

FFY20 NSRC State Plan Goals, Strategies and Performance Measures
(October 1, 2019 through September 30, 2020)

Goal 1

Increase number of successful employment outcomes.

Strategies:

- Training
 - Utilize person-centered career planning activities.
 - Identify key employers and increase partnerships with them to develop work readiness training programs.
 - Educate employers about the opportunities and benefits of hiring persons with disabilities.
 - Provide employers with training on disability related topics.
 - Ensure consumers are aware of travel training and transportation options and that they are able to utilize the appropriate options.
 - Explore the use of technology and training earlier in plan development.
 - Incorporate career-readiness content into educational curriculum, linking with colleges via Third Party Cooperative Arrangements (TPCAs).
 - Support counselor continuing education training, including on assistive technology.
 - Services are provided using all modalities, as needed by the client.

- Employer Engagement
 - Increase access to quality job development services including utilizing Vocational Rehabilitation's internal job developer.
 - Increase the utilization and promotion of the 700-Hour program and Schedule A.
 - Identify federal employment opportunities.
 - Explore apprenticeships.
 - Utilize Jobs for America's Graduates (JAG), Career and Technical Education (CTE) and other partners for work based learning.

- Advocacy
 - Continue to create and implement marketing strategies.
 - Consider self-employment and home employment options.
 - Provide access to resources in support of self-employment including business plan development.
 - Promote peer to peer support networks.
 - Determine the historical use of rehabilitation technology (assistive technology) and ensure continuity and access to equipment and services.
 - Utilize Business Development Team as a statewide workgroup to collectivize best practices and identify emerging practices; and to communicate and collaborate for increased cross utilization of resources.
 - Leverage resources from Governor's Workforce Development Board and Local Workforce Development Boards.

Measures:

Increase the number of Successful Employment Outcomes. The Division's performance goal in FFY20 will be at least 822 participants with cases closed successfully. (FFY17 total was 746, projected FFY18 is 768, chose a 7% increase to 822. This goal of 822 was not met in FFY19. Therefore, goal remains the same for FFY20).

Goal 2

Increase participation and increase successful outcomes in Vocational Rehabilitation (VR) transition services and ensure participants receive as appropriate Pre-Employment Transition Services (Pre-ETS).

Strategies:

- Collaboration between School Districts and VR to assess, plan and deliver pre-employment transition services for eligible student-clients with disabilities, as required by the Workforce Innovation and Opportunity Act (WIOA), via the Social and Emotional Learning Program. Learning is verified for example using pre-and post-tests.
- Services are provided using all modalities, as needed by the client.
- Explore the utilization of social and Web-based media as a communication and marketing tool for clients and their families, caregivers and advocates.
- Improve special outreach efforts to Transition Students, i.e. camps, Nevada Student Leadership Transition Summit, Internships and trainings.
- Encourage successful transition students to provide peer support to those considering enrollment in Pre-ETS.
- Develop referral mechanisms with charter schools and private schools.
- Embed transition coordinators within school districts to build, maintain and manage pre-vocational programs, provide guidance and monitoring of students with disabilities during service provision and perform outreach to businesses, families, caregivers, and advocates.
- Increase number and variety of curriculum of summer camps.
- Increase communication through educating teachers, 504 Coordinators, parents, caregivers, advocates, and youth with disabilities regarding the Vocational Rehabilitation process, programs, and referral services.
- Work with youth with disabilities, the Nevada Department of Education, local education authorities, parent organizations, and families to encourage early discussions with students about the expectations of employment and their skills, abilities, and talents that will empower them to achieve self-sufficiency.
- Vocational Rehabilitation participates in more Individualized Education Program (IEP) meetings.
- Expand Work Based Learning opportunities for students to explore employment options.
- Expand Job Shadowing and mentorship programs.
- Adopt career planning using evidence-based person-centered planning tools.
- Encourage and support family participation.
- Work with school personnel to streamline and clarify the referral process for transition students.
- Explore the use of technology and training earlier in plan development.
- Coordinate with Nevada Centers for Independent Living to explore options for participation in Transition Services.
- Work more closely with Community Rehabilitation Programs (CRPs) to explore customized employment options.

Measures:

- Increase participation of Transition Students in the Program to 1,014 with open cases. (Participation in FFY17 was 749, projected for FFY18 is 874, chose a 16% increase to 1,014. This goal of 1,014 was not met in FFY19. Therefore, goal remains the same for FFY20).
- 400 Transition Students will either be enrolled in Postsecondary education programs or successfully employed. (Postsecondary Education in FFY17 was 156. Postsecondary projected for FFY18 is 104). (Successfully Employed in FFY17 was 148 projected for FFY18 is 180. This goal of 400 was not met in FFY19. Therefore, goal remains the same for FFY20. However, we will illustrate in this measure whether transition students are Supported Employment (SE) clients or not SE clients).

- Ensure Transition Students receive Pre-ETS. The Division's performance regarding delivery of Pre-ETS to students in FFY19 will increase by 10% over FFY18. (For FFY17 1,065 received Pre-ETS. For FFY18 1,725 received Pre-ETS. Goal for FFY20 is 1,898, which is a 10% increase).

Goal 3

Increase participation and successful outcomes of supported employment (SE) consumers in a competitive, integrated setting.

Supported Employment is: competitive integrated employment (including customized employment, or employment in an integrated work setting in which an individual with a most significant disability, including a youth with a most significant disability, is working in a short-term basis toward competitive integrated employment) that is individualized and customized, consistent with the unique strengths, abilities, interests, and informed choice of the individual, including with ongoing support services for individuals with the most significant disabilities.

