



# Nevada

Vocational Rehabilitation

*A Proud Partner of American Job Center of Nevada*

At Work for Disability Inclusion



2024

Nevada State  
Rehabilitation Council

# ANNUAL REPORT



[www.VRNevada.nv.gov](http://www.VRNevada.nv.gov)

Administration Office  
500 E. 3rd Street  
Carson City, NV 89713  
(775) 687-6860

Vocational Rehabilitation is an Equal Employment Opportunity program/service.

Auxiliary aids and services are available upon request during consultations with counselors and service providers.

## YOU CAN ALSO FIND US ON:



THE SERVICES AND/OR GOODS DESCRIBED HEREIN ARE FUNDED, IN PART, WITH FEDERAL FUNDS AWARDED BY THE U.S. DEPARTMENT OF EDUCATION UNDER THE VOCATIONAL REHABILITATION (VR), SUPPORTED EMPLOYMENT SERVICES, AND/OR THE INDEPENDENT LIVING SERVICES FOR OLDER INDIVIDUALS WHO ARE BLIND (OIB) PROGRAMS. FOR PURPOSES OF THE VR PROGRAM IN NEVADA, THE FEDERAL VR GRANT PAID 78.7 PERCENT OF THE RELATED COSTS. IN FEDERAL FISCAL YEAR (FFY) 2022, NEVADA VR RECEIVED \$17,136,279 IN FEDERAL VR FUNDS. FUNDS APPROPRIATED BY THE STATE OF NEVADA AND/OR ACQUIRED FROM OTHER NON-FEDERAL SOURCES PAID 21.3 PERCENT OF THE RELATED COSTS (\$4,637,900). FOR PURPOSES OF THE SUPPORTED EMPLOYMENT PROGRAM, FEDERAL FUNDS PAID 95 PERCENT OF

THE TOTAL COSTS. IN FFY 2022, NEVADA'S VR PROGRAM RECEIVED \$54,208 IN FEDERAL SUPPORTED EMPLOYMENT FUNDS. STATE APPROPRIATED FUNDS PAID 5 PERCENT (\$3,012) OF THE TOTAL COSTS UNDER THE SUPPORTED EMPLOYMENT PROGRAM.

FOR PURPOSES OF THE OIB PROGRAM, FEDERAL FUNDS PAID 90 PERCENT OF THE TOTAL COSTS INCURRED UNDER THE PROGRAM. IN FFY 2022, REHABILITATION DIVISION RECEIVED \$219,845 IN FEDERAL GRANT FUNDS FOR THIS PROGRAM. FUNDS APPROPRIATED BY THE STATE PAID 10 PERCENT (\$24,427) OF THE TOTAL COSTS INCURRED UNDER THE OIB PROGRAM.

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# ABOUT NEVADA STATE REHABILITATION COUNCIL

## COUNCIL COMPOSITION

The Council has a minimum of 16 members as required by the Rehabilitation Act of 1973 as amended. We value all the positions and would like to fill the vacancies. The category and current members follow. Applications for Gubernatorial appointment to the Council may be found at

[https://hal.nv.gov/form/Governor/Boards\\_and\\_Commissions\\_Application](https://hal.nv.gov/form/Governor/Boards_and_Commissions_Application).

 <b>1</b> State Independent Living Council Representative	 <b>1</b> Parents Training & Info Center Representative	 <b>1</b> Client Assistance Program Representative	 <b>0</b> VR Counselor Representative	 <b>1</b> Community Rehabilitation Program Representative	 <b>1</b> Business, Industry and Labor Representative
 <b>2</b> Individuals with Disabilities, Advocate Representatives	 <b>1</b> Current or Former Applicants or Recipients of VR	 <b>0</b> Native American, Section 121 VR Program	 <b>1</b> State Educational Agency Representative	 <b>0</b> State Workforce Investment Board Representative	 <b>1</b> Designated State Unit Administrator (ex officio)

# NEVADA STATE REHABILITATION COUNCIL

## ROLES AND RESPONSIBILITIES

The Nevada State Rehabilitation Council (NSRC) is a citizen advisory council appointed by the Governor to serve both as a partner and to provide guidance to the state's Vocational Rehabilitation (VR) Program.

The Council includes people with disabilities, community rehabilitation program staff, vocational rehabilitation counselors, advocates, VR clients and business leaders.



### PROGRAM PLANNING

Members engage in strategic planning and provide guidance to promote competitive and integrated employment opportunities for individuals with disabilities.



### ASSISTANCE

The Council assists in shaping policy, by guiding and assisting in making thoughtful, participant-focused decisions through needs assessments, consumer satisfaction surveys, and ongoing program evaluations.



## BECOME A NSRC COUNCIL MEMBER

*For more information on becoming a council member, contact the Rehabilitation Division Administration office at 775-687-6860.*

*Applications for Gubernatorial appointment to the Council may be found at [https://hal.nv.gov/form/Governor/Boards\\_and\\_Commissions\\_Application](https://hal.nv.gov/form/Governor/Boards_and_Commissions_Application)*

