

FY23 EMPLOYMENT PLAN REPORT- APPENDIX

CMS is statutorily designated to develop the Asian American, African American, Hispanic, and Native American Employment Plans to monitor State agency compliance. The FY23 Employment Plan Reports provide comparable data to mark progress of efforts to fully develop the State of Illinois as a diverse, inclusive, and accessible employer.

As requested by Employment Plan Advisory Council members, this Appendix includes two sections that detail agency-specific answers to the annual survey led by CMS.

Section I Copy of survey responses as submitted by each agency.

Section II Uploaded PDF copies of all marketing materials used in promotion of hiring and inclusion efforts. Twelve responding agencies. provided copies of their marketing materials, they were:

- Aging
- Board of Education
- Central Management Services
- Corrections
- Employment Security
- Environmental Protection Agency
- Human Services
- Innovation & Technology
- Insurance
- Office of the Illinois State Fire Marshal
- Transportation

Complete FY22 Asian American, African American, Hispanic, and Native American Employment Plans can be found online at: <https://cms.illinois.gov/personnel/dep.html>



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FY23 EMPLOYMENT PLAN SURVEY RESPONSE
Aging



#32

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, September 14, 2023 2:49:15 PM
Last Modified: Thursday, September 14, 2023 3:28:46 PM
Time Spent: 00:39:31
IP Address: 136.226.12.66

Q1 **Aging**
Agency: (non-code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.
2

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.
1

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.
Hispanic: 1

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.
2

Q7
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.
1



Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

Hispanic: **1**

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **63**

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **13**
Hispanic: **5**
Asian American: **1**
Native American: **1**

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: **8**
Hispanic: **4**
Asian American: **1**
Native American: **0**

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here: **21**

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American: **10**
Asian American: **5**

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

Enter number here: **2306**



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Q15 Using the total number of applicants above, how many were:	African American: 620 Asian American: 92 Hispanic/Latinx: 164 Native American: 12
--	--

Q16 How many applicants did your agency INTERVIEW in fiscal year 2023?	Enter number here: 107
--	-------------------------------

Q17 Using the total number of interviews above, how many of those interviewees were African American?	Enter number here: 20
---	------------------------------

Q18 Out of those interviews, how many of the interview panel members were African American?	Enter number here: 8
---	-----------------------------

Q19 Using the total number of interviews above, how many of those interviewees were Asian American?	Enter number here: 3
---	-----------------------------

Q20 Out of those interviews, how many of the interview panel members were Asian American?	Enter number here: 0
---	-----------------------------

Q21 Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?	Enter number here: 11
--	------------------------------

Q22 Out of those interviews, how many of the interview panel members were Hispanic/Latinx?	Enter number here: 5
--	-----------------------------



Q23 Enter number here: **0**
Using the total number of interviews above, how many of those interviewees were Native American?

Q24 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Native American?

Q25 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African American?

Q26 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Q27 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Q28 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?



Q29

How many paid interns did your agency hire during fiscal year 2023?

1

Q30

How many of those interns were of the following race or ethnicity?

Hispanic: 1

Q31

How many interns did your agency hire during fiscal year 2023?

0

Q32

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0



Q35 Please select all Currently Open & Accredited HBCUs that you recruited interns from.	None of the above
Q36 Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.	None of the above
Q37 Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.	None of the above
Q38 Please select all Native American Serving Institutions that you recruited interns from.	None of the above
Q39 Please select all Illinois Community Colleges that you recruited interns from.	None of the above
Q40 Please select all Public State Universities that you recruited interns from.	None of the above
Q41 For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.): Illinois Association of Hispanic State Employees; IDoA DEI Committee	
Q42 Please upload all marketing materials used in promotion of diversity hiring efforts. IDoA%20Employment%20Brochure%20v1.pdf (6.5MB)	
Q43	Respondent skipped this question



Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48



Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

- Registration fees for job fairs in these communities **Yes**
 - Budget to adorn job fair booths with engaging give-a-ways **No**
 - Overtime for employees to conduct outreach outside of normal business hours in these communities **Yes**
-

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Respondent skipped this question

Q50

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Arts Council**



#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, August 29, 2023 11:08:31 AM
Last Modified: Tuesday, August 29, 2023 11:18:21 AM
Time Spent: 00:09:50
IP Address: 136.226.13.64

Q1

Arts Council

Agency: (non-code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

5

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

4

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	1
Hispanic:	2
Asian American:	1
Native American:	0

Q6



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Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

2

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

2

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

Hispanic: 1

Asian American: 1

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: 5

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: 1

Hispanic: 2

Asian American: 1

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during the fiscal year 2023?

African American: 1

Hispanic: 2

Q12

Enter number here: 3



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How many structured interview panels were convened during fiscal year 2023?

Q13

How many structured interview panels included one or more interviewers of the following race or ethnicity?

African American: **3**
Hispanic: **3**

Q14

How many APPLICANTS did your agency receive application from in FY2023

Enter number here: **282**

Q15

Using the total number of applicants above, how many were:

African American: **82**
Asian American: **25**
Hispanic/Latinx: **41**
Native American: **3**

Enter number here: 18

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: 6

Q17

Using the total number of interviews above, how many of those interviewees were African American?

Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: 1

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: 2

Q20

Out of those interviews, how many of the interview panel members were Asian American?

Enter number here: 0

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Enter number here: 1

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Enter number here: 2



Q23

Using the total number of interviews above, how many of those interviewees were Native American?

Enter number here: **0**

Q24

Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0

Q31

How many interns did your agency hire during fiscal year 2023?

0

Q32

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0



Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

None of the above

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.):

None



Q42

Respondent skipped this question

Please upload all marketing materials used in promotion of diversity hiring efforts.

Q43

Respondent skipped this question

Please upload all marketing materials used to Promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47



How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No

Q49

Respondent skipped this question

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Capital Development Board**



#20

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, September 13, 2023 10:33:07 AM
Last Modified: Wednesday, September 13, 2023 11:23:42 AM
Time Spent: 00:50:34
IP Address: 136.226.12.89

Q1

Capital Development Board

Agency: (non-code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

0

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American: 0
Hispanic: 0
Asian American: 0
Native American: 0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

0

Q7



Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **25**

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q12

How many structured interview panels were convened during fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q14

How many APPLICANTS did your agency receive applications From in FY2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q15

Using the total number of applicants above, how many Were:

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q16

How many applicants did your agency INTERVIEW in Fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q17

Using the total number of interviews above, how many Of those interviewees were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q18

Out of those interviews, how many of the interview Panel members were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q24

Out of those interviews, how many of the interview panel Members were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

5

Q30

How many of those interns were of the following race or ethnicity?



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African American:	1
Hispanic:	0
Asian American:	0
Native American:	0

Q31

How many interns did your agency hire during fiscal year 2023?

9

Q32

How many of those interns were of the following race or ethnicity?

African American:	2
Hispanic:	0
Asian American:	1
Native American:	0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above



Q37
Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38
Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39
Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40
Please select all Public State Universities that you recruited interns from.

**University of Illinois Chicago,
University of Illinois Springfield**

Q41
For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):

0

Q42
Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43
Please upload all marketing materials used to promote an inclusive workplace.

Respondent skipped this question

Q44
Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?
African- American

No



Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.



Allow Agencies to select qualified candidates for interview instead of a random selection by CMS with no consideration of ethnicity needs.

Q50

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Central Management Services**



#25

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, August 29, 2023 9:10:45 AM
Last Modified: Wednesday, September 13, 2023 4:34:23 PM
Time Spent: Over a week
IP Address: 136.226.12.180

Q1 **Central Management Services**
Agency: (non code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

6

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.



19

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

8

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	1
Hispanic:	6
Asian American:	0
Native American:	0

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **85**

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **1**
Hispanic: **1**



Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

Hispanic: **1**

Q12

How many structured interviews panels were convened during fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q13

How many of those structured Interview panels included one or more interviewers of the following race or ethnicity?

Native American: **9999**

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

Enter number here: **3636**

Q15

Using the total number of applicants above, how many were:

African American: **266**
 Asian American: **54**
 Hispanic/Latinx: **114**
 Native American: **5**

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: **653**

Q17

Using the total number of interviews above, how many of those interviewees were African American?

Enter number here: **82**

Q18

Out of those interviews, how many of the interview panel members were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q19
Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: **23**

Q20
Out of those interviews, how many of the interview panel members were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21
Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Enter number here: **46**

Q22
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23
Using the total number of interviews above, how many of those interviewees were Native American?

Enter number here: **2**

Q24
Out of those interviews, how many of the interview panel members were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

11

Q30

How many of those interns were of the following race or ethnicity?

African American:

2

Hispanic:

3

Q31

How many interns did your agency hire during fiscal year 2023?

11

Q32

How many of those interns were of the following race or ethnicity?

African American:

2

Hispanic:

3

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34



How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Howard University

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Q36

Please select all Asian American and Native American Pacific Islander serving Institutions that you recruited interns from.

University of Illinois at Chicago Chicago IL

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited Interns from.

City Colleges of Chicago-Harold Washington College Chicago IL

City Colleges of Chicago- Richard J Daley College Chicago IL

University of Illinois at Chicago Chicago IL

Joliet Junior College Joliet IL



Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

**CCC Richard J. Daley College,
CCC Harold Washington College,
Joliet Junior College, Joliet,
Richland Community College, Decatur**

Q40

Please select all Public State Universities that you recruited interns from.

**Chicago State University,
University of Illinois Chicago,
University of Illinois Springfield**

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):

See attachments

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

FY23%20CMS%20DI%20recruitment%20PDF%20-%20UPLOAD%20FOR%20SURVEY.pdf (6MB)

Q43

Please upload all marketing materials used to promote an inclusive workplace.

FY23%20DI.CMS.%20Inclusion%20PDF%20-%20UPLOAD%20FOR%20SURVEY.pdf (1.6MB)

Q44



Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	Yes
Hispanic	Yes
Asian American	Yes
Native American	Yes

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	Recruitment
Hispanic	Recruitment
Asian American	Recruitment
Native American	Recruitment

Q46

How many employees in your agency received tuition reimbursement in FY2023?

3

Q47

How many of those employees were of the following race or ethnicity?

African American: **2**

Q48

Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	Yes
Budget to adorn job fair booths with engaging give-a-ways	Yes
Overtime for employees to conduct outreach outside of normal business hours in these communities	Yes



Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Continue our monthly meetings with the Council and develop personal relationships with a key member of each group.

Q50

I Agree

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Children & Family Services**



#40

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, September 15, 2023 11:54:34 AM
Last Modified: Friday, September 15, 2023 1:32:23 PM
Time Spent: 01:37:49
IP Address: 136.226.13.46

Q1 **Children and Family Services**
Agency: (non code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

24

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

12

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	10
Hispanic:	1
Asian American:	1
Native American:	0

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

18

Q7



Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

13

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **5**

Hispanic: **5**

Asian American: **1**

Native American: **2**

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **25**
We currently do not **9999**
Record this information
but will begin to build
systems to report in
the future. (Enter 9999 here)

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

We currently do not record **9999**
this information but will begin to
build systems to report in the
future. (Enter 9999 here)

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

We currently do not record **9999**
this information but will begin to
build systems to report in the
future. (Enter 9999 here)

Q12

How many structured interviews panels were convened during fiscal year 2023?

We currently do not record **9999**
this information but will begin to
build systems to report in the
future. (Enter 9999 here)



Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q14

How many APPLICANTS did your agency receive applications from in FY2023

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q15

Using the total number of applicants above, how many were:

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q17

Using the total number of interviews above, how many of those interviewees were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q18

Out of those interviews, how many of the interview panel members were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q24

Out of those interviews, how many of the interview panel members were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

3

Q30

How many of those interns were of the following race or ethnicity?



African American:	2
Hispanic:	0
Asian American:	0
Native American:	0

Q31

How many interns did your agency hire during fiscal year 2023?
3

Q32

How many of those interns were of the following race or ethnicity?

