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**Draft Minutes**

Name of Organization: Nevada Statewide Independent Living Council (NV SILC) Integrated Workforce Development Subcommittee (IWD)

Date and Time of Meeting: Thursday, May 20, 2021

11:00 a.m.

This meeting will be held via video-conference only:

In accordance with Governor Sisolak’s Declaration of Emergency Directive 006; Subsection 1; The requirement

contained in NRS 241.023 (1) (b) that there be a physical location designated for meetings of public bodies where members of the public are permitted to attend and participate is suspended.

The public may observe this meeting and provide public comment on Zoom.

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Meeting Materials Available at: <https://www.nvsilc.com/meetings/>

1. Welcome, Roll Call and Introductions

Dr. Sondra Cosgrove, Subcommittee Chair

Members: Cindi Swanson, Karen Taycher, Ace Patrick, Robin Kincaid, Sondra Cosgrove,

Sabra McWhirter

Guests: Sheena Childers,

Staff: Dawn Lyons and Wendy Thornley

1. Public Comment

Members of the public will be invited to speak; however, no action may be taken on a matter during public comment until the matter itself has been included on an agenda as an item for possible action. Please clearly state and spell your first and last name, if unique or otherwise unfamiliar to the Subcommittee. Public comment may be limited to 3 minutes per person, at the discretion of the chair. Agenda items may be taken out of order, combined or consideration by the public body, and/or pulled or removed from the agenda at any time. Pursuant to NRS 241.020, no action may be taken upon a matter during a period devoted to comments by the general public until the matter itself has been specifically included on an agenda as an item upon which action may be taken.

No public comment.

1. Discussion and Make Recommendations Regarding Past Efforts and Future Direction of Creating an Integrated Workforce in Nevada **(For Possible Action).**

Dr. Sondra Cosgrove, Subcommittee Chair

Sondra Cosgrove: Has reviewed information that Dawn Lyons had sent out. She wants to know what happened after various strategic plans were put into effect. Was there follow up?

Dawn Lyons: There is also a report on the Integrated Employment Task Force Summit. She had received some information from the DD Council. They had reported on it and were going to move forward with implementing the plan, with the CSPD. They wrote a letter to the Governor asking if he would like them to continue with this. She is not sure what was implemented and is thinking an assessment could take place.

Mechelle Merrill: The Meaningful Day is what was presented at the Summit. Diane Thorkildson was a leading an effort with the Lend Program. The Pandemic slowed everything down. She feels it has a future in Nevada.

Sondra Cosgrove: This subcommittee might be able to provide a letter supporting the Meaningful Day program.

Mechelle Merrill: The funding would support individuals moving from more restrictive settings and into the real work world. That training is very expensive. In-person work starts in June and many of these projects will move forward.

Sondra Cosgrove: This legislative session, the grant procurement office is being moved into the Executive Branch and wonders if there are some grants that could be received and used to support these ideas.

Dawn Lyons: The SILC could partner with Voc Rehab in training and educating these entities.

Mechelle Merrill: Diane Thorkildson has taken a strong lead.

Ace Patrick: Agrees that the SILC would support that.

Dawn Lyons: Perhaps the SILC would like to collaborate with VR on providing education to DRC and entities within ADSD that might not be familiar with the type of program that is being discussed.

Mechelle Merrill: The Transcen Program created the “Meaningful Day”. A meaningful day included the individual working to their individual abilities and then whatever else makes their day meaningful for them.

Dawn Lyons: Can the SILC work with the Transcen program for training trainers?

Mechelle Merrill: This costs money and getting more grants would enable people to take the training from Transcen.

Karen Taycher: We need to include Southern Nevada in anything we move forward on.

Sondra Cosgrove: We need to gather surveys, plans and other materials to move forward. Prior work should be looked at and possibly integrated in future planning.

Char Frost: A lot of research and planning have been done by different groups and she does not want this subcommittee to duplicate efforts. She would like to see what has already been generated in the way of reports and surveys.

Sondra Cosgrove motioned for this subcommittee to gather up reports, surveys, and other information before the next meeting. Ace Patrick seconded. Motion carried.

Everyone will search for materials and send to Dawn for distribution.

For the future, looking at reports and strategic planning, some things can be added due to the Pandemic. Stress has made it necessary to look at mental health and behavioral health support. There is going to be a program added to their Applied Psychology Program at CSN, it is looking at some different ways of getting as many professionals into a pipeline as possible. At the Board of Regents meeting next month in June, they are going to be proposing some new certificate programs.