**Apply Here:**



# STATISTICS FOR 2023-2024

## KEY SUCCESSES



481  
Clients Achieved Employment



\$17.74+  
Average Wage

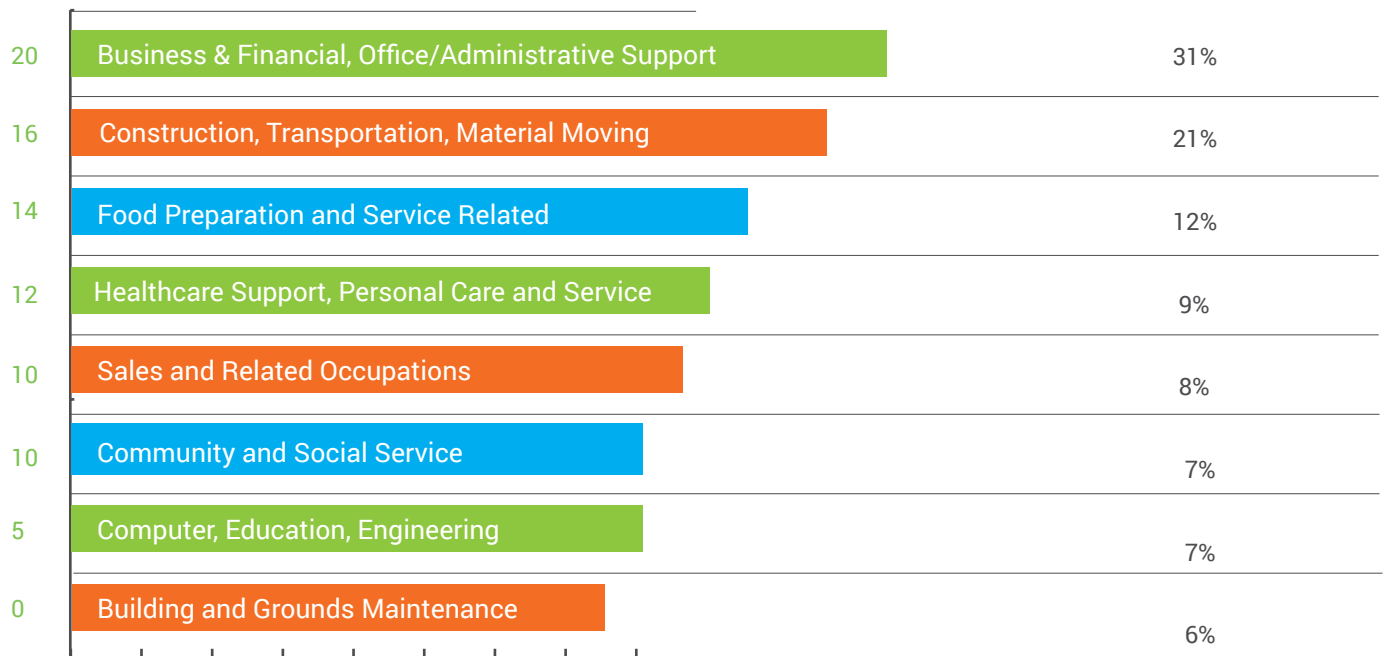


7,339+  
Clients Served



645 days  
Average Length of Cases

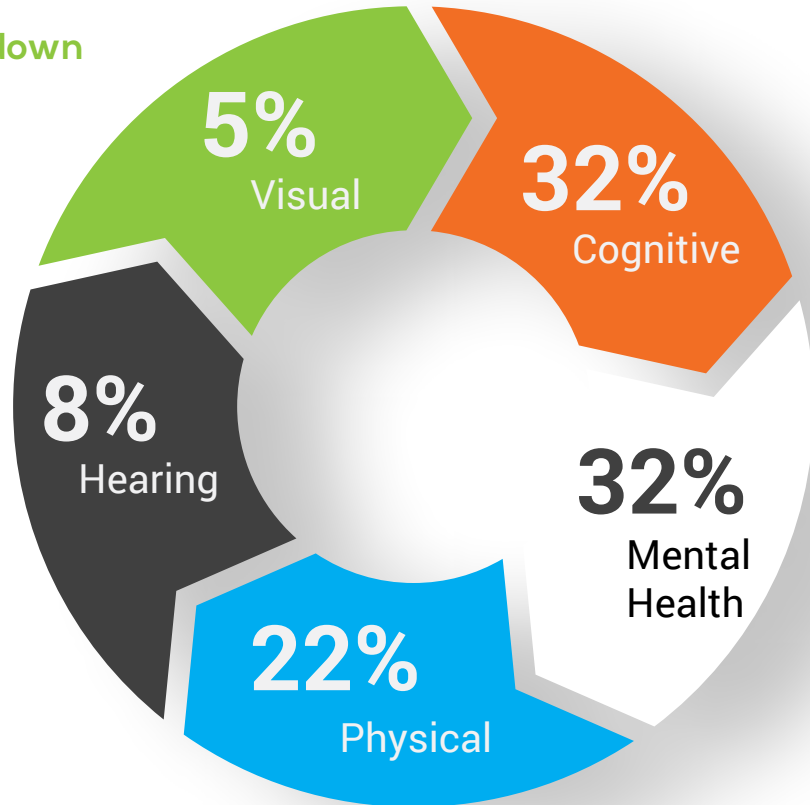
### TOP 8 OCCUPATIONS OF SUCCESSFULLY EMPLOYED CLIENTS



# STATISTICS FOR 2023-2024

## SERVED AND EMPLOYED CLIENTS

Primary Disability Breakdown of Served Clients



### CLIENT SATISFACTION WITH VR SERVICE DELIVERY IN %

These data are derived from customer satisfaction survey results, which assess clients' satisfaction with various aspects of the VR process and their outcomes.



