disabilities were employed and 16,274 were unemployed in Nevada. It’s important to look at the total population.
- Characteristics of successful Implementation of Employment using the same strategies as the general public in the hiring process.
- Recommendations on a framework for systems change include leadership, strategic goals and operation policies, financing and policies, training and technical assistance, interagency collaboration and partnership, services and service definitions, performance measurement and data management.
- Transportation is a recurring issue in areas of Integrated Employment. RTC transportation in Reno is required to offer half off discount for seniors and anyone with disabilities. RTC in Las Vegas offers free fares on the fixed route.

Shelley Hendren mentioned to vote on this action item next meeting to allow all taskforce members to read the Research Brief.

Market and Advertising Research Report submitted by DP Video Productions.

Cyndy Ortiz Gusafson explained the focus of the research was to design and implement a marketing campaign to improve employment opportunities for persons with disabilities in Nevada. Research was composed of surveys, focus groups, and 42 one-on-one interviews. Ms. Gusafson said it was difficult to find employers who were willing to participate in the research and most of their employer responses were through private relationships.

Deborah Campbell listed the interview questions asked to employers:

1. As an employer, what is/would be your incentive to hire persons with disabilities?
2. Have you had any success hiring persons with disabilities before? Please tell us about that experience.
3. If you are motivated to hire someone with disabilities, is it a market/business decision or motivated out of corporate responsibility or personal experience?
4. What are your perceptions about hiring people with mental health disabilities?
5. What are your perceptions about cognitive disabilities, such as learning disabilities, autism, intellectual disabilities, Down Syndrome, etc.?
6. Where do you get your information regarding persons with disabilities and their ability to work and/or add to your workplace?
7. Are you aware of the supports available from Vocational Rehabilitation and other community providers to support your organization as you hire and place workers with disabilities?
8. Do you know there are financial benefits to hiring persons with disabilities such as tax incentives, the ability to have supported on-the-job-training provided for the employee, etc.?
9. Do you think about hiring someone with a disability as a means of diversifying your workplace?
10. Given your role, what do you think an effective campaign would look like that would increase the number of employers willing to hire persons with disabilities, or request more information from Voc Rehab about hiring?
11. Does your company have goals for hiring persons with disabilities?
12. Do tax benefits and other incentives make a difference in your hiring practices regarding hiring persons with disabilities?
13. Does your company have recruitment efforts especially geared toward hiring persons with disabilities?
14. Is your company aware of supports available from VR?
15. Does your company partner, volunteer, donate or do business with nonprofits that serve persons with disabilities?

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16. Any comments or thoughts about marketing and advertising to employers?

Marketing and Advertising Research Report can be view at:

<http://adsd.nv.gov/Boards/IntegratedEmployment/Agendas/>

VI. Taskforce Assignments, Future Agenda Items and Future Meeting Dates (For Possible Action)

Shelly Hendren

Taskforce assignments:

- Read the Research report
- Read Marketing and Advertising Research Report
- Complete Taskforce survey issued in December by the end of January
- Definitions for Intellectual/Developmental Disabilities

Future Agenda Items:

- Determine a definition for Intellectual/Developmental Disabilities
- Meeting minutes for December 18, 2015 and January 21, 2015
- Possible Presentation on the State Program
- Last year's October 2013 data One Year Out report

The next Integrated Employment meeting will be February 18, 2015. The Taskforce will meet in person in the North on April 15, 2015 and in the South on June 10, 2015.

VII. 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. Comments will be limited to three minutes per person. Persons making comment will be asked to begin by stating their name for the record and to spell their last name and provide secretary with written comments.)

South:

- Brian Patchett thanked Kelly Marschall for updates on emails and materials.
- Alex Chair comment he respects the Taskforce work and is looking forward to the ongoing discussion of the Taskforce.

North:

- Rosie Melarkey thanked the taskforce for their ongoing commitment. Ms Melarkey will also distribute the Accomplishment Report for 2013.
- Please see attached letter submitted for public comment.

VIII. Adjournment

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The meeting was adjourned.

DRAFT

MAINOR WIRTH
INJURY LAWYERS

Bradley S. Mainor, Esq.
Joseph J. Wirth, Esq.
Brock K. Ohlson, Esq.**
Katie E. Goldberg, Esq.

January 21, 2015

Easter Seals
6200 West Oakey Blvd.
Las Vegas, NV 89146

* Also Admitted in California
* Also Admitted in Arizona

Re: Easter Seals Adult Day Service Program

Dear Easter Seals:

My name is Katie Goldberg. I grew up in Las Vegas, Nevada and am sister. is a participant in the Easter Seals Adult Day Service Program. has benefitted tremendously from the program. In 2013, was the Easter Seals Adult Day Service Program Ambassador because improved so much after being in the program.

I recently graduated from the William S. Boyd School of Law and am an Attorney at Mainor Wirth. I am unable to attend the meeting scheduled on January 22, 2015, but I wanted to express the strong need for the Easter Seals Adult Day Service Program.

The Easter Seals Adult Day Service Program (ADS) is necessary because many adults with disabilities do have the mental or physical capacity to work. When first started attending ADS in 2011, had severe behavior issues, did not communicate with others, did not understand directions, was refusing food, acted out toward others and had a hard time of understanding when to use the bathroom. would not have been able to work due to disability as well as aggressive behavior and depression. would have caused disruption at work because of behavior. If was forced to go into the workforce, it would have decreased confidence and may still have the same communicative and behavioral issues.

ADS helped build confidence because they developed an individualized plan to make feel comfortable in surroundings. ADS has helped improve social skills, behavior, communication and confidence. now uses the bathroom on own initiative, turns in paperwork to the appropriate person, shreds papers, and follows directions. It took about two years to make these improvements.

Although it would be beneficial if all people with disabilities could work, it is not realistic. I have visited at Easter Seals many times. Many of friends cannot communicate and do not understand directions so sadly it would be impossible for them to work. These adults need ADS so they can be involved in individualized programs to improve their behavior, communication, listening, and social skills so they could possibly work one day. Unfortunately,

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INJURY LAWYERS

Bradley S. Mainor, Esq.
Joseph J. Wirth, Esq.
Brock K. Ohlson, Esq.**
Katie E. Goldberg, Esq.

many have physical and mental impairments which make it impossible for them to communicate with others and understand direction.

* Also Admitted in California
* Also Admitted in Arizona

ADS is also very beneficial for people who have been in a work situation and can no longer perform the essential functions of the job. I learned from Easter Seals Staff that several people from our community training center program have come to ADS over the years because they used to perform work tasks but can no longer do so because of age, deteriorating disability, etc.

It is very necessary for the ADS to continue serving people with disabilities in the community. Many people with disabilities cannot work. Forcing disabled adults to work will likely increase their frustrations, make them feel less confident, and will not help improve their behavior or social skills. ADS is an opportunity for disabled adults to learn how to reach their potentials and hopefully be able to work in the future.

Please feel free to contact me on my cell phone at 702-497-7173. I will be very involved in expressing that the Easter Seals Adult Day Services Program is necessary to serve disabled adults in our community.

Sincerely,


Katie E. Goldberg, Esq.

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