African American:	2
Hispanic:	0
Asian American:	0
Native American:	0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?
0

Q34

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above



Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

None of the above

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):
Chicago City Classic Scholarship Foundation-HBCU, Rosaland Cease Fire, The Black Community Provider Network, Springfield Urban League, Chicago Urban League, Rainbow Push Foundation, Peoria Urban League, Englewood Street Alternative Project, Illinois Legislative Black Caucus Foundation, Chicago Defender Bud Billiken Foundation, Chicago Are Project, Englewood 16th Ward Community Affairs, Alpha Phi Alpha Fraternity Incorporated, Delta Sigma Theta Sorority Incorporated, Illinois District of Church of God in Christ, Chicago Salvation Army, Chinese American Service League, Chinese Mutual Aid Association, South Asian American Policy and Research Institute, Apna Ghar, Inc, Indo-American Center, Midwest Asian Health Association, Project Vision, Pui Tak Center, Chinese Christian Union Church, Muslim Community Center, Coalition for a Better Chinese American Community, Chinese American Museum of Chicago Chicago, Chinatown Chamber of Commerce, Asian Americans Advancing Justice – Chicago, Hana Center, KAN-WIN, Vietnamese Association of Illinois, Companeros de Salud (Aurora), Elgin Hispanic Network (Elgin), Coalición



Latinos Unidos de Lake County (Waukegan), Community Alliance (Melrose Park), Quad Cities Hispanic Chamber (Rock Island), Coalition of Latino Leaders (Belvidere), Western Avenue Community Center (Bloomington), Hispanic Women of Springfield (Springfield), The Latino Roundtable of Southwestern Illinois (East St. Louis), Hispanic Leaders Group of Greater St. Louis (St Louis), Marshall Square Resource Network (Chicago), Illinois Migrant Council (Statewide), Latino Social Workers Organization (Conference), Illinois Association of Hispanic State Employees (IAHSE), Hispanic Alliance for Career Enhancement (HACE), Illinois Latino Council on Higher Education (ILACHE), Illinois Hispanic Chamber of Commerce (Statewide), Little Village Chamber of Commerce (Chicago), Hispanic Pro Network (Chicago), National Latino Educational Institute (Chicago), Latino Youth High School (Chicago), Central States SER (Chicago), Latin American Recruitment & Education Service (UIC), University of Illinois Career Services (Chicago), Illinois Coalition for Immigrant and Refugee Rights (Statewide), St Augustine College (Chicago), Chicago City Colleges – Adult Education Program (Chicago), Peruvian Festival, Pilsen Neighbors - Fiesta del Sol, Puerto Rico Parade Committee – Puerto Rican Festival, State Senator Omar Aquino Health Fair, Parent University Resource Fair, Day of the Child Parade & Festival, Chicago Public Schools American Indian Education Festival - American Indian Center, Chicago American Indian Collaborative Education Conference – (Skokie), Northwestern University Native American & Indigenous Student Alliance -Pow Wow, St Kateri Center - Pow Wow and CPS American Indian Education Program Celebration, American Indian Center of Chicago’s Back to School - Pow Wow, 30th Annual Potawatomi Trails - Pow Wow (Zion)

Respondent skipped this question

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American

Yes



Hispanic	Yes
Asian American	Yes
Native American	Yes

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	Yes
Budget to adorn job fair booths with engaging give-a-ways	Yes
Overtime for employees to conduct outreach outside of normal business hours in these communities	Yes



Respondent skipped this question

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Q50

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Civil Service Commission**



#13

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, September 11, 2023 1:52:26 PM
Last Modified: Monday, September 11, 2023 1:58:16 PM
Time Spent: 00:05:50
IP Address: 136.226.13.63

Q1 **Civil Service Commission**
Agency: (non-code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

2

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American: 0
Hispanic: 0
Asian American: 0
Native American: 0

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

0

Q7
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q8



Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **0**
 Hispanic: **0**
 Asian American: **0**
 Native American: **0**

Q9 Enter a number here: **2**
 How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Q10
 How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q11
 How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q12
 How many structured interview panels were convened during fiscal year 2023?

Enter number here: **0**

Q13
 How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0



FY23 Employment Plan Report - Appendix

Q14 Enter number here: **0**
How many APPLICANTS did your agency receive applications from in FY2023?

Q15 African American: **0**
Using the total number of applicants above, how many Asian American: **0**
were: Hispanic/Latinx: **0**
Native American: **0**

Enter number here: **0**
Q16
How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: **0**
Q17
Using the total number of interviews above, how many of those interviewees were African American?

Enter number here: **0**
Q18
Out of those interviews, how many of the interview panel members were African American?

Enter number here: **0**
Q19
Using the total number of interviews above, how many of those interviewees were Asian American?

Q20 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Asian American?

Enter number here: **0**
Q21
Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Enter number here: **0**
Q22
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?



Q23

Using the total number of interviews above, how many of those interviewees were Native American?

Enter number here: **0**

Q24

Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Enter number here: **0**

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Enter number here: **0**

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Enter number here: **0**

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Enter number here: **0**

Q29

How many paid interns did your agency hire during fiscal year 2023?

0



Q30

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0

Q31

How many interns did your agency hire during fiscal year 2023?

0

Q32

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0



Q35 **None of the above**
Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Q36 **None of the above**
Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

Q37 **None of the above**
Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

Q38 **None of the above**
Please select all Native American Serving Institutions that you recruited interns from.

Q39 **None of the above**
Please select all Illinois Community Colleges that you recruited interns from.

Q40 **None of the above**
Please select all Public State Universities that you recruited interns from.

Q41
For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):

0



Respondent skipped this question

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0



Asian American: 0
Native American: 0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **No**
Budget to adorn job fair booths with engaging give-a-ways **No**
Overtime for employees to conduct outreach outside of normal business hours in these communities **No**

Q49

Respondent skipped this question

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Commerce & Economic Opportunity**



#26

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, September 13, 2023 7:24:03 PM
Last Modified: Wednesday, September 13, 2023 7:40:08 PM
Time Spent: 00:16:04
IP Address: 136.226.13.79

Q1 **Commerce and Economic Opportunity**
Agency: (non-code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

3

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q6



Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

3

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **101**

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American:	21
Hispanic:	15
Asian American:	3
Native American:	0

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American:	7
Hispanic:	3
Asian American:	0
Native American:	0

Enter number here: **92**

Q12

How many structured interview panels were convened during fiscal year 2023?



Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American: **11**
Hispanic: **5**
Asian American: **0**
Native American: **0**

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

Enter number here: **673**

Q15

Using the total number of applicants above, how many were:

African American: **138**
Asian American: **35**
Hispanic/Latinx: **58**
Native American: **7**

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: **543**

Q17

Using the total number of interviews above, how many of those interviewees were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: **11**



Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

Enter number here: **0**

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Enter number here: **8**

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q24

Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**



Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

18

Q30

How many of those interns were of the following race or ethnicity?

African American: **8**

Hispanic: **2**

Asian American: **0**

Native American: **0**



Q31

How many interns did your agency hire during fiscal year 2023?

18

Q32

How many of those interns were of the following race or ethnicity?

African American: **8**

Hispanic: **2**

Asian American: **0**

Native American: **0**

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

University of Illinois at Chicago Chicago IL

Q37

University of Illinois at Chicago Chicago IL



Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

Q38

None of the above

Please select all Native American Serving Institutions that you recruited interns from.

Q39

None of the above

Please select all Illinois Community Colleges that you recruited interns from.

Q40

**University of Illinois Chicago,
University of Illinois Springfield**

Please select all Public State Universities that you recruited interns from.

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):

IAHSE

Q42

Respondent skipped this question

Please upload all marketing materials used in promotion of diversity hiring efforts.

Q43

Respondent skipped this question

Please upload all marketing materials used to promote an inclusive workplace.

Q44



Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0



Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

- | | |
|--|------------|
| Registration fees for job fairs in these communities | Yes |
| Budget to adorn job fair booths with engaging give-a-ways | Yes |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | Yes |

Respondent skipped this question

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Commission on Equity & Inclusion**



#24

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, September 06, 2023 7:54:10 AM
Last Modified: Wednesday, September 13, 2023 2:46:16 PM
Time Spent: Over a day
IP Address: 136.226.13.46

Q1 Other (please specify):
 Commission on Equity and
 Inclusion

Agency: (non code listed at end)

Q3
 Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

1

Q4
 Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

1

Q5
 Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American: 0
 Hispanic: 1
 Asian American: 0
 Native American: 0

Q6
 Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

1



Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

1

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: 0

Hispanic: 1

Asian American: 0

Native American: 0

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: 6

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: 3

Hispanic: 2

Asian American: 0

Native American: 0



FY23 Employment Plan Report - Appendix

Q11		
How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?	African American:	0
	Hispanic:	2
	Asian American:	0
	Native American:	0
Q12	Enter number here:	3
How many structured interview panels were convened during fiscal year 2023?		
Q13		
How many of those structured interview panels included one or more interviewers of the following race or ethnicity?	African American:	0
	Hispanic:	2
	Asian American:	0
	Native American:	0
Q14	Enter number here:	268
How many APPLICANTS did your agency receive applications from in FY2023?		
Q15		
Using the total number of applicants above, how many were:	African American:	131
	Asian American:	9
	Hispanic/Latinx:	39
	Native American:	2
Q16		
How many applicants did your agency INTERVIEW in fiscal year 2023?	Enter number here:	15
Q17	Enter number here:	6
Using the total number of interviews above, how many of those interviewees were African American?		
	Enter number here:	0
Q18		
Out of those interviews, how many of the interview panel members were African American?		
	Enter number here:	0
Q19		
Using the total number of interviews above, how many of those interviewees were Asian American?		



Q20 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Asian American?

Q21 Enter number here: **4**
Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Q22 Enter number here: **4**
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Q23
Using the total number of interviews above, how many of those interviewees were Native American? Enter number here: **1**

Q24 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Native American?

Q25 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Q26 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?



Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Enter number here: **1**

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Enter number here: **0**

Q29

How many paid interns did your agency hire during fiscal year 2023?
0

Q30

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?
0

Q32

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**



Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

None of the above

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.



Q40

Please select all Public State Universities that you recruited interns from.

None of the above

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):
None

Respondent skipped this question

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Respondent skipped this question

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African American **No**

Hispanic **No**

Asian American **No**

Native American **No**

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American **NA**

Hispanic **NA**



Asian American **NA**
Native American **NA**

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American: **0**
Hispanic: **0**
Asian American: **0**
Native American: **0**

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **No**
Budget to adorn job fair booths with engaging give-a-ways **No**
Overtime for employees to conduct outreach outside of normal business hours in these communities **No**

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Respondent skipped this question

Q50

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Corrections**



#45

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, September 20, 2023 10:12:52 AM
Last Modified: Wednesday, September 21, 2023 2:14:51 PM
Time Spent: Over a day
IP Address: 136.226.12.216

Q1

Agency: (non code listed at end)

Corrections

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

14

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

2

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	1
Hispanic:	1
Asian American:	0
Native American:	0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

1

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0



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Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **389**

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American:	21
Hispanic:	7
Asian American:	4
Native American:	0

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American:	24
Hispanic:	7
Asian American:	1
Native American:	0

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here: **291**

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American:	56
Hispanic:	28
Asian American:	1
Native American:	0



Q14
How many APPLICANTS did your agency receive applications from in FY2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q15
Using the total number of applicants above, how many were:

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q16
How many applicants did your agency Interview in fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q17
Using the total number of interviews above, how many of those interviewees were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18
Out of those interviews, how many of the interview panel members were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q22

Out of these interviews, how many of the interview Panel members were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q24

Out of those interviews, how many of the interview panel members were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**



Q31

How many interns did your agency hire during fiscal year 2023?

0

Q32

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above



Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

None of the above

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.):

We attend any and all events in Illinois, Iowa, Missouri and Indiana in which we have facilities near and beyond including high schools, colleges, universities, vocational schools, military events, recruiting during drill weekends, Yellow Ribbon, community events, resources fairs, IDES/Workforce, Salvation Army, Goodwill Industries, Hiring workshops, CMS events. We also attend conferences, conventions and festivals that are specific to various ethnicities including Puerto Rican Festivals, Illinois Association of Hispanic State Employees-IAHSE/Latino Caucus of Illinois, Latino Roundtable, NAACP, Illinois Asian American State Employees Association, Asian American Employment Plan Council, African American Employment Plan Council, Urban Native Education Conference, Chicago American Indian Collaborative, Midwest SOARRING Foundation.