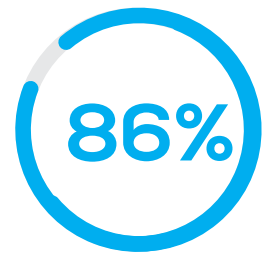
Meeting Goals



Counselor Interactions



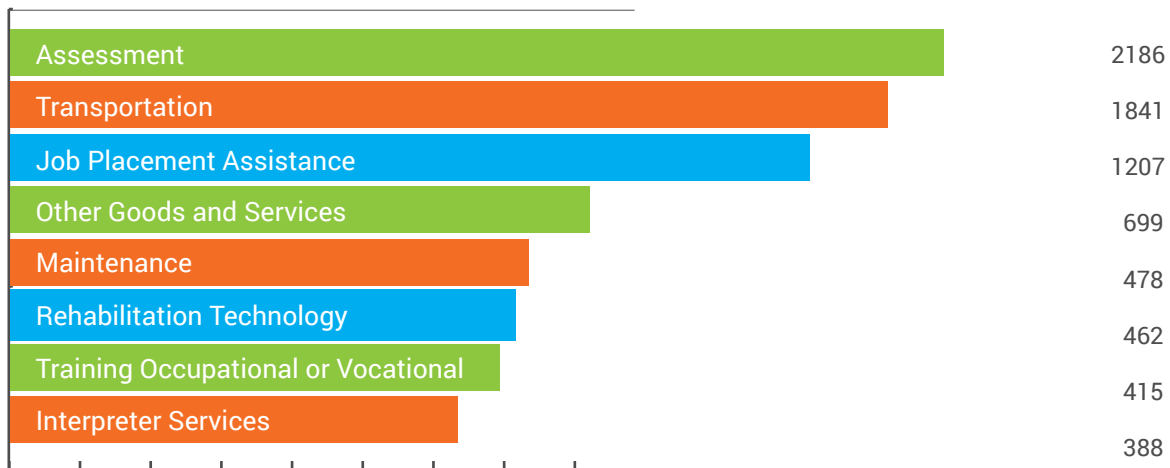
Office Accessibility



Would Recommend

# STATISTICS FOR 2023-2024

## TOP 8 SERVICES PROVIDED



### ASSESSMENT

Services provided, and activities performed to determine eligibility for VR services and scope of VR services to be included on the IPE. For example – situational work assessments, community-based assessments.

### TRANSPORTATION

Travel and related expenses that are necessary to enable an individual to participate in VR services. Examples include bus and Paratransit passes, fuel assistance and travel (bus) training.

### JOB PLACEMENT ASSISTANCE

Working with an internal or external job developer to apply for jobs.

### OTHER GOODS & SERVICES

Services not recorded anywhere else. Includes occupational licenses, tools and equipment and initial stocks and supplies for self-employment.

### PRE - ETS

The earliest set of VR services provided to potentially eligible or VR eligible students with a disability. Includes the five required activities: job exploration counseling, work-based learning, counseling on post-secondary education or transition programs, self-advocacy instruction, and workplace readiness training.

### MAINTENANCE/ SHORT TERM EXPENSES

Monetary support provided for living expenses such as food, shelter and clothing that are in excess of the normal expenses of the individual. Clothing for interviews, uniforms and work shoes are all examples of maintenance services.

### ON THE JOB SUPPORT

Support services provided to an individual who has been placed in employment to stabilize the placement and enhance job retention. Includes short term or initial job coaching.

### TRAINING

Training services are programs that provide instruction or work-based learning to prepare individuals for employment. Examples include academic training, vocational skills, on-the-job training, apprenticeships, literacy and job readiness training, disability-related skills, and customized training.

### REHABILITATION TECHNOLOGY

Systematic application of technologies, engineering methodologies, or scientific principles to meet the needs of, and address the barriers confronted by, individuals with disabilities. Examples include CCTVs, screen reader software, and hearing aids.



# STATISTICS FOR 2023-2024

## TOP 8 SERVICES PROVIDED

### Program Year 2023



47.5% MSG Rate



37.7% Credential Rate

### Average Cost per closed case in FFY 2024



\$4,789 Vocational Rehabilitation



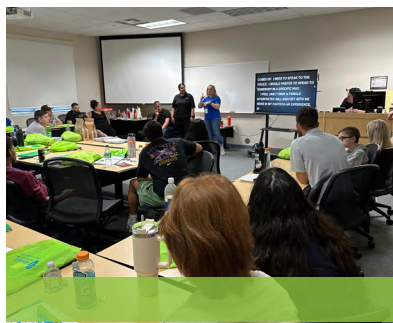
\$5,696 Supported Employment

## SUPPORTED EMPLOYMENT

Competitive integrated employment, including customized employment; or employment in an integrated work setting in which an individual with a most significant disability is working on a short-term basis toward competitive integrated employment.

Employment that is individualized and customized, consistent with the individual's unique strengths, abilities, interests, and informed choice, including with ongoing support services for individuals with the most significant disabilities.

(Section 7(38) of the Act and §363.1 (b) of the regulations)



SUPPORTED EMPLOYMENT (SE) OUTCOMES		2022	2023	2024
1.	SE Clients Served	752	833	993
2.	SE Successful Closures	117	130	112

# BUSINESS DEVELOPMENT OUTREACH EVENTS AND TOURS

The Business Services Team (BST) works collaboratively with IDCD and national business partners to develop strategies that support businesses.



Event
Manufacturing Career Fair
Crossroads Job Fair
Parole and probation Resource and Job Fair
Workforce Talent Pipeline Summit
Annual Earned income Tax Credit Event
Autism Cares Spring Resource Fair
Native American Educatin Summit at UNR
EmployNV Career Expo
Southern Nevada JATC EEO and Equity in Apprenticeship Recruitment Networking Event
Rapid Response Resource Fair at the Mirage Las Vegas
Veteran's Stand Down

Employer
Progress Rail
Northern Nevada Laborers' Apprenticeship and Training Local 169
Candle Science Distribution
FDC Graphic Films Inc.
Meridian Adhesive Group
K2 Fabrication
Codale Electric Supply
Firetrucks Unlimited
Silver Screen Printing
Infinite Technologies RCS Inc.
Kimmie Candy

## TOP 2 EMPLOYERS FEDERAL FISCAL YEAR 2024

**SEPHORA** **24**  
Employments



**42**  
Employments

# VR NEVADA DISABILITY INCLUSION PARTNER INITIATIVE

The VR Nevada Disability Inclusion Partner recognizes businesses in the State of Nevada that hire Nevada VR clients. Businesses can be presented the Disability Inclusion Partner, window stickers, Custom Crystal award, and/or Wall mounted plaque. The VR Disability Inclusion designation can be used by your company and will let your customers know you proudly support disability inclusion.

Criteria for recognition will vary by level of Business size (small, medium, and large). All criteria recognitions are based on 1 calendar year. The criteria for most of the awards are based upon the following measures:

Small Businesses will be based on 25 or less employees.

Medium Businesses will be 26 to 50 employees.

Large Businesses will be 51 to 100+.

All awards are to be presented at the employers' place of business. Presenters are from the VR Executive staff, Local VR Corporate District Manager, Business Services team members, and Supervisors from the Internal Job Development team, and other dignitaries.



## North Bay Industries Carson City, NV

NBI is one of four companies in the world that manufacture parts of or whole American flags with American cotton. The California and Nevada facilities operate in seven counties and manufacture cloth and canvas that is used with American flags, and service-related clothing that is used in all branches of the armed forces.

