

Disability Workforce Hiring Initiative Report

July 1, 2025 – June 30, 2026



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, 2026



Raven A. DeVaughn
Director, CMS



Dulce M. Quintero
Secretary, DHS

MANDATE

Disabled Hiring Initiative Report 2025-2026 (Pursuant to P.A. 96-0078/Senate Bill 40) September 1, 2026

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 to 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 2025-2026 Directives
6. 2026-2027 Directives

Program Naming Convention Update

To better align state employment initiatives with person-first language (PFL) and House Bill 4284, the State of Illinois Central Management Services (CMS) has formally updated the nomenclature of its core disability employment programs. The **Successful Disabilities Opportunities Program (SDOP)** has been renamed the **Workforce Success Program for Individuals with Disabilities (WSPID)**, and the **Disabled Worker Trainee Program (DWTP)** has been updated to the **Workers with Disabilities Trainee Program (WDTP)**. Despite these structural name changes, the foundational mandates and operational impacts of both programs remain uninterrupted. WSPID continues to facilitate high-priority access to State of Illinois career opportunities by applying specific preferences within the competitive hiring sequence for qualified candidates. WDTP continues to reserve designated employment titles exclusively for enrolled program members. Inter-agency collaboration remains critical to onboarding; enrollment for WSPID requires coordination via a DHS DRS Vocational Rehabilitation Counselor, while the CMS Workforce Success Center oversees the enrollment pipeline for WDTP.

PROGRAMS & SERVICES

Workforce Success Program for Individuals with Disabilities

CMS administers the Workforce Success Program for Individuals with Disabilities (WSPID), 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 WSPID Program. While the program's name has changed over the years, it was initially implemented in 1976.

CMS and DHS work together to build the WSPID pool of 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) continue to educate agency Personnel Managers and Equal Employment Opportunity Officers about the WSPID Program and encourage them to consider individuals with disabilities when making their hiring decisions.

As of June 30, 2026, there are 1009 participants in the WSPID Program with eligibility to apply for vacant positions throughout the State qualifying for services under WSPID Program guidelines. Applicants are required to establish a profile on the electronic career portal and apply directly to targeted vacancies. Counseling, assistance with the online platform, and online resources and guides are available.

As of June 30, 2026, employees with disabilities comprised approximately 15.4% of the State workforce, up from 14.7% the previous year, according to the annual Mandatory Disability Survey. Individual initiative participants and State employees with disabilities are identified only through self-disclosure of disability.

Workers with Disabilities 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. This year marks the fourth year of the program's implementation.

The Workers with Disabilities Trainee Program (WDTP) as currently structured, allows for one clerical level (Clerical Trainee) title or one professional level (Public Admin Intern) 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 workforce, gain experience on the job, and be placed into a full-time title within the State of Illinois. The program intends to give those who do not have the means to gain experience an opportunity to do so through the training program.

Agencies with more than 1,500 employees include the Illinois Departments of Children and Family Services (DCFS), Corrections (DOC), Healthcare and Family Services (HFS), Human Services (DHS), and Transportation (DOT). Agencies that have volunteered to participate include Central Management Services (CMS), Department of Revenue (DOR), the Department of Commerce and Economic Opportunity (CEO). Below outlines an update on vacancies throughout this reporting period.

Agency	Requisition	# Applicants	Result
DCFS	55028	270	Candidate has accepted conditional offer and is pending background clearance
DOT	48717	80	Position filled 12/01/2025
DOT	54373	116	Position filled 06/16/2026
DOC	49206	38	Start date established 08/01/2026
DHS	54289	88	Interviews complete, ready to offer
HFS	54673	288	Eligibility list uploaded, ready to offer

FY25/26 saw continued success in the filling of multiple vacancies for participating agencies. All agencies met their WDTP goal, with DOT successfully posting and filling an additional position. This fiscal year also brings increased interest from noncompulsory agencies with agencies such as DOR, DCEO, CMS, DoIT, and DVA expressing their interest in participation in the program. Program membership has skyrocketed standing at 377 as of 06/30/2026, up 112% from the previous year's 178 (06/03/2025). Efforts to expand targeted titles and posting locations throughout the state continue. Next year's efforts continue to focus on increasing awareness of the program to both agencies and the public increasing participation and enrollment. Specifically aimed at promoting the title Public Admin Intern to agencies, and identifying suitable positions for the program, the goal is to utilize both available titles within 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 Workers with Disabilities Program (WDP).

