**MINUTES**

Name of Organization: Taskforce on Integrated Employment

Date and Time of Meeting: March 11, 2015

12:00pm - 3:00pm

Reno: Dept. of Employment, Training and Rehabilitation

1325 Corporate Boulevard

Reno, NV 89502

Las Vegas: DETR Stanley P. Jones Bldg.

2800 East St. Louis Ave.

Las Vegas, NV 89104

Elko: JobConnect

172 6th Street

Elko, NV 89801

1. Jane Gruner called the meeting for the Taskforce on Integrated Employment to order at 12:00 pm.

Members Present: Jane Gruner, Kelly Wales, Kristine Minnich, Louis Renshaw, Stephen Schumacher, Sherry Manning, Edward Guthrie, LaVonne Brooks, Brian Patchett Joshua Baker, Mark Olson

Members Absent: Shelley Hendren, Jack Mayes, Kailin Kelderman, Ken Rodriguez

Guests: Lisa Bonie, Mechelle Merrill, Carrisa Tasmro, Elyse Monroy, Rosie Melarkey, Scott Harrington, Beverly Ghan, Suzanne Webb, Mark Hinson, Anita Frantz, Michele Ferrall

Facilitor: Kelly Marschall

Staff Present: Camala Foley, Danielle Race

A quorum was declared.

1. 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

1. Approval of February 18, 2015 minutes. **(For Possible Action)**

Jane Gruner

Minutes will be updated with correct spelling of Mark Olson’s name, and correction on page 7. Brian Patchett made a motion to accepted minutes with changes. Stephen Schumacher seconded the motion.

1. Discussion to create a definition of “Intellectual/Developmental Disabilities” **(For Possible Action)**

Kelly Marschall

Three definitions were provided by taskforce members:

1. Federal definition that the Developmental Disabilities Council used for Developmental Disability.

* Developmental Disability means a severe, chronic disability of an individual that is attributable to mental or physical impairments or a combination of mental and physical impairments, is manifested before age 22, and is likely to continue indefinitely.

1. Definition of Intellectual disability from the American Association on Intellectual and Developmental Disabilities.

* Intellectual Disability is a disability characterized by significant limitations in both intellectual functioning and in adaptive behavior, which covers many everyday social and practical skills. This disability originates before the age of 18.

1. Nevada Administrative Code definition.

* Intellectual disability means a condition that is characterized by intellectual functioning at a level that is significantly below average, and which exists concurrently with related limitations in two or more of the following adaptive skill areas: communication skills, self-care, home living, social skills, use of the community, self-direction, health and safety, functional academic, leisure, and work. Intellectual disability manifest before the age of 18 years and adversely affects the educational performance of a pupil.

Integrated Employment Taskforce agreed to adopt the Federal Definition from the Developmental Disabilities Council. The Federal Definition is a more broad definition and will insure to encompass all areas.

Robin Renshaw made a motion to adopt the Federal Definition. Stephen Schumacher seconded.

1. Taskforce Discussion and Acceptance of Research and Outreach Results.

Kelly Marschall

Kelly Marschall explained a brief overview of what Integrated Employment was tasked with and where the taskforce stands.

Research and Outreach Results include:

* National Data
* Resources include: 2008 Report and Summary Memo 2014
* State Summary
* Nevada compared to Other States
* Data from top 5 preforming states
* University of Kentucky summary with 20 reports from states on the challenges and barriers for implementation to Integrated Employment.
* Nevada Data
* Existing Services by Age Group (Year 2015)
* State Vocational Rehabilitation (VR) Performance: Fiscal Year 2013
* Student Job Training and Employment Data
* Funding
* Department of Education and Special Education Data. 2013 Data of how many students in the State of Nevada are eligible for Special Education, broken down by county and disability.

Respectability Presentation

Jennifer Laszlo Mizrahi

Overview of Nevada

* 73.1% of persons without disabilities aged 18-64 are employed compared to 39.2% of persons with disabilities aged 18-64 are employed.
* 357,035 persons in NV have a disability and 8,200 of these persons are aged 16-20, 171,600 are aged 21-64.
* In 2012 Voc. Rehab received 3,169 applicants in NV and obtained 852 jobs for persons with disabilities in NV.
* In 2012, NV’s total expenditure on Social Security Disability Insurance benefits was $927,480,000.