## Spacecraft Components Inc. Las Vegas, NV

Spacecraft Components designs and manufactures millions of small electrical connectors by hand for companies around the world. Especially defense contractors. The components may be used to power military or transit/locomotive vehicles.



# STUDENTS WITH DISABILITIES



## What are Pre-Employment Transition Services?

Significant changes in the Rehabilitation Act Amendments of 2014 now provide Vocational Rehabilitation (VR) agencies across the nation with the opportunity to provide expanded services in five specific focus areas to students with Individualized Education Programs (IEP) or 504 plans, whether or not they have applied or been found eligible for VR services.

These services can be provided to groups of students who are potentially eligible for VR services, and also to students with higher needs who have open cases with VR. Individualized services are carefully planned in coordination with a student's IEP. The services can be provided to students in Nevada starting as early as 14, if they have school-based IEP or 504 plans.



### Pre-Employment Transition Services focus areas include:

1. Job exploration
2. Work-based learning experiences
3. Exploring opportunities for enrollment in comprehensive or post-secondary educational programs
4. Workplace readiness training to develop social skills and independent living
5. Instruction in self-advocacy, which may include peer mentoring



**2,124 Students**



**14 School Districts**



**64 Schools Served**

Students with Disabilities (SWD) Who Received Pre-Employment Transition Services (Pre-ETS) FFY24

*\$2,376,313 Total Spent on Services Provided*

# IN MEMORIAM

## ALLAN MCCANDLESS

### REHABILITATION SUPERVISOR



It is with great sadness that we announce the passing of Allan James McCandless, a dedicated Rehabilitation Counselor, beloved colleague, and dear friend of VR. Allan’s impact on the lives of others spanned two decades, working in Oregon and Nevada VR. His career with VR began in 2003 as a Vocational Rehabilitation Counselor, and ended in November as a Rehabilitation Supervisor overseeing rural VR offices. His commitment to helping others, paired with his deep knowledge and compassion, made him a trusted figure in the field of VR.

Allan earned his Masters Degree in Rehabilitation Counseling from Southern State University in 2008 and his Bachelors Degree in Social Services from Portland State University in 1992. He brought this education to life every day, always seeking ways to improve the lives of his clients and supporting his staff with unwavering dedication. His warmth, humor, and kindness were a constant source of light in the workplace. He was well-liked by all who had the privilege of working with him, and his positive influence will not be soon forgotten.

Outside of work, Allan had a great love for reading, especially comics; passions that were a window into his vibrant and curious personality. His sense of humor, wit, and the way he connected with people will always be remembered by friends, family, and colleagues alike.

Allan leaves behind a lasting legacy of service, friendship, fond memories, and laughter. We honor and thank him for his years of service to individuals with disabilities. He will be greatly missed by all who knew him.

## TEAM SPOTLIGHT

### STATEWIDE INTAKE PROJECT

The Statewide Intake Project initiated in October 2023, aims to address the surge in new applications for Vocational Rehabilitation (VR) services, which have increased by over 200% in the past year. This initiative leverages existing paraprofessional staff to support VR counselors who are struggling to manage the unprecedented demand. The project’s primary goals are to maintain timely processing of VR applications and to engage prospective applicants early in the process to ensure high retention and participation. The team consists of various VR staff including rehabilitation technicians, program officers, managers, counselors, quality control specialists, and global schedulers. Since its inception, the project has successfully processed over 300 applications; this all in addition to their normal work duties. VR acknowledges the contributions of all the individuals on the project:

- |                       |                       |                     |
|-----------------------|-----------------------|---------------------|
| ◇ Marcella Haime      | ◇ Loretta Kempfski    | ◇ David Fisher      |
| ◇ Misty Chapman       | ◇ Jacqueline Quintero | ◇ Trina Bourke      |
| ◇ Anna Marie Valbuena | ◇ Faith Wilson        | ◇ Mat Dorangricchia |
| ◇ Gabrielle Villalba  | ◇ Lisa McCulloch      | ◇ Darci Ingraham    |
| ◇ Terry McGinnis      | ◇ Carrie Wilczynski   | ◇ Sheila Rasor      |

# CLIENT SUCCESS STORIES



**EDGAR CAÑAS**  
*700 Hour Program*

Edgar applied for services from VR Nevada as a high school student with disabilities. He completed high school, community college, and his 4 year degree from UNR, majoring in Criminal Justice and Political Science. He is now using the Internal Job Development Team to find employment in the 700-Hour Program to be employed with the State of Nevada.



**GUILLAUME ZAGOL**  
*Pathways to Work Program*

Congratulations to Guillaume for reaching his 10-year work anniversary at the Guadalajara Mexican restaurant in Boulder Station! Guillaume was one of the first five participants in our Pathway to Work program at Boulder Station in 2014. He gained valuable job skills and was offered a job as a busser/dishwasher on October 2014 and has continued to excel over the last 10 years.



**REBECCA LARIOS**  
*Nursing Student at GBC*

Rebecca was living with several seriously disabling conditions, including mental health as well as physical impairments. Rebecca came to VR Nevada in December of 2019 and graduated from Great Basin College in May 2024 with her Associates of Applied Science in Nursing. She passed her RN Licensure exam in June and became employed full time just a few weeks later as a Registered Nurse at New Horizons Home Health Care.

FULL STORIES ONLINE  
<https://vrnevada.nv.gov/success-stories/>



VR has embraced the legislatively-enhanced 700 - Hour Program, which creates employment pathways for individuals with disabilities. These employment opportunities are with state agencies, and afford the employer and employee 700 hours to determine if the individual is a good fit for the job. This program has been highly successful, having placed over 100 individuals in the last year and a half.

## BOULDER STATION.

Station Casinos is the leading provider of gaming and entertainment in Las Vegas, Nevada. Station Casinos, is dedicated to recruiting, employing, training, and advancing talented people of different racial and cultural backgrounds, ages, religious beliefs and alternative lifestyles. Through their culture, they foster a cooperative work environment where their Team Members are treated with respect, trust, and dignity and encouraged to reach their full potential.