CMS Workers with Disabilities 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 WSPID Program, and certified employees are potentially eligible for re-employment through the AEP. Additionally, any on-leave employee may apply to open positions following bargaining unit bidding processes. Referring eligible employees with worker's compensation claims to these programs is beneficial to the employee, the Risk Management Program, and the Workers with Disabilities Programs.

As of June 30, 2026, 52 State employees on leave of absence are actively participating in the AEP. During the 2025-26 reporting period, 5 employees were placed in various positions through AEP placement. This year the WDP attended and presented at the 2025 CMS Workman's Compensation Coordinator Training in Springfield and provided an overview of eligibility and program guidelines.

Reporting Period	Participating Employees	AE Placements
July 1, 2020 – June 30, 2021	23	3
July 1, 2021 – June 30, 2022	32	5
July 1, 2022 – June 30, 2023	32	9
July 1, 2023 – June 30, 2024	34	10
July 1, 2024 – June 30, 2025	47	10
July 1, 2025 – June 30, 2026	52	5

Veterans Outreach Program and Office of Diversity, Equity, and Inclusion

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 WSPID Program and the Disabled Hiring Initiative opportunities for their clients with disabilities. Staff from the CMS Veterans Outreach Program and CMS Diversity Equity and Inclusion attend job fairs and recruiting events in person and via virtual platforms on a regular basis around the State where information on minority-centered programs is readily available.

Career Counseling by mail, email, or virtually for Veterans is offered through the CMS Veterans Outreach Program to provide applicants with an overview of the State employment process. Among the five CMS Career Service Centers, 389 Veterans with Service-Connected Disabilities were verified, counseled, and/or given information about the State of Illinois employment process as well as the WSPID Program. Additionally, 389 Disabled veterans were validated into the veterans database, making them eligible for 10 points towards their passing application score. FY26 saw the completion of 6,504 counseling sessions for Illinois residents, an increase of 335 counseling's over the previous year's report of 6,169 career counseling sessions. Increased levels of outreach and the addition of more counseling staff allowed the career service centers to expand their reach and impact over the course of the year.

CMS' Workers with Disabilities Program and Diversity, Equity, and Inclusion staff attended live and virtual career fairs, including specific events for disabled and minority applicants between July 1, 2025 – June 30, 2026, and provided State employment information to both disabled and non-disabled attendees. These events are highlighted in the career fair section of this report.

Career Counseling Services for Individuals with Disabilities

Career Counseling continues to be offered through CMS Recruitment & Retention to provide applicants with an overview of the State employment process and if qualified, the WSPID Program. Applicant qualifications are reviewed to provide specific job title recommendations. Career Counseling is offered to applicants via mail, email, phone, or virtually.

The CMS Workers with Disabilities Program Coordinator counsel's applicants and provides information on available accommodation for any job title that might require automated testing. From July 1, 2025, through June 30, 2026, 267 applicants with disabilities were provided career counseling services by email or virtually and given information on possible targeted position titles, while others continue to be referred by their established DHS Rehabilitation Services Vocational Counselor. Adapting to program and application process changes, the WDP's engagement focus remains on assisting large numbers of applicants with the applications process as opposed to in-depth career counseling. The Workers with Disabilities Program continues to increase its overall outreach presence year over year, allowing a wider range of applicants with disabilities access to the program.

Workforce Success 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 accommodation, CMS operates as a centralized source of information on reasonable accommodation and provides professional consultation to both State agency staff and job seekers on issues concerning reasonable accommodation in the State employment process. Individuals may contact the CMS Workforce success center by e-mail at: CMS.WorkforceSuccess@illinois.gov. Reasonable accommodation requests granted for automated testing continue to decrease, as very few titles outside of the Upward Mobility Program (UMP) require testing. The UMP continues to offer assessments and courses for targeted position titles to State Employees, providing career advancement opportunities to more challenging, higher paying positions.

Reporting Period	Testing Accommodations
July 1, 2022 – June 30, 2023	11
July 1, 2023-June 30, 2024	15
July 1, 2024-June 30, 2025	9
July 1, 2024-June 30, 2026	10

OUTREACH, COLLABORATION, AND DISABILITY AWARENESS

ACCESSIBILITY COMMITTEE FOR EMPLOYEES WITH DISABILITIES (ACED)

The Accessibility Committee for 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 five State Constitutional Officers, six state agencies under the Governor, and seven state employees with disabilities appointed by the Governor.

