



## 99TH GENERAL ASSEMBLY

### State of Illinois

2015 and 2016

HB1490

Introduced 2/6/2015, by Rep. La Shawn K. Ford

#### SYNOPSIS AS INTRODUCED:

New Act

Creates the Young Adult Community State Employment Plan Act. Contains a Purposes Section. Defines terms. Provides that the Department of Central Management Services shall: develop and implement plans to increase the number of young adult community members employed by State government, including those at supervisory, technical, professional, and managerial levels; prepare a Young Adult Community State Employment Plan; annually report to the General Assembly each State agency's activities that implement the Plan; and assist State agencies with training programs to meet their affirmative action and equal employment opportunity goals. Provides that each State agency shall implement programs under the Plan to increase the number of young adult community members employed by the State and report annually to the Department its activities that implement the Plan. Creates the Young Adult Community State Employment Plan Advisory Council, consisting of 11 members appointed by the Governor, each of whom shall be a subject matter expert on the young adult community. Provides that members shall serve without compensation, but shall be reimbursed for reasonable expenses from appropriated funds. Includes other provisions. Effective immediately.

LRB099 05926 HEP 25974 b

FISCAL NOTE ACT  
MAY APPLY

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 1. Short title. This Act may be cited as the Young  
5 Adult Community State Employment Plan Act.

6 Section 5. Purposes. The purposes of this Act are as  
7 follows:

8 (a) improve the delivery of State services to Illinois'  
9 young adult community by increasing the number of members of  
10 the young adult community who are State employees and the  
11 number of members of the young adult community who are State  
12 employees serving in supervisory, technical, professional, and  
13 managerial positions;

14 (b) identify State agencies' staffing needs and  
15 qualification requirements;

16 (c) track hiring practices and promotions of members of the  
17 young adult community who are employed by State agencies;

18 (d) increase the number of members of the young adult  
19 community employed by State agencies;

20 (e) increase the number of members of the young adult  
21 community who are State employees who are promoted;

22 (f) increase the number of members of the young adult  
23 community who are veterans hired by State agencies;

1 (g) assist State agencies to meet their goals established  
2 pursuant to the Young Adult Community State Employment Plan;  
3 and

4 (h) establish the Young Adult Community State Employment  
5 Plan Advisory Council.

6 Section 10. Definitions. In this Act:

7 "Department" means the Department of Central Management  
8 Services.

9 "State agency" or "agency", whether used in the singular or  
10 plural, means all departments, officers, commissions, boards,  
11 institutions, and bodies politic and corporate of the State.  
12 The term, however, does not mean the judicial branch,  
13 including, without limitation, the several courts of the State,  
14 the offices of the clerk of the supreme court and the clerks of  
15 the appellate court, and the Administrative Office of the  
16 Illinois Courts, nor does it mean the legislature or its  
17 committees or commissions.

18 "Young adult" means a person at least 18 years of age but  
19 not more than 25 years of age.

20 Section 15. Young Adult Community State Employment Plan.

21 (a) The Department shall have a full-time position  
22 designated as the Young Adult Community State Employment  
23 Coordinator to monitor compliance with the Young Adult  
24 Community State Employment Plan.

1           (b) The Department shall develop and implement plans to  
2 increase the number of members of the young adult community  
3 employed by State agencies and the number of members of the  
4 young adult community employed by State agencies at  
5 supervisory, technical, professional, and managerial levels.

6           (c) The Department shall prepare and revise annually a  
7 Young Adult Community State Employment Plan in consultation  
8 with individuals and organizations knowledgeable on this  
9 subject and with the Young Adult Community State Employment  
10 Plan Advisory Council. The Department shall report to the  
11 General Assembly by February 1 of each year, beginning with  
12 February 1, 2016, each State agency's activities that implement  
13 the Young Adult Community State Employment Plan.

14           Section 20. State agency affirmative action and equal  
15 employment opportunity goals.

16           (a) Each State agency shall implement strategies and  
17 programs in accordance with the Young Adult Community State  
18 Employment Plan to increase the number of young adult community  
19 members employed by that State agency and the number of young  
20 adult community members employed by that State agency at  
21 supervisory, technical, professional, and managerial levels.

22           (b) Each State agency shall report annually to the  
23 Department and the Department of Human Rights, in a format  
24 prescribed by the Department, all of the agency's activities in  
25 implementing the Young Adult Community State Employment Plan.

1 Each agency's annual report shall include: reports or  
2 information related to the agency's young adult community  
3 employment strategies and programs that the agency has received  
4 from the Department, the Department of Human Rights, or the  
5 Auditor General, pursuant to their periodic review  
6 responsibilities; findings made by the Governor in his or her  
7 report to the General Assembly; assessments of service needs  
8 based upon the agency's service populations; information on the  
9 agency's studies and monitoring success concerning the number  
10 of young adult community members employed by the agency at the  
11 supervisory, technical, professional, and managerial levels  
12 and any increases in those categories from the prior year; and  
13 information concerning the agency's young adult community  
14 employment budget allocations.

15 (c) The Department shall assist State agencies required to  
16 establish preparation and promotion training programs under  
17 subsection (H) of Section 7-105 of the Illinois Human Rights  
18 Act for failure to meet their affirmative action and equal  
19 employment opportunity goals. The Department shall survey  
20 State agencies to identify effective existing training  
21 programs and shall serve as a resource to other State agencies.  
22 The Department shall assist agencies in the development and  
23 modification of training programs to enable them to meet their  
24 affirmative action and equal employment opportunity goals and  
25 shall provide information regarding other existing training  
26 and educational resources, such as the Upward Mobility Program,

1 the Illinois Institute for Training and Development, the  
2 Central Management Services Training Center, Executive  
3 Recruitment Internships, and Graduate Public Service  
4 Internships.

5 Section 25. Young Adult Community State Employment Plan  
6 Advisory Council.

7 (a) The Young Adult Community State Employment Plan  
8 Advisory Council is created, consisting of 11 members, each of  
9 whom shall be a subject matter expert on the young adult  
10 community, appointed by the Governor.

11 (b) All members of the Young Adult Community State  
12 Employment Plan Advisory Council shall serve without  
13 compensation, but shall be reimbursed for their reasonable and  
14 necessary expenses from funds appropriated for that purpose.

15 (c) The Young Adult Community State Employment Plan  
16 Advisory Council shall examine: (1) the prevalence and impact  
17 of members of the young adult community employed by State  
18 government; (2) the barriers faced by members of the young  
19 adult community who seek employment or promotional  
20 opportunities in State government; and (3) possible incentives  
21 that could be offered to foster the employment of and the  
22 promotion of members of the young adult community in State  
23 government.

24 (d) The Council shall meet quarterly to provide  
25 consultation to State agencies and the Young Adult Community

1 State Employment Coordinator.

2 (e) The Young Adult Community State Employment Plan  
3 Advisory Council shall receive administrative support from the  
4 Department of Central Management Services and shall issue an  
5 annual report of its activities each year on or before December  
6 1, beginning with December 1, 2016.

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