

DISABLED HIRING INITIATIVE REPORT

July 1, 2021 - June 30, 2022



**In accordance with Public Act 96-0078, the Directors of the
Departments of Central Management Services and Human
Services submit this report to the members of the
Illinois General Assembly
September 1, 2022**

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Acting Director, CMS**

**Grace B. Hou
Secretary, DHS**

Disabled Hiring Initiative Report 2021-2022
(Pursuant to P.A. 96-0078/Senate Bill 40)
September 1, 2022

Mandate

Public Act 96-0078 (effective July 24, 2009) requires the Departments of Central Management Services (CMS), Human Services (DHS), Employment Security (DES), and other agencies to develop and implement programs to increase the number of qualified employees with disabilities working in State government.

The Disabled Hiring Initiative Report is submitted annually by CMS and DHS to provide an overview, assessment, and update on the progress of programs and initiatives supporting employment opportunities for disabled workers in Illinois State government. This report will provide information on the following.

1. Programs and Services
2. Outreach and Collaboration
3. Initiatives and Process Improvements
4. Agency Report on Progress of Disability Hires
5. Report on 2021-2022 Directives
6. 2022-2023 Directives

Programs & Services

Successful Disability Opportunities Program

CMS administers the Successful Disability Opportunities (SDO) Program, which serves to qualify individuals with disabilities for positions within State government. DHS is a partner with CMS in the certification of candidates for the SDO Program. While the program's name has changed over the years, it was initially implemented in 1976.

Governor Pritzker amended the Personnel Code with the signing of Public Act 101-0192 to require CMS to issue an SDO Program eligible candidate list when an agency requests an Open Competitive eligible list to fill a vacancy. This new legislation took effect on January 1, 2020.

CMS and DHS work together to build the SDO candidate list of eligible candidates with disabilities that are available across a wide range of position titles and geographic areas of the State. CMS, DHS, and the Department of Human Rights (DHR) continue to educate agency Personnel Managers and Equal Employment Opportunity Officers about the SDO Program and encourage them to consider individuals with disabilities when making their hiring decisions.

As of June 30, 2022, there are approximately 121 participants in the SDO Program with eligible SDO passing grades for approximately 145 different position titles/options across various counties. In addition to SDO Program applicants with eligible grades, there are currently approximately 650 who qualify for services under SDO Program guidelines.

As of June 30, 2022, employees with disabilities comprised approximately 4.7% of the State workforce. Individual initiative participants and State employees with disabilities are identified only through self-disclosure of a disability.

Disabled Workers Trainee Program

This initiative was set in place by Public Act 101-0533, mandating the creation of a training program that will lead to employment with agencies having 1,500 or more employees. The program allocates one position per year to an individual with a disability as defined by the Americans with Disabilities Act. CMS in partnership with the members of the Illinois Task Force on Employment and Economic Opportunity for Persons with Disabilities (EEOPD), has laid the groundwork, rules, and processes for the new program.

The Disabled Workers Trainee Program as currently structured allows for one clerical level (Clerical Trainee) title or one professional level (Public Admin Intern) title to be used in the application process, where an individual who meets the required education level of the designated trainee title (High School/Bachelors equivalent respectively) can enter the State workforce, gain experience on the job, and certify into a full-time title within the State of Illinois. The program intends to give those who do not have the means to gain experience an opportunity to gain the required experience through the training program.

Agencies with more than 1,500 employees include the Illinois Departments of Children and Family Services, Corrections, Healthcare and Family Services, Human Services, Revenue, and Transportation. Agencies that have volunteered to participate include Central Management Services and the Illinois Council on Developmental Disabilities. This program, while nearing finalization and full implementation, has encountered challenges in utilizing trainee titles for both professional level and clerical level titles. Clerical level trainee titles are exclusively included in AFSCME and would require following all bargaining unit bidding processes in filling the DWTP target title. Ideally, agencies will have posted vacancies utilized through the DWT Program in the initial stages of the reporting period.