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Career%20Development%20Flyer%20%20(002).pdf (318KB)

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Respondent skipped this question

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American

No



Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No



Respondent skipped this question

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

I Agree

Q50

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Criminal Justice Information Authority**



#51

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, September 28, 2023 3:28:14 PM
Last Modified: Thursday, September 28, 2023 2:14:51 PM
Time Spent: 00:25:45
IP Address: 108.204.106.78

Q1

Criminal Justice Information Authority

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

4

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

4

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American: 3
Asian American: 1

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

4

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

4

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: 3



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Asian American: **1**
 Native American: **0**

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **61**
 We currently do not record this information but will begin to build systems to report in the future. (Enter 9999 here) **9999**

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **27**
 Hispanic: **5**
 Asian American: **3**
 Native American: **0**

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: **19**
 Hispanic: **3**
 Asian American: **2**
 We currently do not record **9999**

this information but will begin to build systems to report in the future.(Enter 9999 here)

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here: **38**
 We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



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Q13 African American: **19**
How many of those structured interview panels included Hispanic: **7**
one or more interviewers of the following race or ethnicity? Asian American: **2**

Q14 Enter number here: **1715**
How many APPLICANTS did your agency receive We currently do not record **9999**
applications from in FY2023? this information but will begin to
(Enter 9999 here) build systems to report in the future.
(Enter 9999 here)

Q15 African American: **932**
Using the total number of applicants above, how many Asian American: **99**
were: Hispanic/Latinx: **262**
Native American: **19**
We currently do not record **9999** this
information but will begin to build
systems to report in the future. (Enter
9999 here)

Q16 Enter number here: **9999**
How many applicants did your agency INTERVIEW We currently do not record **187** this
in fiscal year 2023? information but will begin to build
systems to report in the future.
(Enter 9999 here)

Q17 Enter number here: **62**
Using the total number of interviews above, how We currently do not record **9999**
many of those interviewees were African this information but will begin to
American? build systems to report in the future.
(Enter 9999 here)



Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: **19**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: **15**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

Enter number here: **2**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Enter number here: **25**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Enter number here: **3**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **2**
we currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Enter number here: **3**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q24

Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Enter number here: **24**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Enter number here: **10**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were representative of Hispanic/Latinx?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Enter number here: **0**



Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q32

How many of those interns were of the following race or ethnicity

African American: **0**

Hispanic: **1**

Asian American: **1**

Native American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?

4

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

4



Q34

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	1
Asian American:	1
Native American:	0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above



Q40 **None of the above**
Please select all Public State Universities that you recruited interns from.

Q41
For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):
N/A

Q42 **Respondent skipped this question**
Please upload all marketing materials used in promotion of diversity hiring efforts.

Q43 **Respondent skipped this question**
Please upload all marketing materials used to promote an inclusive workplace.

Q44
Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45
If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)
African- American **NA**



Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No



Respondent skipped this question

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Q50

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Deaf & Hard Hearing Commission**



#31

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, September 14, 2023 2:28:41 PM
Last Modified: Thursday, September 14, 2023 3:15:17 PM
Time Spent: 00:46:35
IP Address: 136.226.12.63

Q1 **Deaf and Hard of Hearing Commission**
Agency: (non code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

2

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

1

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	1
Hispanic:	0
Asian American:	0
Native American:	0

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

2

Q7
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

1



Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	1
Hispanic:	1
Asian American:	1
Native American:	1

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?	Enter a number here:	2
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Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?	African American:	1
	Hispanic:	0
	Asian American:	0
	Native American:	0

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview during fiscal year 2023?	African American:	0
	Hispanic:	0
	Asian American:	0
	Native American:	0

Q12

How many structured interview panels were convened during fiscal year 2023?	Enter number here:	0
---	--------------------	----------

Q13

How many of those structured interview panels included one	African American:	0
	Hispanic:	0
	Asian American:	0



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or more interviewers of the following race or ethnicity?

Native American: 0

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

Enter number here: 0

Q15

Using the total number of applicants above, how many were:

African American: 0
Asian American: 0
Hispanic/Latinx: 0
Native American: 0

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: 0

Q17

Using the total number of interviews above, how many of those interviewees were African American?

Enter number here: 0

Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: 0

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: 0

Q20

Out of those interviews, how many of the interview panel members were Asian American?

Enter number here: 0



Q21 Enter number here: **0**
Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Q22 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Q23 Enter number here: **0**
Using the total number of interviews above, how many of those interviewees were Native American?

Q24 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Native American?

Q25 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Q26 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Q27 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?



Enter number here: **0**

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?

0

Q32

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?



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African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.



None of the above

Q40

Please select all Public State Universities that you recruited interns from.

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):

Chicagoland Black Deaf Advocates; IL Association of the Deaf; and IL Deaf Latino Association

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Respondent skipped this question

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA



Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **No**

Budget to adorn job fair booths with engaging give-a-ways **No**

Overtime for employees to conduct outreach outside of normal business hours in these communities **No**

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Respondent skipped this question

Q50

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Emergency Management Agency**



#46

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, September 25, 2023 1:34:12 PM
Last Modified: Monday, September 25, 2023 2:33:28 PM
Time Spent: 00:59:15
IP Address: 136.226.12.53

Q1 **Emergency Management Agency**
Agency: (non code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

6

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

2

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	2
Hispanic:	0
Asian American:	0
Native American:	0

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment

3

Q7
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

3



Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **3**
Hispanic: **0**
Asian American: **0**
Native American: **0**

Enter a number here: **77**

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **5**
Hispanic: **0**
Asian American: **2**
Native American: **0**

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: **2**
Hispanic: **0**
Asian American: **1**
Native American: **0**



Q12

How many structured interview panels were convened during fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q15

Using the total number of applicants above, how many were:

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

We currently do not record 9999 this information but will begin to build systems to report in the future. (Enter 9999 here)

Q17

Using the total number of interviews above, how many of those interviewees were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18

Out of those interviews, how many of the interview panel members were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q24

Out of those interviews, how many of the interview panel members were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?

0



Q32

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above



Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

None of the above

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.):

Unknown

Respondent skipped this question

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American

No



Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	Yes
Budget to adorn job fair booths with engaging give-a-ways	Yes
Overtime for employees to conduct outreach outside of normal business hours in these communities	Yes



Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Paid internships, job fair attendance, public messaging campaign, access and functional need reviews

Q50

I Agree

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Employment Security**



#30

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, September 14, 2023 10:22:50 AM
Last Modified: Thursday, September 14, 2023 1:03:52 PM
Time Spent: 02:41:01
IP Address: 136.226.12.51

Q1

Employment Security

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

22

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

12

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	5
Hispanic:	5
Asian American:	2
Native American:	0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

44

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

20



Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **15**
 Hispanic: **5**
 Asian American: **0**
 Native American: **0**

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **135**

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **27**
 Hispanic: **24**
 Asian American: **9**
 Native American: **0**

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: **15**
 Hispanic: **11**
 Asian American: **3**
 Native American: **0**

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here: **54**



Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American:	19
Hispanic:	33
Asian American:	2
Native American:	0

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q15

Using the total number of applicants above, how many were:

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

We currently do not record 9999 this information but will begin to build systems to report in the future. (Enter 9999 here)



Q17

Using the total number of interviews above, how many of those interviewees were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18

Out of those interviews, how many of the interview panel members were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q24

Out of those interviews, how many of the interview panel members were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

9

Q30

How many of those interns were of the following race or ethnicity?

African American:	1
Hispanic:	1
Asian American:	0
Native American:	0

Q31

How many interns did your agency hire during fiscal year 2023?

9

Q32

How many of those interns were of the following race or ethnicity?

African American:	1
Hispanic:	1
Asian American:	0
Native American:	0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American:	0
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Hispanic: 0
Asian American: 0
Native American: 0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

All of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

All of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

All of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

All of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

All of the above

Q40

Please select all Public State Universities that you recruited interns from.

All of the above

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):



EEOPWDT; IAHSE; Hispanic Employment Plan Council; Asian American Employment Plan Council; African American Employment Plan Council Native American Employment Plan Council; Equip for Equality Disability Rights Consortium; Equip for Equality Illinois ADA Project; Jewish United Fund; Illinois Language Justice Coalition; IDES Legal Aid Roundtable; IDES Diversity, Equity, Inclusion, & Accessibility Employee Forum; Illinois Disability Access Coordinators Committee; Illinois Language Access Coordinator Committee; The Chicago Lighthouse; Chicago Hearing Society. St. Patrick Veteran Center; Sauk Valley Area Chamber of Commerce; Quad Cities Veteran's Network; Chicago Cook Workforce Partnership; Catholic Charities; HIRE Chicago; Schaumburg Business Association; Misericordia; Coalition of African American Workers; Children's Home and Aid.

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

2023%20CMS%20Employment%20Plan%20Survey_Business%20Services_Outreach%20.docx (11.1MB)

Q43

Please upload all marketing materials used to promote an inclusive workplace.

2023%20CMS%20Employment%20Plan%20Survey_Business%20Services_Outreach%20.docx (11.1MB)

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	Yes
Hispanic	Yes
Asian American	Yes
Native American	Yes

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	Recruitment, Hiring/promotion, Interviews, Creating policies
Hispanic	Recruitment, Hiring/promotion, Interviews, Creating policies
Asian American	Recruitment, Hiring/promotion, Interviews, Creating policies



Native American

**Recruitment, Hiring/promotion, Interviews,
Creating policies**

Q46

How many employees in your agency received tuition reimbursement in FY2023?

1

Q47

How many of those employees were of the following race or ethnicity?

African American:	1
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

1) Maintaining community partnerships; 2) Ensuring sufficient resources for the community outreach across the state; 3) Creating unified personnel policies across state agencies

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Environmental Protection Agency**



#37

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, September 15, 2023 8:34:21 AM
Last Modified: Friday, September 15, 2023 12:28:27 PM
Time Spent: 03:54:05
IP Address: 136.226.12.66

Q1 **Environmental Protection Agency**
 Agency: (non code listed at end)

Q3
 Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

95

Q4
 Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

95

Q5
 Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	4
Hispanic:	5
Asian American:	9
Native American:	0

Q6
 Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

5

Q7
 Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.



0

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: 0
 Hispanic: 0
 Asian American: 0
 Native American: 0

Enter a number here: 149

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: 4
 Hispanic: 5
 Asian American: 9
 Native American: 0

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: 3
 Hispanic: 4
 Asian American: 7
 Native American: 0



Q12

How many structured interview panels were convened during fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q13

How many of those structured interview panels included one or more interviewer of the following race or ethnicity?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

Enter number here: **3481**

Q15

Using the total number of applicants above, how many were:

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Enter number here: **48**

Q17

Using the total number of interviews above, how many of those interviewees were African American?



Q18 Enter number here: **4**
Out of those interviews, how many of the interview panel members were African American?

Q19 Enter number here: **30**
Using the total number of interviews above, how many of those interviewees were Asian American?

Q20 Enter number here: **9**
Out of those interviews, how many of the interview panel members were Asian American?

Q21 Enter number here: **25**
Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Q22 Enter number here: **5**
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Q23 Enter number here: **0**
Using the total number of interviews above, how many of those interviewees were Native American?

Q24 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Native American?



Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Enter number here: **3**

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Enter number here: **9**

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Enter number here: **0**

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Enter number here: **0**

Q29

How many paid interns did your agency hire during fiscal year 2023?

20

Q30

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?



20

Q32

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.



Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

**Eastern Illinois University,
Illinois State University,
Northern Illinois University,
Southern Illinois University Carbondale,
Southern Illinois University Edwardsville,
University of Illinois Springfield,
University of Illinois Urbana-Champaign,
Western Illinois University**

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):
U of I Aces, Milikin, Bradley University, IAHSE, U of I Engineering, U of I Springfield Career Connection, IDES, Decatur Conference Center

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Ad%20Info%202.0%209-2023.docx (130.8KB)

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Respondent skipped this question

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American

No

Hispanic

No

Asian American

No



Native American **No**

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

5

Q47

How many of those employees were of the following race or ethnicity?

