

## DHHC Employment Subcommittee - State Plan Recommendations

### #1 – Inclusion of the Community

#### Issue(s):

The needs of members of the DHHSI community are not considered or included in the planning and hosting of events related to employment and hiring.

The lack of ASL interpreters in the state exacerbate the barrier of community members to such events of interest.

Community Partners not aware or understand D/deaf/HH/SI culture or access needs.

Lack of diversity of disability on the panel for policy and procedures.

Lack of accessibility during townhall or any event hosted by community partners.

Lack of accessibility during media coverage/press conference.

#### Solution(s):

Prioritize including target population members on employment event planning groups.

Raise awareness of the range and diversity of reasonable accommodations needed with businesses in the community.

Share best practice ideas to accommodate equal communication access especially for situations of on-the-spot interviews.

Invite some disability people onto the panel while review policy and procedures to ensure it cover diverse of issue/accessibility needs in their organization.

Ensure they provide interpreter or any communication mode at their townhall so we all can share and be heard.

While providing survey to ensure they are written for everyone to understand and include ASL where possible (if survey online or in person).

Provide D/HH/SI sensitive training.

#### Partner(s):

ADSD Communication Access Services team

State contract providers for Translation/Interpretation services

DETR EmployNV Hub, Bureau of Vocational Rehabilitation

Las Vegas Deaf Seniors (LVDS)

Nevada Black Deaf Advocate (NVBDA)

Nevada Association of the Deaf (NVAD)

Nevada Registry of Interpreters for the Deaf (NVRID)

Nevada Hand & Voice (NVHV)

Hearing Loss Association of America (HLAA)

## #2 – Government accessibility

### Issue(s):

The state of Nevada, as an employer, lacks internal awareness and/or regular utilization of available resources to support D/HH staff success in their job duties.

There is a bias of overall low expectations for the abilities of target population members as job candidates which negatively impacts employability results.

Various agency services are not readily accessible to D/HH community members in need of program assistance (e.g. Unemployment).

### Solution(s):

Ensure 700 hour program hiring opportunities with collaborative support accommodations are made know to all state of Nevada hiring managers/units/HR

ADA accessibility and communication modalities training for state of Nevada staff

Designated hiring events for D/HH with full communication access (ASL interpreters, CARTs, Hearing assistive technology etc)

### Partner(s):

DETR BVR Internal Job Development team

DETR BVR DDBHH vocational rehabilitation counselors/team

ADSD Communication Access Services team

State contact providers for Translation/Interpretation services

EmployNV Hub offices

State agency ADA coordinators

National Deaf Center (NDC)

### #3 Quality Interpreters

#### Issue(s):

Not enough interpreter statewide or nearby, thus there is additional travel costs on top of base service

No interpreter classes provided statewide with except for Clark County which leads Interpreters relocate to where classes are provided and never come back

Clark County School District break up Deaf program to multi school therefore, spread thin with availability of interpreters and Interpreters work at school district meaning lack of interpreter for community

Statewide include rural school district have little or no access of interpreter. Thus, often put person who know sign but not proficient to interpreter in education setting

The mentorship opportunities to increase interpreter skills are limited due to so few available mentors which is another bottleneck.

Nevada does not have any Certified Deaf Interpreters (CDIs) registered within the state.

Although fully qualified and registered, interpreters do not have the vocabulary range or knowledge base necessary in consumers' fields of employment to appropriately reflect their competence level which results in lowering the credibility of the consumer in the eye of their colleagues.

#### Solution(s):

Establish interpreter program targeted for North and Rural area to include stipends for any required travel and/or offer online remotely.

Increase number of classes and Teacher at all Post-secondary school

Need bring more people to become approved mentors with expertise in critical areas such as EIPA, Medical, Mental health, Court/legal, Employment fields.

Incentive for interpreter to live in rural area to provide service where need

Provide grace period for current interpreter before NAC 656 A implement on April 1, 2023 to finish their finish training program and/or receive mentoring

Broaden recruitment efforts for Interpreters nationwide

Develop training for targeted employment vocabulary with NVRID and business partners

Partner(s):

Post-Secondary education institutions such as College of Southern Nevada (CSN) and Nevada State College (NSC)

ADSD Communication Access Services team

Deaf and Hard of Hearing Commission

DETR Bureau of Vocational Rehabilitation

Nevada Registry Interpreters for the Deaf (NVRID)

Nevada Association of the Deaf (NVAD)

Office of Economic Development

Nevada System of higher Education (NSHE)

Commission on Postsecondary Education??