Alternative Employment Program (AEP)

The CMS Risk Management Division is responsible for the administration of workers' compensation claims for work-related accidents by State employees. One of the primary objectives of the Workers' Compensation Program is to return employees to productive work as safely and quickly as possible. The CMS Disabled Workers Program aids in these efforts.

In many situations, workers no longer able to perform their current job duties can perform other work. Workers may be eligible for re-employment through the Alternative Employment Program (AEP), which is administered through the CMS Disabled Workers Program.

CMS Disabled Workers Program staff and CMS Legal staff continue to make themselves available to Risk Assessment staff to provide information about these programs and to explain how they can

assist in meeting their objective to return employees to productive work.

Exempt and non-certified employees are potentially eligible for re-employment through the SDO Program, and certified employees are potentially eligible for re-employment through the AEP. Additionally, any on-leave employee may apply to open positions. Referring eligible employees with worker's compensation claims to these programs is beneficial to the employee, the Risk Management Program, and the Disabled Workers Programs.

As of June 30, 2022, 32 State employees on disability leave are participating in the AEP. During the 2021-2022 reporting period, five employees were placed in various positions through AEP eligible lists.

Reporting Period	Participating Employees	Employee Placements
July 1, 2018 – June 30, 2019	34	7
July 1, 2019 – June 30, 2020	29	6
July 1, 2020 – June 30, 2021	23	3
July 1, 2021 – June 30, 2022	32	5

Veterans Outreach Program and Office of Diversity, Equity, and Inclusion

CMS continues to operate programs for veterans, minorities, women, and individuals with disabilities seeking employment with the State. Program staff routinely provide information about the SDO Program and the Disabled Hiring Initiative opportunities for their clients with disabilities. Staff from the CMS Veterans Outreach Program and CMS Diversity Equity and Inclusion attend job fairs and recruiting events in person and via virtual platforms on a regular basis around the State where information on minority-centered programs is readily available.

Career Counseling by mail, email, or virtually for Veterans is offered through the CMS Veterans Outreach Program to provide applicants with an overview of the State employment process. Between the five CMS examining test center locations, 124 Veterans with Service-Connected Disabilities were verified, counseled, and/or given information about the testing process as well as the SDO Program. The Veteran verification document process continues to be an electronic, remote process. Continued use of career counseling by email and the addition of a virtual option has eliminated a large backlog of counseling requests, allowing for much faster turnaround times.

CMS' Disabled Workers Program and Diversity, Equity, and Inclusion staff attended virtual career fairs, some targeted disabled and minority applicants between July 1, 2021 – June 30, 2022, and provided State employment information to both disabled and non-disabled attendees. These events are highlighted in the Job Fairs section of this report. On May 10, 2022, the State of Illinois Virtual Career Fair for Persons with Disabilities, hosted by DHS' Division of Rehabilitation Services was also highlighted.

Career Counseling Services for Individuals with Disabilities

Career Counseling continues to be offered through CMS Examining and Counseling to provide applicants with an overview of the State employment process and if qualified, the SDO Program. Applicant qualifications are reviewed to provide specific job title recommendations. Career Counseling is offered to applicants via mail, email, or virtually.

The CMS Disabled Workers Program Coordinator counsels disabled applicants and provides information on available accommodations for any job title that might require automated testing. From July 1, 2021, through June 30, 2022, 33 applicants with disabilities were provided career counseling services by email and given information on possible targeted position titles, while others continue to be referred by their established DHS Rehabilitation Services Vocational Counselor. This represents a slight increase from the 27 applicants from the previous reporting period. CMS Examining and Test Development teams are exploring opportunities to offer to test remotely. CMS Examining staff reformatted most titles that previously required automated testing to a Training and Experience grading process.

Disability Resource Center

To assist State agency staff engaged in the hiring process, as well as current State employees and State job applicants who may need to seek an accommodation, CMS established its Disability Resource Center. The Resource Center operates as a centralized source of information on reasonable accommodations and provides professional consultation to both State agency staff and job seekers on issues concerning reasonable accommodations in the State employment process. Individuals may contact the CMS Disability Resource Center by e-mail at: CMS.DisabilityResCen@illinois.gov. During this reporting period, a total of 34 reasonable accommodations were granted for the automated testing process. A decrease is directly related to titles being moved to a training and experience-based process.

