



101ST GENERAL ASSEMBLY

State of Illinois

2019 and 2020

HB3059

by Rep. Nicholas K. Smith

SYNOPSIS AS INTRODUCED:

20 ILCS 30/16 new
20 ILCS 30/20

Amends the African American Employment Plan Act. Provides for the African American Youth Employment Plan. Requires the Department of Central Management Services to develop and implement plans to improve the delivery of State services to African American youth between the ages of 18 and 25. Requires each State agency to implement specified strategies and programs targeted toward African American youth in accordance with the African American Employment plan. Makes conforming changes concerning strategies, programs, and reporting requirements under the Act. Effective immediately.

LRB101 08876 RJF 53966 b

1 AN ACT concerning government.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The African American Employment Plan Act is
5 amended by changing Section 20 and by adding Section 16 as
6 follows:

7 (20 ILCS 30/16 new)

8 Sec. 16. African American Youth Employment Plan.

9 (a) The Department of Central Management Services shall
10 develop and implement plans to improve the delivery of State
11 services to African American youth between the ages of 18 and
12 25.

13 (b) Each State agency shall implement strategies and
14 programs targeted toward African American youth in accordance
15 with the African American Employment plan including, but not
16 limited to:

17 (1) continuing development of new testing and
18 examining procedures for professional titles which will
19 increase candidate pools and recruitment opportunities;

20 (2) identifying and developing specific titles to
21 include more trainee opportunities;

22 (3) posting jobs on social media, including, but not
23 limited to, Facebook and Twitter;

1 (4) discussion of hiring goals in both senior staff and
2 Human Resources meetings; and
3 (5) development or expansion of a recruitment database
4 of African American organizations.

5 (20 ILCS 30/20)

6 Sec. 20. State agency affirmative action and equal
7 employment opportunity goals.

8 (a) Each State agency shall implement strategies and
9 programs in accordance with the African American Employment
10 Plan and the African American Youth Employment Plan to increase
11 the number of African Americans employed by that State agency
12 and the number of African Americans employed by that State
13 agency at supervisory, technical, professional, and managerial
14 levels.

15 (b) Each State agency shall report annually to the
16 Department and the Department of Human Rights, in a format
17 prescribed by the Department, all of the agency's activities in
18 implementing the African American Employment Plan and the
19 African American Youth Employment Plan. Each agency's annual
20 report shall include reports or information related to the
21 agency's African American employment strategies and programs
22 that the agency has received from the Department, the
23 Department of Human Rights, or the Auditor General, pursuant to
24 their periodic review responsibilities; findings made by the
25 Governor in his or her report to the General Assembly;

1 assessments of service needs based upon the agency's service
2 populations; information on the agency's studies and
3 monitoring success concerning the number of African Americans
4 employed by the agency at the supervisory, technical,
5 professional, and managerial levels and any increases in those
6 categories from the prior year; and information concerning the
7 agency's African American employment budget allocations.

8 (c) The Department shall assist State agencies required to
9 establish preparation and promotion training programs under
10 subsection (H) of Section 7-105 of the Illinois Human Rights
11 Act for failure to meet their affirmative action and equal
12 employment opportunity goals. The Department shall survey
13 State agencies to identify effective existing training
14 programs and shall serve as a resource to other State agencies.
15 The Department shall assist agencies in the development and
16 modification of training programs to enable them to meet their
17 affirmative action and equal employment opportunity goals and
18 shall provide information regarding other existing training
19 and educational resources, such as the Upward Mobility Program,
20 the Illinois Institute for Training and Development, the
21 Central Management Services Training Center, Executive
22 Recruitment Internships, and Graduate Public Service
23 Internships.

24 (Source: P.A. 96-1341, eff. 7-27-10.)

25 Section 99. Effective date. This Act takes effect upon
26 becoming law.