

DISABLED HIRING INITIATIVE REPORT

July 1, 2020 - June 30, 2021



**In accordance with Public Act 96-0078, the Directors of the
Departments of Central Management Services and Human
Services submit this report to the members of the
Illinois General Assembly
September 1, 2021**

**Janel L. Forde
Director, CMS**

**Grace B. Hou
Secretary, DHS**

Disabled Hiring Initiative Report 2020-2021
(Pursuant to P.A. 96-0078/Senate Bill 40)
September 1, 2018

Mandate

Public Act 96-0078 (effective July 24, 2009) requires the Departments of Central Management Services (CMS), Human Services (DHS), Employment Security (DES) and other agencies develop and implement programs to increase the number of qualified employees with disabilities working in State government.

The Disabled Hiring Initiative Report is submitted annually by CMS and DHS to provide an overview, assessment, and update on the progress of programs and initiatives supporting employment opportunities for disabled workers in Illinois state government. This report will provide information on the following.

1. Programs and Services
2. Outreach and Collaboration
3. Initiatives and Process Improvements
4. Agency Report on Progress of Disability Hires
5. Report on 2020-2021 Directives
6. 2021-2022 Directives

Programs & Services

Successful Disability Opportunities Program

CMS administers the Successful Disability Opportunities (SDO) Program, which serves to qualify individuals with disabilities for positions within State government. DHS is a partner with CMS in the certification of candidates for the SDO Program. While the program's name has changed over the years, it was initially implemented in 1976.

Governor Pritzker amended the Personnel Code with the signing of Public Act 101-0192 to require CMS to issue an SDO Program eligible candidate list when an agency requests an Open Competitive eligible list to fill a vacancy. This new legislation took effect on January 1, 2020.

CMS and DHS work together to build the SDO candidate list of eligible candidates with disabilities that are available across a wide range of position titles and geographic areas of the State. CMS, DHS and the Department of Human Rights (DHR) also are working to educate agency Personnel Managers and Equal Employment Opportunity Officers about the SDO Program and encourage them to consider individuals with disabilities when making their hiring decisions.

As of June 30, 2021, there are approximately 157 active participants in the SDO Program with eligible SDO passing grades for approximately 209 different position titles/options across various counties. The decline from last year's reporting period of 261 active in the SD Program applicants stems from the closure of CMS testing centers mid-March 2020 through late September 2020 due to COVID 19. CMS DWP staff are **generating** mass email or mail correspondence to applicants who had grades expire during this timeframe and current reporting period. Those members who receive the mass

mailing or email are offered an opportunity to renew their grades via testing, as well as a fresh opportunity to receive career counseling. These numbers continue to fluctuate daily as new applicants are referred by DHS and current applicants add titles or have grades expire.

As of June 30, 2021, employees with disabilities comprised approximately 4.9% of the State workforce, down slightly from the last reporting period's 5.2%, due to retirements and other employment status changes, as well as hiring processes slowed surrounding COVID 19 shutdown. Individual initiative participants and State employees with disabilities are identified only through self-disclosure of a disability; there is no percentage target established for representation in the workforce through this statute.

Disabled Workers Trainee Program

This initiative was set in place by Public Act 101-0533, mandating the creation of a training program that will lead to employment with agencies having 1,500 or more employees. The program allocates one position per year to an individual with a disability as defined by the Americans with Disabilities Act. CMS in partnership with the members of the Illinois Task Force on Employment and Economic Opportunity for Persons with Disabilities (EEOPD), has laid the groundwork, rules, and processes for the new program.

The Disabled Workers Trainee Program as currently structured allows for one clerical level title and one professional level title to be used in the application process, where an individual who meets the required education level of the designated trainee title (High School/Bachelors equivalent respectively) can enter the state work force, gain experience on the job, and certify into a full-time title with the State of Illinois. The program's intent is to give those who do not have the means to gain experience an opportunity to gain the required experience through the training program.

Agencies with more than 1,500 employees include the Illinois Departments of: Children and Family Services, Corrections, Healthcare and Family Services, Human Services, Revenue, and Transportation. Agencies that have volunteered to participate include Central Management Services and the Illinois Council on Developmental Disabilities. This program, while nearing finalization and full implementation, has encountered challenges in utilizing trainee titles for both professional level and clerical level titles. Clerical level trainee titles are exclusively included in AFSCME and would require bypassing of contract bargaining language to be used in the program. As of the publishing of this report, CMS is working to select a usable clerical level trainee title. CMS is also engaged with AFSCME to negotiate use of titles in the program.