African American:	1
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	Yes
Budget to adorn job fair booths with engaging give-a-ways	Yes
Overtime for employees to conduct outreach outside of normal business hours in these communities	Yes



Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

**Average number of interviews was used as SuccessFactors does not offer a report of interview held, if it does we have not been advised on how to pull that report. Moving forward a separate database is going to be kept to track the information specified. In regard to increasing numbers, there needs to be an outreach program aside from IDES that assists applicants of all back grounds in filling out the applications and furthermore, a system that will assist in the writing of the responses/resumes as there are times when an applicant is passed over due to not being able to explain how their prior experience correlates to the being sought (i.e. Military)

Q50

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Financial & Professional Regulation**



#11

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, September 06, 2023 3:39:19 PM
Last Modified: Monday, September 11, 2023 11:28:31 AM
Time Spent: Over a day
IP Address: 136.226.12.213

Q1 **Financial and Professional Regulation**

Agency: (non code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

2

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

2

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	1
Asian American:	0
Native American:	0

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

3

Q7
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

2



FY23 Employment Plan Report - Appendix

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

Hispanic: **2**

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **116**

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **13**
 Hispanic: **16**
 Asian American: **6**
 Native American: **0**

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: **5**
 Hispanic: **9**
 Asian American: **6**
 Native American: **0**

Enter number here: **51**

Q12

How many structured interview panels were convened during fiscal year 2023?

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American: **9**
 Hispanic: **14**
 Asian American: **8**
 Native American: **0**

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

Enter number here: **3114**

Q15

Using the total number of applicants above, how many were:

African American: **740**
 Asian American: **125**
 Hispanic/Latinx: **394**
 Native American: **25**



FY23 Employment Plan Report - Appendix

Q16 How many applicants did your agency INTERVIEW in fiscal year 2023?	Enter number here:	286
Q17 Using the total number of interviews above, how many of those interviewees were African American?	Enter number here:	64
Q18 Out of those interviews, how many of the interview panel members were African American?	Enter number here:	10
Q19 Using the total number of interviews above, how many of those interviewees were Asian American?	Enter number here:	18
Q20 Out of those interviews, how many of the interview panel members were Asian American?	Enter number here:	3
Q21 Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?	Enter number here:	33
Q22 Out of those interviews, how many of the interview panel members were Hispanic/Latinx?	Enter number here:	6
Q23 Using the total number of interviews above, how many of those interviewees were Native American?	Enter number here:	1
Q24 Out of those interviews, how many of the interview panel members were Native American?	Enter number here:	0



Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Enter number here: **10**

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Enter number here: **3**

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Enter number here: **6**

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Enter number here: **0**

Q29

How many paid interns did your agency hire during fiscal year 2023?

1

Q30

How many of those interns were of the following race or ethnicity?

African American:

1



Q31

How many interns did your agency hire during fiscal year 2023?

1

Q32

How many of those interns were of the following race or ethnicity?

African American:

1

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American:

0

Hispanic:

0

Asian American:

0

Native American:

0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above



Q38 **None of the above**
Please select all Native American Serving Institutions that you recruited interns from.

Q39 **None of the above**
Please select all Illinois Community Colleges that you recruited interns from.

Q40 **University of Illinois Springfield**
Please select all Public State Universities that you recruited interns from.

Q41
For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):
Illinois Department of Employment Services [IDES] Harper College Workforce Center of Will County IL National Guard Yellow Ribbon Prairie State College - Veteran's Resource department

Q42 **Respondent skipped this question**
Please upload all marketing materials used in promotion of diversity hiring efforts.

Q43 **Respondent skipped this question**
Please upload all marketing materials used to promote an inclusive workplace.

Q44
Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?
African- American **Yes**
Hispanic **Yes**
Asian American **Yes**
Native American **Yes**



Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	Recruitment
Hispanic	Recruitment
Asian American	Recruitment
Native American	Recruitment

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	Yes
Overtime for employees to conduct outreach outside of normal business hours in these communities	Yes



Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Respondent skipped this question

Q50

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Gaming Board**



#15

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, September 11, 2023 5:29:57 PM
Last Modified: Monday, September 11, 2023 5:45:02 PM
Time Spent: 00:15:04
IP Address: 136.226.12.69

Q1 **Gaming Board**

Agency: (non code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

2

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

2

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American: **1**

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

1

Q7
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

1

Q8
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **1**



Q9 Enter a number here: **90**
How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Q10 African American: **10**
Hispanic: **10**
Asian American: **3**
Native American: **1**
How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

Q11 African American: **3**
Hispanic: **4**
Asian American: **1**
Native American: **1**
How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

Enter number here: **25**
Q12
How many structured interview panels were convened during fiscal year 2023?

Q13 African American: **10**
Hispanic: **11**
Asian American: **2**
Native American: **6**
How many of those structured interview panels included one or more interviewers of the following race or ethnicity?



Q14

How many APPLICANTS did your agency receive applications from in FY2023?

We currently do not record this information but will begin to build systems to report in the future. (Enter 9999 here)

9999

Q15

Using the total number of applicants above, how many were:

We currently do not record this information but will begin to build systems to report in the future. (Enter 9999 here)

9999

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: **114**

Q17

Using the total number of interviews above, how many of those interviewees were African American?

Enter number here: **32**

Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: **3**

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: **2**



Q20 Enter number here: **1**
Out of those interviews, how many of the interview panel members were Asian American?

Q21 Enter number here: **15**
Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Q22 Enter number here: **6**
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Q23 Enter number here: **0**
Using the total number of interviews above, how many of those interviewees were Native American?

Q24 Enter number here: **1**
Out of those interviews, how many of the interview panel members were Native American?

Q25 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Q26 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?



Q27 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Q28 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Q29
How many paid interns did your agency hire during fiscal year 2023?
0

Q30
How many of those interns were of the following race or ethnicity?
African American: **0**
Hispanic: **0**
Asian American: **0**
Native American: **0**

Q31
How many interns did your agency hire during fiscal year 2023?
0

Q32
How many of those interns were of the following race or ethnicity?
African American: **0**
Hispanic: **0**



Asian American: 0
Native American: 0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0

Q35

None of the above

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Q36

None of the above

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

Q37

None of the above

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

Q38

None of the above

Please select all Native American Serving Institutions that you recruited interns from.



None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.):
 DuPage College, Illinois Department of Employment Security, Coalition for a Better Chinese American Community (CBCAC)- send out job postings to contacts, Chicago Urban League, Lake County Workforce Development, Members of the African American Employment Plan Council for Illinois, Workforce Service Division of Will County, Community Outreach Coordinator for the Illinois Senate Staff, Handshake website, Illinois Community Colleges, Illinois APEX Accelerator Program

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.
IGB%20Flyer%20with%20CMS%20Flyers%20(2).pdf (6.7MB)

Q43

Please upload all marketing materials used to promote an inclusive workplace.
IGB%20Flyer%20with%20CMS%20Flyers%20(2).pdf (6.7MB)

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

- African- American **Yes**
- Hispanic **Yes**
- Asian American **Yes**
- Native American **Yes**

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

- African- American **Recruitment**
- Hispanic **Recruitment**



Asian American
Native American

Recruitment
Recruitment

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:

0

Hispanic:

0

Asian American:

0

Native American:

0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **Yes**

Budget to adorn job fair booths with engaging give-a-ways **Yes**

Overtime for employees to conduct outreach outside of normal business hours in these communities **Yes**

Respondent skipped this question

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Guardianship & Advocacy Commission**



#8

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, September 05, 2023 6:51:15 AM
Last Modified: Tuesday, September 05, 2023 8:20:52 AM
Time Spent: 01:29:36
IP Address: 136.226.19.80

Q1 **Guardianship and Advocacy Commission**

Agency: (non code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

0

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American: 0
Hispanic: 0
Asian American: 0
Native American: 0

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

7

Q7
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

4



Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **3**
Asian American: **1**

Enter a number here: **20**

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **5**
Asian American: **1**

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: **4**
Asian American: **1**

Q12

How many structured interview panels were convened during fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q15

Using the total number of applicants above, how many were:

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q17

Using the total number of interviews above, how many of those interviewees were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18

Out of those interviews, how many of the interview panel members were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q24

Out of those interviews, how many of the interview panel members were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q31

How many interns did your agency hire during fiscal year 2023?

3

Q32

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

2

Q34

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0



Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

University of Illinois Springfield

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):
Universities across Illinois and via CMS recruiting



Respondent skipped this question

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0



Q50

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No

Respondent skipped this question

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Healthcare & Family Services**



#36

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, September 15, 2023 11:25:10 AM
Last Modified: Friday, September 15, 2023 11:55:55 AM
Time Spent: 00:30:44
IP Address: 136.226.13.57

Q1 **Healthcare and Family Services**
Agency: (non code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.
5

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.
2

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	1
Hispanic:	0
Asian American:	1
Native American:	0

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.
6

Q7
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.
3



Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	2
Hispanic:	0
Asian American:	1
Native American:	0

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **151**

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American:	15
Hispanic:	5
Asian American:	4
Native American:	0

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American:	9
Hispanic:	2
Asian American:	2
Native American:	0

Enter number here: **59**

Q12

How many structured interview panels were convened during fiscal year 2023?

Q13 African American:
Hispanic:



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How many of those structured interview panels included one or more interviewers of the following race or ethnicity?	Asian American:	18
		3
		1
	Native American:	0

Q14	Enter number here:	12499
How many APPLICANTS did your agency receive applications from in FY2023?		

Q15 Using the total number of applicants above, how many were:	African American:	1261
	Asian American:	179
	Hispanic/Latinx:	1247
	Native American:	68

Q16	Enter number here:	222
How many applicants did your agency INTERVIEW in fiscal year 2023?		

Q17	We currently do not record 9999
Using the total number of interviews above, how many of those interviewees were African American?	this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18	Enter number here:	18
Out of those interviews, how many of the interview panel members were African American?		

Q19	We currently do not record 9999
Using the total number of interviews above, how many of those interviewees were Asian American?	this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20	Enter number here:	1
Out of those interviews, how many of the interview panel members were Asian American?		



Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Enter number here: **3**

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future.(Enter 9999 here)

Enter number here: **4**

Q24

Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Enter number here: **0**

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?



Enter number here: **0**

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Enter number here: **0**

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Q29

How many paid interns did your agency hire during fiscal year 2023?

9

Q30

How many of those interns were of the following race or ethnicity?

African American: **4**

Hispanic: **1**

Asian American: **0**

Native American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?

3

Q32

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0



Q34

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0

Q35

None of the above

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Q36

None of the above

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

**University of Illinois Chicago,
University of Illinois Springfield**

Q40

Please select all Public State Universities that you recruited interns from.

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):

NA



Respondent skipped this question

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	Yes
Hispanic	Yes
Asian American	Yes
Native American	Yes

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

8

Q47

How many of those employees were of the following race or ethnicity?

African American:	1
Hispanic:	2
Asian American:	1
Native American:	0



Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **Yes**

Budget to adorn job fair booths with engaging give-a-ways **Yes**

Overtime for employees to conduct outreach outside of normal business hours in these communities **Yes**

Respondent skipped this question

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

I Agree

Q50

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Human Rights Commission**



#9

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, September 05, 2023 12:57:52 PM
Last Modified: Tuesday, September 05, 2023 1:08:17 PM
Time Spent: 00:10:25
IP Address: 136.226.12.86

Q1

Human Rights Commission

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

4

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

4

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American: 1

Hispanic: 1

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

4

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.



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African American: 1
Hispanic: 1

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023? Enter a number here: 5

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American:	1
Hispanic:	1
Asian American:	1
Native American:	0

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American:	0
Hispanic:	1
Asian American:	0
Native American:	0

Q12 Enter number here: 2

How many structured interview panels were convened during fiscal year 2023?

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American:	1
-------------------	---



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Hispanic: 1
Asian American: 0

Native American: 0

Q14 Enter number here: 46
How many APPLICANTS did your agency receive applications from in FY2023?

Q15 African American: 20
Using the total number of applicants above, how many were:
Asian American: 5
Hispanic/Latinx: 7
Native American: 0

Q16 Enter number here: 17
How many applicants did your agency INTERVIEW in fiscal year 2023?

Q17 Enter number here: 8
Using the total number of interviews above, how many of those interviewees were African American?

Q18 Enter number here: 3
Out of those interviews, how many of the interview panel members were African American?

Q19 Enter number here: 4
Using the total number of interviews above, how many of those interviewees were Asian American?

Q20 Enter number here: 1
Out of those interviews, how many of the interview panel members were Asian American?



Q21 Enter number here: **5**
Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Q22 Enter number here: **1**
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Q23 Enter number here: **0**
Using the total number of interviews above, how many of those interviewees were Native American?

