



Rep. Michael Crawford

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10400HB3815ham001

LRB104 12266 HLH 36782 a

1 AMENDMENT TO HOUSE BILL 3815

2 AMENDMENT NO. _____. Amend House Bill 3815 by replacing
3 everything after the enacting clause with the following:

4 "Section 5. The Personnel Code is amended by changing
5 Section 17b as follows:

6 (20 ILCS 415/17b)

7 Sec. 17b. Trainee program for persons with a disability.

8 (a) Notwithstanding any other provision of law, on and
9 after July 1, 2020, each State agency with 1,500 employees or
10 more shall, and each executive branch constitutional officer
11 may, offer at least one position per year to be filled by a
12 person with a disability through an established trainee
13 program. Agencies with fewer than 1,500 employees may also
14 elect to participate in the program. The trainee position
15 shall last for a period of at least 6 months and shall require
16 the trainee to participate in the trainee program for at least

1 20 hours per week. The program shall be administered by the
2 Department of Central Management Services. The Department of
3 Central Management Services shall conduct an initial
4 assessment of potential candidates, and the hiring agency or
5 officer shall conduct a final assessment. Upon successful
6 completion of the trainee program, the respective agency or
7 officer shall certify completion of the trainee program, with
8 final approval provided by the Department of Central
9 Management Services. Individuals who successfully complete a
10 trainee appointment under this Section are eligible for
11 promotion to the target title without further examination. The
12 Department of Central Management Services, in cooperation with
13 the Employment and Economic Opportunity for Persons with
14 Disabilities Task Force, may adopt rules to implement and
15 administer the trainee program for persons with disabilities,
16 including, but not limited to, establishing non-political
17 selection criteria, implementing an assessment and interview
18 process, if necessary, that accommodates persons with a
19 disability, and linking trainee programs to targeted full-time
20 position titles.

21 (b) (Blank). ~~The Employment and Economic Opportunity for~~
22 ~~Persons with Disabilities Task Force shall prepare an annual~~
23 ~~report to be submitted to the Governor and the General~~
24 ~~Assembly that includes: (1) best practices for helping persons~~
25 ~~with a disability gain employment; (2) proposed rules for~~
26 ~~adoption by the Department of Central Management Services for~~

1 ~~the administration and implementation of the trainee program~~
2 ~~under this Section; (3) the number of agencies that~~
3 ~~participated in the trainee program under this Section in the~~
4 ~~previous calendar year; and (4) the number of individuals who~~
5 ~~participated in the trainee program who became full time~~
6 ~~employees of the State at the conclusion of the trainee~~
7 ~~program.~~

8 (c) For the purposes of this Section, "disability" has the
9 meaning ascribed to that term in the federal Americans with
10 Disabilities Act. "Disability" includes a diagnosis of Autism
11 Spectrum Disorder by a medical professional.

12 (Source: P.A. 103-108, eff. 6-27-23; 103-699, eff. 7-19-24.)

13 Section 10. The Employment and Economic Opportunity for
14 Persons with Disabilities Task Force Act is amended by adding
15 Section 17 as follows:

16 (20 ILCS 4095/17 new)

17 Sec. 17. Multi-year plan toward increasing hiring of
18 people with disabilities in State government.

19 (a) By no later than January 1, 2028, the Employment and
20 Economic Opportunity for People with Disabilities Task Force,
21 in cooperation with the Interagency Committee on Employees
22 with Disabilities, shall create a 5-year plan of recommended
23 actions, outcomes, and benchmarks to help the State increase
24 employment opportunities for people with disabilities in State

1 government. The multi-year plan shall include, but not be
2 limited to, all of the following:

3 (1) identification, gathering, and analytics of data
4 from the Successful Disability Opportunities Program to
5 inform the work of the Task Force, including, but not
6 limited to:

7 (A) the total number of participants who have been
8 employed with the State for longer than one year;

9 (B) the total number of participants who have been
10 employed with the State for one year or less;

11 (C) the total number of participants who have
12 applied and interviewed, unsuccessfully, for
13 employment with the State;

14 (D) the total number of participants who have
15 applied for, but not received an interview for,
16 employment with the State;

17 (E) the demographics of participants, including,
18 but not limited to, race, gender identity, sexual
19 orientation, age, ethnicity, and disability type, as
20 described in Section 4a of the Illinois Identification
21 Card Act;

22 (2) identification, gathering, and analytics of data
23 from the Disabled Workers Trainee Program to inform the
24 work of the Task Force, including, but not limited to:

25 (A) the total number of participants hired through
26 the program since its inception on July 1, 2020;

1 (B) the total number of participants who
2 successfully completed the program and transitioned to
3 the target title of the trainee position;

4 (C) the total number of participants who completed
5 the program but did not transition to the target title
6 of the trainee position;

7 (D) the total number of participants who
8 successfully completed the program and remained
9 employed with the State for over one year;

10 (E) the total number of participants who did not
11 complete the program;

12 (F) the demographics of participants, including,
13 but not limited to, race, gender identity, sexual
14 orientation, age, ethnicity, and disability type, as
15 described in Section 4a of the Illinois Identification
16 Card Act;

17 (3) identification, gathering, and analytics of
18 existing hiring procedures of the State that create
19 barriers for people with disabilities seeking employment
20 with the State;

21 (4) a recommendation for actions, including additional
22 statutory, regulatory, or policy measures, that will
23 improve and modernize hiring procedures and outcomes for
24 applicants with and without disabilities seeking
25 employment with the State; and

26 (5) recommended benchmarks for each year of the plan.

1 (b) In developing the multi-year plan, the Task Force
2 shall consider:

3 (1) the total number of vacant positions with the
4 State and the geographic location of those positions;

5 (2) a review of hiring procedures to ensure timely
6 hiring of job seekers with and without disabilities;

7 (3) the ongoing transition away from subminimum wage
8 employment in the State under subsection (c) of Section 14
9 of the Fair Labor Standards Act;

10 (4) existing State employment programs designed to
11 support workers with disabilities;

12 (5) the use of existing and emerging technologies that
13 could assist persons with disabilities in achieving
14 employment goals; and

15 (6) continuing education for supervisors and hiring
16 managers with the State on best practices to support job
17 seekers with disabilities.

18 (c) In developing the multi-year plan, the Task Force
19 shall consult with people with disabilities, employment
20 service providers, disability trade associations, and
21 disability advocacy organizations.

22 (d) The Task Force shall submit the multi-year plan to the
23 Governor and the General Assembly by no later than January 1,
24 2028. Annual reports on implementation shall be required by no
25 later than January 1 of each subsequent year through January
26 1, 2032.

1 Section 99. Effective date. This Act takes effect upon
2 becoming law.".