



Minutes from the Hispanic Employment Plan Advisory Council Meeting

May 30, 2014

2:00 P.M. – 4:00P.M.

At the following public site:

James R. Thompson Center, Suite 4-404, Chicago, IL

And

William G. Stratton Building, Room 715, Springfield, IL

Council members in attendance: Romero, Gilberto, Sanabria, Roberto, Garcia, Jaime, Sanchez, Diana, Tapia, Dolores, Soto, Adrian, Sepulveda, Roberto, Muniz, Raymond.

Agency Liaison in attendance: Calderon, Miguel (IDVA), D'Ascenzo, Anna (DHS), Vina, Peter (HFS), Rodriguez, Lourdes (DCFS), Garcia, Rosemary (IDPH),

Non-council members in attendance: Darryl Harris from the Governor's Office, Fred Stewart from Central Management Services, Carlos R. Charneco from Central Management Services, Theresa Reyes from Governor's Office, Richard Tapia from IL Board of Higher Education, Jose Lopez from IAHSSE.

Call to Order/Welcome/Roll call/Introductions

Chair Romero called the meeting to order at 2:06 PM and welcomed everyone to the quarterly HEP Advisory Council meeting. Carlos R. Charneco completed the roll-call; the Council achieved quorum for this meeting.

Chair Romero welcomes new appointed council member Roberto Sepulveda.

Illinois Department of Children and Family Services

Lourdes Rodriguez reported that there is a shortage of bilingual Spanish speaking case workers, specifically Child Welfare Specialist. Concerns have been raised by current bilingual Spanish speaking case workers about excessive work load. DCFS will be increasing number of openings for Child Welfare Specialist as well as interns. Copies of the job requirements were provided to the council members. DCFS Office Employment Services has 2 staff to recruit. Both staff are in Springfield.

DCFS has a Latino Advisory Council composed of DCFS social workers that make recommendations to DCFS. Council Member Diana Sanchez agreed to attend the next Latino Advisory Council and report back to Hispanic Employment Plan Advisory Council.

Council member Roberto Sanabria raised the issue of lack of Hispanic staff in leadership position as he noted that of the 87 senior staff workforce report only 8 were Hispanic.

Council members were provided copies of DCFS Hispanic Employment Plan survey for 2014 as well as the recruitment plan. DCFS reported they hired 132 in fiscal year 2013 of which 8 were Hispanic. Council member Roberto Sanabria commented the plans did not appear to be effective.

Copy of DCFS response to the 2013 Bilingual Needs and Bilingual Pay Survey were provided to the Council members. DCFS reported that during fiscal year 2013 there were 2613 cases requiring bilingual staff. DCFS determines the need for bilingual staff based on case loads.

Per CMS workforce data the total number of Hispanic employees within child welfare specialist title was 4 as of the end of 3/31/2014. Of the 2,674 DCFS employees there were 202 (7.55%).

Council members requested DCFS to report on hiring progress for the July meeting. Carlos Charneco suggested special recruitment efforts in Chicago to recruit social workers and partnering with Dept. of Employment Security to encourage applicants to attend a special workshop on applying for state social service jobs.

State Police Recruitment Plan

Council members were provided with the State Police recruitment plan. Chair Romero commented the report lacked specific information on recruitment of Hispanics and that the plan focused on minority hiring.

Gaming Board Recruitment Plan

Council members were provided with the Gaming Board recruitment plan. Chair Romero commented that the plan had the same problem as the State Police Recruitment lacking specific efforts to recruit Hispanics.

State Workforce Update

Adjournment

Seeing no further business Chair Romero opened the floor for a motion to adjourn the meeting. The motion to adjourn was made by Member Diane Sanchez and second by Member Sanabria. The motion was carried unanimously by voice vote and the AFAEP Advisory Council meeting was adjourned at 4:00PM.