Reporting Period	Automated Testing Accommodations
July 1, 2019 – June 30, 2020	101
July 1, 2020 – June 30, 2021	108
July 1, 2021 – June 30, 2022	34

Outreach, Collaboration, and Disability Awareness

Interagency Committee on Employees with Disabilities (ICED)

In 2016, PA 99-0314 expanded the Inter-agency Committee on Employees with Disabilities (ICED). Currently, the committee’s membership consists of five State Constitutional Officers, six State Agencies under the Governor, and seven State employees with disabilities. The ICED committee continues its efforts to date with scheduled quarterly meetings, as well as monthly Outreach and Recruitment Sub-Committee meetings. ICED Sub-committees include the Hiring Process and Review

Committee, the Nomination Committee, and the Annual Awards Ceremony Committee

The main purpose and function of the committee are to provide a forum where problems of general concern to State employees with disabilities can be raised and methods of their resolution can be discussed. Appropriate State agencies: provide a clearing house of information for State employees with disabilities by working with those agencies to develop and retain the information; to promote affirmative action efforts about the employment of persons with disabilities. The group can recommend, where appropriate, means of strengthening the affirmative action programs for employees with disabilities in State agencies. The Committee completes an annual report on achievements and accomplishments to the General Assembly.

- ICED held the committee's annual celebration and continued the Speaker series, with the events and keynote speakers listed below: August 2021 ~ Kimberly Mercer-Schleider, Executive Director, Illinois Council on Developmental Disabilities (ICDD). Topic: A Comprehensive Illinois Council on Developmental Disabilities Overview & Goals for Illinois
- October 2021 - ICED Annual Awards Celebration Event – Keynote Speaker – Barry C. Taylor, Vice President, Civil Rights-Equip for Equality
- March 2022 – Karen Tamley, President and CEO of Access Living
- April 2022 – Michal Vernon, Staff Attorney, Illinois Department of Human Rights



ICED 2021 Annual
Report.pdf

Agency Networking

Central Management Services (CMS), Department of Human Services (DHS), Department of Human Rights (DHR), Department of Employment Security (DES), Department of Community and Economic Opportunity (DCEO), and the Department of Veterans Affairs (DVA) have made concerted efforts to continue to network with State Agency Personnel Managers, Equal Employment Opportunity Officers, and Recruitment Program staff to educate them on the Disabled Hiring Initiatives and the SDO Program. Working together they distribute program information to potential candidates with disabilities.

In addition, regular participation in additional committees to further the advancement of people with disabilities has been paramount to further outreach and networking over the past year. It is important to recognize that multiple committees exist throughout State government with the intent of advancing job placement for those with disabilities. Below is a summary of these efforts and networking in action.

Meetings with Equal Employment Opportunity Officers

The CMS Disabled Workers Program continues to work with and educate agencies about the SDO Program and the Disabled Hiring Initiative. DHR has identified categories of underutilization, including employees with disabilities. Agencies that need to increase the number of employees with disabilities can utilize the SDO candidate list to address those areas of underutilization. CMS has

utilized multiple platforms throughout the year to encourage the use of the SDO candidate list for hiring whenever possible. Those platforms include routine statewide personnel manager meetings, hiring workshops hosted by CMS Examining and Counseling, and direct agency interfacing with agency recruitment leaders.

State Employment Webinars/Teleconferences for Persons with Disabilities

The CMS Disabled Workers Program Coordinator presented at two virtual webinars in the 2021-2022 reporting period with DHS Vocational Rehabilitation Counselors, and current and potential rehabilitation services clients regarding the State employment process, the SDO Program, and the DWT Program.

