



State of Illinois
Department of Human Rights
Department of Human Services



Interagency Committee on Employees with Disabilities

2015 Annual Report

Co-Chairpersons

Rocco J. Claps
Director
Department of Human Rights

James T. Dimas
Secretary-designate
Department of Human Services





Interagency Committee on Employees with Disabilities

January 2016

TO: THE HONORABLE GOVERNOR BRUCE RAUNER
AND THE MEMBERS OF THE GENERAL ASSEMBLY

Bruce Rauner
Governor

Co-Chairpersons

Rocco J. Claps
Director, Department
Of Human Rights

James T. Dimas
Secretary-designate,
Department Of Human
Services

It gives us great pleasure to submit the Annual Report of the Illinois Interagency Committee on Employees with Disabilities (ICED) for fiscal year 2015. This has been an exciting year for the Committee, in that legislation passed to increase ICED's membership to include the State Constitutional Officers, the Council on Developmental Disabilities, and three additional employees with disabilities. Although the Committee's enabling legislation moved from the Personnel Code to Section 2-106 of the Illinois Human Rights Act, its mission remains as follows:

- (1) To provide a forum where problems of general concern to State employees with disabilities can be raised and methods of their resolution can be suggested to the appropriate State agencies;
- (2) To provide a clearinghouse of information for State employees with disabilities by working with those agencies to develop and retain such information;
- (3) To promote affirmative action efforts pertaining to the employment of persons with disabilities by State agencies; and
- (4) To recommend, where appropriate, means of strengthening the affirmative action programs for employees with disabilities in State agencies.

To that end, this Annual Report documents the Committee's accomplishments throughout the fiscal year including administering the ICED Internship Program for Students with Disabilities, co-sponsoring webinars on state employment programs for applicants with disabilities, issuing the Committee's newsletter, ICED NEWS, and hosting an awards ceremony to honor individuals and organizations around the state. The Committee continues to operate without a budget or paid staff. Its objectives are accomplished through the volunteer efforts of members and in cooperation with other state agencies. We are grateful to the many agencies and individuals who have assisted the Committee in its work to expand access and opportunity for people with disabilities in the State of Illinois.

Sincerely,

Rocco J. Claps
Director
Department of Human Rights

James T. Dimas
Secretary-designate
Department of Human Services

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ICED HISTORY

The Interagency Committee on Employees with Disabilities was created in 1974 by Section 19(a) of the state Personnel Code and was originally composed of five state agencies and four employees with disabilities appointed by the Governor. In 2015, legislation (P.A. 99-0314) was enacted to move the Committee to Section 2-106 of the Illinois Human Rights Act and expand its membership. Currently, the Committee's membership consists of the State Constitutional Officers, six state agencies under the Governor, and seven state employees with disabilities appointed by the Governor.

Co-Chairpersons: Director of the Department of Human Rights and the Secretary of the Department of Human Services

Other Statutory Agency Members: Directors of the Department of Veterans' Affairs, the Department of Central Management Services, the Council on Developmental Disabilities, and the Chairperson of the Civil Service Commission

Constitutional Officer Members: the Lieutenant Governor, the Attorney General, the State Comptroller, the Secretary of State, and the State Treasurer

Employee Members Appointed by the Governor: Catherine Collier, Deborah Johnson-Small, Karl Moulton, and four vacant positions

Standing Committee Members: Departments of Commerce and Economic Opportunity, Employment Security, and Natural Resources, University of Illinois' Division of Specialized Care for Children, and the Deaf and Hard of Hearing Commission.