ACED supports State of Illinois employees with disabilities and State of Illinois agencies regarding disability-related issues or concerns. ACED's mission is to promote access, independence, and opportunity for State employees with disabilities.

Committee Members by Statute (18):

Department of Human Rights (DHR) Co-Chair	Department of Human Services (DHS) Co-Chair
Civil Service Commission	Department of Veteran Affairs
Central Management Services	Illinois Council on Developmental Disabilities
Lieutenant Governor	Attorney General
Secretary of State	State Comptroller
State Treasurer	7 State Employees

The purpose and function of the Committee are:

- 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 clearing house 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.
- 4) To recommend, where appropriate, means of strengthening the affirmative action programs of employees with disabilities in State agencies.

Key highlights of the FY2026 Report include:

- **HB862** was passed, officially renaming the Interagency Committee on Employees with Disabilities (ICED) to the Accessibility Committee for Employees with Disabilities (ACED)
- **Selected for Governor's Office Academy of Leadership (G.O.A.L.) Service Project**
 - Through this partnership, ACED presented a project focused on improving the management and utilization of reasonable accommodation equipment across agencies. The G.O.A.L. team worked to develop a process that would enhance resource sharing and cost savings, promote efficiency and reduce redundancy, while expanding access to accommodation resources statewide.

- **Hosted Statewide Educational Summit for ADA Coordinators and EO Officers**
 - ADA Coordinators and EO Officers across the state attended an educational summit on Reasonable Accommodations presented by Great Lakes ADA Center and hosted by ACED that focused on state and federal guidelines and the interactive process.
- **Expanded Educational Speaker Series**
 - ACED meetings provide a forum for experts in the disability community to share educational and informational presentations, best practices and impactful ways to build upon and strengthen opportunities for people with disabilities.
- **Goals and Progress throughout the Year:**
 - This year, ACED formed three new subcommittees:
 - Reasonable Accommodations Subcommittee
 - **Objective:** Standardize reasonable accommodations processes across agencies to include general guidance and an informational toolkit.
 - Technology and Accessibility
 - **Objective:** Centralize digital and physical accessibility standards and maintain cross-agency accountability.
 - Awareness and Education
 - **Objective:** Create public awareness and outreach campaigns. Partner with other agencies and organizations to promote ACED as a resource for state employees.

Agency Networking

CMS, DHS, DHR, DES, Department of Community and Economic Opportunity (DCEO), and the Department of Veterans Affairs (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 WSPID Program. Working together they distribute program information to potential candidates with disabilities. In addition to this the Workforce Success Program Coordinator has been networking with and presenting to noncompulsory WDTP agencies to increase voluntary participation.

In addition, regular participation in additional committees to further the advancement of people with disabilities has been paramount to further outreach and networking over the past year. It is important to recognize 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 Workers with Disabilities Program continues to work with and educate agencies about the WSPID Program and the Disabled Hiring Initiative through platforms such as routine statewide personnel manager meetings, hiring workshops hosted by CMS Recruitment & Retention, and direct agency interfacing with agency recruitment leaders as well as agency training sessions for new HR and recruitment staff.

DHR has identified categories of underutilization, including employees with disabilities. The WSPID program preference has been incorporated into the standard hiring process to in an effort minimize bias and increase the number of qualified individuals with disabilities in the State work force.

State Employment Webinars/Teleconferences for Persons with Disabilities

The CMS Workers with Disabilities Coordinator presented 19 virtual webinars in the 2025-2026 reporting period with DHS Vocational Rehabilitation Counselors, and current and potential rehabilitation services customers regarding the State employment process, the WSPID Program, and the WDTP Program. The WDP continued the FY25 initiative to improve client handoff between CMS and DHS regarding WSPID program members. WDP updated all training and program materials for DRS staff regarding WDP services, intake procedures, and synchronization of DHS VR enrollment and WSPID referral procedures. Training sessions were held to review new materials and changes in forms.

Annual Workers with Disabilities Program/Disabled Hiring Initiative Training

Per SB 1136, PA 101-540, CMS provides agency-wide training to highlight all aspects of the hiring resources allocated to State Agencies and disabled applicants alike which highlights the processes for the WSPID, AEP, Reasonable Accommodations, and the Workers with Disabilities Trainee Program. This information was distributed within a Q&A type format during the Statewide Personnel Labor Call on November 12th, 2025. The annual training was held in attendance of more than 325 HR staff members from all state agencies.