Annual Disabled Workers Program/Disabled Hiring Initiative Training

Per SB 1136, PA 101-540, CMS provided agency-wide training to highlight all aspects of the hiring resources allocated to State Agencies and disabled applicants alike. This training was held on October 27, 2021, which highlighted the processes for the SDO program, Alternative Employment Program, Accommodated Testing Program, and the Disabled Workers Trainee Program. The training also highlighted the hiring initiatives outlined throughout this report, allowing CMS to reinforce and agencies to synchronize efforts in meeting outlined objectives. Guest speakers are pictured below.

Illinois Department of
Central Management Services

**Disability Awareness Month
Outreach among the Disabled community**

**Wednesday, Oct. 27, 2021
1:30PM - 3:00 PM**

Internal Partnering Agency Guest



RAHNEE PATRICK
*Director of the Division of Rehabilitation Services
IDHS*

External Partnering Organization Guest



BARRY C. TAYLOR
*Vice President for Civil Rights and Systemic Litigation,
Equip for Equality*

**Monthly Statewide
Agency Recruitment Discussion**

CMS hosts a monthly call to discuss outreach strategies, challenges, and best practices with the various IL state agencies. For the October call we will be focusing on outreach toward the *Disabled Community* and cover best practices for outreach. We will also look at some tools that state agencies have at their disposal to increase outreach opportunities, and train state agencies on the utilization and processes of the Disabled Workers Program.

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Job Fairs/Conferences

CMS, DHS, DES, and Revenue attended numerous virtual job fairs and other events. When CMS and DHS did not have representatives in attendance, efforts were made to provide information about DWP to attendees with disabilities. On May 10, 2022, – DHS’ Division of Rehabilitation Services hosted a State of Illinois Virtual Career Fair for Persons with Disabilities. CMS Disabled Workers Program

attended and presented.

State agencies have quickly adapted to hosting and attending virtual job fairs, and a more regular event rhythm has resumed and ultimately bolstered outreach capabilities. For job seekers with disabilities, a virtual career fair is convenient and allows the attendee the ability to not worry about whether the event is accessible. The targeted audience can join a virtual career fair from anywhere with the click of a button and be comfortable in their own surroundings. Below is a listing of events that took place between July 1, 2021 – June 30, 2022:

DATE	Summary/Lead Agency
07/14/2021	CSU – State of the University Community Program
08/06/2021	Job Fair hosted by Congresswoman Robin Kelly
08/11/2021	Government and Recruitment Series: Government and Public Service
08/19/2021	7 th Annual Construction Convention & Expo
08/28/2021	Speaker Emanuel “Chris” Welch & Village of Bellwood Annual Job Fair
09/02/2021	UIS Foot in the Door Fair Event
09/16/2021	Fall Job Fair hosted by State Senator Cristina Castro, State Representative Maura Hirschauer, and State Representative Anna Moeller
09/23/2021	State Employment Jobapalooza
09/28/2021	Monthly Recruitment Call
10/08/2021	IAHSE Annual Training Conference
10/13/2021	Bureau of Benefits - Be Well: Health, Wellness, and Equity Webinar
10/21/2021	State of Illinois Virtual Hiring Event for Persons with Disabilities – Hosted by DHS Rehab Services – CMS DWP Presented (247 attendees)
10/28/2021	Statewide Agency Recruiting WebEx – CMS – DWP Annual HR Manager Training
11/03/2021	Chicago State University Virtual Fall 2021 Career & Internship Fair Week
11/09/2021	IEMA Roundtable: Recruiting and hiring a Diverse Workforce
11/12/2021	October Job Fair Event Hosted by SERCO
11/17/2021	State Employment Workshop for UIS Students and Recent Alumni
11/18/2021	Joliet Community Job Fair
12/04/2021	Yellow Ribbon Event
12/08/2021	Hispanic Women of Springfield
12/11/2021	Illinois Latino Legislative Caucus Foundation Conference
12/11/2021	Illinois National Guard Yellow Ribbon Event
02/17/2022	BHM: Career Fair at Harold Washington College
02/18/2022	SIUC Paul Simon Public Policy Institute - Our New World Speaker Series
02/22/2022	Career Fair in Honor of Black History Month in Collaboration with House Leader, Mary Flowers
02/22/2022	Olivet Nazarene University: Internship and Career Fair 2022
02/23/2022	SERCO & State of IL Job Fair
02/23/2022	Chicagoland Area Diversity Job Fair
02/27/2022	Illinois National Guard Yellow Ribbon Event
02/28/2022	BHM Recruitment Fair at Kankakee Public Library
03/02/2022	Career Expo 2022: Internship and Job Fair
03/05/2022	Illinois National Guard Yellow Ribbon Event