Alternative Employment Program (AEP)

The CMS Risk Management Division is responsible for the administration of workers' compensation claims for work-related accidents by State employees. One of the primary objectives of the Workers' Compensation Program is to return employees to productive work as safely and quickly as possible. The CMS Disabled Workers Program aids in these efforts.

In many situations, workers no longer able to perform their current job duties can perform other work. Workers may be eligible for re-employment through the Alternative Employment Program (AEP), which is administered through the CMS Disabled Workers Program.

CMS Disabled Workers Program staff and CMS Legal staff continue to make themselves available to Risk Assessment staff to provide information about these programs, and to explain how they can assist in meeting their objective to return employees to productive work.

Exempt and non-certified employees are potentially eligible for re-employment through the SDO Program, and certified employees are potentially eligible for re-employment through the AEP. Additionally, any on-leave employee may obtain promotional grades and bid on open positions. Referring eligible employees with workers compensation claims to these programs is beneficial to the employee, the Risk Management Program, and the Disabled Workers Programs.

As of June 30, 2021, 23 State employees on disability leave are participating in the AEP. During the 2020-2021 reporting period, three employees were placed in various positions through AEP eligible lists.

Veterans Outreach Program and Diversity Enrichment Program

CMS continues to operate programs for veterans, minorities, women, and individuals with disabilities seeking employment with the State. Program staff routinely provide information about the SDO Program and the Disabled Hiring Initiative opportunities for their clients with disabilities. Staff from the CMS Veterans Outreach Program and CMS Diversity Enrichment Program (DEP) attend job fairs and recruiting events on a regular basis around the State where information on minority centered programs is readily available.

Career Counseling by mail or by email for Veterans is offered through the CMS Veterans Outreach Program to provide applicants with an overview of the State employment process. Between the five CMS examining test center locations, a total of 101 Veterans with Service-Connected Disabilities were verified, counseled and/or given information about the testing process as well as the SDO Program. The Veteran verification document process continues to be electronic and a remote process.

DEP staff attended 31 virtual job fairs, some targeting disabled and minority applicants between July 1, 2020 – June 30, 2021 and provided State employment information to both disabled and non-disabled attendees. These events are highlighted in the Job Fairs section of report.

Career Counseling Services for Individuals with Disabilities

Career Counseling continues to be offered through CMS Examining and Counseling to provide applicants with an overview of the State employment process and if qualified, the SDO Program. Applicants' qualifications are reviewed to provide specific job title recommendations. The CMS Disabled Workers Program Coordinator counsels disabled applicants and provides information on available accommodations for testing. From July 1, 2020 through June 30, 2021, 29 applicants with disabilities were provided career counseling services by email and given information on possible targeted position titles, while others were referred by their established DHS Rehabilitation Services Vocational Counselor. This represents a slight increase from the 27 applicants from the previous reporting period. CMS Examining and Test Development teams are exploring opportunities to offer testing remotely. CMS Examining staff continue to reformat titles that previously required automated testing to obtain a grade to a Training and Experience grading process.

Disability Resource Center

To assist State agency staff engaged in the hiring process, as well as current State employees and State job applicants who may need to seek an accommodation, CMS established its Disability Resource Center. The Resource Center operates as a centralized source of information on reasonable accommodations and provides professional consultation to both State agency staff and job seekers on issues concerning reasonable accommodations in the State employment process. Individuals may contact the CMS Disability Resource Center by e-mail at: CMS.DisabilityResCen@illinois.gov. During this reporting period, a total of 108 reasonable accommodations were granted for the automated testing process. Testing was not being conducted the months of June, through mid-September during this reporting period.

Outreach & Collaboration

Interagency Committee on Employees with Disabilities (ICED)

In 2016, PA 99-0314 expanded the Inter-agency Committee on Employees with Disabilities (ICED) to include State Constitutional Officers, the Council on Developmental Disabilities, and three additional employees with disabilities. The ICED committee continues its efforts to date with scheduled quarterly meetings, as well as monthly Outreach and Recruitment Sub-Committee meetings.