Career Fairs/Conferences

CMS, DHS, DES, and a multitude of other agencies attended numerous virtual and in-person career fairs and other events over the course of the year. When CMS and DHS did not have representatives in attendance, efforts were made to provide information about WDP to attendees with disabilities by ensuring WDP flyers and program information is available for use by statewide recruitment staff.

This year, program and recruitment staff saw a large-scale shift toward establishing on-site job fairs and recruitment events at veteran and military events as well as programs promoting independent living for people with disabilities, while also seeing a continuation of virtual recruitment efforts and workshops. The hybrid recruitment space has proven beneficial for maximizing outreach efforts throughout the State. Below is a partial listing of events that took place between July 1, 2025 – June 30, 2026. Over the course of the year, CMS and DEI attended over 500 events, once again outpacing the previous year’s 200 events.

Highlighting DHS Bureau of Recruitment services events, DHS recruiters attended over 150 events throughout the course of the year. Their recruitment staff continue to be well versed in CMS and DHS employment programs and benefits, and advocate to the disabled community at all relevant events by providing program flyers, information, and references.

CMS Bureau of Personnel and DEI event highlights (selected from a list of over 400 events):

DATE	Event Summary
7/9/2025	The American Legion Department of Illinois 106th Annual Department Convention 4 day event
7/25/2025	Veterans State Hiring Workshop (National Hire a Veteran Day)

8/8/2025	Sangamon VAC Open House
8/23/2025	Quarterly Retirement Briefing
9/18/2025	Raices Public Policy Conference hosted by ILLCF
9/22/2025	SOI Career & Resource Fair in Honor of Latinx Heritage Month
10/10/2025	Illinois Association of Hispanic State Employees
10/15/2025	2025 Quinn & Guerrero-Cuellar Service Office Job Fair
10/18/2025	DISABILITY Resource Expo
10/24/2025	Latino Policy Forum's Annual Latinos on the Move Luncheon
10/30/2025	20 th Annual Illinois Statewide Transition Conference
11/10/2025	Veterans State Hiring Workshop (Veteran's Day)
11/11/2025	VETSTOCK 2025
11/14/2025	IL Dept of Human Services Recruitment Workshop
11/15/2025	17th Annual Empower All Abilities Conference
11/20/2025	JOB FAIR CAREER EXPO
12/2/2025	Cook County Annual Language Access Summit
12/17/2025	OAK BROOK JOB FAIR
12/18/2025	Tinley Park Job Fair
1/7/2026	Cancelled - Hope Chicago Career Fair
1/19/2026	Operation PUSH BLK Breakfast
2/4/2026	LLCC Summer Job and Internship Fair
2/4/2026	Hispanic Lawyers Association of Illinois (HLAI) Intro Meeting
3/3/2026	Springfield Chamber of Commerce Job Fair
3/5/2026	KKC Career and Internship Fair
3/6/2026	33rd Annual ILACHE Professional and Student Development Conference
3/17/2026	Illinois Army National Guard - Retirement Briefing
3/18/2026	Pui Tak Job Fair
3/20/2026	Midwest Soaring Foundation Spring Equinox Celebrations
3/24/2026	Illinois Migrant Council 60th Anniversary
3/25/2026	Career Fair Hosted by Proviso Leyden Council for Community Action (PLCCA)
4/2/2026	Chicago State Job Fair
4/7/2026	Latinos in State Government at NEIU's Centro Discussion
4/10/2026	Spring 2026 Job Fair Hosted by Representative Rita Mayfield
4/11/2026	Washington University St Louis Buder Center Pow Wow
4/13/2026	Illinois Veterans Benefits and Resource Fair: Empowering Illinois Veterans
4/14/2026	Virtual Latinos in State Government Panel with NEIU
4/15/2026	2026 LLCC Workforce Institute Career Fair