ICED MEMBERS



ICED Member Photo with Governor Bruce Rauner

ICED MEMBERS

Rocco J. Claps, Director, *Department of Human Rights, Co-Chairperson*
Susan Allen, Designee

James T. Dimas, Secretary-designate, *Department of Human Services, Co-Chairperson*
Francisco Alvarado, Designee

Lieutenant Governor Evelyn Sanguinetti

Ennedy Rivera, Designee

Attorney General Lisa Madigan

Vickie Simpson, Designee

Secretary of State, Jesse White

William Bogdan, Designee

Comptroller Leslie Munger

Ryan Amerson, Designee

Treasurer Michael Frerichs

Rosemary Laudani, Designee

Central Management Services

Michael M. Hoffman, Acting Director

Jaci DeBrun, Designee

Wendy Butler, CMS

Fred Stewart, II, CMS

Carlos Charneco, CMS

Department of Veterans' Affairs

Erica Jeffries, Director

Greg Dooley, Designee

Fee Habtes, DVA

Council on Developmental Disabilities

Sheila Romano, Director

Margaret Harkness, Designee

Department of Human Services

Deborah Kay Johnson-Small, Employee Member *

Erik Cozzolino, Member

Linda Lou Long, Member

Sue Masten, Member

John Marchioro, Member

Alice Minter, Member

Barbara Peake, Member

Lisa Riegel, Member

Wanda Satkas, Member

Martha Younger-White, Member

ICED MEMBERS (cont)

Department of Children and Family Services

Catherine Collier, Employee Member *

Andrew Barris, Designee

Department of Employment Security

Karl Moulton, Employee Member *

Anna D'Ascenzo, Member

Carline Alamillo, Member

Department of Natural Resource

Franklin L. Johnson, DNR

Jason Brewer, DNR

Department of Commerce and Economic Opportunity

Randolph Boschulte, Member

University of Illinois' Division of Specialized Care for Children

Debbie Matthews, Member

Diane Crutcher, Member

* Governor Appointed Members

ACCOMPLISHMENTS OF ICED 2015 GOALS

- Goal 1. Provide educational opportunities on disability issues utilizing technology that will reach the broadest possible audience of state employees.
Activity - Conducted webinars on state employment programs for people with disabilities
- Goal 2. Educate Illinois legislators about ICED, its mission, and the status of our state as an employer of people with disabilities.
Activity - Issued annual report to legislative leaders.
- Goal 3. Identify ways ICED can get its message to state administrators and human resource personnel that employees with a disability are competent, dependable, and loyal members of a workforce. Utilize first person accounts by state employees who have a disability to demonstrate this point.
Activities - Issued newsletter ICED NEWS, and maintained website.

P.A. 99-0314 Expands Committee Membership

P.A. 99-0314, which adds the Illinois Constitutional Officers, the Council on Developmental Disabilities and three additional state employees with disabilities to ICED membership, became law with the signature of Governor Rauner in August 2015. The new members will allow the Committee to share its mission of broadening access and opportunity for people with disabilities across state government. State initiatives to support applicants and employees with disabilities, such as the Successful Disability Opportunities Program and the Alternative Employment Program, are currently limited in application to agencies under the jurisdiction of the Governor. By expanding the Committee's membership to include the Constitutional Officers, ICED's experience can be shared across state government to welcome and support individuals with disabilities seeking employment.

Note on Membership

This legislation added three additional positions to ICED for state employees with disabilities, bringing the total on the Committee to seven. ICED is always looking for good members. State employees with disabilities are encouraged to nominate themselves for appointment to the Committee by the Governor. To begin the process, go to the webpage <http://appointments.illinois.gov/>, and pull up the 'Nominate Yourself' tab. The Committee is listed under 'Employees with Disabilities, Interagency Committee.'

ICED CO-SPONSORS SUCCESSFUL WEBINARS WITH DCMS

ICED works with the Department of Central Management Services to promote the use of the Successful Disability (SD) Opportunities program by applicants with disabilities and by agencies in hiring from the SD applicant lists. To inform people with disabilities, state rehabilitation counselors, and disability advocates about the SD program, ICED co-sponsored two webinars with the Department of Central Management Services. These programs explained application procedures for people with disabilities seeking state jobs. About 100 people participated in these webinars. Audience members, including applicants with disabilities, rehabilitation counselors and others interested in disability-related employment, learned about the State employment application and testing process, including information on reasonable accommodation. The SD program allows applicants with disabilities who are customers of the Division of Rehabilitation Services to appear on a separate list of candidates that agencies can request for interview and hire. These candidates can appear on the regular State Eligibility applicant list as well. See Appendix B for a description of the Successful Disability Opportunities program. The Committee co-sponsors these webinars to increase the number of applicants and employees with disabilities in State government. The SD program coordinator and an ICED member meet with state agency human resource and equal opportunity staff throughout the year to encourage agencies to hire candidates with disabilities from the SD list.