Q24 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Native American?

Q25 Enter number here: **8**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Q26 Enter number here: **3**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Q27 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?



Enter number here: **0**

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?

0

Q32

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

3



Q34

How many of those interns were of the following race or ethnicity?

Asian American: **2**

None of the above

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

**University of Illinois at Chicago Chicago IL,
University of Minnesota-Twin Cities Minneapolis MN**

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

University of Illinois at Chicago Chicago IL

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

Q40

Please select all Public State Universities that you recruited interns from.

**University of Illinois Chicago,
University of Illinois Urbana-Champaign**

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.):

MALDF



Q42

Respondent skipped this question

Please upload all marketing materials used in promotion of diversity hiring efforts.

Q43

Respondent skipped this question

Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0



Native American: 0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **No**

Budget to adorn job fair booths with engaging give-a-ways **No**

Overtime for employees to conduct outreach outside of normal business hours in these communities **No**

Q49

Respondent skipped this question

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Human Rights**



#41

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, September 14, 2023 10:48:52 AM
Last Modified: Friday, September 15, 2023 2:29:56 PM
Time Spent: Over a day
IP Address: 136.226.13.67

Q1
Agency: (non code listed at end)

Human Rights Department

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

3

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

2

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	1
Hispanic:	1
Asian American:	0
Native American:	0

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

5

Q7
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

4



Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	1
Hispanic:	3
Asian American:	0
Native American:	0

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **33**

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American:	11
Hispanic:	6
Asian American:	0
Native American:	0

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American:	8
Hispanic:	4
Asian American:	0
Native American:	0

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here: **14**

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American:	7
Hispanic:	4
Asian American:	0
Native American:	0



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Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American:	7
Hispanic:	4
Asian American:	0
Native American:	0

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q15

Using the total number of applicants above, How many were:

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q17

Using the total number of interviews above, how many of those interviewees were African American?

Enter number here: **21**

Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: **8**

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: **5**



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Q20 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Asian American?

Q21 Enter number here: **21**
Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Q22 Enter number here: **4**
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Q23 Enter number here: **0**
Using the total number of interviews above, how many of those interviewees were Native American?

Q24 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Native American?

Q25 Enter number here: **8**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?



Enter number here: **0**

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Enter number here: **4**

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Enter number here: **0**

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Q29

How many paid interns did your agency hire during fiscal year 2023?

3

Q30

How many of those interns were of the following race or ethnicity?

African American: **2**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?

0

Q32

How many of those interns were of the following race or ethnicity?

African American: **0**



Hispanic: 0
Asian American: 0
Native American: 0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American: 0
Hispanic: 0
Asian American: 0
Native American: 0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

University of Illinois at Chicago Chicago IL

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

University of Illinois at Chicago Chicago IL

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above



Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

None of the above

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):

IAHSE

Respondent skipped this question

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American

Yes

Hispanic

Yes

Asian American

Yes

Native American

Yes

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American

Recruitment

Hispanic

Recruitment

Asian American

Recruitment

Native American

Recruitment



Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **No**

Budget to adorn job fair booths with engaging give-a-ways **Yes**

Overtime for employees to conduct outreach outside of normal business hours in these communities **Yes**

Respondent skipped this question

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Q50

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Human Services**



#43

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Sunday, September 17, 2023 7:39:09 PM
Last Modified: Sunday, September 17, 2023 8:13:41 PM
Time Spent: 00:34:32
IP Address: 136.226.13.68

Q1

Human Services

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

68

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

18

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	9
Hispanic:	8
Asian American:	1
Native American:	0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

3

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

3



Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **0**
 Hispanic: **2**
 Asian American: **1**
 Native American: **0**

Enter a number here: **642**

Q9

How many employees in your agency were certified byCMS to conduct structured interviews as of June 30, 2023?

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **211**
 Hispanic: **166**
 Asian American: **10**
 Native American: **0**

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q12 Enter number here: **2554**
 How many structured interview panels were convened during fiscal year 2023?

Q13
 How many of those structured interview panels included one or more interviewers of the following race or ethnicity?
 We currently do not record **9999** This information but will begin to build systems to report in the future. (Enter 9999 here)

Q14 Enter number here: **98756**
 How many APPLICANTS did your agency receive applications from in FY2023?

Q15
 Using the total number of applicants above, how many were:
 African American: **38640**
 Asian American: **3487**
 Hispanic/Latinx: **13868**
 Native American: **928**

Q16 Enter number here: **2554**
 How many applicants did your agency INTERVIEW in fiscal year 2023?

Q17 Enter number here: **884**
 Using the total number of interviews above, how many of those interviewees were African American?

Q18
 Out of those interviews, how many of the interview panel members were African American?
 We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: **139**

Q20

Out of those interviews, how many of the interview panel members were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Enter number here: **187**

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

Enter number here: **16**

Q24

Out of those interviews, how many of the interview panel members were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

9

Q30

How many of those interns were of the following race or ethnicity?

African American: **3**

Hispanic: **1**

Asian American: **0**

Native American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?

9

Q32

How many of those interns were of the following race or ethnicity?

African American: **3**

Hispanic: **1**



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Asian American: 0
Native American: 0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?
0

Q34

How many of those interns were of the following race or ethnicity?

African American: 0
Hispanic: 0
Asian American: 0
Native American: 0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

University of Illinois at Chicago Chicago IL

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

University of Illinois at Chicago Chicago IL

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above



All of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

All of the above

Q40

Please select all Public State Universities that you recruited interns from.

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.):
IDES, Community Churches, Community Workforce Centers, Colleges & Universities, Chamber of Commerce, Community Libraries.

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Recruitment%20Flyers.pdf (12.9MB)

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Recruitment%20Flyers.pdf (12.9MB)

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	Yes
Hispanic	Yes
Asian American	Yes
Native American	Yes

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	Recruitment
Hispanic	Recruitment
Asian American	Recruitment



Native American

Recruitment

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **No**

Budget to adorn job fair booths with engaging give-a-ways **Yes**

Overtime for employees to conduct outreach outside of normal business hours in these communities **Yes**

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

No suggestions. DHS’s Recruitment Team is extremely dedicated to the recruitment of these groups and will continue to do their diligence in representing DHS to be the highest diverse and equitable Agency in Illinois.

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Board of Education**



#17

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, September 12, 2023 12:13:49 PM
Last Modified: Tuesday, September 12, 2023 1:48:33 PM
Time Spent: 01:34:43
IP Address: 206.166.100.20

Q1

Illinois State Board of Education

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

83

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

24

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	11
Hispanic:	9
Asian American:	4
Native American:	6

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

4

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

1



Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **0**
 Hispanic: **1**
 Asian American: **0**
 Native American: **0**

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **0**

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **0**
 Hispanic: **0**
 Asian American: **0**
 Native American: **0**

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: **0**
 Hispanic: **0**
 Asian American: **0**
 Native American: **0**

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here: **0**

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American: **0**
 Hispanic: **0**
 Asian American: **0**



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Native American: 0

Q14 How many APPLICANTS did your agency receive applications from in FY2023?	Enter number here:	1662
--	--------------------	-------------

Q15 Using the total number of applicants above, how many were:	African American:	285
	Asian American:	58
	Hispanic/Latinx:	107
	Native American:	3

Q16 How many applicants did your agency INTERVIEW in fiscal year 2023?	Enter number here:	444
--	--------------------	------------

Q17 Using the total number of interviews above, how many of those interviewees were African American?	Enter number here:	60
---	--------------------	-----------

Q18 Out of those interviews, how many of the interview panel members were African American?	Enter number here:	12
---	--------------------	-----------

Q19 Using the total number of interviews above, how many of those interviewees were Asian American?	Enter number here:	15
---	--------------------	-----------

Q20 Out of those interviews, how many of the interview panel members were Asian American?	Enter number here:	5
---	--------------------	----------

Q21 Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?	Enter number here:	20
--	--------------------	-----------



FY23 Employment Plan Report - Appendix

Q22 Enter number here: **6**
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Q23 Enter number here: **1**
Using the total number of interviews above, how many of those interviewees were Native American?

Q24 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Native American?

Q25 Enter number here: **32**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Q26 Enter number here: **2**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Q27 Enter number here: **7**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?



Q28

Enter number here:

0

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Q29

How many paid interns did your agency hire during fiscal year 2023?
0

Q30

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?
7

Q32

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?
7

Q34

How many of those interns were of the following race or ethnicity?

African American: **0**



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Hispanic: 0
Asian American: 0
Native American: 0

Q35

None of the above

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Q36

None of the above

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

Q37

None of the above

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

Q38

None of the above

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.): the Springfield Urban League, the Chicago Urban League; Illinois Association of Minorities in Government, the Illinois Association of Hispanic State Employees; the National Association for the Advancement of Colored People (NAACP) Springfield Branch; American Indian Center;



Asian American Institute; Korean American Community Services; Midwest Association of Hispanic Accountants (DePaul University); National Black MBA Association and El Valor.

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Hiring%20Brochure%20(January%202023).pdf (752.2KB)

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Hiring%20Brochure%20(January%202023).pdf (752.2KB)

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	Yes
Hispanic	Yes
Asian American	Yes
Native American	Yes

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	Hiring/promotion, Interviews, Creating policies
Hispanic	Recruitment, Hiring/promotion, Interviews, Creating policies
Asian American	Hiring/promotion, Interviews

Q46

How many employees in your agency received tuition reimbursement in FY2023?

14

Q47

How many of those employees were of the following race or ethnicity?

African American:	2
Hispanic:	1
Asian American:	1
Native American:	0



Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **Yes**

Budget to adorn job fair booths with engaging give-a-ways **Yes**

Overtime for employees to conduct outreach outside of normal business hours in these communities **Yes**

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency. Continued outreach efforts

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Innovation & Technology**



#28

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, September 14, 2023 10:20:41 AM
Last Modified: Thursday, September 14, 2023 10:37:20 AM
Time Spent: 00:16:39
IP Address: 136.226.12.208

Q1

Innovation and Technology

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

0

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

1

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0



Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **0**
 Hispanic: **0**
 Asian American: **0**
 Native American: **0**

Enter a **247**
 number here:

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?	African American:	16
	Hispanic:	9
	Asian American:	21
	Native American:	1

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number **142**
 here:

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?	African American:	3
	Hispanic:	8
	Asian American:	4



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Native American: 0

Q14 Enter number here: **3986**
How many APPLICANTS did your agency receive applications from in FY2023?

Q15 African American: **611**
Using the total number of applicants above, how many were: Asian American: **517**
Hispanic/Latinx: **240**
Native American: **31**

Q16 Enter number here: **501**
How many applicants did your agency INTERVIEW in fiscal year 2023?

Q17 Enter number here: **66**
Using the total number of interviews above, how many of those interviewees were African American?

Q18 Out of those interviews, how many of the interview panel members were African American? We currently do not record **999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q19 Enter number here: **73**
Using the total number of interviews above, how many of those interviewees were Asian American?

Q20 We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)
Out of those interviews, how many of the interview panel members were Asian American?

Q21 Enter number here: **21**
Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?



Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

Enter number here: **3**

Q24

Out of those interviews, how many of the interview panel members were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q29

How many paid interns did your agency hire during fiscal year 2023?

38

Q30

How many of those interns were of the following race or ethnicity?

African American: **7**

Hispanic: **1**

Asian American: **28**

Native American: **1**

Q31

How many interns did your agency hire during fiscal year 2023?

0

Q32

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific

None of the above



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Islander Serving Institutions that you recruited interns from.

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

**University of Illinois Springfield,
University of Illinois Urbana-Champaign**

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):

DoIT recruits at CMS sponsored career fairs and recruitment events that are developed in conjunction with the Employment Plan Advisory Councils, IDES, colleges – Career Service Offices and on Handshake platform, Chamber of Commerce in various cities, Capital Area Career Center, State Rep and Senator sponsored events, Rapid Response, etc.

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

DoIT%20Recruiting%20Flyer.pdf (1.2MB)

Q43

Please upload all marketing materials used to promote an inclusive workplace.