Great Basin College's Associate of Applied Science Nursing Degree (AAS Nursing) provides an accessible, student-centered, postsecondary nursing education that prepares graduates for entry level nursing practice in a variety of structured healthcare settings. The curriculum integrates courses in nursing with general education requirements.

# CLIENT SUCCESS STORIES

## FULL STORIES ONLINE

<https://vrnevada.nv.gov/success-stories/>



### MITCHELL ALBRECHT

*Whole Foods Employee*

Mitchell is an individual whose VR Nevada journey began in 2013 when he was still a student at Wooster High School. Mitchell was diagnosed with bilateral severe to profound hearing loss at age 9 months and with autism at age 3. A perfect opportunity was developed at Whole Foods to carve a specific job for Mitchell after job developers worked closely with store management to oversee “Job Fit Analysis” services with Mitchell.



Our purpose is to nourish people and the planet. We’re a purpose-driven company that aims to set the standards of excellence for food retailers. Quality is a state of mind at Whole Foods Market.



The Bureau of Services to the Blind and Visually Impaired (BSBVI) provides a variety of services to eligible individuals, whose vision is not correctable by general eye care.

The Bureau helps individuals with vision disabilities make decisions about their future employment through evaluation and testing tailored to the participant’s needs. The program also offers counseling and training to help individuals learn to maneuver safely with confidence.



### TUCKER BENSON

*BSBVI*

Tucker was diagnosed with Wagner retinal dystrophy OU at age 14 and has been gradually losing his vision ever since. He came to the Nevada BSBVI in August 2016. BSBVI provided him with essential equipment to support his independence and productivity, including a phone, tablet, computer, and braille display. With these resources, Tucker has been able to maintain his employment, working successfully in his position for nearly two years.



Unifi is the largest ground handling & aviation services company in North America. Well-known and well-respected for our innovative and agile operations, we are an elite team of experts serving the airline industry.



### WALTER LAURITON

*Unifi Aviation Employee*

Walter’s journey is a powerful story of resilience and determination. After losing his job as a welder, he found himself struggling with addiction and homelessness. He was at EmployNV every day, applying for jobs and updating his resume. His persistence culminated in a job offer from Unifi Aviation, LLC, where he now works as a Ramp Agent, maintaining sobriety and securing permanent housing.

# COLLABORATIONS

*"Simply, we are just better together."*

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Nevada VR's ongoing partnership with the Lyon County School District braids funding to improve post-secondary outcomes for students with disabilities in Lyon County by providing them with support, PAES labs, transition coordinators, resources and access to college and career pathways.



TheNextStep, is a collaboration with the Carson City School District and VR. The Next Step serves students from 18-22 who are interested in exploring work, having work-based learning experiences and developing their vocational skills in preparation for employment.

## tapestry

Tapestry Fulfillment Inc. and VR partnered develop an inclusion academy to train individuals with disabilities in distribution and warehouse tasks. The inaugural cohort of four VR clients received four weeks of training in picking, packing, and preparing products for shipment, supported by an external job coach and Tapestry staff. Upon completion, three clients were offered full-time or part-time employment at \$17 per hour. Tapestry, located in North Las Vegas, handles distribution for luxury brands like Coach, Stuart Weitzman, and Kate Spade, and is dedicated to fostering an inclusive and diverse workplace.



Project SEARCH

Project SEARCH is a collaboration with the Clark County School District (CCSD), BVR and local businesses such as Sunrise and Mountain View Hospitals and the Greer Center at CCSD. In the year long program high school students are assigned to worksites at locations where they can gain work experience by completing several work rotations with support from their teachers and BVR work-based trainers.

## SEPHORA

The Sephora Training program is a collaborative training program between VR, Capability Health and Human Services and the Sephora Distribution Center in North Las Vegas. The training lasts 9 weeks, and clients learn soft skills as well as rotate between 3 warehouse/stocking positions in the warehouse. Once successful, the clients become permanent employees of Sephora. This collaborative program has served 21 clients in the last state fiscal year (SFY 23).



VR has embraced the legislatively-enhanced 700 - Hour Program, which creates employment pathways for individuals with disabilities. These employment opportunities are with state agencies, and afford the employer and employee 700 hours to determine if the individual is a good fit for the job. This program has been highly successful, having placed over 100 individuals in the last year and a half.



# COLLABORATORS AND PARTNERS

*In appreciation, we acknowledge our other partners and collaborations:*

- ◇ American Council for the Blind
- ◇ Amplify Life
- ◇ Assistive Technology Council (AT Council)
- ◇ Blind Center
- ◇ BlindConnect
- ◇ Bloom Consulting
- ◇ Capability Health & Human Services
- ◇ CART- Churchill Area Regional Transportation
- ◇ Colorado Center for the Blind
- ◇ Commission on Services for Persons with Disabilities (CSPD)
- ◇ Community Services Agency
- ◇ Desert, Sierra and Rural Regional Centers (ADSD)
- ◇ Education Associates
- ◇ Ely Shoshone Tribe
- ◇ EmployNV Career & Business Services Hubs/DETR
- ◇ Fallon Paiute Shoshone Tribe
- ◇ Fort Mojave Tribe
- ◇ Goodwill of Southern Nevada
- ◇ Helen Keller National Center for Deaf- Blind Youths and Adults
- ◇ Jobs for America's Graduates (JAG) Nevada
- ◇ JOIN Inc.
- ◇ Marshall B. Ketchum University (dba Southern California College of Optometry Low Vision Clinic)
- ◇ Moapa Band of Paiutes
- ◇ National Federation of the Blind
- ◇ National Technical Assistance Center for Transition (NTACT)
- ◇ Nevada Aging and Disability Services Division (ADSD)
- ◇ Nevada Blind Children's Foundation
- ◇ Nevada Department of Education, Career and Technical Education
- ◇ Nevada Department of Education, Office of Inclusive Education
- ◇ Nevada Disability Advocacy and Law Center (NDALC)
- ◇ Nevada Equal Rights Commission (NERC)
- ◇ Nevada Governor's Council on Developmental Disabilities (NGCDD)
- ◇ Nevada PEP
- ◇ Nevada System of Higher Education (NSHE) member colleges and universities
- ◇ Nevada Youth Training Center (NYTC) NevadaWorks
- ◇ Northern Nevada Center for Independent Living (NNCIL)
- ◇ Opportunity Village
- ◇ Pathful Explorer
- ◇ Path 2 Independence at UNR
- ◇ Project FOCUS at UNLV
- ◇ Regional Transportation Commission (RTC)
- ◇ Sephora
- ◇ Shoshone Paiute Tribes of the Duck Valley
- ◇ School Districts Statewide
- ◇ Southern Nevada Center for Independent Living (SNCIL)
- ◇ Statewide Independent Living Council (SILC)
- ◇ TAI-Talent Assessment, Inc. (PAES Labs)
- ◇ The Sho-Pi Tribe in Owyhee
- ◇ University of Nevada, Reno, Center for Excellence in Disabilities
- ◇ The Vocational Rehabilitation Technical Assistance Center for Quality Management (VRTAC-QM)
- ◇ The Vocational Rehabilitation Technical Assistance Center for Quality Employment (VRTAC-QE)
- ◇ World Institute on Disability

