



## 101ST GENERAL ASSEMBLY

### State of Illinois

2019 and 2020

HB3115

by Rep. Michelle Mussman

#### SYNOPSIS AS INTRODUCED:

New Act

Creates the Customized Employment for Individuals with Disabilities Act. Requires the Department of Human Services' Division of Rehabilitation Services to establish a 5-year Customized Employment Pilot Program that serves a minimum of 25 individuals by the second year of the Pilot Program. Provides that the Pilot Program shall include certain components, including: (1) an intensive discovery phase during which the unique needs, abilities, and interests of each program participant will be explored; (2) a customized person-centered planning process based upon information gathered during the discovery phase that involves capturing, organizing, and presenting the information in a blueprint for the job search; and (3) an employer negotiation process in which job duties and employee expectations are negotiated to align the skills and interests of each program participant to the needs of an employer. Provides that community-based agencies serving persons with intellectual or developmental disabilities shall identify and refer individuals to the Department for participation in the Pilot Program. Requires program participants to reflect the geographical, racial, ethnic, gender, and income-level diversity of the State. Contains provisions concerning data collection and reporting, administrative rules, and other matters.

LRB101 08777 KTG 53864 b

FISCAL NOTE ACT  
MAY APPLY

A BILL FOR

1 AN ACT concerning persons with disabilities.

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

4 Section 1. Short title. This Act may be cited as the  
5 Customized Employment for Individuals with Disabilities Act.

6 Section 5. Purpose. The purpose of this Act is to assist  
7 individuals with intellectual or developmental disabilities  
8 and complex needs who seek employment and require more  
9 individualized assistance to achieve and maintain integrated  
10 employment at competitive wages through a process of customized  
11 planning and negotiation.

12 Section 10. Customized Employment Pilot Program. The  
13 Department of Human Services, through its Division of  
14 Rehabilitation Services and in collaboration with the Division  
15 of Developmental Disabilities, shall establish a 5-year  
16 Customized Employment Pilot Program that serves a minimum of 25  
17 individuals by the second year of the Pilot Program. The Pilot  
18 Program shall include the following components:

19 (1) An intensive discovery phase during which the  
20 unique needs, abilities, and interests of the individual  
21 will be explored by the individual at his or her direction  
22 with assistance from family, friends, colleagues,

1 advocates, community-based service agencies, and others as  
2 determined by the individual.

3 (2) A customized person-centered planning process  
4 based upon information gathered during the discovery phase  
5 that involves capturing, organizing, and presenting the  
6 information in a blueprint for the job search.

7 (3) An employer negotiation process in which job duties  
8 and employee expectations are negotiated to align the  
9 skills and interests of the individual with the needs of an  
10 employer. The negotiation process may result in agreement  
11 on options such as (i) carving out a job for the  
12 individual, (ii) creating a new job description, (iii)  
13 creating a new job, (iv) job-sharing, and (v) agreeing on  
14 job supports, transportation needs, assistive technology,  
15 work hours, location, or supervision needs.

16 (4) A flexible timeline for a comprehensive discovery,  
17 planning, and job placement process to accommodate the  
18 unique needs of the individual.

19 Section 15. Selection of participants. Individuals shall  
20 be identified and referred to the Department to participate in  
21 the Pilot Program by community-based agencies serving persons  
22 with intellectual or developmental disabilities. A team of  
23 individuals identified during the discovery phase shall be  
24 created to work with the individual during the process. The  
25 team shall include at least one qualified staff person as

1 described in Section 25. Selection preference shall be given to  
2 individuals who are currently working in a sheltered workshop  
3 setting for a subminimum wage and individuals for whom it is  
4 likely that their current employment options will be limited to  
5 working in a sheltered workshop for a subminimum wage.

6 Section 20. Diversity. Participants in the Pilot Program  
7 shall reflect the geographical, racial, ethnic, gender, and  
8 income-level diversity of the State.

9 Section 25. Community-based agencies and staff  
10 qualifications. The Pilot Program shall utilize a minimum of 4  
11 Illinois non-profit community-based agencies that must:

12 (1) assign at least one staff member who has received a  
13 certificate of completion for training in community  
14 employment, with a specialization in customized  
15 employment, from a recognized and qualified training  
16 entity such as the Association of Community Rehabilitation  
17 Educators; and

18 (2) have access to technical assistance on customized  
19 employment from a recognized and qualified training entity  
20 to work with each participant in the Pilot Program.

21 Section 30. Data collection and reporting. The Department  
22 shall collect data regarding the successes and challenges of  
23 the Pilot Program and shall submit an annual report to the

1 Governor and the General Assembly on March 1st of each year  
2 beginning in 2021 until the Pilot Program terminates. The  
3 reports shall: (i) make a recommendation as to whether the  
4 Pilot Program should continue or become a statewide program;  
5 (ii) provide cost estimates, including the average per person  
6 costs; and (iii) recommend ways in which the Pilot Program can  
7 be improved to better serve the needs of individuals with  
8 disabilities and employers.

9 Section 35. Advice and recommendations. In the creation,  
10 operation, and administration of the Pilot Program, the  
11 Department shall seek the advice and recommendations of the  
12 Illinois Council on Developmental Disabilities, the Illinois  
13 Task Force on Employment and Economic Opportunity for Persons  
14 with Disabilities, statewide disability advocacy groups, and  
15 organizations representing large, medium, and small  
16 businesses.

17 Section 40. The Department may adopt administrative rules  
18 governing the Pilot Program; however, the Pilot Program shall  
19 not be delayed pending the adoption of rules.