DEIA%20NEO%20info.pdf (203.9KB)

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American

No

Hispanic

No

Asian American

No

Native American

No



Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	Yes
Budget to adorn job fair booths with engaging give-a-ways	Yes
Overtime for employees to conduct outreach outside of normal business hours in these communities	Yes

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Respondent skipped this question

Q50

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Insurance**



#23

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, September 11, 2023 9:11:47 AM
Last Modified: Wednesday, September 13, 2023 2:02:50 PM
Time Spent: Over a day
IP Address: 136.226.12.199

Q1

Insurance

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

0

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

0



Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q9 Enter a number **51**

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **3**

Hispanic: **3**

Asian American: **2**

Native American: **0**

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: **2**

Hispanic: **1**

Asian American: **1**

Native American: **0**



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Q12 Enter number **16**
How many structured interview panels were convened during fiscal year 2023?

Q13
How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American:	0
Hispanic:	1
Asian American:	1
Native American:	0

Q14 How many APPLICANTS did your agency receive applications from in FY2023? We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q15 Using the total number of applicants above, how many were: We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q16 How many applicants did your agency INTERVIEW in fiscal year 2023? We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q17 Using the total number of interviews above, how many of those interviewees were African American? We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18 Out of those interviews, how many of the interview panel members were African American? We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q24

Out of those interviews, how many of the interview panel members were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

1

Q30

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?

9999

Q32

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**



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Asian American: 0
Native American: 0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

9999

Q34

How many of those interns were of the following race or ethnicity?

African American: 0
Hispanic: 0
Asian American: 0
Native American: 0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above



None of the above

Q40

Please select all Public State Universities that you recruited interns from.

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):

IAHSE, worknet/IDES

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

DOI%20HR%20Job%20Hiring%20Outreach%20flyer_It%20blu%20check_rvsd10-21-22.pdf (812.5KB)

Q43

Please upload all marketing materials used to promote an inclusive workplace.

DOI%20HR%20Job%20Hiring%20Outreach%20flyer_It%20blu%20check_rvsd10-21-22.pdf (812.5KB)

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0



Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No

Respondent skipped this question

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Investment Board**



#38

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, September 15, 2023 12:03:46 PM
Last Modified: Friday, September 15, 2023 12:45:09 PM
Time Spent: 00:41:23
IP Address: 97.130.87.177

Q1

Investment Board

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

3

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

1

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

Asian American:

1

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

3

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

1

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.



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Asian American:

1

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here:

1

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

Asian American:

1

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American:

0

Hispanic:

0

Asian American:

0

Native American:

0

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here:

0

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American:

0

Hispanic:

0

Asian American:

0

Native American:

0

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

Enter number here:

0



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Q15	African American:	0
Using the total number of applicants above, how many were:	Asian American:	0
	Hispanic/Latinx:	0
	Native American:	0

Q16	Enter number here:	0
How many applicants did your agency INTERVIEW in fiscal year 2023?		

Q17	Enter number here:	0
Using the total number of interviews above, how many of those interviewees were African American?		

Q18	Enter number here:	0
Out of those interviews, how many of the interview panel members were African American?		

Q19	Enter number here:	0
Using the total number of interviews above, how many of those interviewees were Asian American?		

Q20	Enter number here:	0
Out of those interviews, how many of the interview panel members were Asian American?		

Q21	Enter number here:	0
Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?		

Q22	Enter number here:	0
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?		



Q23 Enter number here: **0**
Using the total number of interviews above, how many of those interviewees were Native American?

Q24 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Native American?

Q25 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Q26 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Q27 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Q28 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Q29
How many paid interns did your agency hire during fiscal year 2023?
2



Q30

How many of those interns were of the following race or ethnicity?

African American: 1

Asian American: 1

Q31

How many interns did your agency hire during fiscal year 2023?

1

Q32

How many of those interns were of the following race or ethnicity?

African American: 1

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

University of Illinois at Chicago Chicago IL



Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

University of Illinois at Chicago Chicago IL, Roosevelt University Chicago IL

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

All of the above

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):
New America Alliance, Women Investment Professionals (WIP), National Association of State Treasurers (NAST), National Association of Securities Professionals (NASP), Blacks in Government (BIG), John Rodgers Internship Program – University of Chicago (for interns or entry level positions)

Respondent skipped this question

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.



Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No



Overtime for employees to conduct outreach outside of **No** normal business hours in these communities

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

ISBI filled this survey out for its two coded employees. There were no vacancies in either position in FY23. ISBI maintains a small staff and as such has low turnover, but when openings arise we seek to hire staff who are representative of our participant population. As vacancies occur, ISBI will make every effort to increase the racial, ethnic, and gender diversity of its staff within the bounds of financial and fiduciary prudence.

Q50

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Labor**



#4

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, August 30, 2023 8:26:37 AM
Last Modified: Thursday, August 31, 2023 6:50:55 AM
Time Spent: 22:24:17
IP Address: 136.226.12.201

Q1

Labor Department

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

14

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

14

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	2
Hispanic:	4
Asian American:	0
Native American:	0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

14

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.



Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: 2
 Hispanic: 4
 Asian American: 0
 Native American: 0

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: 15

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: 2
 Hispanic: 4
 Asian American: 0
 Native American: 0

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: 7
 Hispanic: 4
 Asian American: 0
 Native American: 0

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here: 60

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American: 35
 Hispanic: 22
 Asian American: 0



FY23 Employment Plan Report - Appendix

Native American: 0

Q14 How many APPLICANTS did your agency receive applications from in FY2023?	Enter number here:	2011
--	--------------------	-------------

Q15 Using the total number of applicants above, how many were:	African American:	730
	Asian American:	67
	Hispanic/Latinx:	444
	Native American:	11

Q16 How many applicants did your agency INTERVIEW in fiscal year 2023?	Enter number here:	0
--	--------------------	---

Q17 Using the total number of interviews above, how many of those interviewees were African American?	Enter number here:	0
---	--------------------	---

Q18 Out of those interviews, how many of the interview panel members were African American?	Enter number here:	0
---	--------------------	---

Q19 Using the total number of interviews above, how many of those interviewees were Asian American?	Enter number here:	0
---	--------------------	---

Q20 Out of those interviews, how many of the interview panel members were Asian American?	Enter number here:	0
---	--------------------	---

Q21 Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?	Enter number here:	0
--	--------------------	---



Q22 Enter number here: 0
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Q23 Enter number here: 0
Using the total number of interviews above, how many of those interviewees were Native American?

Q24 Enter number here: 0
Out of those interviews, how many of the interview panel members were Native American?

Q25 Enter number here: 0
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Q26 Enter number here: 0
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Q27 Enter number here: 0
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?



Enter number here: 0

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Q29

How many paid interns did your agency hire during fiscal year 2023?
4

Q30

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 2

Asian American: 2

Native American: 0

Q31

How many interns did your agency hire during fiscal year 2023?
4

Q32

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 2

Asian American: 2

Native American: 0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?
0

Q34

How many of those interns were of the following race or ethnicity?



FY23 Employment Plan Report - Appendix

African American: 0
Hispanic: 0
Asian American: 0
Native American: 0

Q35

None of the above

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Q36

None of the above

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

Q37

None of the above

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

Q38

None of the above

Please select all Native American Serving Institutions that you recruited interns from.

Q39

None of the above

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.):

N/A



Respondent skipped this question

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

5

Q47

How many of those employees were of the following race or ethnicity?

African American:	2
Hispanic:	1
Asian American:	2
Native American:	0



Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **No**

Budget to adorn job fair booths with engaging give-a-ways **No**

Overtime for employees to conduct outreach outside of normal business hours in these communities **No**

Q49

Respondent skipped this question

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan sur



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Labor Relations Board**



#47

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, September 25, 2023 2:54:16 PM
Last Modified: Monday, September 25, 2023 3:04:05 PM
Time Spent: 00:09:49
IP Address: 136.226.12.208

Q1

Labor Relations Board

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

3

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

3

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

3

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

3



FY23 Employment Plan Report - Appendix

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: 7

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	1
Native American:	0

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here: 2

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q14

Enter number here: 41



FY23 Employment Plan Report - Appendix

How many APPLICANTS did your agency receive applications from in FY2023?

Q15

Using the total number of applicants above, how many were:

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: **16**

Q17

Using the total number of interviews above, how many of those interviewees were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: **0**

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

Enter number here: **0**

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Enter number here: **0**

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future.(Enter 9999 here)

Q24

Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Enter number here: **0**

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Enter number here: **0**

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Enter number here: **0**



Enter number here: **0**

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?

0

Q32

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**



Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

None of the above

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):
CMS



Respondent skipped this question

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0



Q48

Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **No**

Budget to adorn job fair booths with engaging give-a-ways **No**

Overtime for employees to conduct outreach outside of normal business hours in these communities **No**

Respondent skipped this question

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Q50

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Educational Labor Relations Board**



#14

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, September 11, 2023 12:21:29 PM
Last Modified: Monday, September 11, 2023 12:21:29 PM
Time Spent: 02:08:45
IP Address: 136.226.12.68

Q1 **Labor Relations Board - Educational**
Agency: (non code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

3

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

3

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	3
Hispanic:	3
Asian American:	3
Native American:	3

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

1



Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here:**6**

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **2**

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: **1**

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here: **1**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q13

How many of those structured interview panels African American:
Included one or more interviewers of the We currently do not record **9999** this
following information but will begin to build
Race or ethnicity? systems to report in the future. (Enter
9999 here)

2

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

Enter number here: **11**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q15

Using the total number of applicants above, how many were:

African American: **2**
Asian American: **0**
Hispanic/Latinx: **0**
Native American: **0**

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: **5**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q17

Using the total number of interviews above, how many of those interviewees were African American?

Enter number here: **2**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: **1**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview Panel members were Asian American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q24

Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?
0

Q30

How many of those interns were of the following race or ethnicity?

African American: **0**
Hispanic: **0**
Asian American: **0**
Native American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?
1

Q32

How many of those interns were of the following race or ethnicity?

African American: **0**
Hispanic: **0**
Asian American: **0**
Native American: **0**

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?
1

Q34

How many of those interns were of the following race or ethnicity?
African American: **0**



FY23 Employment Plan Report - Appendix

Hispanic: 0

Asian American: 0

Native American: 0

None of the above

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

CCC Kennedy-King College

Q39

Please select all Illinois Community Colleges that you recruited interns From.



Q40

Please select all Public State Universities that you recruited interns from.

**Illinois State University,
Northern Illinois University,
Southern Illinois University Carbondale,
University of Illinois Chicago,
University of Illinois Springfield,
University of Illinois Urbana-Champaign**

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.):

N/A

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Respondent skipped this question

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American

Yes

Hispanic

Yes

Asian American

Yes

Native American

Yes

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American

NA

Hispanic

NA

Asian American

NA

Native American

NA



Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0

Q48

Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **No**

Budget to adorn job fair booths with engaging give-a-ways **No**

Overtime for employees to conduct outreach outside of normal business hours in these communities **No**

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Our recruiting was put on hold during covid .

Q50

I Agree

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Law Enforcement Training & Standards Board**



#16

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, September 12, 2023 12:22:00 PM
Last Modified: Tuesday, September 12, 2023 1:27:12 PM
Time Spent: 01:05:11
IP Address: 163.191.15.253

Q1 **Law Enforcement Training and Standards Board**

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

2

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

0

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.



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African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **17**
 We currently do not record **9999** this information but will begin to build systems to report in the future.
 (Enter 9999 here)

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American:	4
Hispanic:	0
Asian American:	0
Native American:	0

We currently do not record **9999**
 this information but will begin to build systems to report in the future.
 (Enter 9999 here)

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American:	2
Hispanic:	0
Asian American:	0
Native American:	0

We currently do not record **9999**
 This information but will begin to build systems to report in the future(Enter 9999 here)

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter a number here: **9**
 We currently do not record **9999** this information but will



begin to build
systems to report in
the future. (Enter
9999 here)

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American: **4**
Hispanic: **0**
Asian American: **0**
Native American: **0**
We currently do not
record **9999** this
information but will begin
to build systems to report
in the future. (Enter 9999
here)



Q14

How many APPLICANTS did your agency receive applications from in FY2023?

Enter number here: **340**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q15

Using the total number of applicants above, how many were:

African American: **42**
Asian American: **5**
Hispanic/Latinx: **12**
Native American: **2**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: **41**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q17

Using the total number of interviews above, how many of those interviewees were African American?