4/16/2026	KCC Spring Job Fair
4/21/2026	Latinos in State Government Discussion at Morton College
4/21/2026	Malcolm X Career & resource Fair (All State Agency Fair)
4/25/2026	Asian American D&I: Statewide Career & Resource Fair
4/28/2026	Native American Summit
4/29/2026	Veterans in State Government at Governors State University
5/1/2026	28th Ward Career & Resource Fair
5/2/2026	20th Annual Statewide Summit for Bilingual Parents, hosted by the Illinois Resource Center in cooperation with the Illinois State Board of Education Multilingual/Language Development Department
5/2/2026	Pokagon Community College & Career Fair
5/5/2026	Latino Unity Day 2026
5/06/2026	LLCC Statewide Career Fair
5/9/2026	Heartbeat Pow Wow - Gerald Ignace Indian Health Clinic BH
5/13/2026	Springfield Urban League
5/20/2026	Asian American DEI in AANHPI Heritage Month Presentation: Enclave Academy Microclass
5/27/2026	CMS D&I Panel: Asian Americans in Public Service
5/30/2026	Trickster Cultural Center Youth Led Pow Wow & Graduation Celebration
6/5/2026	Native Scholars Forward Summit
6/6/2026	Black Horse Pow Wow
6/6/2026	661 ENG - Yellow Ribbon Job Fair
6/11/2026	Fiestas Patronales Puertorriqueñas de Chicago 2026
6/16/2026	Sankofa Village Job Fair Discussion
6/18/2026	Pow Wow at the Lake - Chicago American Indian Community Collaborative
6/21/2026	Summer Solstice Ceremony - Midwest Soaring Foundation
6/23/2026	Women Warriors 2026
6/24/2026	2026 National Immigrant Heritage Month Reception
6/27/2026	Pokagon Pow Wow

Department of Rehabilitative Services events (selected from a list of over 100 events):

DATE	Event Summary
7/2/2025	Disability Awareness Meeting
7/23/2025	Community Multi-Agency Resource Fair
7/30/2025	Community Health Fair - Christian County Health Department!
8/21/2025	IDES Job Fair
8/26/2025	Springfield Chamber of Commerce Job Fair at Crowne Plaza, Springfield, IL
8/26/2025	START Career Counseling Presentation
9/3/2025	John Wood Community College Resource Fair
9/3/2025	Lincoln-Way School District Special Education Staff and teachers' presentation
9/12/2025	Accommodation for Success Job Fair
9/18/2025	EIASE Business Expo
9/18/2025	Sen. Seth Lewis, Rep. Amy Grant, Rep. Jennifer Sanalistro's Disabilities Resource & Job Expo
9/26/2025	Saline County Job Fair with IDES
10/2/2025	Business Expo
10/10/2025	Illinois Association of Hispanic State Employees Conference
10/22/2025	PECT Group Team Meeting with DRS
10/30/2025	Trick or Treat Street- Effingham
11/6/2025	Job Fair
11/15/2025	17th Annual Empower All Abilities Conference - Held at Lanphier High School from 8:00-12:30
11/20/2025	North Clay Job Fair
12/1/2025	Hope for Tote/Crisis Center Foundation
12/9/2025	Aurora DRS Day / Mid Valley/ SAIL
1/31/2026	Resource fair/presentation event- Pittsfield
2/2/2026	Lawrence Crawford Association for Exceptional Citizens
2/5/2026	Aurora- College Night for students with IEP and 504 plans
2/13/2026	KSED Tri-County Conference PECT
2/24/2026	RLC Job Search Party
3/3/2026	John A Logan Transition Summit
3/3/2026	Mid-South Transition Summit at John A Logan college
3/14/2026	Mason Clark Outreach Event
3/16/2026	Tri-County Special Education Meeting
3/19/2026	Perandoe Transition Fair
3/20/2026	EIASE Career Fair

3/24/2026	Links To Success Event
3/27/2026	Madison County Transition Fair
4/7/2026	Flora Job Fair
4/9/2026	The G.R.E.A.T Event
4/11/2026	Kaneland School District Special Services partnered with Kaneland Special Resource Fair
4/16/2026	Waukegan DRS at Zurich High School Disability Fair
4/17/2026	Mid Valley – panel session at St. Charles Library
4/23/2026	Marshall High school Career Fair
4/25/2026	Special Olympics Fair at Civic Memorial High School in Bethalto IL
4/26/2026	Huntley HS Transition Fair
4/26/2026	McHenry HS Transition Fair
4/29/2026	Oakland High School career fair
4/30/2026	Illinois School for the Deaf
4/30/2026	Illinois School for the Visually Impaired
5/1/2026	DeKalb High School – DRS Presentation with school special support staff
5/7/2026	NCCHS Resource Fair
5/11/2026	United Women in Faith presentation
5/14/2026	Waukegan Public Schools Special Education Cookout and Resource Fair
5/12/2026	TPC of Northern IL, annual Disability Resource Fair
5/20/2026	Dixon Correction Center of Illinois Department of Corrections: Webinar with 15+ Prisons
5/26/2026	MARC Event
5/26/2025	WIOA Partners Training/ Presentation at Sterling IDES Office

Initiatives & Process Improvements

Disability Survey

CMS works with DHR to conduct an annual survey of State employees to determine the number of employees with disabilities 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 increase the number of 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 is captured for tracking and reporting purposes.