Legislation??

#### #4 – Emergency Response and Management

Issue(s):

Emergency and disaster plans do not include considerations for supports that may be essential to DHHSI community members in the workplace.

Solution(s):

Appropriate training for emergency planning

Disability Sensitivity Training for emergency response staff

Providing access by having basic knowledge of ASL, paper/pen, visual aids (pictures, etc)

## Visual Communication Card

Have a list of ASL interpreters who are willing to be called on in case of disaster

Workplaces – ensure that employers are trained, as that can tie into emergency response/management (employers are responsible for their employees)

CERT training for ASL interpreters

Develop training for crisis/emergency situations for Support Service Providers (SSPs or conavigators) to appropriately assist DeafBlind employees

### Partner(s):

Deaf and Hard of Hearing Commission

Emergency responders such as law enforcement, fire departments and Red Cross

Nevada Assistive Technology Resource Center (NATRC)

Nevada Association of the Deaf (NVAD)

Helen Keller National Center

Bright House

Protactile House

## #5 – Healthcare Access

### Issue(s):

Lack of healthcare access could have a negative impact on client's ability to be employed or have access to employment.

There is not a proportionate representation of DHHSI medical care providers as there are DHHSI Nevadans indicating barriers to those professions.

### Solution(s):

Deaf Self Advocacy Training to be aware of rights in medical settings

Ensure resources provided to medical setting staff and patients are easy to understand

Make educational resources available to employers regarding access to healthcare for the target population

Educate medical providers about ADA and their responsibility under the ADA to provide effective communication including members of the patient's support system who may need accommodations

Partner(s):

Nevada Hospital Association and systems

Healthcare training programs at local colleges and universities

State Office of Economic Development

Office of Minority Health and Equity

Deaf and Hard of Hearing Commission

Association of Medical Professionals with Hearing Loss (AMPHL)

National Deaf Center (NDC)

DETR Bureau of Vocational Rehabilitation

Nevada Disability Advocacy and Law Center (NDALC)

American Deafness and Rehabilitation Association (ADARA)

#6 – Language Development – a need to develop vocab of employment

Issue(s):

Students don't have a strong concept of the world of work/employment expectations and lack vocabulary to talk about it.

Lack of qualified school staff with expertise in serving/teaching DHH students.

Solution(s):

Incentives for teachers to stay in field (\$ monthly + wages)

Financial aid for Deaf Ed college degrees

Career demo activities: work uniforms, vehicles representing professions (cop car, ambulance, etc), storytelling by Deaf employees/business owners

Support awareness and use of multiple language modalities including ASL

Partner(s):

Voc Rehab

Job Connect

Dept of Ed

School Districts

Other state Commissions?

Chamber of Commerce

Colleges that provide Deaf Ed degrees

Deaf centered non-profit organizations

Speech pathologists and therapists

Nevada Hands & Voices (NVHV)

#### #7 - Post-Secondary education transition

Issue(s):

DHHSI students aren't getting connected early enough with transition services providers to engage in meaningful opportunities to best prepare for future vocational pursuits

Solution(s):

Strengthen partnership efforts between schools and DETR Bureau of Vocational Rehabilitation to ensure students age 14+ have been connected with a VR counselor to support transition planning.

Emphasize benefits of following IDEA and WIOA laws with students registering VR case file services as early as age 14 such as paid work experiences, career exploration and assessments, and in-depth individualized supports for employment success.

Partner(s):

DETR Bureau of Vocational Rehabilitation

School district staff members such as special educators, transition coordinators, aides, and administrators

DETR EmployNV Hub Business Service Representatives

Job development service providers

Disability resource center staff at post-secondary training institutions

### #8 - WIOA Partnership

Issue(s):

DHHSI community members are less able to effectively access and participate in employment opportunities than their peers.

Solution(s):

Ensure WIOA agencies providing employment related services are aware of the diverse needs of the target population.

Ensure the target population is aware of the various agencies available to provide assistance for job seekers.

Support effective 2-way communication techniques throughout the engagement with WIOA services and experiences.

Partner(s):

DETR Bureau of Vocational Rehabilitation

DETR EmployNV Hub

Governor's Workforce Investment Board

Local Workforce Investment Board

Deaf and Hard of Hearing Commission