They have had an Applied Psychology Associates, which is a mental health and behavioral health technician degree, which is two years. What they are going to try and do is do some certifications which are 30 credits so that is one year, and a person can, with a certificate, go out and start working in the field.

It is one year in school where someone can be doing a job for $14 or $15 an hour in a field that they might be interested in. If they want to get a promotion, they return to CSN and get the Associates degree. Then there are some different pathways that CSN is trying to build out.

Normally, the degrees available are Associates, Bachelor's, Master’s, and PhD. What they are hearing from people who are out in the field, is it might need to be Certificate Associate and then depending on where they are working maybe they add in a couple more certificates to the Associates Degree, so that people get some specialized training, such as for people with addictions and possibly some specialized training with people who have Autism, but keep that under the Associates degree.

From there, a person might want a promotion, then they go up to the Bachelors, but their pathway will be more fluid, and the Regents are going to hopefully have this up and running by August, because they are working as quickly as possible.

Dawn Lyons: She read the Rehab Council's strategic plan and saw CSN was partnering with them on something.

Mechelle Merrill: Vocational Rehab recently applied for a grant that would be a partnership between CSN and Nevada Hope and VR, and they are hopeful for that because it's a statewide effort to bring in typically young people transitioning out of high school, into the college setting to learn, CNA and then help them pass that and have those skills and to give them stackable credentials into deeper areas of the medical profession, as far as they choose to go, and hopefully also working with the 121 tribal partners, making sure that people who are coming from rural communities can also go back to their rural communities. Medical professions are direly needed, medical professionals in rural communities, in tribal communities, but also in urban centers and all of Nevada, so they do not know about the outcome of that grant.

Dawn Lyons: Looked at it again and saw that it is the Council's annual report. It was to provide soft skills to our participants. That is a little bit different, and she wonders if maybe VR would like to be more involved in some of that data coming from CSN about this Mental Health Technician Program and the certificates so that it could be promoted and maybe used as a model for other community colleges throughout Nevada.

Sondra Cosgrove: There have been some lost opportunities when it comes to mental health workforce development, that they did not automatically think about people who were not getting the services they have access to, to become professionals.

Ace Patrick: This is like Job Corps; they have a CNA program. Most of their students have disabilities.

Dawn Lyons: Asked Ace to invite people who are involved, to the next meeting.

Ace Patrick: Will reach out and see who would be appropriate to invite.

Mechelle Merrill: Mark Huntly is the business and community liaison for Job Corps.

Dawn Lyons: Will reach out to the CILs to see what grants they know of.

Sondra Cosgrove: Worked with another parent to go through the process.

Bryan Hilbert: Peer support is one of the four core services.

Dawn Lyons: Had invited the Directors of both CILs to this meeting, she will ask them about grants.

Bryan Hilbert: Outside of the CIL in Las Vegas, most of the disability services are very diagno sis or situation focused. He does not know of any other groups in Southern Nevada that have a broad base that are autism centric for K-12 specialist focused and very parent lead, and he is sure there are other different SCI groups and probably some mental health focused organizations, but they tend to have a very narrow constituency and sometimes they also have a very set culture that you must fit into.

Mechelle Merrill: Mentioned that they are going to do an inventory of existing groups that could have the right advice for the grants. If it is discovered that things are just too narrow, they might need something else.

Bryan Hilbert: Asked if there is a disability resource guide available somewhere.

Char Frost: PEP is not only special education, but they also focus on families through multiple systems including mental health.

Sondra Cosgrove: Suggested that the group gather all the resource guides available.

Dawn Lyons: She believes both CILS have resource guides as well as Clark County. She suggested he contact them with a request.

1. Discussion and Make Recommendations Regarding Other States’ Initiatives for Nevada Integrated Employment **(For Possible Action).**

Dr. Sondra Cosgrove, Subcommittee Chair

Sondra Cosgrove: In addition to the groups that have grants that we can work with, are there any other groups that are out there right now that are working and talking about workforce development, specifically related to what the disability community’s, the mental health community’s, and behavioral health community's covering?

Bryan Hilbert: He mentioned that this is the core of the mission for DETR. They also run the One-Stop career centers. They go from job development, all the way to reemployment for folks that are unemployed, and support services and training for individuals with disabilities who need to skill up and develop to gain employment. Part of that is the VR side and then part of that is the broader DETR side that does lots of things around job and skill development.

