

DISABLED HIRING INITIATIVE REPORT

July 1, 2019 - June 30, 2020



**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, 2020**

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Disabled Hiring Initiative Report 2019-2020
(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 2018-2019 Directives
6. 2020-2021 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 inform them of the importance of considering individuals with disabilities when making their hiring decisions.

As of June 30, 2020, there are approximately 261 active participants in the SDO Program with eligible SDO passing grades for approximately 205 different position titles/options across various counties. These numbers fluctuate daily as new applicants are referred by DHS and current applicants add titles or have grades expire.

As of July 1, 2020, employees with disabilities comprised approximately 5.2% of the State workforce, down slightly from the last reporting period's 5.7%, due to retirements and other employment status changes. 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), have laid the groundwork, rules, and processes for the new program.

The Disabled Workers Trainee Program allows for one clerical level title and one professional level title to be utilized 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 work force without taking a civil service exam, 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 or pass a civil service exam an opportunity to gain the required experience through the training program. Agencies required to participate are 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.

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 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, 2020, 29 State employees on disability leave are participating in the AEP. During the 2019-2020 reporting period, six 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 263 Veterans with Service-Connected Disabilities were verified, counseled and/or given information about the testing process as well as the SDO Program. The testing centers have been closed since March 16th, 2020 requiring the Veteran verification process to continue in a remote capacity.

DEP staff attended 37 disability and minority-targeted job fairs between July 1, 2019 – June 30, 2020 and handed out State employment informational packets to both disabled and non-disabled attendees. Five of these events were conducted as a virtual/statewide event.

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, 2019 through June 30, 2020, 27 applicants with disabilities were provided career counseling services by email and given information on a total of approximately 733 possible job titles, while others were referred by their established DHS Rehabilitation Services Vocational Counselor. Due to the COVID-19 pandemic, CMS Examining and Test Development teams are working on ways to offer testing remotely. CMS Examining staff have also reformatted several 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 342 reasonable accommodations were granted for testing.

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.

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.

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.

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 two teleconferences throughout the 2019-2020 reporting period with DHS Vocational Rehabilitation Counselors regarding the SDO Program 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. 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 has recommitted to providing agency wide training on an annual basis to highlight all aspects of the hiring resources allocated to State Agencies and disabled applicants alike. This training highlights the processes for the SDO program, Alternative Employment Program, Accommodated Testing Program, and the Disabled Workers Trainee Program. The training also highlights 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 job fairs and other events. When CMS and DHS did not have representatives in attendance, efforts were made to provide materials about the SDO Program to attendees with disabilities. Limited staff resources and travel restrictions require these agencies coordination to ensure attendance at job fairs and that information about the SDO Program is distributed at as many employment and disability-related events as possible.

Overall numbers of attended job fairs and workshops have been negatively impacted by COVID-19, however, 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. [Please see the list of outreach activities below.](#)

DATE	Summary / Lead Agency	Location
7/3/2019	IDES Employment/Vet/Disability Workshop – DHS, CMS	Springfield
7/10/2019	IDES Workshop – DHS	Quincy
7/12/2019	American Legion Veterans Job Fair - DHS	Springfield
7/16/2019	IDES Workshop – DHS	Belleville
7/17/2019	IDES Workshop – DHS	Champaign
7/24/2019	IDES Workshop – DHS	Carlinville
7/25/2019	IDES Workshop – CMS	Arlington Heights
8/1/2019	Work 4 Illinois Workshop – Springfield Urban League – DHS	Springfield
8/7/2019	IDES Workshop – DHS	Springfield
8/7/2019	Lake County Resource Fair for Disabled Individuals – CMS DEP	Waukegan
8/8/2019	IDES Workshop – DHS	Peoria
8/8/2019	Accommodation for Success Revers Job Fair – DHS	Belleville