Enter number here: **3**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: **2**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: **3**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Enter number here: **1**
We currently do not record **0** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

Enter number here: **3**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q24
Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25
Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26
Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27
Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28
Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29
How many paid interns did your agency hire during fiscal year 2023?
0

Q30
How many of those interns were of the following race or ethnicity?
African American: **0**



Hispanic: 0
Asian American: 0
Native American: 0

Q31

How many interns did your agency hire during fiscal year 2023?
0

Q32

How many of those interns were of the following race or ethnicity?
African American **0**
Hispanic: **0**
Asian American: **0**
Native American: **0**

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?
0

Q34

How many of those interns were of the following race or ethnicity?
African American: **0**
Hispanic: **0**
Asian American: **0**
Native American: **0**

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above



Q37 **None of the above**
Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

Q38 **None of the above**
Please select all Native American Serving Institutions that you recruited interns from.

Q39 **None of the above**
Please select all Illinois Community Colleges that you recruited interns from.

Q40 **None of the above**
Please select all Public State Universities that you recruited interns from.

Q41
For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):
CMS State of Illinois - Small Agency, No external recruiting.

Q42 **Respondent skipped this question**
Please upload all marketing materials used in promotion of diversity hiring efforts.

Q43 **Respondent skipped this question**
Please upload all marketing materials used to promote an inclusive workplace.

Q44
Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?
African- American **No**
Hispanic **No**



Asian American **No**
Native American **No**

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American **NA**
Hispanic **NA**
Asian American **NA**
Native American **NA**

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American: **0**
Hispanic: **0**
Asian American: **0**
Native American: **0**

Q48

Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **No**
Budget to adorn job fair booths with engaging give-a-ways **No**
Overtime for employees to conduct outreach outside of normal business hours in these communities **No**



Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Continue closely following CEP & CMS Hiring Manual Procedures.

Q50

I Agree

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Lottery**



#18

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, September 12, 2023 1:27:17 PM
Last Modified: Tuesday, September 12, 2023 3:02:08 PM
Time Spent: 01:34:51
IP Address: 136.226.12.216

Q1 **Lottery**
Agency: (non code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

0

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q6



Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

0

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **0**
Hispanic: **0**
Asian American: **0**
Native American: **0**

Q9

Enter a number here: **33**

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **5**
Hispanic: **3**
Asian American: **1**



Q11 Hispanic: **1**

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

Q12 Enter number here: **12**

How many structured interview panels were convened during fiscal year 2023?

Q13 Hispanic: **2**

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

Q14 Enter number here: **329**

How many APPLICANTS did your agency receive applications from in FY2023?

Q15 African American: **37**
 Using the total number of applicants above, how many were: Asian American: **1**
 Hispanic/Latinx: **19**
 Native American: **2**

Enter number here: **64**

Q16
 How many applicants did your agency INTERVIEW in fiscal year 2023?



Q17

Enter number here: **10**

Using the total number of interviews above, how many of those interviewees were African American?

Q18

Enter number here: **0**

Out of those interviews, how many of the interview panel members were African American?

Q19

Enter number here: **1**

Using the total number of interviews above, how many of those interviewees were Asian American?

Q20

Enter number here: **0**

Out of those interviews, how many of the interview panel members were Asian American?

Q21

Enter number here: **8**

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Q22

Enter number here: **1**

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Q23

Enter number here: **0**

Using the total number of interviews above, how many of those interviewees were Native American?

Q24

Enter number here: **0**

Out of those interviews, how many of the interview panel members were Native American?

Q25

Enter number here: **0**

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative



of African Americans?

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Enter number here: 0

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Enter number here: 0

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Enter number here: 0

Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q31

How many interns did your agency hire during fiscal year 2023?

0



Q32

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q35

None of the above

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.



Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

None of the above

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.):

DHR, IHEA

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Respondent skipped this question

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American

No

Hispanic

No

Asian American

No

Native American

No



Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **No**



Budget to adorn job fair booths with engaging give-a-ways **No**

Overtime for employees to conduct outreach outside of normal business hours in these communities **No**

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Under the CMS Hiring Plan the agency is provided random candidates to interview. A suggestion would be for CMS to provide candidates from under utilized demographic groups. However, applicants are NOT required to provide their demographic on the application.

Q50

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Military Affairs**



#19

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, September 13, 2023 5:39:32 AM
Last Modified: Wednesday, September 13, 2023 5:48:18 AM
Time Spent: 00:08:46
IP Address: 136.226.13.54

Q1

Military Affairs

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

1

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

4

Q7



Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **0**
 Hispanic: **0**
 Asian American: **0**
 Native American: **0**

Q9

Enter a number here: **66**

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **0**
 Hispanic: **0**
 Asian American: **0**
 Native American: **0**

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: **0**
 Hispanic: **0**
 Asian American: **0**
 Native American: **0**

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Enter number here: **30**

Q12

How many structured interview panels were convened during fiscal year 2023?



Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American: **0**
Hispanic: **0**
Asian American: **0**
Native American: **0**

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q15

Using the total number of applicants above, how many were:

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q17

Using the total number of interviews above, how many of those interviewees were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18

Out of those interviews, how many of the Interviews panel members were



African American

We currently do not record **9999** this information but will Begin to build systems to report In the future.(Enter 9999 here)

Q19

Using the total number of interview above, how many of those interviewees were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q24
Out of those interviews, how many of the interview panel members were Native American?
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29
How many paid interns did your agency hire during fiscal year 2023?
0

Q30
How many of those interns were of the following race or ethnicity?
African American: **0**
Hispanic: **0**



Asian American: 0
Native American: 0

Q31

How many interns did your agency hire during fiscal year 2023?
0

Q32

How many of those interns were of the following race or ethnicity?
African American: 0
Hispanic: 0
Asian American: 0
Native American: 0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?
0

Q34

How many of those interns were of the following race or ethnicity?
African American: 0
Hispanic: 0
Asian American: 0
Native American: 0

None of the above

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above



Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

None of the above

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.):

0

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Respondent skipped this question

Q44



Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No



Respondent skipped this question

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

I Agree

Q50

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Natural Resources**



#29

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, August 28, 2023 1:39:06 PM
Last Modified: Thursday, September 14, 2023 10:58:35 AM
Time Spent: Over a week
IP Address: 136.226.13. 58

Q1 Natural Resources

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

0

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

3

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.



Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	1
Hispanic:	1
Asian American:	0
Native American:	0

Enter a number here: **193**

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American:	2
Hispanic:	5
Asian American:	1
Native American:	1

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American:	4
Hispanic:	3
Asian American:	0
Native American:	1

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here: **661**

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American:



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Hispanic:	40
Asian American:	71
	0
Native American:	7

Q14	Enter number here:	922
How many APPLICANTS did your agency receive applications from in FY2023?		

Q15	African American:	48
Using the total number of applicants above, how many were:	Asian American:	14
	Hispanic/Latinx:	26
	Native American:	6
	Enter number here:	661

Q16
How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: **47**

Q17
Using the total number of interviews above, how many of those interviewees were African American?

Enter number here: **1**

Q18
Out of those interviews, how many of the interview panel members were African American?

Enter number here: **4**

Q19
Using the total number of interviews above, how many of those interviewees were Asian American?



Q20 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Asian American?

Q21 Enter number here: **220**
Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Q22 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Q23 Enter number here: **5**
Using the total number of interviews above, how many of those interviewees were Native American?

Q24 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Native American?

Q25 Enter number here: **15**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Q26 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?



Q27

Enter number here: **0**

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Q28

Enter number here: **0**

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Q29

How many paid interns did your agency hire during fiscal year 2023?

21

Q30

How many of those interns were of the following race or ethnicity?

African American: **6**

Asian American: **2**

Q31

How many interns did your agency hire during fiscal year 2023?

21

Q32

How many of those interns were of the following race or ethnicity?

African American: **6**

Asian American: **2**

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0



Q34

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

None of the above

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

**Illinois State University,
Northern Illinois University,
University of Illinois Springfield,
University of Illinois Urbana-Champaign**

Q41



For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):
Hispanic Women of Springfield and Illinois Association of Hispanic State Employees

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Respondent skipped this question

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American

No

Hispanic

No

Asian American

No

Native American

No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American

NA

Hispanic

NA

Asian American

NA

Native American

NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

1

Q47



How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

working on building a recruitment staff and that team will work on increasing recruitment especially in minority communities..

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Pollution Control Board**



#7

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, September 01, 2023 9:10:11 AM
Last Modified: Friday, September 01, 2023 9:22:25 AM
Time Spent: 00:12:13
IP Address: 136.226.12.181

Q1 Pollution Control Board

Agency: (non code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

1

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

1

Q7



Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **4**

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here: **0**

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**



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Native American: 0

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

Enter number here: 0

Q15

Using the total number of applicants above, how many were:

African American: 0

Asian American: 0

Hispanic/Latinx: 0

Native American: 0

Enter number here: 0

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: 0

Q17

Using the total number of interviews above, how many of those interviewees were African American?

Enter number here: 0

Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: 0

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: 0

Q20

Out of those interviews, how many of the interview panel members were Asian American?

Enter number here: 0

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?



Q22 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Q23 Enter number here: **0**
Using the total number of interviews above, how many of those interviewees were Native American?

Q24 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Native American?

Q25 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Q26 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Q27 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?



Enter number here: **0**

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?

0

Q32

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34



How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q35

None of the above

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Q36

None of the above

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

Q37

None of the above

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

Q38

None of the above

Please select all Native American Serving Institutions that you recruited interns from.

Q39

None of the above

Please select all Illinois Community Colleges that you recruited interns from.

Q40

None of the above

Please select all Public State Universities that you recruited interns from.

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):



None

Respondent skipped this question

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0



Q47

How many of those employees were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **No**

Budget to adorn job fair booths with engaging give-a-ways **No**

Overtime for employees to conduct outreach outside of normal business hours in these communities **No**

Q49

Respondent skipped this question

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Prisoner Review Board**



#22

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, September 13, 2023 12:21:58 PM
Last Modified: Wednesday, September 13, 2023 12:34:34
Time Spent: 00:12:36
IP Address: 136.226.12.208

Q1 Prisoner Review Board

Agency: (non code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

2

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

1

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	1
Hispanic:	0
Asian American:	0
Native American:	0

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

0

Q7
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0



Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?	Enter a number here:	12
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Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?	African American:	2
	Hispanic:	0
	Asian American:	0
	Native American:	0

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?	African American:	2
	Hispanic:	0
	Asian American:	0
	Native American:	0

Q12

How many structured interview panels were convened during fiscal year 2023?	Enter number here:	3
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Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American:	2
Hispanic:	0
Asian American:	0
Native American:	0

Q14

Enter number here: **451**

How many APPLICANTS did your agency receive applications from in FY2023?

Q15

Using the total number of applicants above, how many were:

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Enter number here: **22**

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

Q17

Using the total number of interviews above, how many of those interviewees were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: **2**

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

We currently do not record **9999** this information but will begin to build systems to



report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

Enter number here: **0**

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Enter number here: 0

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q24

Out of those interviews, how many of the interview panel members were Native American?

Enter number here: 0

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Enter number here: **0**



Enter number here: **0**

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Enter number here: **0**

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Enter number here: **0**

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?

0



Q32

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above



Q37

None of the above

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

Q38

None of the above

Please select all Native American Serving Institutions that you recruited interns from.

Q39

None of the above

Please select all Illinois Community Colleges that you recruited interns from.

Q40

None of the above

Please select all Public State Universities that you recruited interns from.

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):

n/a

Q42

Respondent skipped this question

Please upload all marketing materials used in promotion of diversity hiring efforts.

Q43

Respondent skipped this question

Please upload all marketing materials used to promote an inclusive workplace.



Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No



Respondent skipped this question

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

I Agree

Q50

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Property Tax Appeal Board**



#21

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, September 13, 2023 11:19:10 AM
Last Modified: Wednesday, September 13, 2023 11:45:12 AM
Time Spent: 00:26:01
IP Address: 136.226.13.74

Q1

Property Tax Appeal Board

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

1

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

1

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

1

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q8



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Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: 0
Hispanic: 0
Asian American: 0
Native American: 0

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **6**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **1**
Hispanic: **1**
Asian American: **0**
Native American: **0**

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: **1**
Hispanic: **0**
Asian American: **0**
Native American: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here: **1**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American: **1**
Hispanic: **0**



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Asian American: 0
Native American: 0

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

Enter number here: 8

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q15

Using the total number of applicants above, how many were:

African American: 1
Asian American: 1
Hispanic/Latinx: 0
Native American: 0

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: 5

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q17

Using the total number of interviews above, how many of those interviewees were African American?

