

1 AN ACT concerning State government.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Personnel Code is amended by changing
5 Section 17b as follows:

6 (20 ILCS 415/17b)

7 Sec. 17b. Trainee program for persons with a disability.

8 (a) Notwithstanding any other provision of law, on and
9 after July 1, 2020, each State agency with 1,500 employees or
10 more shall, and each executive branch constitutional officer
11 may, offer at least one position per year to be filled by a
12 person with a disability through an established trainee
13 program. Agencies with fewer than 1,500 employees may also
14 elect to participate in the program. The trainee position
15 shall last for a period of at least 6 months and shall require
16 the trainee to participate in the trainee program for at least
17 20 hours per week. The program shall be administered by the
18 Department of Central Management Services. The Department of
19 Central Management Services shall conduct an initial
20 assessment of potential candidates, and the hiring agency or
21 officer shall conduct a final assessment. Upon successful
22 completion of the trainee program, the respective agency or
23 officer shall certify completion of the trainee program, with

1 final approval provided by the Department of Central
2 Management Services. Individuals who successfully complete a
3 trainee appointment under this Section are eligible for
4 promotion to the target title without further examination. The
5 Department of Central Management Services, in cooperation with
6 the Employment and Economic Opportunity for Persons with
7 Disabilities Task Force, may adopt rules to implement and
8 administer the trainee program for persons with disabilities,
9 including, but not limited to, establishing non-political
10 selection criteria, implementing an assessment and interview
11 process, if necessary, that accommodates persons with a
12 disability, and linking trainee programs to targeted full-time
13 position titles.

14 (b) (Blank). ~~The Employment and Economic Opportunity for~~
15 ~~Persons with Disabilities Task Force shall prepare an annual~~
16 ~~report to be submitted to the Governor and the General~~
17 ~~Assembly that includes: (1) best practices for helping persons~~
18 ~~with a disability gain employment; (2) proposed rules for~~
19 ~~adoption by the Department of Central Management Services for~~
20 ~~the administration and implementation of the trainee program~~
21 ~~under this Section; (3) the number of agencies that~~
22 ~~participated in the trainee program under this Section in the~~
23 ~~previous calendar year; and (4) the number of individuals who~~
24 ~~participated in the trainee program who became full-time~~
25 ~~employees of the State at the conclusion of the trainee~~
26 ~~program.~~

1 (c) For the purposes of this Section, "disability" has the
2 meaning ascribed to that term in the federal Americans with
3 Disabilities Act. "Disability" includes a diagnosis of Autism
4 Spectrum Disorder by a medical professional.

5 (Source: P.A. 103-108, eff. 6-27-23; 103-699, eff. 7-19-24.)

6 Section 10. The Employment and Economic Opportunity for
7 Persons with Disabilities Task Force Act is amended by adding
8 Section 17 as follows:

9 (20 ILCS 4095/17 new)

10 Sec. 17. Multi-year plan toward increasing hiring of
11 people with disabilities in State government.

12 (a) By no later than January 1, 2028, the Employment and
13 Economic Opportunity for People with Disabilities Task Force,
14 in cooperation with the Interagency Committee on Employees
15 with Disabilities, shall create a 5-year plan of recommended
16 actions, outcomes, and benchmarks to help the State increase
17 employment opportunities for people with disabilities in State
18 government. The multi-year plan shall include, but not be
19 limited to, all of the following:

20 (1) identification, gathering, and analytics of data
21 from the Successful Disability Opportunities Program to
22 inform the work of the Task Force, including, but not
23 limited to:

24 (A) the total number of participants who have been

1 employed with the State for longer than one year;

2 (B) the total number of participants who have been
3 employed with the State for one year or less;

4 (C) the total number of participants who have
5 applied and interviewed, unsuccessfully, for
6 employment with the State;

7 (D) the total number of participants who have
8 applied for, but not received an interview for,
9 employment with the State;

10 (E) the demographics of participants, including,
11 but not limited to, race, gender identity, sexual
12 orientation, age, ethnicity, and disability type, as
13 described in Section 4a of the Illinois Identification
14 Card Act;

15 (2) identification, gathering, and analytics of data
16 from the Disabled Workers Trainee Program to inform the
17 work of the Task Force, including, but not limited to:

18 (A) the total number of participants hired through
19 the program since its inception on July 1, 2020;

20 (B) the total number of participants who
21 successfully completed the program and transitioned to
22 the target title of the trainee position;

23 (C) the total number of participants who completed
24 the program but did not transition to the target title
25 of the trainee position;

26 (D) the total number of participants who

1 successfully completed the program and remained
2 employed with the State for over one year;

3 (E) the total number of participants who did not
4 complete the program;

5 (F) the demographics of participants, including,
6 but not limited to, race, gender identity, sexual
7 orientation, age, ethnicity, and disability type, as
8 described in Section 4a of the Illinois Identification
9 Card Act;

10 (3) identification, gathering, and analytics of
11 existing hiring procedures of the State that create
12 barriers for people with disabilities seeking employment
13 with the State;

14 (4) a recommendation for actions, including additional
15 statutory, regulatory, or policy measures, that will
16 improve and modernize hiring procedures and outcomes for
17 applicants with and without disabilities seeking
18 employment with the State; and

19 (5) recommended benchmarks for each year of the plan.

20 (b) In developing the multi-year plan, the Task Force
21 shall consider:

22 (1) the total number of vacant positions with the
23 State and the geographic location of those positions;

24 (2) a review of hiring procedures to ensure timely
25 hiring of job seekers with and without disabilities;

26 (3) the ongoing transition away from subminimum wage

1 employment in the State under subsection (c) of Section 14
2 of the Fair Labor Standards Act;

3 (4) existing State employment programs designed to
4 support workers with disabilities;

5 (5) the use of existing and emerging technologies that
6 could assist persons with disabilities in achieving
7 employment goals; and

8 (6) continuing education for supervisors and hiring
9 managers with the State on best practices to support job
10 seekers with disabilities.

11 (c) In developing the multi-year plan, the Task Force
12 shall consult with people with disabilities, employment
13 service providers, disability trade associations, and
14 disability advocacy organizations.

15 (d) The Task Force shall submit the multi-year plan to the
16 Governor and the General Assembly by no later than January 1,
17 2028. Annual reports on implementation shall be required by no
18 later than January 1 of each subsequent year through January
19 1, 2032.

20 Section 99. Effective date. This Act takes effect upon
21 becoming law.