The main purpose and function of the committee are: to provide a forum where problems of general concern to State employees with disabilities can be raised and methods of their resolution can be discussed within the appropriate state agencies; to provide a clearing house of information for State employees with disabilities by working with those agencies to develop and retain such information; to promote affirmative action efforts pertaining to the employment of persons with disabilities; and to recommend, where appropriate, means of strengthening the affirmative action programs of employees with disabilities in state agencies. The Committee completes an annual report on achievements and accomplishments to the General Assembly.

ICED held the committee's annual celebration and rolled out a Speaker series, with the events and keynote speakers listed below.

- October 22, 2020 -ICED Annual Rewards Celebration Event - Lt. Governor Juliana Stratton
- February 4, 2021 - Speaker Series: Diversity, Equity & Inclusion - John S. Herring, Executive Director, Illinois Network of Centers for Independent Living, INCIL
- March 31, 2021- ICED Membership Survey
- April 4, 2021 - Speaker Series: Mental Health - Wellness Recovery Action Plan - Nanette Larson, Deputy Director, IDHS
- June 3, 2021 - Speaker Series: Reasonable Accommodation – Human Rights Act, Reasonable Accommodations – Federal Law, Michelle Andre, Staff Attorney, IDHR and Robin Jones, Director, Department of Disability and Human Development, UIC, Chicago

Agency Networking

CMS, DHS, DHR, DES, DCEO and DVA have made concerted efforts to continue to network with State Agency Personnel Managers, Equal Employment Opportunity Officers and Recruitment Program staff to educate them on the Disabled Hiring Initiatives and the SDO Program, and to distribute that information to potential candidates with disabilities. Regular participation in additional committees to further the advancement of peoples with disabilities has been paramount to further outreach and networking over the past year, recognizing that multiple committees exist throughout state government with the intent of advancing job placement for those with disabilities. Below is a summary of these efforts and networking in action.

Meetings with Equal Employment Opportunity Officers

The CMS Disabled Workers Program continues to work with and educate agencies about the SDO Program and the Disabled Hiring Initiative. DHR has identified categories of underutilization, including employees with disabilities. Agencies that need to increase the number of employees with disabilities can utilize the SDO candidate list to address those areas of underutilization. CMS has utilized multiple platforms throughout the year to encourage the use of the SDO candidate list for hiring whenever possible. Those platforms include routine statewide personnel managers meetings, hiring workshops hosted by CMS Examining and Counseling, and direct agency interfacing with agency recruitment leaders.

State Employment Webinars/Teleconferences for Persons with Disabilities

The CMS Disabled Workers Program Coordinator held one virtual webinar in the 2020-2021 reporting period with DHS Vocational Rehabilitation Counselors regarding the SDO Program, and the newly formed Disabled Workers Trainee Program which is in the final phase prior to rollout. and continued to utilize the Rehabilitation Counselor checklist with instructions on required information for enrolling in the SDO Program, this checklist streamlines the process and increases accessibility and ease of enrollment.

Disability Awareness

ICED holds an annual Disability Awareness Month ceremony each October, with this year's event held October 20, 2020. ICED was created by statute in 1974 to support State of Illinois employees with disabilities.

The Committee holds regular meetings to plan activities that promote and expand access, opportunity, and independence in State employment. The Committee is a forum on disability matters and serves as a venue in which issues of concern for State employees with disabilities can be raised.

ICED also developed a video series entitled Disability Employment Initiative. These videos are helpful in navigating the job search and employment process for individuals with disabilities. Visit: www.disabilityworks.org/DEIVideoSeries to view these videos.

Annual Disabled Workers Program/Disabled Hiring Initiative Training

Per SB 1136, PA 101-540, CMS provided agency wide training to highlight all aspects of the hiring resources allocated to State Agencies and disabled applicants alike. This training held July 29, 2020 highlighted the processes for the SDO program, Alternative Employment Program, Accommodated Testing Program, and the Disabled Workers Trainee Program. The training also highlighted the hiring initiatives outlined throughout this report, allowing CMS to reinforce and agencies to synchronize efforts in meeting outlined objectives.

Job Fairs/Conferences

CMS, DHS, DES and Revenue attended numerous virtual job fairs and other events. When CMS and DHS did not have representatives in attendance, efforts were made to provide information about the DWP Program to attendees with disabilities.

State agencies have quickly adapted to hosting and attending virtual job fairs, and a more regular event rhythm has resumed and ultimately bolstered outreach capabilities.