The website is an efficient, far-reaching survey tool used to gather complete data as compared to its preceding paper-based survey form. Better data establishes an improved base of knowledge to work from, and therefore more effectively targets hires of people with disabilities. 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 identifies which employees need assistance during an emergency evacuation. The survey reports that 15.40% of the State workforce has a disability.

Survey Data:

Registered Population: 73,811

On Leave: 1,235

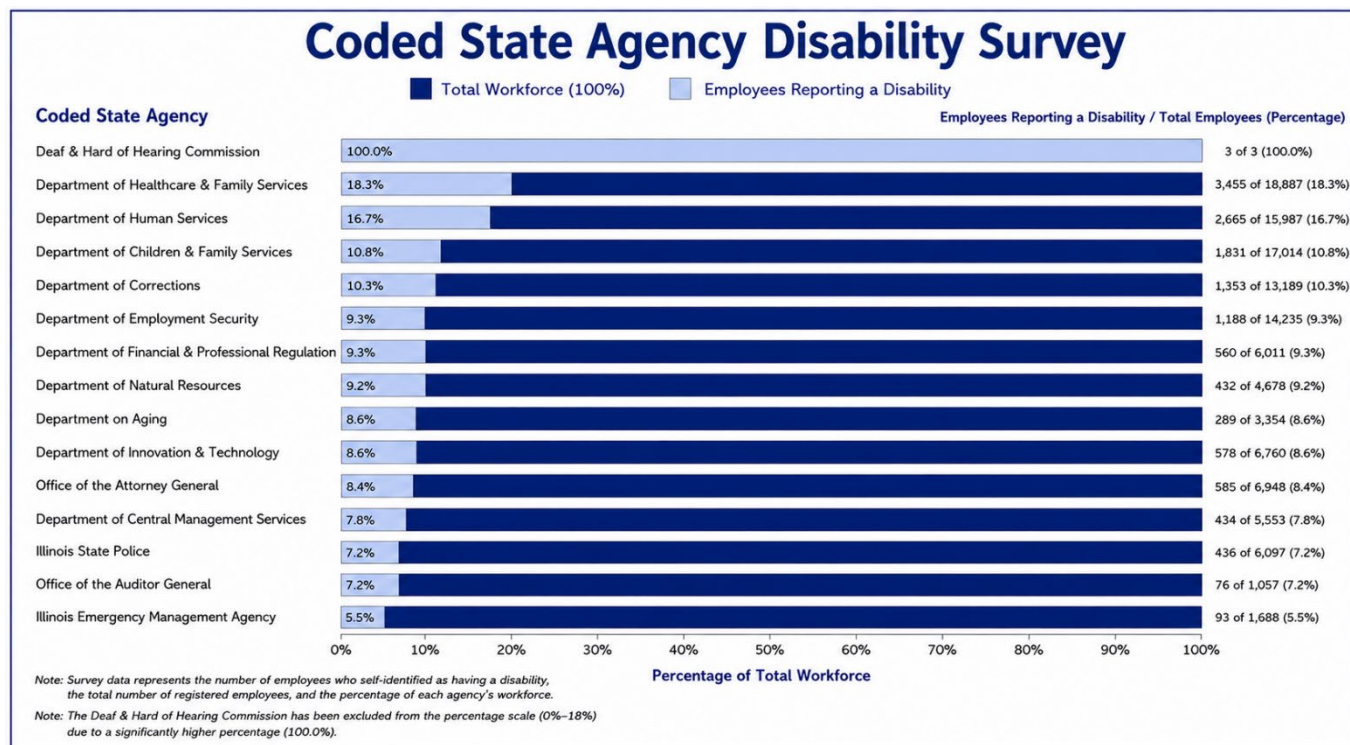
Completed Survey: 54,004

Not Completed: 18,572

Has Disability: 8,342

% with a Disability: 15.40%

The figure below depicts results of the Annual Disability Surver for coded State Agencies.



