

HB5256



103RD GENERAL ASSEMBLY

State of Illinois

2023 and 2024

HB5256

Introduced 2/9/2024, by Rep. Harry Benton

SYNOPSIS AS INTRODUCED:

20 ILCS 415/17b

Amends the Personnel Code. Provides, in provisions concerning a trainee program for persons with a disability, that "disability" includes a diagnosis of Autism Spectrum Disorder by a medical professional. Effective immediately.

LRB103 39469 SPS 69663 b

A BILL FOR

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 changing
5 Section 17b as follows:

6 (20 ILCS 415/17b)

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
16 for a period of at least 6 months and shall require the trainee
17 to 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 assessment. Upon successful completion of the
23 trainee program, the respective agency or officer shall

1 certify completion of the trainee program, with final approval
2 provided by the Department of Central Management Services.
3 Individuals who successfully complete a trainee appointment
4 under this Section are eligible for promotion to the target
5 title without further examination. The Department of Central
6 Management Services, in cooperation with the Employment and
7 Economic Opportunity for Persons with Disabilities Task Force,
8 may adopt rules to implement and administer the trainee
9 program for persons with disabilities, including, but not
10 limited to, establishing non-political selection criteria,
11 implementing an assessment and interview process, if
12 necessary, 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
24 calendar year; and (4) the number of individuals who
25 participated in the trainee program who became full-time
26 employees of the State at the conclusion of the trainee

1 program.

2 (c) For the purposes of this Section, "disability" has the
3 meaning ascribed to that term in the federal Americans with
4 Disabilities Act. "Disability" includes a diagnosis of Autism
5 Spectrum Disorder by a medical professional.

6 (Source: P.A. 103-108, eff. 6-27-23.)

7 Section 99. Effective date. This Act takes effect upon
8 becoming law.