DATE Summary / Lead Agency - All or most events were held in a virtual format

June 12, 2020	SERCO - DHS Presentation
June 15, 2020	IDES Virtual Recruitment Event
June 17, 2020	St. Clair County Workforce Development
June 17, 2020	Chicago Urban League - DHS Presentation
June 18, 2020	St. Clair County Workforce Development
June 19, 2020	St. Clair County Workforce Development
June 30, 2020	University of Illinois Chicago - DHS Presentation
June 30, 2020	Illinois Worknet - DHS Presentation
July 8, 2020	IDES State Employment Workshop – CMS DEP
July 9, 2020	State Employment virtual Workshop – Tollway Authority, CMS
July 10, 2020	SERCO - DHS Presentation
July 16, 2020	IDES State Employment Workshop – CMS DEP
July 21, 2020	Southwest American Job Center - DHS Presentation
July 29, 2020	Statewide Personnel Managers – CMS DWP Presentation
July 29, 2020	Chicagoland Catalyst Virtual Job Fair – CMS DEP
July 30, 2020	ADA 30 th Anniversary Commemorations Virtual Livestream Event
August 4, 2020	Chat with DHS Recruiter
August 5, 2020	DHS Presentation
August 19, 2020	DHS Presentation
August 21, 2020	Southwest American Job Center at Daley College - DHS Presentation
August 25, 2020	Chat with DHS Recruiter
August 26, 2020	DHS Presentation - Centralia
August 26, 2020	UIS Virtual Job Fair - CMS
August 28, 2020	SERCO - DHS Presentation
August 28, 2020	HACE - Hispanic Alliance for Career Enhancement
August 29, 2020	Pederosas Series – Mujeres Latinas en Accion YPAC, CMS DEP

September 10, 2020 Goodwill North Riverside - DHS Presentation

September 16, 2020 Indiana State University- Health and Social Services Career Fair

September 16, 2020 Indiana State All Majors Job & Internship Career Fair, Fall 202

September 22, 2020 Chat with DHS Recruiter

September 22, 2020 SIU Job and Internship Fair

September 23, 2020 Eastern Illinois University - Accounting

September 24, 2020 43rd Annual UIC Diversity Virtual Career Fair 2020

September 28, 2020 Illinois Wesleyan University

September 29, 2020 Northwestern Career Advancement: Virtual Fall Career Fair!

October 1, 2020 Human Services and Non-Profit Professions Virtual Career Fair

October 1, 2020 North Central College

October 6, 2020 Webster University

October 6, 2020 Eastern Illinois University

October 7, 2020 DHS Presentation

October 7, 2020 Veteran Recruitment Event - IDES

October 7, 2020 Southern New Hampshire University - DHS Presentation

October 8, 2020 OCA – Asian Pacific American Advocates

October 14, 2020 Mabley Developmental Center IDHS Jobs Workshop

October 16, 2020 State Government Employment presentation – CMS DEP

October 23, 2020 Corazon Community Services - DHS Presentation

October 27, 2020 Triton College - DHS Presentation

October 28, 2020 Virtual Recruitment for People with Disability- DHS, CMS DWP

October 29, 2020 Wilbur Wright College FALL 2020 Virtual Career Fair - DHS, CMS DEP

November 4, 2020 Eastern Illinois University

November 4, 2020 DHS Presentation

November 6, 2020 OCA – Asian Pacific American Advocates - DHS Presentation

November 12, 2020 DRS Virtual Job Club Presentation – DHS, CMS DEP

November 13, 2020 Veterans Virtual Recruitment Series – IDES, CMS DEP

November 13, 2020 GCRC Government Job Fair - UIC

November 16, 2020 Instituto del Progreso Latino - DHS Presentation

November 16, 2020 National Lewis University - DHS Presentation

November 18, 2020 Morton College - DHS Presentation

November 19, 2020 Northern Family Community Resource Center- DHS Presentation

November 19, 2020 Virtual Hiring Event – CMS DEP

December 2, 2020 DHS Presentation

December 7, 2020 Access to Justice series – CMS Administrative Hearings

December 8, 2020 Lake County Workforce - DHS Presentation

December 10, 2020 IDES State Employment Workshop – IDES, CMS DEP

December 16, 2020 DHS Presentation

December 17, 2020 Achieving Ambitions through Diversity and Inclusion – CMS BEP

January 15, 2021 Fair Access to Justice – Identity Conscious Leadership – CMS D&I

