



Rep. Michelle Mussman

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10100HB3115ham001

LRB101 08777 KTG 57663 a

1 AMENDMENT TO HOUSE BILL 3115

2 AMENDMENT NO. _____. Amend House Bill 3115 by replacing
3 everything after the enacting clause with the following:

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 or
8 similar conditions resulting in a most significant disability
9 who seek employment and require more individualized assistance
10 to achieve and maintain integrated employment at competitive
11 wages through a process of customized 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

1 Customized Employment Pilot Program that serves a minimum of 25
2 individuals by the second year of the Pilot Program. The Pilot
3 Program shall include the following components:

4 (1) An intensive discovery phase during which the
5 unique needs, abilities, and interests of the individual
6 will be explored by the individual at his or her direction
7 with assistance from family, friends, colleagues,
8 advocates, community-based service agencies, and others as
9 determined by the individual.

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

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

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

26 The Customized Employment Pilot Program shall be

1 implemented through an individualized plan for employment
2 developed by the individual with a disability and the
3 vocational rehabilitation counselor employed by the Division
4 of Rehabilitation Services. The individual with a disability
5 may choose to have a personal representative participate in the
6 development of the individualized plan for employment.

7 Section 15. Selection of participants. Individuals shall
8 be identified and referred to the Department to participate in
9 the Pilot Program by community-based agencies serving persons
10 with intellectual or developmental disabilities. A team of
11 individuals identified during the discovery phase shall be
12 created to work with the individual during the process. The
13 team shall include at least one qualified staff person as
14 described in Section 25. Selection preference shall be given to
15 individuals who are currently working in a sheltered workshop
16 setting for a subminimum wage and individuals for whom it is
17 likely that their current employment options will be limited to
18 working in a sheltered workshop for a subminimum wage.

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

22 Section 25. Community-based agencies and staff
23 qualifications. The Pilot Program shall utilize a minimum of 4

1 Illinois non-profit community-based agencies that must:

2 (1) assign at least one staff member who has received a
3 certificate of completion for training in community
4 employment, with a specialization in customized
5 employment, from a recognized and qualified training
6 entity such as the Association of Community Rehabilitation
7 Educators; and

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

11 Section 30. Data collection and reporting. The Department
12 shall collect data regarding the successes and challenges of
13 the Pilot Program and shall submit an annual report to the
14 Governor and the General Assembly on March 1st of each year
15 beginning in 2021 until the Pilot Program terminates. The
16 reports shall: (i) make a recommendation as to whether the
17 Pilot Program should continue or become a statewide program;
18 (ii) provide cost estimates, including the average per person
19 costs; and (iii) recommend ways in which the Pilot Program can
20 be improved to better serve the needs of individuals with
21 disabilities and employers.

22 Section 35. Advice and recommendations. In the creation,
23 operation, and administration of the Pilot Program, the
24 Department shall seek the advice and recommendations of the

1 State Rehabilitation Council, Illinois Council on
2 Developmental Disabilities, the Illinois Task Force on
3 Employment and Economic Opportunity for Persons with
4 Disabilities, statewide disability advocacy groups, and
5 organizations representing large, medium, and small
6 businesses.

7 Section 40. The Department may adopt administrative rules
8 governing the Pilot Program; however, the Pilot Program shall
9 not be delayed pending the adoption of rules."