

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 adding Section
5 21 as follows:

6 (20 ILCS 415/21 new)

7 Sec. 21. Internships for persons with a disability.

8 (a) Notwithstanding any other provision of law, on and
9 after January 1, 2020, each State agency with 1,500 employees
10 or more and each executive branch constitutional officer is
11 required to offer at least one internship position per year to
12 be filled by a person with a disability, as defined by the
13 federal Americans with Disabilities Act. Agencies with fewer
14 than 1,500 employees may also elect to participate in the
15 program. The internship shall be unpaid, shall last for a
16 period of at least 6 months, and shall require the intern to
17 participate in the internship for at least 20 hours per week.
18 The program shall be administered by the Department of Central
19 Management Services as part of its Disabled Workers Program.
20 Each internship shall be affiliated with a specific job code
21 within the hiring agency. The Department of Central Management
22 Services shall conduct an initial interview of potential
23 interns, and the hiring agency or officer shall conduct a final

1 interview. Upon completion of the internship, the Department of
2 Central Management Services shall issue a certificate of
3 completion to the intern. Individuals who successfully
4 complete an internship under this Section shall be eligible to
5 participate in the Disabled Workers Program authorized under
6 Section 405-122 of the Department of Central Management
7 Services Law of the Civil Administrative Code of Illinois
8 without examination. The Department of Central Management
9 Services, in cooperation with the Employment and Economic
10 Opportunity for Persons with Disabilities Task Force, shall
11 adopt rules to implement and administer the internship program,
12 including, but not limited to, establishing non-political
13 selection criteria, implementing an interview process that
14 accommodates persons with a disability, and linking
15 internships to permanent, targeted job codes.

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

1 employees of the State at the conclusion of the internship.

2 Section 99. Effective date. This Act takes effect upon
3 becoming law.