03/08/2022	Truman College Chicago Job Fair
03/27/2022	Illinois National Guard Yellow Ribbon Event
03/28/2022	Roosevelt University Career Fair: STEM, Health Science, Nursing
04/12/2022	Prairie State University, Veterans Resource and Job Fair
03/05/2022	Illinois National Guard Yellow Ribbon Event
03/08/2022	Truman College Chicago Job Fair
03/27/2022	Illinois National Guard Yellow Ribbon Event
03/28/2022	Roosevelt University Career Fair: STEM, Health Science, Nursing
04/12/2022	Prairie State University, Veterans Resource, and Job Fair
04/14/2022	Virtual Presentation State Employment Careers in Public Safety
04/14/2022	UIC Virtual Series Careers in State Government
04/19/2022	Automotive Technology Career Exploration Fair
04/20/2022	State of Illinois Career Opportunities in IT/Engineering/Sciences -GCRC Spotlight Series
04/21/2022	Healthcare Careers in State Government
04/21/2022	Governors State University: Virtual Career Fair 2022
04/28/2022	State of Illinois Careers in Social Services
05/04/2022	Job Fair Hosted by Rep Jeff Keicher and rep Tom Demmer
05/09/2022	National Women's Health Week
05/10/2022	State of Illinois Virtual Career Fair for Persons with Disabilities – Hosted by DHS Rehab Services – CMS DWP presented (388 attendees)
05/12/2022	State of Illinois Careers in Fiscal and Accounting
06/11/2022	Speaker Welch Job Fair
06/16/2022	CMS/IDES Virtual Job Fair
06/24/2022	Illinois Department of Children and Family Services 8th Annual Asian American Advisory Council Institute Collaboration and Unity: Moving Forward with Resiliency
06/25/2022	Career Presentation Hosted by Hispanic Women of Springfield
06/29/2022	Chicago Urban League Citywide Job Fair

Initiatives & Process Improvements

Disability Survey

CMS works with DHR to conduct an annual survey of State employees to determine the number of employees with disabilities to assist in complying with the requirements of the Illinois Human Rights Act. This information, as well as U.S. Census data, is used to determine which agencies need to address increasing the number of employees with disabilities.

The disability survey is conducted online via a dedicated website. The website enables all State agencies to track and sort data, as well as generate a variety of reports. When an agency hires or promotes an employee with a disability, or when a current employee develops and reports a disability it is captured for tracking and reporting purposes.

The website is an efficient, far-reaching survey tool used to gather complete data as compared to its preceding paper-based survey form. Better data establishes an improved base of knowledge to work from, and therefore more effectively targets hires of persons with disabilities. Employees are asked

to voluntarily respond to the survey.

The survey website is available year-round and is accessible for new hires to complete, and for current employees to update their disability status. Another important feature of the survey is that it serves to indicate which employees need assistance during an emergency evacuation.

SD Eligibility List

The implementation of PA 101-0192 on January 1, 2020, amends the Personnel Code to require CMS to issue a Successful Disability Opportunities Program eligible candidate list along with the Open Competitive eligible candidate list when requested by an agency. Existing law (Personnel Code & Veterans Preference) precludes hiring preference for these candidates over others; the Personnel Rules, including Veterans Preference provisions, are applied to the SDO list as with other eligible lists. Despite the preclusion of hiring preference, an all-agency requirement to receive the SDO eligibility list has positively impacted disability hiring across multiple agencies.