Dawn Lyons: Gave information about her daughter’s experience with the Las Vegas One-Stop. When Dawn’s daughter went for an appointment, the location was crowded, and she became overwhelmed and left. No one from the One-Stop has followed up with her.

Mechelle Merrill: Suggested that Dawn’s daughter would be better served at VR.

Bryan Hilbert: Anyone under 22 is served by the school district system resources. Clark County has four or six different transition pathways, and he used to have a PDF that describes those different ones.

Mechelle Merrill: She said that Bryan was describing what is known as a Decision Tree, but she does not know of a “Decision Tree” source for individuals or their parents. There are many entry points to services in Nevada.

Dawn Lyons: Added that parents of disabled children, do not always know to ask about IEPs and 504s or accommodations for their children during their school years, if they have not gotten information about these services and supports.

Karen Taycher: Nevada Dept. of Education has told her that they are working closely with the CTEs (Career and Technical Education), to broaden access for Nevada’s youth to participate in the CTEs.

Char Frost: Workforce Connections in Southern Nevada are focused on WIOA.

Sondra Cosgrove: Experienced the same challenges with her CSN students with disabilities, who do not have services. She implements many accommodations into her curriculum in her courses that she teaches.

Dawn Lyons: The SILC is creating a Youth Action Council to reach out to youth in the community and become more involved in the Centers for Independent Living. The students can learn their rights and educate their parents. The SILC just hired a Youth Council Leader. She invited the group to connect with any youth they know who might be interested in joining the Youth Action Council.

Char Frost: Often the schools tell parents that children who have not been identified in elementary school, do not have needs. We need to educate the public to destigmatize different abilities.

Dawn Lyons: The parents must advocate for their children until the student is an adult.

Dee Dee Foremaster: The schools should be asking us to be part of their system. Also, regarding Vocational Rehabilitation, she feels that it is important to get the most disabled served, and it needs to be easier to get adults into Voc Rehab.

Mechelle Merrill: All VR’s must follow federal laws regarding timelines. Currently, there is a two-week period from time of application to meeting with a counselor. Their online form is accessible and has been shortened. There is one pathway for all disabled individuals. They have different teams to address different issues impacting job training and placement. She offered to work with Dee Dee Foremaster to get individuals into VR.

Dee Dee Foremaster: It is important to look at changing Federal laws and guidelines to improve things for people with disabilities so that programs are more accessible to them.

Bryan Hilbert: Gave feedback to VR services in their federal oversight review. They are making positive progress.

Mechelle Merrill: VR must focus on what the Federal Government tells them to, because they take federal money and the federal laws are very prescriptive in terms of the timeframes that VR must do things, so VR is constantly trying to do things to abbreviate things and make them quicker. Currently, if someone applies for VR services. Typically, the time with the application, they are getting the same intake appointment made the same day, where now VR is no more than two weeks at the worst to get in to see a counselor, and our application has been migrated to an online platform so a person can apply online, it's very quick and went from a 13 page application to about one and a half pages, and it's accessible so they are always trying to refine and make it better. Their whole job is one train of thought which is, take all comers, with all disabilities, to figure out what is getting in the way of their ability to get or keep a job, and then write an individualized plan to define the services that they need, deliver those services, and get them back to work. She can provide the education, but she cannot control the labor market. That has always been a struggle. We all know that people with disabilities suffer unemployment at significantly higher rates than their non-disabled peers. There are challenges they have an entire employment development team and internal job development team, so that they can control the job development. They have been very aggressive with their 700 Hour Program and helping get some changes to those laws to make them wider.

They have an entire employee engagement unit which goes out just to work on bringing in employers who do not know about VR, to learn about React. They do trainings for employers about diversity, and employee and disability hiring practices. They have an entire website that they support, separate from the DETR website, which is purely outreach to employers, and includes success stories to make them familiar with, and embrace the concept.

She thinks the federal laws need to be changed so that it is a two-pronged situation. This is a very broad area. It might be important for everyone to look at federal change, so that the program's more accessible to more people. There are a lot of people out there with disabilities, and they are not receiving any services, because it takes too long, although it does sound like there has been some wonderful achievements in that area.

