



# 700-Hour Program in Nevada

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# What is the 700-Hour Program?

## Why does it exist?

- A law to encourage state employment of People with Disabilities.
- Allows for a trial employment period of up to 700 hours.
- Individuals applying for jobs with the State do not have to take skills or pre-employment exams to be considered for the job
- Individuals have State benefits from first day on job
- Prior to legislative changes in 2016, the program was not required.
- In the 2018 Legislative Session, Assemblyman Sprinkle brought AB192





# What is Vocational Rehabilitation's role?

## How it works

The Bureau of Vocational Rehabilitation (BVR) and the Bureau of Services to Persons Who are Blind or Visually Impaired (BSBVI) certify individuals with disabilities for qualification on state job recruitments through the 700-Hour program.

- Individuals are certified as meeting the minimum qualifications for specific job classifications in lieu of pre-employment screening exams
- Some may require reasonable accommodations within the ADA
- VR works to help these hires maintain their employment
- Participants do not have to be clients of VR, but they do have to be an individual with a disability



Although the 700-Hour Program has been around for years, it was not significantly benefitting people with disabilities.

- Prior law only “encouraged” agencies to utilize the 700-Hour program
- Annual hiring was only about 1.4% of all hires
- In 2018 AB192 changed the intent of the 700-Hour Program
  - From “encouraged” state agencies to utilize the program to making it a requirement that agencies “shall” appoint candidates on the 700-Hour Program in the recruitment lists

1. Except as otherwise provided in subsection 4, if an appointing authority has a position available and the position is not required to be filled in another manner pursuant to this chapter, to assist persons with disabilities certified by the Rehabilitation Division of the Department of Employment, Training and Rehabilitation, the appointing authority shall, if possible, make a temporary limited appointment of a certified person with a disability for a period not to exceed 700 hours notwithstanding that the position so filled is a continuing position.



# The Law

## NRS 284.327







# What is in it for employers?

- They get to give an employee a “try” for 700 hours (17.5 FT weeks)
- During the 700-hours, Voc. Rehab. is there to support the specific needs of the employee to meet the expectations of the job.
- Support can be skills, job coaching, counseling & guidance, ADA accommodation, etc.
- They get a dedicated employee. Studies show that PWD have higher job retention, better attendance and safety than non-disabled peers.

# 700-Hour Program Outcomes

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Year	Total Hires	Total Terminated	Total Resigned	Total changed to probationary status
2018	76	33	1	42
2019	66	25	11	30
COVID *2020	42	6	4	22
COVID *2021	4	0	0	0
Totals	188	64	16	94





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## IT SOUNDS GREAT, WHAT'S THE PROBLEM?

- Interrupts promotional process
  - Differences in same job title from agency to agency
  - Not all jobs are included





# Thank You

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