Nevada Data

* US and NV Percentage of the factors of poverty, smoking, obesity and employment on people without disabilities compared to people with disabilities.
* 2011 and 2012 data of Nevada ages 6-21 served under IDEA.
* Prevalence of Disability among Non-Institutionalized people ages 16-20, and 21-64.

Employment

* Employment of Non-Institutionalized Working-Age People ages 21-64 by Disability Status in Nevada in 2012.
* Top contractors in Nevada that must meet 503 Rules (Hire persons with disabilities) include: Sierra Nevada Corp., National Security Technologies LLC, Battlespace Flight Services LLC, G48 Corporate Services LTD, and Corrections Corporation of America.
* The biggest industries in the state are leisure and hospitality which employ 302,000 workers, trade transportation and utilities which employ 208,000 workers, and professional and business services which provide jobs for 136,900 workers.

National Core Indicators ’11-12

* Collaboration between the National Association of State Directors of Developmental Disabilities Services and Human services Research Institute to gather data on performance and outcome measures. The data is tracked over time, can be compared across states, and be used to establish national benchmarks.
* Differences in activities based on Living Arrangement.
* Most common community jobs for persons working in paid community-based employment are Building and grounds cleaning or maintenance, Retail such as sales clerk or stock person, and food preparation and services.

Federal Hiring under the Executive Order

* Fiscal Year 2013 data report demonstrated that, “hiring of people with targeted disabilities, including intellectual disability, continues to lag, and the federal government is missing an opportunity to be a model employer of people with disabilities.”
* Fiscal Year 2013 the federal government only hired 1,389 people with targeted disabilities, representing 1.32 percent of new hires overall.
* Budget cuts have trickled down to impact hiring of all new employees, including people with disabilities.
* Several federal agencies, however, have used their Schedule A hiring authority to make hiring people with disabilities a priority.
* In Fiscal Year 2012 total non-seasonal full-time permanent employees with disabilities, including 30 percent or more disabled veterans, increased from 203,694 in Fiscal Year 2011 to 219,975, representing an increase from 10.97 to 11.89 percent.
* In Fiscal Year 2012, non-seasonal, full-time permanent new hires with disabilities, including 30 percent or more disabled veterans, totaled 16,653, representing an increase from 14.65 in Fiscal Year 2011 to 16.31 percent in Fiscal Year 2012.

Hiring Obstacles Federal Level

* U.S. Equal Employment Opportunity Commission, 2008 Report noted the following obstacles were identified:
* Within the federal government, unfounded fears, myths and stereotypes persist regarding the employment of people with disabilities. These beliefs may unlawfully influence some employment decisions.
* Few agencies have developed strategic plans to improve the recruitment, hiring and retention of PWTD
* The federal application process is daunting to most, but especially to individuals with disabilities.
* Agency officials lack knowledge about how to use/implement the Schedule A appointing authority.
* Agency officials lack knowledge about how to appropriately respond to reasonable accommodation request and how to implement retention strategies for PWTD.
* There is insufficient accountability among all levels of the federal government in setting and attaining goals to hire people with disabilities. This is the case among the senior leadership of most agencies. This is also true within agencies created to meet the employment needs of PWTD.

Nevada Special Education Funding compared to other States OR Mountain West States

* Nevada has the third lowest percentage
* Nevada’s State dollars per student in Special Education is $2,266.06 which is below the National Average.

State Comparison

* Barriers implementing Employment First Policies include:

Differences in policies and procedures across agencies, Difficulties of coordinating across agencies, Continuing opposition to Employment first as the priority employment strategy, Resistance among service providers, Inadequate resources and capacity.

* Top 5 States with Integrated Employment as of 2012 include: Washington, Oklahoma, Connecticut, West Virginia, and New Hampshire.

State Vocational Rehabilitation Performance Fiscal Year 2013

* Number of Eligible individuals, Number of Eligible Individuals per Million of State Population, Number of plans, Number of Cases closed with employment, Rehabilitation Rate, Percent Transition Age, Percent Working 35 or more hours a week, Mean hourly wage, percent closed in Supported Employment, and Mean cost per rehabilitation.

