

2017 Strategic Plan Goal 1. *All Nevadan's Who are Deaf, Deaf-Blind, Hard of Hearing and those with a Speech Disability, have access to timely basic services.*

Objective 1.4: Employment - Enhance employment readiness, supports and opportunities for the target population.

Programs available include: **Bureau of Vocational Rehabilitation (BVR)**, D/HH Team - 1 Rehabilitation Technician II, Rehabilitation Counselor III (Currently short-staffed on Team, currently recruiting Rehabilitation Counselor II. Rehabilitation Counselor II & III work on adult caseloads with several transition youth. Recommend BVR add new organizational structure which include having on adding staff that include Rehabilitation Supervisor for D/HH Team in addition to a Rehabilitation Counselor II/or III to work with Transition youth ages 16-22 to partner with Transition Team to increase services available for both adults and transition youth and adding a Tech II to work as a full team. **Recommended** chain of command for D/HH team include the following; **Rehabilitation Supervisor for D/HH, Rehabilitation Counselor III, Rehabilitation Counselor II, Transition Rehabilitation Counselor II/or III, 2 Tech II support staff.** (BSB team consists of 1 BSB Supervisor, 2 Rehabilitation Counselors & 2 Tech II for timely services to Blind & Visually Impaired population)

BVR collaborates with **Deaf Centers of Nevada** for job development services to provide job placement assistance to target population which provides direct communication with job developers that are fluent in ASL and knowledgeable of needs of target population. BVR is expecting 10-20 referrals to start immediately for job development services.

Deaf Centers of Nevada (DCN), Local Agency (North & South Nevada locations) Currently has 4 trained Job Developer/Job Coaches. 3 Active Job Developers serving 20 adult clients ages 22-65. Currently accepts referrals from BVR, Easter Seals, Good Will and Desert Industries. Job Development team is structured with 1 Case manager overseeing 3 Job Development/Coaching both in the North and South locations. Need of hiring at least 1 more Job Developer/Coach to meet the needs of the D/HH community.

BVR & DCN - only state and local agencies that specialize in target population to assist with successful employment outcomes statewide.

Needs include the following: Implement work-readiness programs, Community-Based-Assessments (CBA) work sites, Vocational Training, Summer-Camp with work experience curriculum for transition youth.

Limited Funds (Target Population Caseloads highest expense to agency is ASL Interpreter fees that are utilized by General 110 funds, takes away from funds that can be used towards college, vocational training programs, supports, employment readiness, assistive technology, etc...)

*** 2 Million of Federal cuts to BVR.

1.4.1: Workforce Development- Advocate with State Human Resources to support 5% pay enhancement for state employees who are ASL proficient to enhance the ability of state staff to communicate with, and best serve the needs of, the target population.

It was announced state agencies (ex: VR) may support 5% pay enhancement for state employees who are ASL proficient- awaiting confirmation

1.4.2: Employer Recruitment- Partner with human resource groups and associations to promote the hiring of individuals within target population by Nevada employers. System will be in place to track employment changes amongst target population
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1.5.3: Outreach and Educate- Outreach to Nevada employers to introduce communication access options and encourage their use in supporting employment of the target population. Number of private employers contacted to encourage the employment of target population and use of assistive technology will be reported on.

Tracking employment rate % in Nevada for Target Population. How?

National Deaf Center - Data on Post-Secondary Outcomes, shows estimated % of target population educated and employed. % number is not accurate, how do we measure? Gather Data from BVR, DCN, ADSD and other state & local agencies that serve target population. Not all D/HH go through VR – How Track?

List of Employers include; MGM, Station Casinos, TJMaxx, Pepsi, Amazon, IKEA, Walmart, Target, CCSD, Fanatics,

BVR & DCN educates employers on assistive technology and the needs of target population. DCN provides free assistive technology (phones for D/HH, doorbell signaler, etc) Assistive technology BVR often assists in providing include hearing aids, alarm clocks and blue-tooth enabled devices (for ex: blue-tooth stethoscope), vibrating watch for alerts

Training programs to be offered at all state and local agencies to educate those that serve target population, (for ex: DMV, Courts, Police, Fire department, ADSD, DRC, Welfare, SSA, JobConnect)

1.4.3- Partner with Existing Efforts- Partner with the Integrated Employment Task Force efforts to promote and encourage recruitment and hiring of the target population within the state.

Attend Integrated Employment Task Force Sub-Committee meetings

700 hour program - gives individuals chance to get interviewed, if selected, will work up to 700 hours, if passes probation, position becomes permanent. BVR promoting qualified clients to pursue the 700 hour program.