January 28, 2021 Alternative Employment Program Virtual training – CMS DWP

February 1, 2021 Sen. Villivalam Virtual Job Fair event – IDES, DHS, CMS DEP

February 3, 2021 DHS Virtual Presentation

February 17, 2021 DHS Presentation

February 17, 2021	Erie Neighborhood House - DHS Presentation
February 18, 2021	Southwest American Job Center at Daley College
February 25, 2021	Metropolitan Family Services Job Fair
February 25, 2021	Northeastern Illinois University & DHS Presentation
March 3, 2021	DHS Presentation - Southwest American Job Center at Daley College
March 4, 2021	NAAA National Association of Asian Professionals- DHS Presentation
March 8, 2021	National Louis University - Criminal Justice, Government, and Law
March 10, 2021	National Louis University - Social & Behavioral Science and Health
March 10, 2021	Blackburn College Virtual Career Fair & Conference
March 16, 2021	District 25 CPD Job Fair
March 17, 2021	DHS Presentation - Workforce Investment Solutions
March 25, 2021	2021 Virtual School of Social Work Career & Networking Fair Loyola
March 25, 2021	IDES State Employment Workshop – IDES, CMS DEP, IDOC
April 1, 2021	NIU Virtual Presentation
April 5, 2021	Chicago Veterans Presentation
April 7, 2021	DHS Presentation - Southwest American Job Center at Daley College
April 7, 2021	Virtual Job Fair for Asian Americans& Pacific Islander (AAPIP)
April 9, 2021	Illinois Community College Career Services Career Fair registration
April 9, 2021	DuPage County Workforce Development - DHS Presentation
April 15, 2021	Northwestern Spring 2021 Virtual Internship & Job Fair
April 15, 2021	Latino Social Workers Organization (LSWO) - DHS Presentation
April 20, 2021	Chicago State University – CMS DEP
April 21, 2021	DHS Presentation
April 27, 2021	State Employment Workshop - Rep. Crespo’s – DHS, CMS DEP
April 28, 2021	IDES State Employment Workshop – CMS DEP, DOC
April 29, 2021	Virtual Job Fair-Wright College – CMS, DCFS, ISP
May 4, 2021	NIU Job Fair - Spring 2021 Virtual End-of-Year Career Fair
May 5, 2021	DHS Presentation
May 19, 2021	DHS Presentation - Southwest American Job Center at Daley College
May 20, 2021	Hispanic Alliance for Career Enhancement Virtual Job Fair
May 25, 2021	CMS & DHS Virtual Job Fair - Multiple State Agencies
May 26, 2021	SERCO / DHS Presentation
May 27, 2021	IDES & DHS Presentation Veterans
June 2, 2021	DHS Presentation
June 7, 2021	Career Link Peoria- DHS Presentation
June 16, 2021	IDES Virtual Hiring Event - CMS
June 16, 2021	DHS Presentation - Southwest American Job Center at Daley College
June 17, 2021	Virtual Recruitment for People with Disability- DHS, CMS, IDVA
June 17, 2021	Senator Bush & Senator Johnson's Virtual Job Expo
June 22, 2021	Duman Opportunity Center
June 24, 2021	DHS Workshop – DHS, CMS DEP
June 29, 2021	Alderman Sophia D. King Job Fair
June 30, 2021	Virtual Navigating State Employment – CMS DEP

Initiatives & Process Improvements

Disability Survey

DHR conducts an annual survey of State employees to determine the number of employees with disabilities in order to assist in complying with the requirements of the Illinois Human Rights Act. This information, as well as U.S. Census data, is used to determine which agencies need to address increasing the number of employees with disabilities.

The disability survey is conducted online via a dedicated website. The website enables all State agencies to track and sort data, as well as generate a variety of reports. When an agency hires or promotes an employee with a disability, or when a current employee develops and reports a disability, it also automates the transaction process between the State agency and CMS.

The website is an efficient, far-reaching survey tool used to gather complete data than its preceding paper-based survey form. Better data establishes an improved base of knowledge to work from, and therefore more effectively target disabled hires. Employees are asked to voluntarily respond to the survey.

The survey website is available year-round and is accessible for new hires to complete, and for current employees to update their disability status. Another important feature of the survey is that it serves to indicate which employees need assistance during an emergency evacuation.