TOPICAL PRESENTATION AT ICED MEETING

Benro Ogunyipe, a state employee who was appointed by President Obama to serve on the prestigious National Council on Disability (NCD) in April 2015, provided an overview of the Council's mission and work during the ICED August 2014 meeting. Mr. Ogunyipe has been a friend of ICED since 2003, when the Committee arranged an internship for him at the Department of Human Services (DHS). Benro worked for DHS for the last eleven years, also serving as a member on the State Deaf and Hard of Hearing Commission during part of that period. Benro began his presentation by thanking the Committee for the opportunity to enter state government through the ICED Internship Program.

Mr. Ogunyipe reported that NCD has 15 Presidential appointees, an Executive Director appointed by the Chairman, and 11 full-time professional staff. NCD was first established as a small advisory Council within the Department of Education in 1978, becoming an independent agency in 1984. Its responsibilities include reviewing all federal disability programs and policies. The Americans with Disabilities Act (ADA) came directly from the NCD. In 1986, NCD drafted the first version of the disabilities act, which was introduced in the House and Senate in 1988. Since the enactment of the ADA in 1990, NCD has continued to play a leading role in analyzing the needs of people with disabilities, crafting policy solutions, and advising the President and Congress about addressing these issues.

NCD's Mission

NCD's mission is to be a trusted advisor, in collaboration with people with disabilities to:

- The President
- The Congress
- Federal entities
- State, tribal communities, and local governments; and
- Other entities and organizations

A more comprehensive history of the agency is detailed in NCD's 1997 publication titled *Equality of Opportunity: The Making of the Americans with Disabilities Act* is available on NCD website www.ncd.gov.

NCD recently conducted a congressional forum on the rights of parents with disabilities. In some cases, states have removed children from the homes of parents with disabilities due to the parents' disabilities. Some parents with disabilities believe they have been discriminated against in the removal of children from their homes. NCD will study this issue and make legislative and policy recommendations to protect the rights of the parents with disabilities.

NCD has committees working in the following policy areas: the U.N. Convention on the Rights of Persons with Disabilities, Civil Rights, Cultural Diversity, Education, Emergency Management, Employment, Health Care, Housing, Technology, and Transportation. These committees function with the objective of improving accessibility and opportunity for people with disabilities.

NCD has also been working to ensure that the U.S Workforce Innovation Opportunity Act is effective in improving the nation's workforce development system, including the specific expectation of competitive, integrated employment for youth and adults with disabilities. Mr. Ogunyipe said he would be willing to take any matters of concern that ICED has to NCD and also to keep the Committee up to date on NCD actions. The Committee thanked Benro for his presentation and offered congratulations on his appointment to this important Council.

Governor Rauner Presented ICED Awards at Ceremony in May

‘Celebrating those who make a difference’

At the ICED Awards Ceremony in May 2015, Governor Bruce Rauner presented awards to individuals, agencies, and organizations that expanded opportunities for people with disabilities in the State of Illinois (see photos at www.state.il.us/ICED). This ceremony marked the first time in ICED’s history that a Governor participated in the Committee’s awards program. In his welcome to assembled guests, Governor Rauner spoke about the importance of opportunity and independence for all people in the State, particularly to people with disabilities. The individuals, organizations, and employers honored at the event have eased the way for people with disabilities in the state to work and live independently.

The awards categories and this year’s recipients follow.