# LETTER FROM THE CHAIR

## RAQUEL O'NEILL



**Raquel O'Neill**  
*Chair of NSRC*

While working with our state Rehabilitation agency this past year one word comes to mind, advocacy. It has been a year where I have had the pleasure to witness the leadership of our state Vocational Rehabilitation services at their best in advocating. They tirelessly have moved the needle on strengthening awareness which has really boosted employer relationships and, encouraged many Nevadans to apply for services. In turn, they have recognized the importance to increase awareness of promoting continued funding with our legislature in these vital services.

Finally, it has been an honor to work along side of them in learning to adjust best practices in areas of policy and procedure. I am proud that this advocacy is the type that is open-minded with humility, passionate about their cause to share and educate, and encouraging rather than forceful. While I know that we are all a work in progress, my hope is that as you review the outcomes in this report you will also see that the people leading our services truly have a heart to persistently advocate on behalf of the Nevada citizens who need and desire a place in our great workforce.

*Raquel O'Neill, LCSW, CVRT*

# LETTER FROM THE ADMINISTRATOR

## DRAZEN ELEZ



**Drazen Elez**  
*Administrator*  
*DETR Rehabilitation*

As Administrator of Nevada Vocational Rehabilitation (VR), I am proud to share the accomplishments and milestones that have defined our 2024 journey. This year, VR Nevada has empowered thousands of individuals with disabilities to achieve greater independence and economic stability, even as the state navigates an unemployment rate of 5.6%, one of the highest in the nation. We are thrilled to report that 481 individuals achieved employment through our programs, earning an average wage of \$17.74 per hour.

VR Nevada has faced an unprecedented increase in demand for services, with new applications rising by over 229% compared to 2021. This surge has exceeded pre-pandemic levels and reflects a growing need for support among Nevadans with disabilities. To meet this demand, we are working closely with the Governor, his team, and the legislature to identify resources and implement strategies to ensure we continue delivering high-quality services to all who need them.

As we look to the future, VR Nevada is working on programs to assist in preparing clients for an evolving workforce by incorporating digital literacy and AI-powered tools into our training programs. By equipping individuals with these skills, we will ensure that Nevadans with disabilities remain competitive and empowered in a dynamic labor market.

Thank you for your continued support in helping us build a more inclusive Nevada. Together, we are creating opportunities that enable individuals with disabilities to thrive.

*Drazen Elez*  
*Administrator, DETR Rehabilitation Division*

# OUR COUNCIL MEMBERS



**ROBIN KINCAID**  
*Vice Chair*

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Parents Training & Info Rep



**DAVID NUESTRO**  
*Disability Advocate*

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Redhead Supports



**CYNTHIA GUSTAFSON**  
*Disability Advocate*

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Business, Industry & Labor



**JACK MAYES**  
*Member*

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Current or Former Applicants or  
Recipients of VR Services



**AUSTIN OLSON**  
*Member*

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Department of Education  
Office of Special Ed/IDEA



**JUDITH SWAIN**  
*Member*

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Rehabilitation Program Rep.  
Opportunity Village



**REBECCA ROGERS**  
*Disability Advocate*

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Business, Industry & Labor



**JENNY CASSELMAN**  
*Member*

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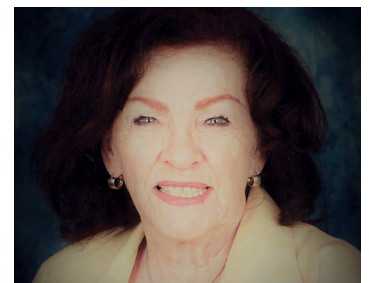
Business, Industry & Labor



**DAWN LYONS**  
*Member*

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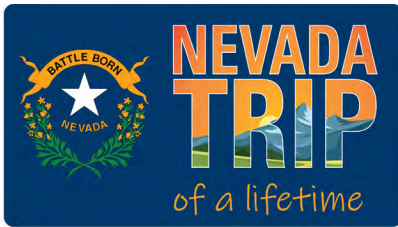
Independent Living Council Rep



**SANDRA SINICROPE**  
*Member*

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Business, Industry & Labor



# EMPOWERING STUDENTS TO TAKE A TRIP OF A LIFETIME!

NEVADATRIP.NV.GOV

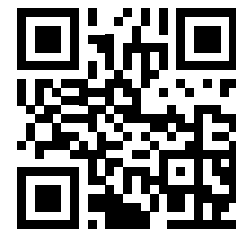
Imagine a world where every student, regardless of their abilities, has the tools and support they need to thrive academically and personally.

Our innovative and interactive website [nevadatrip.nv.gov](http://nevadatrip.nv.gov), will be designed specifically to help students with disabilities to understand and navigate the road to graduation, job, and independence.

Join us in creating a brighter, better informed and more independent future. Together, we can turn challenges into opportunities and help you achieve the happiness and independence you deserve.