8/13/2019	Quad Cities Success Fair, St Ambrose University – DHS	Davenport, IA
8/13/2019	IDES State Employment Workshop – CMS DEP	Waukegan
8/15/2019	IDES Workshop – DHS	Decatur
8/16/2019	IDES Employment/Vet/Disability Workshop – DHS, CMS	Springfield
8/20/2019	Chamber of Commerce Job Fair – DHS	Springfield
8/20/2019	IDES Workshop – DHS	Belleville
8/21/2019	IDES Workshop – DHS	Champaign
8/22/2019	Work 4 Illinois Workshop – DHS	Pekin
8/22/2019	6th Annual Construction Conference & Expo – CMS/DEP	Chicago
8/27/19	IDES Workshop – DHS	Wood River
8/28/2019	IDES Workshop – DHS	Carlinville
8/29/2019	IDES Veterans Presentation	Springfield
9/4/2019	IDES Workshop – DHS	Springfield
9/11/2019	State Representative Sue Scherer Job Fair – DHS	Decatur
9/12/19	IDES Workshop – DHS	Decatur
9/16/2019	IDES Workshop – DHS	Champaign
9/19/2019	Jobs Plus Regional Career Fair – DHS	Collinsville
9/20/2019	IDES Employment/Vet/Disability Workshop – DHS, CMS	Springfield
10/3/2019	2nd Annual Northside Regional Job Fair – IDES/CMS DEP	Chicago
10/4/2019	IAHSE Annual Training Conference – CMS DEP	Tinley Park
10/15/2019	IDES Workshop – DHS	Belleville
10/16/2019	IDES Workshop – DHS	Decatur
10/17/2019	Harold Washing College Career Fair – DHS. CMS	Chicago
10/17/2019	Applying for State Jobs Workshop hosted by Goodwill Ind – CMS	Lombard
10/21/2019	IDES Workshop – DHS	Champaign
10/23/2019	Cass County Career Fair/Hiring Event – DHS	Beardstown
10/23/2019	Truman College Job Fair – CMS DEP	Chicago
10/24/2019	IDES Workshop – DHS	Peoria
10/24/2019	Wilbur Wright College Job Fair – CMS DEP	Chicago
10/29/2019	Illinois Veterans Success Fair – DHS	Urbana
11/7/2019	Wilbur Wright College Veteran Job Fair – CMS DEP	Chicago
11/12/2019	Career Fair hosted by Catalyst Career Group – CMS DEP	Schaumburg
11/14/2019	Career Fair hosted by Catalyst Career Group – CMS DEP	Rockford
11/15/2019	IDES Employment/Vet/Disability Workshop – DHS, CMS	Springfield
11/19/2019	IDES State Employment Workshop – CMS DEP	Joliet
11/19/2019	State Employment Workshop, Goodwill Industries – CMS DEP	Riverside
11/20/2019	IDES Workshop – DHS	Peoria
11/2/2019	IL Legislative Latino Caucus Foundation Conference – CMS DEP	Oak Brook
12/3/2019	IDES State Employment Workshop – CMS	Joliet
12/4/2019	State Employment Workshop – CMS DEP	Chicago
12/11/2019	IDES Employment/Vet/Disability Workshop – DHS, CMS	Springfield
12/11/2019	IDES Sate Employment Workshop – CMS DEP	Waukegan
1/3/2020	Chicago Urban League Youth Career Fair – CMS DEP	Chicago
1/22/20	State Employment Workshop, Goodwill Industries – CMS DEP	Lombard
2/5/2020	IDES Employment/Vet/Disability Workshop – DHS, CMS	Springfield

2/6/2020	UIS Career Connections Job Fair – DHS	Springfield
2/19/20	MacMurray College Job Fair – DHS	Jacksonville
2/20/2020	Harold Washington College Career Fair – DHS, CMS	Chicago
2/24/2020	Tinley Park Career Fair – CMS	Tinley Park
2/27/2020	State Employment Workshop, Goodwill Industries – CMS DEP	N. Riverside
3/4/2020	Prairie State College Veteran Resource Fair – CMS DEP, Labor	Chicago Heights
3/4/2020	IAHSE State Employment Workshop – CMS DEP	N. Riverside
3/5/2020	Secretary of State 4 th Annual Career Fair – SOS, CMS	Chicago
3/13/2020	Woodlawn Job Fair – CMS DEP	Chicago
5/21/2020	IDES Virtual Workshop – DHS	Virtual/Statewide
5/28/2020	IDES Virtual Workshop (overflow from 5/21/2020 event) – DHS	Virtual/Statewide
6/15/2020	IDES Virtual Workshop – DHS	Virtual/Statewide
6/17/2020	Chicago Urban League Virtual Job Fair- DHS, CMS DEP	Virtual/Statewide
6/18,19/2020	St Clair County Workforce Development Job Fair – DHS	Virtual
6/23/2020	State Farm Insurance Job Fair – Illinois WordNet, DHS	Virtual/Statewide
6/23/2020	Employment Workshop hosted by Illinois Tollway Auth. - CMS	Virtual/Statewide
6/24/2020	Employment Workshop hosted by Illinois Tollway Auth. - CMS	Virtual/Statewide
6/26/2020	Employment Workshop hosted by Illinois Tollway Auth. CMS	Virtual/Statewide
6/30/2020	University of Illinois Chicago Virtual Presentation – DHS	Virtual
6/30/2020	Rockford Area Career Fair – CMS	Virtual
6/30/2020	Military Affairs Virtual Webinar – DHS	Virtual/Statewide

