

Partnerships for Employment

News for Nevada Businesses

...teamwork to build a stronger Nevada workforce



State of Nevada
Department of Employment,
Training & Rehabilitation

Rehabilitation Division

- X Vocational Rehabilitation
- X Services to the Blind & Visually Impaired
- X Disability Adjudication

www.NVDETR.org
or
www.NevadaJobConnect.com

October is National Disability Employment Awareness Month

As the nation observes National Disability Employment Awareness Month during October, the Nevada Department of Employment, Training and Rehabilitation's Rehabilitation Division is hoping all of the attention will entice more Nevada businesses to explore the value of providing employment opportunities to people with disabilities.

"We encourage employers to consider hiring workers who have a disability," said Mick Coleman, division administrator. He noted that nearly 10 percent of people ages 16-64 have an employment disability. That figure equates to more than 200,000 Nevadans. More than half of those people are already working, but there are thousands more who are capable and willing to become a viable part of the workforce.

Coleman urges employers to contact a rehabilitation representative, at one of the offices listed on the other side of this newsletter, and learn how to put *ability* to work.

Many Nevada businesses are fortifying their labor force by hiring people with disabilities

When it's time to hire new employees many Nevada businesses are finding dedicated workers through the State of Nevada Department of Employment, Training and Rehabilitation's Rehabilitation Division. The division creates a win-win situation for businesses and disabled job seekers by providing qualified workers and tax incentives to businesses who offer employment opportunities to disabled individuals.

Many businesses find that including disabled people on their list of acceptable job applicants not only diversifies their work force but includes a pool of hard-working, dedicated people... who just happen to have a disability.

Employing people with disabilities is not a complicated process. The Rehabilitation Division helps employers with applicant recruiting, training,

Businesses fortifying labor forceContinued on other side



Department of Employment, Training & Rehabilitation
and
Department of Human Resources, Welfare Division



...proud partners in the Nevada JobConnect system

State Welfare Division makes Food Stamp Program easier for retailers with EBT card

The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA) mandated every state to implement an Electronic Benefit Transfer (EBT) system to replace Food Stamps with an EBT card.

Nevada implemented its EBT program October 1, 2002.

How did this improve business operations for retailers?

- A speedier check out process.**
 Prior to EBT clerks were required to ring up items not covered by Food Stamps in a separate process. A separate process is no longer necessary. Items not covered by Food Stamps are automatically separated with integrated Point of Service equipment. Clerks are no longer required to count and remove Food Stamps from a booklet.
- Reduced customer complaints.**
 Customers waiting in line are not delayed by cumbersome Food Stamp processing.
- Improved customer service overall.**
 The Food Stamp recipient is provided privacy and discretion as the EBT process is identical to any debit card process. With a lower profile the stigma attached to receiving Welfare benefits is reduced.
- Speedier reimbursement to the retailer.**
 Prior to EBT the retailer was required to mail the Food Stamps to a designated processing center for repayment. With EBT, the retailer settlement is paid directly to their bank within two days.

Nevada has approximately 800 retailers using the Electronic Benefit Transfer system. In the future EBT will also be used for Temporary Assistance to Needy Families (cash welfare assistance) and Child Support Payments will be issued via a VISA debit card.

EBT is another way Nevada State Welfare is working to help businesses and families.



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job analysis, and assistive technologies and/or job accommodations that may be needed.

The bottom line is simple, it makes good business sense to consider employing the most qualified individual ...even if they have a disability.

To further explore the potential of hiring a disabled person to work for your business call a Rehabilitation Division representative at the nearest office:

| | | | | | |
|--------------------|----------------------------|----------------|------------------------|---|----------------|
| Carson City | 1933 North Carson Street | (775) 684-0425 | Las Vegas | 628 Belrose Street | (702) 486-5230 |
| Elko | 172 6 th Street | (775) 753-1931 | Las Vegas | 3405 South Maryland Pkwy. | (702) 486-7030 |
| Ely | 480 Campton Street | (775) 289-1675 | North Las Vegas | 2827 Las Vegas Blvd. North | (702) 486-0234 |
| Fallon | 121 Industrial Way | (775) 423-6568 | Reno | Bureau of Vocational Rehabilitation 1325 Corporate Boulevard | (775) 688-1480 |
| Henderson | 119 Water Street | (702) 486-0343 | Reno | 4001 South Virginia Street, Suite H-1 (Reno Town Mall 2 nd floor) | (775) 834-1970 |
| | | | | Bureau of Vocational Rehabilitation | (775) 284-7538 |
| | | | Sparks | 1675 East Prater Way Suite 103 | (775) 336-5400 |
| | | | Winnemucca | 475 West Haskell Street | (775) 623-6544 |