State Agency of the Year – Illinois Tollway

Kristi Lafleur, Executive Director and Lisa Williams, EEO/AA Officer

The Illinois Tollway has demonstrated an ongoing commitment in employing and serving people with disabilities. This agency employs a significantly larger percentage of people with disabilities than the state average. Seven percent of state government’s workforce as a whole has disabilities, while 11% of Tollway’s employees have disabilities. The Tollway also provides a full range of support for its employees. In 2014, the agency provided 78 needed accommodations for employees with disabilities, including services and

equipment for employees and applicants. To ensure the agency’s management was fully familiar with its responsibilities under state and federal laws, training was provided to managers and supervisors on a variety of disability-related employment issues, such as an overview of the Americans with Disabilities Act (ADA), reasonable accommodation, leaves of absence and reassignments, among other subjects. In addition, the Illinois Tollway Board approved over a half-million dollar project for ADA improvements to the north entrance of its facility, improving accessibility for the public and employees.



Kristen Bennett, Lisa Williams, both of The Tollway, Governor Rauner, Debbie Johnson-Small, ICED

Nonprofit Award

Chicago Zoological Society, Stuart D. Strahl, Ph.D., Northern Illinois recipient
Sickle Cell Association of Illinois, TaLana Hughes, MPH, Director

The Sickle Cell Association of Illinois was chosen as the 2015 Non-Profit of the Year for the comprehensive range of services and educational programs it provides in regards to sickle cell disease, which affects over 100,000 people in the nation as a whole -- affecting one in every 500 African-American infants born. The Association offers both care-coordination training and self-management workshops for individuals with sickle cell disease. In addition, the Association provides training for nurses, social workers, educators, parents, students, and the community at large on Sickle Cell topics. These educational programs ease the impact of the disease on individuals and their families throughout the State of Illinois. The Association gains financial support for its programs with the following fund-raisers: bowling events, golf-outings, toy drives, and walk-a-thons.



Tiahna Hughes, Talana Hughes, Sickle Cell Association of Illinois, Governor Rauner, Debbie Johnson-Small

State Employee of the Year – Tommy Saunders, Department of Human Services

The Department of Human Services describes its nominee for the award, Tommy Saunders, as positive, enthusiastic, and kind to everyone in the workplace. It took Mr. Saunders several years to gain state employment, but he persevered. Gaining employment through the Successful Disability Opportunities program, Tommy began his state career delivering mail at DHS. Mr. Saunder's positive attitude towards work and life is evident from his response to a friend who told Tommy he was in the bottom of the barrel at the state. Tommy replied, "Well, at least I'm in the barrel." With his optimism, Mr. Saunders quickly became a popular presence in the workplace. Tommy enjoyed his original job and co-workers, but desired more of a challenge and knew he could accomplish more. After two years in



Tommy Saunders, DHS and Governor Bruce Rauner

the entry-level position, Mr. Saunders used the State's Upward Mobility Program for a promotion into a Human Services Caseworker's position-- a job in which Tommy can use his compassion for other people who are experiencing difficult times. Mr. Saunders's supervisor in his new job was so impressed with his work that he asked Tommy to train every new employee in the unit.

Dan Dickerson Advocate of the Year Award – Kris Smith, Department of Human Services

Throughout her state career, Kris Smith served in many capacities at the Department of Human Services (DHS), including Interim Director of the Division of Rehabilitation Services (DRS). Co-workers call Ms. Smith the ultimate advocate for people with disabilities, in that she's demonstrated a commitment to people with disabilities, first, last, and always. In her many positions at DHS, Ms. Smith always honored the agency's mission, which is to be of service to people of Illinois, including those with disabilities. Ms. Smith introduced many improvements in the process of serving people with disabilities over the years, removing barriers to the ultimate objective of the customer with a disability, whether that was employment or increased independence in his/her daily life. Finally, Ms. Smith is the epitome of the type of leader DRS needs—open, encouraging, appropriately challenging, spirited and devoted to the customers she serves.