SD Eligibility List

The implementation of PA 101-0192 on January 1, 2020 amends the Personnel Code to require CMS to issue a Successful Disability Opportunities Program eligible candidate list along with the Open Competitive eligible candidate list when requested by an agency. Existing law (Personnel Code & Veterans Preference) precludes hiring preference for these candidates over others; the Personnel Rules, including Veterans Preference provisions, are applied to the SDO list as with other eligible lists. Despite the preclusion of hiring preference, an all agency requirement to receive the SDO eligibility list has positively impacted disability hiring across multiple agencies. During the 2018-2019 reporting period, 15 individuals were placed off the SD Eligible list while in the 2019-2020 SD hires nearly doubled with the implementation of this new legislation. During the current 2020-2021 reporting period, 91 SDO eligible lists were distributed to various agencies with individuals placed from an SDO eligible list jumping to 58.

SDO Re-grades

In April 2010, CMS Examining and Counseling began allowing SDO Program candidates to “re-grade” current passing scores from an open competitive exam to an SDO grade upon receipt of certification paperwork from DHS – DRS for the same exam title without needing to re-administer the exam. This practice eliminates the delay in establishing an SDO grade for qualified disabled candidates who would otherwise wait to be scheduled to take an additional exam.

During this reporting period, approximately 118 re-grades were processed. When DHS-DRS VR Counselors provide Certificates of Eligibility to CMS prior to the client/applicant testing or obtaining grades, this reduces the need for re-grades.

Disabled Job Candidates - Access to Non-Code Positions

CMS does not maintain a database of qualified disabled candidates for non-code positions (those positions that are fully exempt from the Personnel Code and therefore do not require grading by CMS.)

Nearly 10,000 non-code positions in governmental entities are monitored by DHR. DHR has contacted several entities to gauge their interest in qualified disabled candidates. Several governmental agencies with non-code positions have specifically indicated such interest.

To provide a link between disabled candidates and agencies with non-code positions, the following procedures are now established. These agencies can contact DHR when seeking disabled candidates for vacant positions, and DHR then consults with DHS-DRS. The local DRS office where the position is located has DRS Rehabilitation Counselors alert clients who may qualify for the position.

Agency Report on Progress of Disability Hires – Data for last Four Reporting periods

This data is based on reporting using the processed date for new hires. Please note that there is a lag between individuals being hired and the personnel transaction being processed. The data reported is the most consistent, reliable way to report these figures.

Agency	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
CMS			1	2	3
DCFS	6	2	1	2	1
DOC	6	7	16	9	5
EPA			1	2	3
HFS	2	10	1	6	6
IDHR			2	2	2
DHS	20	15	8	7	41
DoIT			1	1	
IDJJ	2	3	1	1	
DNR			2	3	
IDPH	2		2		
DOR	2	5	3		2
ISP	2		2	1	
IDOT		5	3	1	
IDES	3	8			4
DFPR	1				
IDHP	1				
LOTTERY	1				
IDVA	2	4		2	2
AGING		1			1

Military Affairs		2		1	
Fire Marshall		1			
ALPLM				1	1
IWCC				2	
CJIA				1	
DCEO					1
PTA Board					1
ISP					2

* Please note that only agencies that have reported hiring of individuals with a disability are listed. This list includes SDO Program hires, as well as applicants placed from Open Competitive eligible lists that marked disabled when applying.

2020-2021 Strategic Initiatives

1. Expand existing agency wide Disability training to advocate for all-agency membership in the Disabled Workers Trainee program. Ensure that participating and non-participating agencies understand the accommodations process at every level of employment through expanded training

Status: The DWTP encountered challenges in acquiring a usable trainee title at both the professional and clerical levels. The current contract bargaining language prohibits the program from bypassing filling of vacancy language by placing a DWTP applicant in an existing target title without seniority or rights to the position. Negotiations with AFSCME are required to utilize clerical level titles that are similar in nature to those already existing and included in contract bargaining language. However, expanded accommodations training will still be provided to all agencies during this year's annual disabled workers training presentation at the CMS hosted "all personnel managers meeting", to meet the intent of this initiative. Additionally, the program has made significant strides in continuing to unify all state agencies knowledge base on the workplace accommodations process, by partnering the Disabled Hiring Initiative with the workforce development subgroup of the EEOPD task force.

