

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 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
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 The Customized Employment Pilot Program shall be
20 implemented through an individualized plan for employment
21 developed by the individual with a disability and the
22 vocational rehabilitation counselor employed by the Division
23 of Rehabilitation Services. The individual with a disability
24 may choose to have a personal representative participate in the
25 development of the individualized plan for employment.

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

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

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

19 (1) assign at least one staff member who has received a
20 certificate of completion for training in community
21 employment, with a specialization in customized
22 employment, from a recognized and qualified training
23 entity such as the Association of Community Rehabilitation
24 Educators; and

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

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

15 Section 35. Advice and recommendations. In the creation,
16 operation, and administration of the Pilot Program, the
17 Department shall seek the advice and recommendations of the
18 State Rehabilitation Council, Illinois Council on
19 Developmental Disabilities, the Illinois Task Force on
20 Employment and Economic Opportunity for Persons with
21 Disabilities, statewide disability advocacy groups, and
22 organizations representing large, medium, and small
23 businesses.

1 Section 40. The Department may adopt administrative rules
2 governing the Pilot Program; however, the Pilot Program shall
3 not be delayed pending the adoption of rules.