Kris Smith, DHS, Governor Rauner, and Debbie Johnson-Small, ICED

Business of the Year Award – Autonomy Works, Karrie Pece, Bryan VanDyke, and Ted Adatto

Autonomy Works (AW), ICED's 2015 Business of the Year award winner, is a company focused on providing services to its business partners through creative marketing approaches. Other companies share this philosophy; however, AW joins its business plan with a commitment to provide career opportunities for people with disabilities. The company has a continuing arrangement with the State Division of Rehabilitation Services (DRS) under which AW provides 'job shadowing,' assessment, training, and employment with the company. In Fiscal Year 2014, twenty-three candidates were identified by DRS as suitable for the AW assessment day, and nineteen



Bryan VanDyke, Autonomy Works, Business of the Year, Ted Adatto, AW, Karrie Pece, AW, Governor Bruce Rauner, Debbie Johnson-Small, ICED, (in front)

individuals participated in the evaluation. Over 40% of those people were offered employment, and another 40% were provided training that may lead to employment with AW. Currently, 18 individuals referred by DRS are AW employees. This company has done an excellent job in reducing attitudinal barriers facing people with disabilities by not only hiring candidates with disabilities but also educating other Illinois employers of the value in hiring diverse talents. Both AW and people with disabilities benefit from the company's progressive approach to getting the job done.

The Carl Suter Award for the Legislator of the Year – State Senator Heather Steans

Senator Heather Steans has represented Illinois Senate District 7 since 2008. She serves in many capacities in the legislature, including chairing the Appropriations I Committee, vice-chairing the Environment Committee, co-chairing the bi-partisan, bi-cameral Medicaid Advisory Committee, and serving on the Public Health and Executive committees. In her career, she passed both Medicaid expansion legislation available to states under the federal health care law and Medicaid reform legislation to address the state's \$2.7 billion in the shortfall in the Medicaid, which ensured ongoing solvency. Senator Steans' accomplishments in this regard particularly benefits people with disabilities in the state, who rely on the program for medical coverage. In addition, Senator Steans enacted significant nursing home reform legislation, again benefiting people with disabilities. During her legislative career, Senator Steans sponsored efforts to educate the public about disabilities, including recognition of World Diabetes Awareness Day. She also supported revenue-enhancement plans to support services for people with physical and mental disabilities.

Senator Steans received numerous awards in her tenure in the legislature, including the Legislator of the Year Award from AARP, the Richard Phelan Profile in Courage Award from Planned Parenthood, the Legislative Recovery Award from Trilogy, the Partner in Change award from the Chicago Alliance to End Homelessness, and the Equality Illinois Freedom Award.

Successful Disability Opportunities Program Recognition

Applicants with disabilities enter state government employment in different ways, but an important avenue for them is the Department of Central Management Services' Successful Disability Opportunities (SD) Program. A description of the program appears in Appendix B. The SD program is one of the primary affirmative action programs in state government for people with disabilities. Jaci DeBrun, who coordinates the program for CMS, is responsible for much of the program's success. To promote the program, ICED recognizes agencies that use it during the year. The following agencies hired individuals with disabilities through the SD program in calendar year 2014. 2014 was the best year to date for the SD program, thanks to Jaci and the agencies and individuals named below (who were present at the Ceremony).

Department of Agriculture, EEO/AA Officer **Linda Rhodes**

Department of Children and Family Services, **Acting Director George H. Sheldon, EEO/AA Officer Daniel Fitzgerald, Geny Chiaradonna**

Department of Corrections, **Director Donald Stolworthy and Assistant Director Jason Garnett, ADA Coordinators Anne Rayhill & Patrick Keane, and EEO/AA Officer Fernando Chavarria**

Department of Healthcare and Family Services, **EEO/AA Officer Derrick Davis**
Department of Human Services, Secretary James T. Dimas

Department of Natural Resources, **Director Wayne Rosenthal, EEO/AA Officer Jay Johnson, Human Resources Manager Michele Cusumano**

Department of Public Health, **Director Nirav Shah, Deputy Director Siobhan Johnson, and Personnel Manager Jan Sampson**

Department of Revenue, **Director Connie Beard**

Illinois State Police, EEO/AA Officer, **Lieutenant Christy White, EEO/AA Officer**