2. Expand the Disabled Workers Trainee program to include a professional level trainee title.

Status: The DWTP professional level trainee title requires an exemption to policy in order to utilize the title on a regular basis for program intent. The title selected, the Public Administration Intern, requires that a candidate be the recipient of a bachelor's degree within 6 months of applying to the position, significantly narrowing the applicant and program member pool. CMS management is working to amend the titles requirements, add an option without the timed requirement, or create a new title able to fit program intent.

3. Continue developing robust outreach for the Disabled community regarding State employment through participation in various advocacy committees, notably ICED, EEOPD, and interfacing with involved State Agencies on a regular basis.

Status: Continued partnership with EEOPD task force provides an avenue for outreach and increased the capabilities and networking options available for multiple Disabled Hiring Initiatives, most notably the Disabled Workers Training Program. Additionally, CMS participation in the workforce subgroup of EEOPD provides direct correlation to implementing our hiring initiatives into the EEOPD plan and network of not only State Agencies, but external employers as well, increasing the State of Illinois sphere of influence regarding disabled hiring.

4. Continue to attend State Hiring Information workshops for applicants with disabilities interested in obtaining State employment.

Status: Adapting to virtual formatted held events had proved successful. Hosting and attending virtual job fairs and workshops ensure that the states available resources are utilized and understood across the state within the disabled community. Agency and committee networking synchronized efforts have increased throughout this timeframe as well, driving a statewide need to continue adapting to a changing recruiting environment.

Monitor the implementation of PA 101-0192 regarding agencies hiring from the SDO eligibility list, as all agencies now receive the list when filling a vacancy. Develop and implement a plan to increase agency usage of SDO eligibility list when hiring.

Status: During the current 2020-2021 reporting period, 85 SDO eligible lists were distributed to various agencies with individuals placed from an SDO eligible list jumping to 58, an increase over the previous reporting period's 28 placements. Expectation is to continue seeing upward results in hiring of qualified disabled applicant throughout the next reporting period.

5. Adapt outreach platforms to exist virtually regarding both agency training and external hiring workshops. Establish Disabled Workers Program hosted hiring workshops in partnership with advocacy groups.

Status: The Disabled Workers Program has postured itself to expand multi-platform outreach by hiring an additional professional level employee to assist in all aspects of program growth. The program itself has seen an increase in it's digital footprint by attending a multitude of virtual workshops and hiring events throughout the reporting period.

6. Continue to review disability hires by agency and interface accordingly with the intent to expand agency knowledge on hiring disabled workers. Conduct analysis on agencies with low disabled hiring numbers to develop methods that can assist agencies in hiring disabled candidates.

Status: This directive works alongside directive #5 and in continuation, review statistics as to how many SDO eligible list placements get to the point of certification within the title placed. Continued efforts to determine modifications or innovations necessary to remove barriers for employment and economic opportunities for persons with disabilities is key. A review of agency disability hires will be conducted prior to the yearly Disabled Workers Program training event, and individual agencies will be engaged to review adherence to SDO list policy based on this review.

2021-2022 Strategic Initiatives

1. Further develop opportunities through the Disabled Workers Trainee Program and more effectively promote the program to qualified disabled applicants and Agencies
2. Continue partnership with ICED and EEOPD committees developing outreach for the Disabled community regarding State employment, and interfacing with involved State Agencies on a regular basis
3. Continue efforts to attend and host virtual based outreach events to disabled community and Agency training on hiring of qualified disabled applicants.
4. Continue monitoring implementation of PA 101-0192 regarding agencies hiring from the SDO eligibility list, as all agencies now receive the list when filling a vacancy. Develop and implement a plan to increase agency usage of SDO eligibility list when hiring.
5. Make it easy for 164,000+ Illinois residents who have been issued Secretary of State *Disabled Identification Cards* to be added to the SDO eligibility list if they wish.
6. Continue to effectively promote the Alternative Employment Program to Agency human resources managers.
7. Examine the impact remote work had on employees with disabilities during the COVID pandemic, and consider how extending or expanding remote work options can contribute to hiring and retaining more disabled workers in State government.
8. Continue to review disability hires by State agency and determine agencies to target regarding accessing qualified candidates with disabilities
9. Partner with the Diversity Enrichment Program's racial/ethnic and language recruitment team to include disability resources to prospective candidates.
10. Partner with Diversity and Inclusion to identify templates and structures for shared training spaces.