



NEVADA GOVERNOR'S COUNCIL ON DEVELOPMENTAL DISABILITIES

Brian Sandoval
Governor

Position on Employment

Working age people with developmental and other disabilities are among the most unemployed and underemployed segments of our society. Too often, unemployment is often accepted as an inevitable result of living with a significant developmental disability. Employment is the avenue to independence and increased socialization for individuals with developmental disabilities.

The Nevada Governor' Council on Developmental Disabilities (NGCDD) believes that individuals with developmental disabilities who can and want to work should have access to the resources and supports necessary to gain and maintain meaningful community-based employment.

Policy Recommendations:

- Remove barriers that create disincentives for people with developmental disabilities to find and maintain competitive employment (employment includes supported employment, job training and job coaching) with competitive wages in the community. These barriers may include: transportation, flexible options for on the job supports, and continued or potential health care benefits.
- Implement "Employment First" policies that transform the expectations of state agencies, service providers and people with developmental disabilities. Under "Employment First", the expectation is that a person with a developmental or other disability can and wants to work, and a successful outcome is finding these individuals meaningful and gainful employment that meets their needs and interests by tailoring services to help them succeed in the workforce.
- Fully fund the state vocational rehabilitation (VR) program that are significantly under funded to meet the employment needs of individuals with severe disabilities who need VR services to obtain employment.
- Engage the private sector to raise awareness about and support for inclusion of people with developmental disabilities in the workforce and provide training, incentives and other supports to the business community to increase hiring of people with developmental disabilities.
- Increase, maintain, or reallocate funding for transition to work programs that successfully assist young people with developmental disabilities as they age out of education settings and prepare to seek, gain and maintain meaningful employment. Increase accountability at the local level to assure that students have jobs when they graduate.
- Strengthen funding for self-employment initiatives that enable people with developmental disabilities to start their own businesses and/or be self-employed.
- Adopt proactive policies by federal, state and local government agencies to recruit, hire, train and mentor people with developmental disabilities.
- Provide incentives to employers to support integrated, community employment at minimum wage or above.