## HITTIN' THE ROAD SOON... Launching April 2025



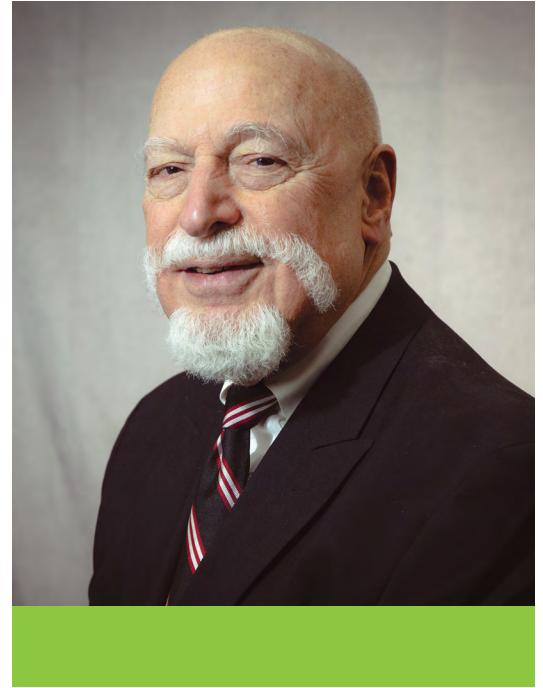
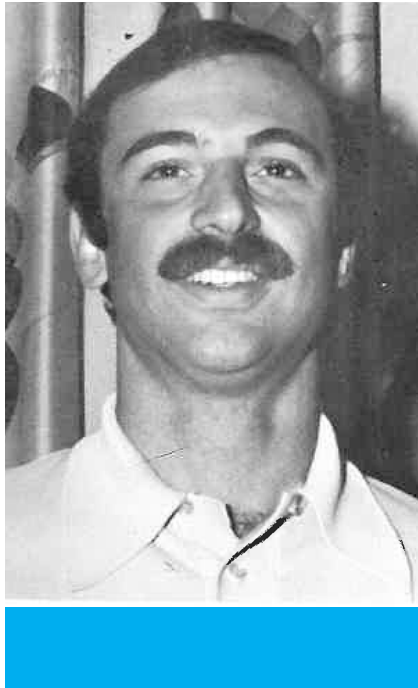
The contents of this flyer were developed under a grant number [H421E230026] from the Department of Education. However, those contents do not necessarily represent the policy of the Department of Education, and you should not assume endorsement by the Federal Government. (Authority: 20 U.S.C. §§ 1221e-3 and 3474)

# EMPLOYEE SPOTLIGHT

## Mat Dorangricchia

*Rehab Manager II*

A long time Nevada resident, Mat's first job in Vocational Rehabilitation (VR) was in 1975 as a Rehabilitation Counselor Trainee for the Nevada Industrial Commission (NIC) in Las Vegas. He excelled in his work there, and was promoted to Rehabilitation Supervisor, eventually earning the position of Chief of Industrial Rehabilitation, a statewide management responsibility. In 1982, the NIC reorganized into the State Industrial Insurance System (SIIS), and Mat was appointed Assistant General Manager for the Northern Regional Operations division, with responsibility for management of the entire line



operation of the agency north of, and including, Tonopah. During the 11 years at this position, Mat earned the reputation of being a fair leader who understood the value of individual performance at every level of the organization.

After leaving employment with the State of Nevada in 1993, Mat founded a corporation which provided specialty consultation and advocacy services to many Nevada businesses of various sizes and types, statewide. A significant focus of his work was on helping to return people to work in suitable occupations following an injury. After almost 20 years in business, he returned to his roots here at VR in 2012 as a Rehab Counselor III at the Reno Town Mall Outreach.

In 2016, Mat was appointed Northern District Manager where he used his long tenure as a rehabilitation professional to steer our medium-sized northern and rural Nevada operation with both integrity and efficiency. As a champion of swift recruitment and retention, and the achievement of rehabilitation outcomes, Mat has demonstrated a remarkable commitment to fostering dynamic, high-performing teams that drive success. With a reputation for dependability and fairness, Mat excels in managing complex challenges while always prioritizing the needs and satisfaction of VR clients. Mat's approach ensures that every strategic decision aligns with the broader goals of the organization, reinforcing his role as a trusted and inspirational leader. Through their leadership, Mat continues to inspire those around them and set a standard for operational excellence and client-focused service.

Mat had earned his Master of Science in Counseling from the University of Nevada, Las Vegas, completing his work with a thesis on a behavioral approach to motivating disabled individuals. His undergraduate degree was a Bachelor of Science in Industrial Engineering from the University of Tennessee.