Strategies:

- Work more closely with Community Rehabilitation Programs (CRPs) to explore customized employment options.
- SE services are provided using all modalities, as needed by the client.
- Partner with existing public and private State entities that provide Supported Employment.
- Provide appropriate, quality training to staff, State Rehabilitation Council Members and consumers on Supported Employment.
- Identify and support best practices that encourage high-wage/career track employment.
- Utilize the Vocational Rehabilitation Business Development Team of 10 to improve Supported Employment services outcomes.
- Continue participation on the Behavioral Health Planning and Advisory Committee and the State Employment Leadership Network.
- Develop a plan and collect data regarding the needs of individuals for Supported Employment to help drive future goals.
- Explore the use of technology and training earlier in plan development.
- Determine the historical use of rehabilitation technology (assistive technology) and ensure continuity and access to equipment and services.
- Expand job shadowing and mentorship programs.
- Increase access to quality job development services including utilizing Vocational Rehabilitation's internal job developer.
- Encourage employers to implement job carving, job sharing, and part-time/non-traditional shift offerings.
- Create customized employment options.
- Develop a pathway for long-term supports and services, as needed.
- Explore apprenticeship opportunities.

Measures:

- The number of consumers participating in Supported Employment will be 660 participants in FFY19. (FFY17 503 participated in Supported Employment (SE). FFY18 523 participated in SE. FFY19 684 participated in SE with only 3 quarters of the FFY19 reported. Goal for FFY20 is 786, which is a 15% increase).
- Increase Successful Employment Outcomes. The Division's performance goal in FFY19 will be that at least 166 Supported Employment cases are closed as successful employment outcomes. (FFY17 126 cases closed as successful employment outcomes. FFY18 132 closed successful. This goal of 166 was not met for FFY19. Therefore, goal remains the same for FFY20).
- Increase Successful Employment Outcomes for Transition age students with disabilities (up to age 22) who are SE clients. (Currently collecting data. No goal was set).

Goal 4

Collaborate with other resources to support participants with mental health disabilities to obtain and maintain successful employment. (May include: Depression and other mood disorders, alcohol abuse or dependence, anxiety disorders, eating disorders, drug abuse or dependence, mental illness not listed elsewhere, personality disorders, schizophrenia, and other psychotic disorders).

Strategies:

- Increase collaboration with Southern Nevada Adult Mental Health Services (SNAMHS), Northern Nevada Adult Mental Health Services (NNAMHS) and State Rural Mental Health Clinics.
- Collaborate with private mental health/substance abuse treatment facilities.
- Increase vendor base with private mental health practitioners for service/referrals.
- Outreach to major hospital mental/behavioral health programs.
- Collaborate with Statewide Independent Living Council (SILC) and local IL centers.
- Collaborate with Juvenile Justice.
- Trainings and tools for staff on:
 - Dialectical Behavior Therapy strategies.
 - Substance Abuse.
 - Borderline Personality Disorders.
 - Positive Behavioral Interventions and Supports.
- Increase usage of tele-health for Vocational Rehabilitation (VR) clients.
- Explore opportunities to collaborate with Parole and Probation.
- Increase VR's social media postings on mental/behavioral health issues and associated Vocational Rehabilitation services.
- Develop a pathway for long-term mental health support and services, as needed.
- Services are provided using all modalities, as needed by the client.
- Explore collaboration with National Association on Mental Illness (NAMI) and attend monthly speakers' presentations and annual conference, when able
- Participate in available mental health consortiums and related organizations.
- Embed a rehabilitation counselor at both the SNAMHS and NNAMHS campuses.

Measures:

- The Division's performance goal in FFY20 will be that at least 330 individuals with Mental Health Disabilities are closed as successful employment outcomes. (10% over FFY18 projected. This goal of 330 was not met in FFY19. Therefore, goal remains the same for FFY20).
- Individuals with Mental Health Disabilities will have a successful case closure rate similar to other Disabilities groups by FFY23. (Current successful closure rate is 32% with only 3 quarters of the FFY19 reported. A similar rate would be 41%).

Goal 5

Work with eligible government and community partners to maximize utilization of resources and federal funds.

Strategies:

- Collaborate with Department of Health and Human Services, and State commissions related to populations concerned with sensory (blindness, deafness), mental health, intellectual and developmental disabilities; including the Governor's Council on Developmental Disabilities, the Nevada Commission on Services for Persons with Disabilities, the Nevada Commission on Behavioral Health and Community Training Centers (CTCs).
- Encourage discussion with Department of Employment Training and Rehabilitation (DETR) executive leadership, the Governor's office and Nevada legislators.
- Pursue alternate/complimentary funding sources such as through private foundations and grants and utilize grant writing resources across agencies.
- Participate in Disability Awareness Month activities.
- Collaborate with other agencies to hold Town Hall outreach meetings.
- Continue participation on appropriate taskforces, boards, committees and commissions.
- Collaborate with the Division of Health and Human Services for interagency transfers of funds to pay for services for joint clients.
- Continue marketing to inform about the Vocational Rehabilitation (VR) program through vrnevada.org and VR's social media outlets.
- Dedicate a staff member to be responsible to Third Party Cooperative Arrangement (TPCA) partners as a single point of contact to provide technical assistance and oversight for those programs, and develop new TPCA partners. Current partners include: Clark County School District, Washoe County School District, Truckee Meadows Community College and Western Nevada College.
- Provide outreach to other government entities about the VR program and opportunities to partner with VR.

Measures:

Document additional financial resources brought into the program in FFY19 via collaborative efforts, and measure in dollars:

- Additional non-General Fund match.
- Federal Section 110 grant dollars generated from the additional match.

***Note: Performance Measures data will include data for FFY17, FFY18, FFY19, and the addition of FFY20.**