Reporting Period	SD Program Placements
July 1, 2018 – June 30, 2019	15
July 1, 2019 – June 30, 2020	31
July 1, 2020 – June 30, 2021	58
July 1, 2021 – June 30, 2022	38

Disabled Job Candidates - Access to Non-Code Positions

CMS does not maintain a database of qualified disabled candidates for non-code positions (those positions that are fully exempt from the Personnel Code and therefore do not require grading.

Nearly 10,000 non-code positions in governmental entities are monitored by DHR. DHR has contacted several entities to gauge their interest in qualified disabled candidates. Several governmental agencies with non-code positions have specifically indicated such interest.

To provide a link between disabled candidates and agencies with non-code positions, the following procedures are now established. These agencies can contact DHR when seeking disabled candidates for vacant positions, and DHR then consults with DHS-DRS. The local DRS office where the position is located has DRS Rehabilitation Counselors alert clients who may qualify for the position.

Agency Report on Progress of Disability Hires – Data for last Six Reporting periods

This data is based on reporting using the processed date for new hires. Please note that there is a lag between individuals being hired and the personnel transaction being processed. The data reported is the most consistent, reliable way to report these figures.

Agency	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
CMS	0	0	1	2	3	0
DCFS	6	2	1	2	1	2
DOC	6	7	16	9	5	5

EPA	0	0	1	2	3	2
HFS	2	10	1	6	6	3
DHR	0	0	2	2	2	2
DHS	20	15	8	7	41	37
DoIT	0	0	1	1	0	0
IDJJ	2	3	1	1	0	1
DNR	0	0	2	3	0	0
DPH	2	0	2	0	0	0
DOR	2	5	3	0	2	3
ISP	2	0	2	1	0	0
IDOT	0	5	3	1	0	0
DES	3	8	0	0	4	2
DHP	1	0	0	0	0	0
LOTTERY	1	0	0	0	0	1
DVA	2	4	0	2	2	2
AGING	0	1	0	0	1	0
Military Affairs	0	2	0	1	0	0
Fire Marshall	0	1	0	0	0	0
ALPLM	0	0	0	1	1	0
IWCC	0	0	0	2	0	0
CJIA	0	0	0	1	0	0
DCEO	0	0	0	0	1	0
PTA Board	0	0	0	0	1	0
ISP	0	0	0	0	2	0
Insurance	0	0	0	0	0	2
GAC	0	0	0	0	0	1
SRS	0	0	0	0	0	2

* Please note that only agencies that have reported the hiring of individuals with a disability are listed. This list includes SDO Program hires, as well as applicants placed from Open Competitive eligible lists that marked disabled when applying.

2021-2022 Strategic Initiatives

1. Further develop opportunities through the Disabled Workers Trainee Program and more effectively promote the program to qualified disabled applicants and Agencies

Status: The Disabled Workers Trainee Program has minted IOCI approved flyers and handouts for use at job fairs, outreach events, and general networking. These pamphlets have received positive feedback and have generated increasing interest in the program from both potential applicants and external State agencies alike. The capability of the program’s outreach functionality has increased as intended over the past year.

2. Continue partnership with ICED and EEOPD committees developing outreach for the Disabled community regarding State employment, and interfacing with involved State Agencies regularly

Status: These task forces have continued to serve a pivotal support role for the Disabled Hiring Initiative over the past year. Both ICED and EEOPD have established and maintained collaborative teams that have worked tirelessly toward improving accessibility of work for the disabled community, and frequently convene “workforce” centric working groups to identify and resolve barriers determined to be affecting the disabled workforce, both within the State employment system and outside of it.

3. Continue efforts to attend and host virtual-based outreach events to the disabled community and Agency training on the hiring of qualified disabled applicants.

Status: The relationship between DHS and CMS Disabled Workers Program has continued to provide opportunities and pertinent information flow to the disabled community. Through hosting and attending virtual job fairs and outreach events, program membership in DRS and DWP maintains a healthy level of applicants. Virtual platform functionality was tested and utilized successfully multiple times throughout the last year and will be continually utilized in the future. A Virtual Career Fair for Persons with Disabilities was held on May 10, 2022, and hosted by DHS’ Division of Rehabilitation Services – CMS DWP presented (388 registered attendees)

4. Continue monitoring the implementation of PA 101-0192 regarding agencies hiring from the SDO eligibility list, as all agencies now receive the list when filling a vacancy. Develop and implement a plan to increase agency usage of the SDO eligibility list when hiring.