WSPID process and WSPID placement

The WSPID process has undergone an alignment to synchronize with the all-digital application process and shifted structurally in program identification of members and how program benefits are allocated during the hiring process. WSPID status is applied individually to each requisition to which the member applied. A member who meets the minimum qualifications of the job, and who self-identifies as a valid member of the WSPID will be automatically placed into the interview pool on eligible job postings. Currently, metrics for implementation of these measures are under review using this year's placement data. This year's report marks a significant increase in WSPID placements due to an adjustment in point allocation to hiring sequences not undergoing interviews, allowing for WSPID preference to reach all positions, not just those requiring an interview. This change allowed for a 448% increase in this year's WSPID placements.

Reporting Period	WSPID placement
July 1, 2020 – June 30, 2021	58
July 1, 2021 – June 30, 2022	38
July 1, 2022 – June 30, 2023	42
July 1, 2023 – June 30, 2024	25
July 1, 2024 – June 30, 2025	24
July 1, 2025 – June 30, 2026	137

Job Candidates with Disabilities- Access to Non-Code Positions

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

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 candidates with disabilities 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 seven reporting periods

This data is based on reporting using the processed date for new hires.

Agency	FY20	FY21	FY22	FY23	FY24	FY25	FY26
CMS	2	3	0	0	1	17	24
DCFS	2	1	2	3	1	104	76
DOC	9	5	5	5	4	91	133
Labor	0	0	0	1	0	3	4
EPA	2	3	2	4	0	25	16
HFS	6	6	3	10	0	18	43
DHR	2	2	2	2	0	2	9
DHS	7	41	37	23	17	314	336
DoIT	1	0	0	0	0	45	24
IDJJ	1	0	1	0	0	7	6
DNR	3	0	0	1	0	33	28
DPH	0	0	0	0	0	20	36
DOR	0	2	3	2	0	30	21
ISP	1	0	0	0	0	8	8
IDOT	1	0	0	0	0	61	94
DES	0	4	2	1	4	36	21
Lottery	0	0	1	0	1	3	1
DVA	2	2	2	0	0	12	55
Aging	0	1	0	0	0	1	3
Military Affairs	1	0	0	0	0	13	7
Fire Marshall	0	0	0	0	0	1	6
ALPLM	1	1	0	0	0	3	1
IWCC	2	0	0	0	0	3	1
CJIA	1	0	0	1	0	6	2
DCEO	0	1	0	0	0	5	13
DOI	0	0	2	0	0	8	6
GAC	0	0	1	0	0	0	1
SRS	0	0	2	0	0	4	0
DOA	N/A	N/A	N/A	N/A	N/A	20	23
LCC	N/A	N/A	N/A	N/A	N/A	0	0
IEMA	N/A	N/A	N/A	N/A	N/A	11	0
TOTAL	44	75	65	53	28*	916	998

2025-2026 Strategic Initiatives

- 1. Continue effectively promoting and increasing applicant participation in the WDTP; show positive gain of agencies utilizing the program.**

Status: The number of agencies expressing interest in participating has increased, efforts to translate interest into action are ongoing. The Department of Commerce and Economic Opportunity has initiated movement on creation of a trainee program, along with the Department of Innovation and Technology. They are on path to create and fill a position via WDTP in FY27.

Completed and ongoing.

- 2. Work collaboratively between CMS/DHS-DRS and relevant community groups, to evolve WSPID and WDTP to serve a broader population of people with disabilities.**

Status: As of the end of this year's reporting period, WSPID has reached its highest enrollment number to date. Filling of vacancies utilizing WSPID has increased by 448% over the last reporting period. The program received a modification in application of points to requisitions that do not require an interview. This change greatly improved access to a significant number of positions posted throughout the year, resulting in more placements from WSPID. Enrollment in WDTP has increased by 112% to 377, compared to 178 the previous year.

Completed and ongoing.

- 3. Develop strong partnerships with agencies that did not report any hiring of persons with disabilities to discuss various WSPID practices and programs and increase hirings.**

Status: The Workforce Success Center continues conducting monthly meetings with State Agencies in this category throughout the year, providing education and training on program availability and utilization for agency recruiters and staff.

Completed and ongoing.

- 4. Maintain the number of disabled Illinois residents working for the State of Illinois to above 14%.**

Status: This initiative is accomplished for FY25 and is an ongoing yearly effort. The current percentage of State employees with a disability has increased to 15.4%

Completed and ongoing.

- 5. Develop program access of information, resources, and procedures for public and program members, increasing online training and information, social media presence, and interoperability with all state agency HR and recruitment bureaus.**

Status: Internal program materials and guidelines have been updated to reflect programmatic and nomenclature changes. Workshops are given monthly to educate the public on eligibility requirements and the enrollment process for WDTP and WSPID. New social media channels have been added to promote programs and Careers.Illinois.gov website has been enhanced with additional resources and information.