Nevada Special Education

* Comparison totals K-12 Enrollment vs. Special Education Enrollment 2001-2014.
* Percentage Increase in Total Enrollment vs. Special Education Enrollment 2001-2014.

Nevada Special Education Outcomes Definition

* Category 1 Enrolled in Higher Education, Category 2 competitively Employed, Category 3 Enrolled in Other Education or Training, Category 4 Other Employed, Category 5 Limited Engagement, Category 6 Non Engaged.

Nevada Special Education Funding

* Nevada Special Education Funding is done through Unit Funding. A Unit is a school district, a charter school or a University school for gifted pupils who can receive, after approval from the super attendant, a contract with any person, state agencies, or legal entity to provide Special Education program unit for pupils.

Transition Support in Schools by Region

* How many students with Intellectual Developmental Disabilities are receiving hands on job training? Washoe 196, Clark unknown, and Rural 39.
* How many experiences focused programs are there in each district (transition programs)” Washoe 13, Clark 30, and Rural 9.
* How many transition specialists does each district employ? Washoe 1, Clark 10, Rural 9.
* How many student with Intellectual Developmental Disabilities were placed in jobs paying minimum wage or higher in each district? Washoe 10, Clark unknown, and Rural 7.

1. Presentation: State of Nevada 700 Hour Program

Beverly Ghan and Suzanne Webb

Objective is to assist disabled persons certified by the Rehabilitation Division to secure employment in State agencies.

* Temporary position limited to 700 hours service, priority hiring lists, position may lead to a permanent appointment, and time worked in 700 Hour appointment counts toward probation period of longer term appointment.
* 700 Hour Programs Executive Order of the Governor was issued in 2013.

700 Hour Program Process

* Certified client by DETR Counselor Apply
* State Recruiter verifies Client’s training and experience required by job(s).
* Hiring Agency receives Client’s name on priority 700 Hour list.
* Client completes application then selects jobs, Counselor review, advises, certifies and sends application; Recruiter review, verifies, places on priority lists and issues list for vacancy; Hiring agency reviews list, contacts for interview; successful client works 700 hours temporary appointment; and Agency may offer permanent position.

700 Hour Program Recent Performance

* Calendar Year 2014
* 617 hiring lists were issued; average of 3 - 700 Hour candidates per list.
* 41 job titles represented on lists issued.
* 44 current participants
* 6 appointments made in Executive Branch Agencies
* 4 appointments transitioned into longer term positions.
* Department of Employment, Training and Rehabilitation (DETR), Rehabilitation Division; Client /Applicant; Division of Human Resource Management (DHRM), Compensation, Classification and Recruitment Section; and State Agencies Filling Position’s all have a role in the 700 Hour Program Process.

Robin Renshaw commented on how a client is qualified from Voc Rehab

to be a part of the 700-Hour program. The Voc Rehab will determine if a

individual is qualified or if the client shows interest.

Jane Gruner questioned the openness of the 700-Hour program, qualifying

clients to be on the 700-Hour list.

Brian Patchett mentioned to increase participants in the 700-Hour program the Nevada Administrative Code (NAC) has to make changes so that other agencies besides Voc Rehab may participate.

VII. Discussion and prioritization of Matrix of Key Issues and Themes.

Kelly Marschall

Kelly Marschall explained the Matrix is a summary for the Taskforce of the Key Issue/Themes and Recommendations. The Matrix also list where Issues/Themes and Recommendations have been located throughout the research.

Kelly Marschall suggested sorting the Issues/Themes and Recommendations across 3, 5, and 10 year plans. For example the Culture Shift and Community Awareness would be categorized in the 10 year plan. Members need to sort their top three issues and the Taskforce will sequence each issue in a 3, 5 or 10 year plan. A survey will be sent to the Taskforce to complete this task with a due date.

Brian Patchett made a motion to have Kelly Marschall create goals to present with a other category as well. Stephen Schumacher seconded the motion.

VIII. Discussion of Taskforce Members’ Assignments, Future Agenda Items and Future Meeting Dates

Jane Gruner

Jane Gruner explained the next Taskforce on Integrated Employment will be April 15, 2015. This meeting will be a in person meeting in Reno.

Agenda Items

* Transportation Presentation with David Jickling and Ken Rodriguez

IX. 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.)

No public comment

X. Adjournment

The meeting was adjourned.