Status: Hires from the SDO eligibility list have decreased from last year’s high point, however- the hiring rate remains higher than rates before the implementation of PA 101-0192. The decrease has been analyzed and is attributed to lower hiring rates for all State agencies across the board, as well as disruption due to ongoing changes in the hiring process.

Reporting Period	SD Program Eligible lists issued
July 1, 2020 – June 30, 2021	98
July 1, 2021 – June 30, 2022	150

5. Make it easy for 164,000+ Illinois residents who have been issued Secretary of State *Disabled Identification Cards* to be added to the SDO eligibility list if they wish.

Status: (DHS/DHR)

6. Continue to effectively promote the Alternative Employment Program to Agency human

resource managers.

Status: CMS DWP provided annual training to all State agencies regarding the use of AEP. The program continues to be utilized routinely across all State agencies competently and successfully and has been a continually utilized benefit over the past year.

7. Examine the impact remote work has had on employees with disabilities during the COVID pandemic and consider how extending or expanding remote work options can contribute to hiring and retaining more disabled workers in State government.

Status: (DHS/DHR)

8. Continue to review disability hires by State agency and determine what agencies need to target the hiring of qualified candidates with disabilities.

Status: Outreach initiatives between CMS and DHS have ensured that agencies needing assistance in meeting or establishing disabled hiring initiatives have been brought into the fold over the last year. Numerous joint events have led to several State agencies engaging or re-engaging in outreach to candidates with disabilities. This review process is continual and impacts the direction of our program's outreach implementation. 52 events were attended by DEI and DWP staff during this reporting period and are highlighted within the report above.

9. Partner with the Diversity, Equity, and Inclusion racial/ethnic and language recruitment team to include disability resources for prospective candidates.

Status: DEI has been provided with all updated documentation and pamphlets needed to successfully perform outreach to their prospective candidates. DEI is and will be maintained as a positive contact and resource for future outreach to prospective candidates. Flyers are attached in PDF format below.



Careers Flyer_State
of Illinois.pdf



Careers
Flyer_DisabledWork



Careers
Flyer_Veterans_Outr

10. Partner with the Diversity Inclusion (D&I) team to identify templates and structures for shared training spaces.

Status: The relationship between CMS DWP and D&I has continued to grow over the last year. The virtual landscape has allowed several joint events to occur, as well as attending multiple in-person events where both D&I and DWP applicants could be reached.

2022-2023 Strategic Initiatives

1. Work to effectively promote and increase applicant participation in both the Successful Disabilities Program and the Disabled Workers Trainee Program.
2. Work to increase the 4.7% of disabled Illinois residents working for the State of Illinois to above 5%.
3. Continue to utilize IOCI accessible approved literature in promoting the DWTP at all relevant outreach events in accordance with the [Americans with Disabilities Act](#) and [Section 504 of the Rehabilitation Act](#), and bolster program numbers in preparation for full program integration.
4. Continue partnering with ICED and EEOPD committees to develop outreach for Disabled applicants regarding State employment and interfacing with involved State Agencies on a regular basis.
5. Continue efforts to attend and host virtual outreach events targeting disabled applicants and provide Agency training on the hiring of qualified disabled applicants, working with DHS-DRS and other partners.
6. Monitor integration of the SD hiring process into the development of Success Factors, fully electronic hiring process working with the Hiring Resource Team. Continue to make recommendations for process flow and reporting improvements.
7. Continue to effectively promote and expand participation in the Alternative Employment Program to Agency human resource managers.
8. Continue to review disability hires by State agency and determine agencies that need to target the hiring of qualified candidates with disabilities. Connect with agencies that did not report any hiring of persons with disabilities in FY 22 and discuss various SDO practices to help increase the hiring of persons with disabilities.