Completed and ongoing.

6. **Partner with ACED, EEOPD, and WDTP committees to develop outreach for disabled applicants regarding State employment and interfacing with involved State agencies on a regular basis. Utilize and synchronize efforts in accomplishing strategic goals.**

Status: All relationships are well established and move forward in close cooperation throughout the year. Relationships continue to grow throughout the year through shared outreach and recruitment, quarterly interest group meetings, workforce development committees, and various shared initiatives.

Ongoing.

7. **Attend and host live and virtual outreach events providing Agency training on the hiring of qualified disabled applicants, working with DHS-DRS, state agencies and other partners. Provide education and training to DHS-DRS about WDP and its sub-programs, ensuring all new staff are regularly trained.**

Status: Open lines of communication have been established with DRS VR and the WDP Coordinator acts as liaison for all agency and VR staff providing training and guidance on hiring qualified individuals with disabilities, working with DHS DRS, and WDP and its sub programs.

Completed and ongoing.

8. **Actively engage the 875 participants in the WSPID program to apply for positions through emails, announcements, increased communications and program updates, and job alerts.**

Status: Career counseling efforts have actively engaged many of our active WSPID participants. The WDP Coordinator established a method to send mass communications to program enrollees to notify them of program updates and relevant job openings.

Completed and ongoing.

9. **Focus on WSPID active participation to increase WSPID hires over the course of the year.**

Status: WSPID hires have increased by 448% over the course of the year, due to a strategic change in allocation of WSPID points, specifically in positions that do not require an interview. In previous years, these positions were not included in WSPID preference, this change allowed greater access to numerous posted positions, resulting in a large increase of hired WSPID candidates.

Completed.

10. Host employment workshops and seminars for people with disabilities, educating and assisting with the state employment process. Increase outreach events specific to people with disabilities.

Status: Monthly workshops are held virtually educating individuals on WDP sub programs and the State of Illinois employment process. Presented at conferences for persons with disabilities transitioning to independent living.

Completed and ongoing.

11. Initiate development of a case management system to process all Workers with Disabilities and Veterans Outreach case files with imaging and integrated interface with SuccessFactors and Employee Central.

Status: Development has been initiated through DoIT with ongoing efforts to finalize the program. This is a multi-year project, dependent on system modifications after the initial implementation of HCM.

Ongoing.

12. Expand targetable titles within WDTP to reach a broader population of disabled individuals.

Status: The WDTP hosts monthly synchronization meetings, where agencies discuss the direction and development of the program. Currently, agencies are surveying appropriate titles that would expand our network of targetable titles that give opportunities to both applicants with varying disabilities. DHS applied the WDTP title to the Rehabilitation Case Coordinator I position. DOR is currently reviewing two additional titles for the program.

Ongoing.

13. Explore amending legislation to increase agency participation in WDTP.

Status: Research has been conducted, and work has begun, working with leadership on the proposal and next steps for recommendations.

Started and Ongoing.

2026-027 Strategic Initiatives

- 1. Continue effectively promoting and increasing applicant participation in the WDTP; show positive gain of agencies utilizing the program, create social media campaigns, online videos, and similar marketing strategies to raise awareness.**
- 2. Develop strong partnerships with agencies that did not report any hiring of persons with disabilities to discuss various WSPID practices and programs and increase hirings.**

3. **Maintain the number of disabled Illinois residents working for the State of Illinois above 14%.**
4. **Partner with ACED, EEOPD, and WDTP committees to develop outreach for disabled applicants regarding State employment and interfacing with involved State agencies on a regular basis. Utilize and synchronize efforts in accomplishing strategic goals.**
5. **Continue development of a case management system to process all Workers with Disabilities and Veterans Outreach case files with imaging and integrated interface with SuccessFactors and Employee Central.**
6. **Expand targetable titles within agencies for WDTP positions to reach a broader population of disabled individuals.**
7. **Expand trainee titles within WDTP to encompass labor specific titles, resulting in labor related full-time positions.**
8. **Continue to explore amending legislation to increase agency participation in WDTP.**
9. **Increase external stakeholder partnerships, establish footholds in centers for independent living, veteran and military associations and camps, and increase network of rehabilitation providers.**
10. **Expand geographic coverage of partnerships throughout the State, establish new partnerships in underrepresented areas throughout Illinois.**