Department of Veterans' Affairs, **Director Erica L. Jeffries**

Special Project to Ensure Physical Accessibility of State Facilities

In FY15, ICED addressed the issue of accessibility in state-leased facilities by working with Department of Central Management Services (CMS) leasing officials and agents. CMS leasing officials and ICED discussed procedures to ensure the accessibility of state-leased space to people with disabilities. Employees with disabilities cannot be hired or work productively if the facilities in which they work are inaccessible to them in some way. The Illinois Environmental Barriers Act (EBA) requires all state-leased space to meet EBA accessibility requirements. ICED recommended the use of an accessibility checklist to CMS in identifying barriers in facilities under consideration for leasing by the state. CMS, which had used a checklist previously, updated its document to address all areas of concern. Further, CMS invited the Attorney General's Disability Rights Bureau staff, who are experts in accessibility requirements, to provide EBA training for its leasing agents. Finally, CMS confirmed its willingness to address accessibility issues in facilities currently leased by the State and enter into negotiations with landlords to rectify any identified problem areas. All State leases contain language regarding accessibility requirements. ICED staff addressed the Procurement Policy Board regarding the Committee's interest in this area and CMS's commitment to ensure accessibility of all State-leased facilities. This interagency effort will bring facility accessibility issues into the forefront, making it easier for employees with disabilities to enter and use state office buildings.

ICED OUTREACH

ICED Website

The ICED website, www.state.il.us/ICED, provides a wide variety of information about the Committee through links to employment resources and job opportunities. The Committee's newsletters, as well as other ICED publications, are posted on the website. In addition, the Committee's minutes, agenda, and a variety of reports are available on the website. The ICED website links to CMS's Diversity Enrichment Program's webpage to inform people with disabilities about opportunities for employment in state agencies. This year, the Department of Central Management Services agreed to re-design ICED's website to update its look and content. The project is expected to be finalized in FY16.

ICED Newsletter

ICED NEWS, now in its fourteenth year, covers Committee activities and issues of interest to employees with disabilities. This year, the newsletter featured articles on affirmative action programs for people with disabilities, publications promoting hiring of employees with disabilities, and disability-related employment cases in the courts. The newsletter is posted on the ICED website and is sent electronically to several hundred individuals.

ICED ACTIVITIES IN SUPPORT OF ITS MISSION

ICED Internship Program

The ICED Internship Program for College Students with Disabilities' was created by the Committee in the year 2000 to help agencies diversify their hiring pools and assist people with disabilities in gaining valuable work experience. Over the years, several ICED interns gained permanent employment with the state following their internship. Objectives of the internship program are to:

- Provide employment opportunities to qualified students and recent graduates with disabilities
- Diversify state government's workforce
- Provide a qualified pool of applicants with disabilities to state agencies
- Demonstrate the abilities of employees with disabilities
- Further affirmative action objectives; and
- Provide a transition for students with disabilities into the workplace

Agency placements are sought in both professional and staff positions across the state to provide opportunity in a variety of employment positions. Efforts are made to match varied

skills and abilities of interns. Students with disabilities are recruited from the Department of Human Services, Division of Rehabilitation Services' Vocational Counselors. Supervisory feedback has been very positive about the program over the years, reflecting a successful experience for both the students and the employers. With state budget issues limiting opportunities in FY15, only one intern was placed during the year. The employing agency was the Secretary of State's Office.

MONITORING EMPLOYMENT OF PEOPLE WITH DISABILITIES

The Committee continues to track the composition of the state's workforce to monitor its affirmative action efforts in regards to people with disabilities. A chart in Appendix A shows employment figures in state government over the last 17 years for employees who have self-identified as having a disability through a survey process.

The data shows that the number of state employees as a whole decreased over the years by 29%, and the number of employees with disabilities decreased by a slightly smaller percentage of 27%. Consequently, the percentage of state employees with disabilities has grown during the years studied, from a low point of about 5% in FY04 to a high in FY13 of 7.5%. The percentage of state employees with disabilities slipped to 7% in 2015. It should be noted that the State began a more reliable system of identifying employees with disabilities in 2011—through an online survey -- which might explain some of the increase in the percentage of employees with disabilities in recent years.