Bryan Hilbert: Feels like it is a new VR. He had an opportunity to give feedback over 18 months into some VR services and they invited him to come to their federal oversight review. He is working with the transition team and his students have a smoother and faster process getting connected. He wants to do long term advocacy things and thinks we do need to recognize when an organization is big as a leader, is working as hard as they are to make positive progress.

Dawn Lyons: People can sign up for the 700 Hour Program without being a client of VR.

1. Discussion and Make Recommendations Regarding Students with Mental and Behavioral Health Special Needs Accessing the Workforce **(For Possible Action).**

Dr. Sondra Cosgrove, Subcommittee Chair

Sondra Cosgrove: Information needs to be gathered about programs for workforce.

Dawn Lyons: We need to help promote these programs. The SILC can post information regarding these programs, on their website.

Char Frost: The CSPD recently discussed this issue. There has been a large jump in the population in the state. There will be many people coming in with disabilities. The 700 Hour program will be doing more outreach.

Mechelle Merrill: The 700 Hour program got feedback and they are developing outreach materials. They have all the major social media accounts.

Sondra Cosgrove: She spoke with Cindi Swanson about the frustrations experienced when the Swansons moved to Nevada and were looking for services and support for their son and their family. She would like to see what supports and services can be implemented and put everything in one place for people to find without difficulty.

Cindi Swanson: There were a lot of barriers when they came to Nevada. She had difficulties working with VR for their son. Parent education is very important to advocate for their children. 70% of people with disabilities are solely supported by their families. It is a worry that if the older child works, they will lose their Social Security benefits. There needs to be more education about benefits. In Nevada, it is challenging to get information about things happening in the state, a global source of information does not seem to be available. Parents and self-advocates need to be part of the conversation.

Sondra Cosgrove: It is important to have the first-person feedback.

Mechelle Merrill: The closest thing to a Decision Tree, is a booklet that VR has put together to guide parents regarding getting their child into services.

Bryan Hilbert: Has seen a few pathway programs. This group may need to narrow their focus.

Dawn Lyons: Nevada 211 has all the resources; she does not think that they would know what the appropriate pathway for someone would be.

Bryan Hilbert: It will look very different for individuals who belong to subsets to find their support systems. We need to narrow our focus, and is it putting together informational resources or maybe these decision trees, and three or four different of those that would handle some broad areas of the population. If you are a family of somebody under 22, then that looks very different if you are a family of somebody above 22, but they still need family support than if you are a self-advocate. Your wants, needs, desires and systems look very different. And it gets very hard when you try and deal with all those groups for lack of a better term, or all those situations in the same way because there will be resources that will only serve one subset. Most people are focused on their personal situation.

Sondra Cosgrove: This subcommittee focuses on inclusive workforce development. She thinks that the Meaningful Day framework is where this group is going to end up jumping into.

1. Discussion and Make Recommendations Regarding a Strategic Plan for Workforce Inclusivity **(For Possible Action).**

Dr. Sondra Cosgrove, Subcommittee Chair

Dawn Lyons: To an extent, the Meaningful Day would be a good framework to include in the Strategic Plan, making sure to promote Independent Living philosophy within all these frameworks that work for people.

Sondra Cosgrove: Asked Mechelle to talk about the Meaningful Day.

Mechelle Merrill: There's an organization called Transcen, out of San Francisco, who created the Meaningful Day, which, in a nutshell is that everyone should have a right to a day where you work to your ability, and for as long as your duration is and doing work that is meaningful to you and paid, and inclusive work. Maybe your day work is four hours long, then what makes the rest of your day meaningful? Is it taking a yoga class, volunteering at a food bank, going to a book club, taking a swim lesson? A Meaningful Day is whatever the individual defines it as. It transcends agencies, through understanding how to monetize the process to allow our clients to use the existing funding, that has traditionally been keeping people in more sheltered settings, and changing that funding model to funding their ability to work out in the community. Part of the funding is braided through ADSD and VR to fund the work until the work funds itself and pay the individuals who are really the touch points. The goal is independence to the greatest extent, so maybe services are minimal and then they fade away as quickly as possible. So that the individual has a completely independent day, going from one location to the other. Transcen is who provides all that training. They have been at these meetings that Diane Thorkildson has coordinated with candidates, Understanding has been improving. The Meaningful Day is not implemented yet. It is going to take more coordination between Aging and Disability Services, specifically the regional services and the CMS laws regarding payment for what they will pay for what services. Funding will need to be used for the Transcen training.