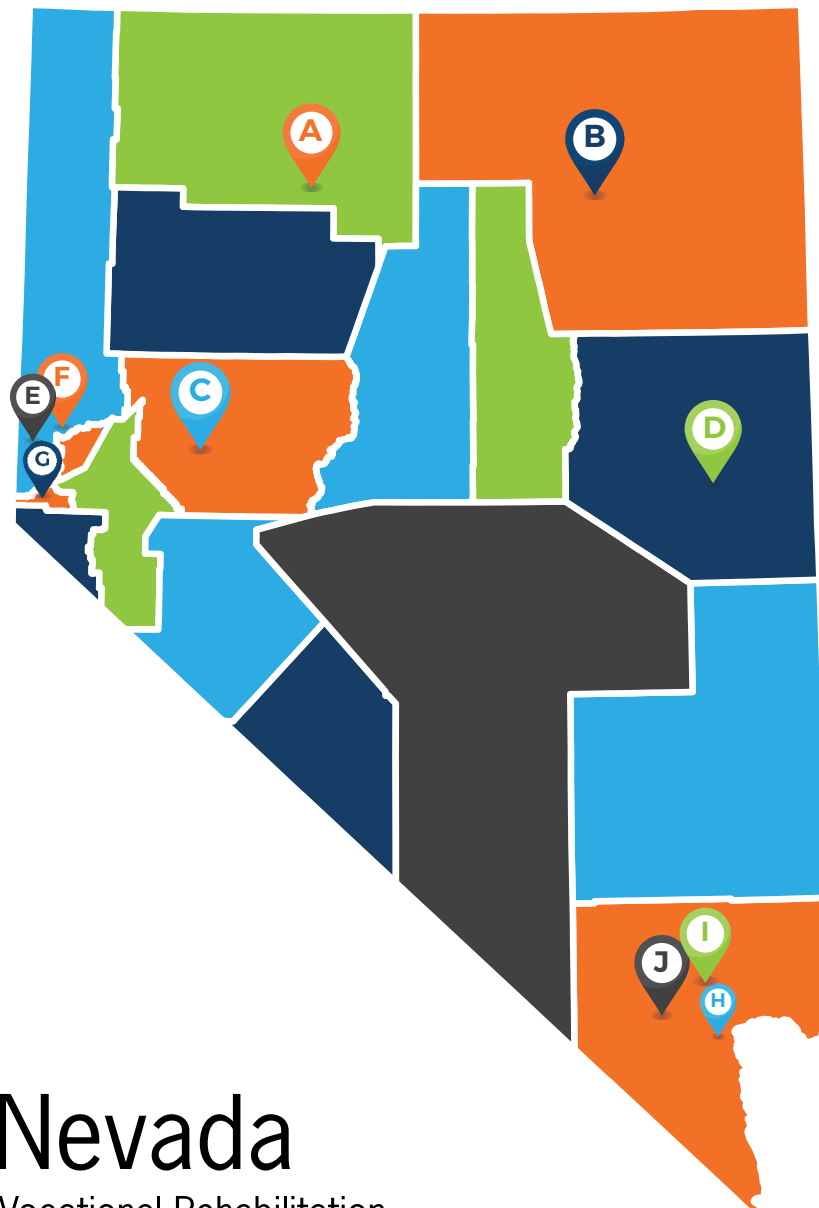
Over the years, Mat has been a Certified Insurance Rehabilitation Specialist (CIRS), a Certified Disability Management Specialist (CDMS), a Certified Rehabilitation Counselor (CRC) and has served on the Nevada State Rehabilitation Council. For over 10 years, he served on 2 national committees for the rehabilitation of injured workers.

It can be safely said that Mat has been working in Vocational Rehabilitation for almost 50 years.

# NUMBER OF CLIENTS SERVED

## BUREAU OF VOCATIONAL REHABILITATION

■ CARSON - 262	■ EUREKA - 7	■ NYE - 25
■ CHURCHILL - 125	■ HUMBOLDT - 52	■ PERSHING - 9
■ CLARK - 4477	■ LANDER - 5	■ STOREY - 0
■ DOUGLAS - 93	■ LINCOLN - 3	■ WASHOE - 1884
■ ELKO - 127	■ LYON - 189	■ WHITE PINE - 43
■ ESMERALDA - 0	■ MINERAL - 11	■ OUT OF STATE - 27



**VR Nevada**  
 Vocational Rehabilitation  
*A Proud Partner of American Job Center of Nevada*  
 At Work for Disability Inclusion

# OFFICE LOCATIONS

## BUREAU OF VOCATIONAL REHABILITATION

**A**

### WINNEMUCCA

475 W Haskell Street, Suite 2  
Winnemucca, NV 89445  
775-623-6544

**F**

### SPARKS

2281 Pyramid Way  
Sparks, NV 89431  
775-284-9520

**B**

### ELKO

172 6th Street  
Elko, NV 89801  
775-753-1931

**G**

### CARSON CITY

1933 N. Carson St.  
Carson City, NV 89701  
775-684-0400

**C**

### FALLON

121 Industrial Way  
Fallon, NV 89406  
775-426-6568

**H**

### HENDERSON

4500 E. Sunset Rd., Suite 40  
Henderson, NV 89014  
702-486-0300

**D**

### ELY

1500 Avenue F, Suite 1  
Ely, NV 89801  
775-289-1675

**I**

### NORTH LAS VEGAS

2827 Las Vegas Blvd North  
North Las Vegas, NV 89030  
702-486-0200

**E**

### RENO

4001 S. Virginia St. Suite H-1  
Reno, NV 89509  
775-284-9600  
  
1325 Corporate Blvd.  
Reno, NV 89502  
775-823-8100

**J**

### LAS VEGAS

3405 South Maryland Pkwy  
Las Vegas, NV 89169  
702-486-0100  
  
3016 W Charleston, Suite 200  
Las Vegas, NV 89102  
702-486-5230  
  
6330 W. Charleston, Suite 190  
Las Vegas, NV 89146  
702-822-4214



# Nevada

## Vocational Rehabilitation

*A Proud Partner of American Job Center of Nevada*

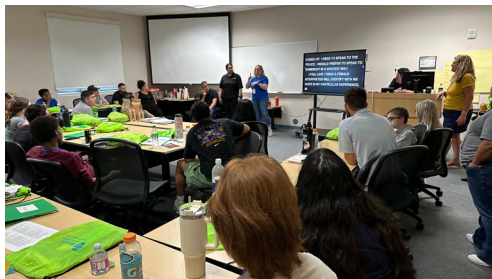
### At Work for Disability Inclusion

VR Nevada provides vocational rehabilitation services to individuals with disabilities to obtain and maintain jobs.



VR Nevada administers the Supported Employment Program to expand employment options for individuals with the most significant disabilities through intensive training, supervision, and other vocational rehabilitation services.

VR Nevada works closely with Nevada's businesses to fulfill their needs for trained and skilled employees in any area of commerce.



VR Nevada helps students with disabilities to successfully transition from secondary school to work or higher education.

#### VR NEVADA SERVICES INCLUDE:

- Counseling and Guidance Assessments
- Assistive Technology Transportation
- Occupational and Vocational Training
- Job placement and development

#### FACTS FOR FFY23

- 7,339 participants served
- 481 individuals achieved employment
- \$17.74 average hourly wage
- 2,124 students served pre-employment transition services



500 E. Third St.  
Carson City, NV 89713  
(775) 687-6860



Drazen Elez, Administrator  
DETR Rehabilitation Division  
d-elez@detr.nv.gov



Mechelle Merrill MS, CRC, CPM  
Deputy Administrator of Programs  
mwmerrill@detr.nv.gov



[VRNevada.nv.gov](http://VRNevada.nv.gov)

Find VR Nevada on :