Another indicator of the success of affirmative action programs' targeting people with disabilities in state agencies is a comparison of the State's utilization of employees with disabilities with the labor market availability rate of this group. The Department of Human Rights, which enforces the Human Rights Act, uses 4.95% as a labor force availability rate for employees with disabilities in Illinois (4.95% of people in the Illinois labor force have disabilities, according to the American Community Survey). The State of Illinois' employment of people with disabilities, 7%, is significantly higher than the availability figure.

Even as the state has been successful in employing people with disabilities in numbers in excess of their availability, continuing affirmative efforts are needed. People with disabilities have one of the highest unemployment rates of any demographic group in the country. Many surveys show the unemployment rate for people with disabilities to be as high as 70%. A large percentage of people with disabilities who are currently unemployed have the ability to work and an interest in working. Diverse workforces, including those with people with disabilities, enable agencies to better meet the needs of the public. ICED will continue its efforts to advocate on behalf of employees with disabilities, including the following activities:

- Informing legislators, state administrators and supervisors of the importance of hiring people with disabilities

- Identifying ways to make state hiring processes easier for applicants with disabilities to negotiate
- Improving retention of employees with disabilities through better agency response to reasonable accommodation requests, improved accessibility, and more promotional opportunities, and
- Increasing recruitment efforts by all agencies with respect to hiring individuals with disabilities.

PLANS FOR FY2016

ICED has identified the following goals for which activities will be planned during fiscal year 2016:

Education - Work towards an Illinois workforce that is inclusive and supportive of employees with disabilities.

Promotion Efforts - Increase the visibility and awareness of ICED among agencies and individuals

Analysis of employment data - Monitor state agency employment data on people with disabilities and seek ways to increase those numbers.

Technical assistance - Provide technical assistance to agencies and state employees and applicants on issues related to disability.

APPENDIX A

Employees with Disabilities in State Government 1998 to 2015

DATE	TOTAL STATE EMPLOYEES	EMPLOYEES WITH DISABILITIES
June 30, 1998	63,375	4,343 (6.85%)
June 30, 1999	65,415	4,205 (6.43%)
June 30, 2000	65,641	4,096 (6.24%)
June 30, 2001	65,974	3,952 (5.99%)
June 30, 2002	64,838	3,706 (5.72%)
June 30, 2003	54,443	2,781 (5.11%)
June 30, 2004	55,108	2,675 (4.85%)
June 30, 2005	53,284	2,561 (4.81%)
June 30, 2006	52,723	2,734 (5.19%)
June 30, 2007	51,843	2,596 (5.01%)
June 30, 2008	50,513	2,483 (4.92%)
June 30, 2009	49,229	3,122 (6.34%)
June 30, 2010	47,798	3,051 (6.38%)
June 30, 2011	48,501	3,399 (7.01%)
June 30, 2012	45,132	3,346 (7.35%)
June 30, 2013	43,620	3,286 (7.53%)
June 30, 2014	43,932	3,248 (7.39%)
June 30, 2015	45,012	3,191 (7.09%)

APPENDIX B

Department of Central Management Services Successful Disability (SD) Opportunities Program

- The Successful Disability Opportunities Program provides persons with disabilities a greater access to employment opportunities with the State.
- Applicants must be a customer of the Division of Rehabilitation Services and have a Certificate of Eligibility completed by their Department of Human Services/Division of Rehabilitation Services' vocational rehabilitation counselor for each title on file at the time of testing.
- Immediately upon completion of the test and receiving a passing grade, in addition to their open competitive grade, their SD grade will be issued.
- SD grades are valid for one year.
- An agency may request the SD eligible list when there is a vacancy to be filled by other means.



www.state.il.us/ICED

Programs, activities and employment opportunities in the Illinois Department of Human Services are open and accessible to any individual or group without regard to age, sex, race, sexual orientation, disability, ethnic origin or religion. The department is an equal opportunity employer and practices affirmative action and reasonable accommodation programs.

DHS 4485 (R-2-16) Illinois Interagency Committee on Employees with Disabilities

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