She will reach back out to Diane Thorkildson about the CSPD’s actions regarding the Meaningful Day.

Sondra Cosgrove: She would like to gather surveys and information from the last ten years, to pick up from where certain people and programs were lost.

Karen Taycher: She agrees and does not want the group to repeat time and effort if others have already done this.

Dawn Lyons: The SILC is not a service provider, but the CILs are. She would like to be a Transcen trained advocate.

Sondra Cosgrove made a motion, that for the next meeting, to gather up every report, survey or plan available to see if it is possible to implement, fund or reinstate programs related to this. Ace Patrick seconded. Motion carried.

People are to send what they find, to Dawn Lyons.

1. Discussion and Make Recommendations Regarding any Member Announcements and Upcoming Events **(For Possible Action)**.

Dr. Sondra Cosgrove, Subcommittee Chair

Sondra Cosgrove: Southern Nevada College is looking at ways of getting as many mental health professionals as possible, into the pipeline as soon as possible. They are proposing new certificate programs at the Board of Regents meeting the following month.

Ace Patrick: The Deaf Commission is having a VR101 workshop the next day. Dawn will send that information out.

Mechelle Merrill: The VR 101 is an informational meeting about accessing VR services, including how to seek services, what is reasonable to expect, what are the timeframes, and the types of things that VR provides.

1. Approve Next Meeting Agenda Items and Next Forum and Meeting Dates **(For Possible Action)**

NV SILC IWD Subcommittee: August 12, 2021?

NV SILC IWD Subcommittee Forum: the week of Father’s Day, June 21-25?

Dr. Sondra Cosgrove, Subcommittee Chair

We will do a Doodle poll for the next meeting.

1. Public Comment

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Dawn Lyons: Thanked everyone who came to the meeting. Everyone has a huge impact.

Karen Taycher: Thanked the group for inviting her.

Cindi Swanson: Thanked everyone for coming and the energy that is being brought.

Ace Patrick: Thanked everyone for coming and the information that they shared.

1. Adjournment

Dr. Sondra Cosgrove, Subcommittee Chair

Meeting adjourned at 1:06pm.

**NOTE:** We are pleased to make reasonable accommodations for members of the public who have disabilities and wish to attend the meeting. If special arrangements for the meeting are necessary, please notify Wendy Thornley at (775) 687-0551 as soon as possible and at least five days in advance of the meeting. If you wish, you may email her at [wthornley@adsd.nv.gov](mailto:wthornley@adsd.nv.gov) According to NRS 241.020, supporting materials for this meeting is available at: 3416 Goni Road, #D-132, Carson City, NV 89706 or by contacting Wendy Thornley at (775) 687-0551 or by email at [wthornley@adsd.nv.gov](mailto:wthornley@adsd.nv.gov).

***Agenda Posted at the Following Locations:***

Notice of this meeting was posted on the Internet: <https://www.nvsilc.com/meetings/> and <https://notice.nv.gov>

**In accordance with Nevada Governor Sisolak’s Declaration of Emergency Directive 006 there will not be a physical location for the** **Nevada Statewide Independent Living Council (NV SILC) Legislative Subcommittee.**

· As per Nevada Governor Sisolak’s Declaration of Emergency Directive 006; Subsection 3: The requirements contained in NRS 241.020 (4) (a) that public notice agendas be posted at physical locations within the State of Nevada are suspended.

· As per Nevada Governor Sisolak’s Declaration of Emergency Directive 006; Subsection 4: Public bodies must still comply with requirements in NRS 241.020 (4)(b) and NRS 241.020 (4)(c) that public notice agendas be posted to Nevada’s notice website and the public body’s website, if it maintains one along with providing a copy to any person who has requested one via U.S. mail or electronic mail.

· As per Nevada Governor Sisolak’s Declaration of Emergency Directive 006; Subsection 5: The requirement contained in NRS 241.020 (3)(c) that physical locations be available for the public to receive supporting material for public meetings is suspended.

· As per Nevada Governor Sisolak’s Declaration of Emergency Directive 006; Subsection 6: If a public body holds a meeting and does not provide a physical location where supporting material is available to the public, the public body must provide on its public notice agenda the name and contact information for the person designated by the public body from whom a member of the public may request supporting material electronically and must post supporting material to the public body’s website, if it maintains one.