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 increased hiring 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 predecessor 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. The 2019-2020 SD hires have increased to 28 with the implementation of this new legislation.

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 91 re-grades were processed. DHS Counselors are better educated on the SDO Program guidelines. They provide Certificates of Eligibility to CMS prior to the client/applicant testing or obtaining grades that lowers 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 (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 combined from MOBIUS reports of all agencies listing the total monthly disability new hires using the processed date and list of candidates appointed from an SD eligible list. The data reported is the most consistent, reliable way to report these figures.

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

* Please note that only agencies that have self-reported hiring of individuals with a disability are listed.

Report on 2018-2019 Directives

1. Continue to actively encourage the use of the Successful Disability Opportunities eligibility list until CMS implements P.A. 101-0192 on January 1, 2020.

Status: Implementation of P.A 101-0192 has been completed, with all agencies receiving the SDO eligible list for each vacancy. CMS continues to monitor and encourage agencies to utilize the list in the filling vacancies when not obligated by Veteran's preference.

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

Status: Hiring workshops have transitioned rapidly to meet the challenge that COVID-19 presents to face-to-face workshops. Agencies have adapted to the virtual space in order to reach potential disabled candidates, hosting and attending virtual job fairs and workshops to ensure that the states available resources are utilized and understood across the state within the disabled community. As the mechanisms for outreach have changed to a virtual space, agency and committee networking to synchronize efforts have increased throughout this timeframe as well, driving a statewide need to adapt to a changing recruiting environment.

3. Continue to review disability hires by State agency and determine agencies to target regarding accessing qualified candidates with disabilities.

Status: During this reporting period, 28 individuals participating in the Successful Disabilities Opportunities Program were placed into various positions within 12 different agencies including, ALPLM, CMS, CJIA, DHS, DOC, DoIT, DOT, DNR, EPA, HFS, Military Affairs, and WCC. Agency Human Resources and Personnel have adapted to a virtual interview process during the COVID-19 pandemic.

4. Continue to work in conjunction with the CMS Veterans Outreach Coordinator to promote the Successful Disabilities Opportunities Program to veterans and increase veteran participation in the program.

Status: The SDO Program Coordinator continuously works alongside the CMS Veterans Outreach Coordinator do deliver information on the SDO Program to qualified and verified Veterans with Service-Connected Disabilities. During this reporting period, 263 disabled Veterans were verified.

5. Continue to effectively promote the Alternative Employment Program to Agency human resources managers.

Status: AEP continues its general average of around enrollment packets received by Agencies each month. There are currently 29 active employees, and there were 6 placements from AEP eligible lists throughout the 2019-2020 reporting period.

6. Continue to coordinate with ICED to increase work options for qualified workers with disabilities.
Status: CMS Diversity Enrichment Coordinator attended all quarterly ICED meetings. On the scheduled 6/24/2019 ICED WebEx meeting, Chris Bond presented an update on the new Disabled Workers Trainee Program.

7. Continue to examine State Use Committee outcomes with DHS to increase access to meaningful work options for workers with disabilities.
 - **Status:** The ICED and EEOPD Task Force Committees continue to make recommendations to determine modifications or innovations necessary to remove barriers for employment and economic opportunities for persons with disabilities.

8. Partner with the Employment and Economic Opportunity for People with Disabilities Task Force on issues of mutual interest.
Status: Partnership with EEOPD has provided a new 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.

2020-2021 Directives

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.
2. Expand the Disabled Workers Trainee program to include a professional level trainee title.
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.
4. Continue to attend State Hiring Information workshops for applicants with disabilities interested in obtaining State employment.
5. 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.
6. 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.
7. 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.