

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 17b as follows:

6 (20 ILCS 415/17b new)

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, as defined by the federal Americans
13 with Disabilities Act, through an established trainee program.
14 Agencies with fewer than 1,500 employees may also elect to
15 participate in the program. The trainee position shall last for
16 a period of at least 6 months and shall require the trainee to
17 participate in the trainee program for at least 20 hours per
18 week. The program shall be administered by the Department of
19 Central Management Services. The Department of Central
20 Management Services shall conduct an initial assessment of
21 potential candidates, and the hiring agency or officer shall
22 conduct a final interview. Upon successful completion of the
23 trainee program, the respective agency or officer shall issue a

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

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

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