Enter number here: 1

We currently do not record **9999** this information but will begin to build systems to



report in the future. (Enter 9999 here)

Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: **1**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: **1**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Enter number here: **0**
We currently do not record **9999**



this information but will begin to build systems to report in the future. (Enter 9999 here)

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q24

Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Enter number here: **1**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Enter number here:
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?
0

Q30

How many of those interns were of the following race or ethnicity?

African American: **0**
Hispanic: **0**
Asian American: **0**
Native American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?
0

Q32

How many of those interns were of the following race or ethnicity?

African American: **0**
Hispanic: **0**
Asian American: **0**
Native American: **0**



Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q35

None of the above

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Q36

None of the above

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

Q37

None of the above

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

Q38

None of the above

Please select all Native American Serving Institutions that you recruited interns from.



Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

None of the above

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.):
Various Bar Associations in the Chicago area.

Respondent skipped this question

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American

No

Hispanic

No

Asian American

No

Native American

No



Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual

Respondent skipped this question



individuals employed by your agency.

Q50

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Racing Board**



#6

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, August 31, 2023 12:06:12 PM
Last Modified: Thursday, August 31, 2023 12:15:34 PM
Time Spent: 00:09:22
IP Address: 136.226.12.196

Q1

Racing Board

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

1

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

1

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0



Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **0**
 Hispanic: **0**
 Asian American: **0**
 Native American: **0**

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **4**

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **1**
 Hispanic: **0**
 Asian American: **0**
 Native American: **0**

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: **1**
 Hispanic: **0**
 Asian American: **0**
 Native American: **0**

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here: **2**

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American: **0**
 Hispanic: **2**
 Asian American: **0**
 Native American: **0**

Q14

Enter number here: **12**



How many APPLICANTS did your agency receive applications from in FY2023?

Q15
Using the total number of applicants above, how many were:

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Enter number here: **5**

Q16
How many applicants did your agency INTERVIEW in fiscal year 2023?

Q17
Using the total number of interviews above, how many of those interviewees were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Enter number here: **1**

Q18
Out of those interviews, how many of the interview panel members were African American?

Q19
Using the total number of interviews above, how many of those interviewees were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Enter number here: **0**

Q20
Out of those interviews, how many of the interview panel members were Asian American?



Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Enter number here: **0**

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Enter number here: **0**

Q24

Out of those interviews, how many of the interview panel members were Native American?

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q31

How many interns did your agency hire during fiscal year 2023?

0

Q32



How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q35

None of the above

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Q36

None of the above

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

Q37

None of the above

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.



Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

None of the above

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):

N/A

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Respondent skipped this question

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American

No

Hispanic

No

Asian American

No

Native American

No



Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No



Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Our staffing level and lack of hiring is a direct result of the declining industry we regulate.

Q50

I Agree

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Revenue**



#5

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, August 31, 2023 7:38:21 AM
Last Modified: Thursday, August 31, 2023 8:32:25 AM
Time Spent: 00:54:04
IP Address: 136.226.12.193

Q1 **Revenue**
 Agency: (non code listed at end)

Q3
 Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

4

Q4
 Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5
 Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q6
 Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

2

Q7



Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

1

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	0	
Hispanic:	1	
Asian American:	0	
Native American:	0	
	Enter a number here:	163

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American:	26
Hispanic:	7
Asian American:	6
Native American:	1

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American:	15
Hispanic:	0
Asian American:	8
Native American:	0



Q12 Enter number here: **62**

How many structured interview panels were convened during fiscal year 2023?

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American: **15**
Hispanic: **0**
Asian American: **8**
Native American: **0**

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q15

Using the total number of applicants above, how many were:

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Enter number here: **271**

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?



Q17 Enter number here: **43**
Using the total number of interviews above, how many of those interviewees were African American?

Q18 Enter number here: **15**
Out of those interviews, how many of the interview panel members were African American?

Q19 Enter number here: **9**
Using the total number of interviews above, how many of those interviewees were Asian American?

Q20 Enter number here: **2**
Out of those interviews, how many of the interview panel members were Asian American?

Q21 Enter number here: **11**
Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Q22 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Q23 Enter number here: **0**
Using the total number of interviews above, how many of those interviewees were Native American?



Q24 Enter number here: **0**
Out of those interviews, how many of the interview panel members were Native American?

Q25 Enter number here: **3**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Q26 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Q27 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Q28 Enter number here: **0**
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Q29
How many paid interns did your agency hire during fiscal year 2023?
3

Q30



How many of those interns were of the following race or ethnicity?

African American:	2
Hispanic:	0
Asian American:	1
Native American:	0

Q31

How many interns did your agency hire during fiscal year 2023?

3

Q32

How many of those interns were of the following race or ethnicity?

African American:	2
Hispanic:	0
Asian American:	1
Native American:	0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q35

None of the above

Please select all Currently Open & Accredited HBCUs that you recruited interns from.



Q36

None of the above

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

**College of DuPage Glen Ellyn IL,
University of Illinois at Chicago Chicago IL,
National Louis University Chicago IL ,
North Park University Chicago IL ,
Northeastern Illinois University Chicago IL ,
Roosevelt University Chicago IL**

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

College of DuPage, Glen Ellyn

Q40

Please select all Public State Universities that you recruited interns from.

**Chicago State University,
Northern Illinois University,
University of Illinois Urbana-Champaign**

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):
Chicago Urban League, Springfield Boys & Girls Club, Lanphier High School, Latino Policy Forum, Illinois Asian American State Employees Association, Hispanic Pro, VA Work Study Program, Roll Call Chicagoland, Illinois Asian American State Employee Association, Native Indian American Chicago Public School Association, Inner Voice Chicago, Chicago Veterans, Asian American



Chamber of Commerce of Illinois, Asian American Resource and Cultural Center, University of Illinois Champaign, Asian American Cultural Center, Asianamericancenter@niu.edu, Chinese American Service League, Asian Human Services, Asian American Resource and Cultural Center (AARCC), Wounded Warrior Project, Inner Voice, City Year Chicago Org, California Indian Manpower Consortium
 Inc., Blue Shamrock Services, Pyramid Partnership Inc., Metropolitan Family Services, Internships 4 Diversity, Jack and Jill of America Inc., Poder Works Organization, Erie Neighborhood House Organization, Cook County Veterans Commission, Veterans Pathway to Home, Governors State University Veterans Affairs , Jesse Brown VA Community Resource Referral Center, U.S. Department of Labor VETS Program, Central States SER Little Village Veterans Regional Office Vocational Rehabilitation Program

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Respondent skipped this question

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

- | | |
|-------------------|------------|
| African- American | Yes |
| Hispanic | Yes |
| Asian American | Yes |
| Native American | Yes |

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

- | | |
|-------------------|--------------------|
| African- American | Recruitment |
| Hispanic | Recruitment |
| Asian American | Recruitment |



Native American

Recruitment

Q46

How many employees in your agency received tuition reimbursement in FY2023?

16

Q47

How many of those employees were of the following race or ethnicity?

African American: **2**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **Yes**

Budget to adorn job fair booths with engaging give-a-ways **Yes**

Overtime for employees to conduct outreach outside of normal business hours in these communities **Yes**

Respondent skipped this question

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Board of Elections**



#3

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, August 28, 2023 5:26:45 PM
Last Modified: Wednesday, August 30, 2023 12:41:55 PM
Time Spent: Over a day
IP Address: 107.218.195.91

Q1 **State Board of Elections**

Agency: (non code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

7

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

2

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	2
Hispanic:	0
Asian American:	0
Native American:	0

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

2

Q7



Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **0**
Hispanic: **0**
Asian American: **0**
Native American: **0**

Enter a number here: **17**

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **2**
Hispanic: **0**
Asian American: **0**
Native American: **0**

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview

African American: **2**



panel during fiscal year
2023?

Q12 Enter number here: **11**
How many structured
interview panels were
convened during fiscal year
2023?

Q13 African American: **3**
How many of those
structured interview panels
included one or more
interviewers of the following
race or ethnicity?

Q14 How many APPLICANTS did your agency
receive applications from in FY2023? We currently do not record
9999 this information but will
begin to build systems to
report in the future. (Enter
9999 here)

Q15 Using the total number of applicants above,
how many were: We currently do not record
9999 this information but will
begin to build systems to
report in the future. (Enter
9999 here)



FY23 Employment Plan Report - Appendix

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q17

Using the total number of interviews above, how many of those interviewees were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: **2**

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

Enter number here: **0**



Q22
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23
Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q24
Out of those interviews, how many of the interview panel members were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

1

Q30

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q31

How many interns did your agency hire during fiscal year 2023?

1

Q32

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q33



How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

None of the above

Q41



For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.):
Bradley University, U of I Springfield, LinkedIn, Public Website, Twitter, Facebook, Eastern University, Illinois Association of Hispanic State Employees, Wesleyan, Illinois Department of Human Rights, Springfield Urban League, Black Woman's Bar Association, Chicago Lawyer's Committee for Civil Rights, McHenry County Workforce Board, Illinois WorkNet Center, The Job Center WIOA Program, Lake County Workforce Development, Dupage Workforce Development, Shawnee Development Council, Southern Illinois Workforce Development, Election Centers National Job Board

Respondent skipped this question

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0



Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No

Respondent skipped this question

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Q50

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
State Fire Marshal**



#39

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, September 15, 2023 1:03:07 PM
Last Modified: Friday, September 15, 2023 1:28:59 PM
Time Spent: 00:25:52
IP Address: 136.226.12.168

Q1

State Fire Marshal

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

2

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

4

Q7



Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

5

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	0
Hispanic:	1
Asian American:	0
Native American:	0

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here:30
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American:	1
Hispanic:	0
Asian American:	0
Native American:	0

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American:	1
Hispanic:	0
Asian American:	0
Native American:	0

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here: 18

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American: 0
Hispanic: 0
Asian American: 0
Native American: 0
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

Enter number here: **644**

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q15

Using the total number of applicants above, how many were:

African American: **43**
Asian American: **9**
Hispanic/Latinx: **57**
Native American: **3**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: **82**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q17

Using the total number of interviews above, how many of those interviewees were African American?

Enter number here: **4**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: **1**
We currently do not record **9999** this information but will begin to build systems to report in the future.
(Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Enter number here: **15**
We currently do not record **9999** this information but will begin to build systems to report in the future.
(Enter 9999 here)

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future.
(Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

Enter number here: **1**
We currently do not record **9999** this information but will begin to build systems to report in the future.
(Enter 9999 here)



FY23 Employment Plan Report - Appendix

Q24

Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25

Using the total number of interviews ,how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Enter number here: **0**

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Enter number here: **0**

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Enter number here: **0**

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Enter number here: **0**

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American:

0



Hispanic:	0
Asian American:	0
Native American:	0

Q31

How many interns did your agency hire during fiscal year 2023?
0

Q32

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?
0

Q34

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above



Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above

Q40

Please select all Public State Universities that you recruited interns from.

None of the above

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):
CMS, IDHR, The Morton Group, & IAHSE

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.
OSFM%202023%20Brochure%20Trifold%20May%2024%202023%20Spanish.pdf (769.2KB)

Q43

Please upload all marketing materials used to promote an inclusive workplace.
Core%20Values%202023%20brochure.pdf (744.2KB)

Q44



Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	Yes
Hispanic	Yes
Asian American	Yes
Native American	Yes

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	Recruitment, Creating policies
Hispanic	Recruitment, Creating policies
Asian American	Recruitment, Creating policies
Native American	Recruitment, Creating policies

Q46

How many employees in your agency received tuition reimbursement in FY2023?

1

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	Yes
Budget to adorn job fair booths with engaging give-a-ways	Yes
Overtime for employees to conduct outreach outside of normal business hours in these communities	Yes



Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

OFSM has filled a position for a Diversity Outreach Coordinator to assist in our Outreach/Recruiting efforts and our DEI Programs.

Q50

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Police Merit Board**



#12

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, September 11, 2023 12:10:15 PM
Last Modified: Monday, September 11, 2023 12:15:19 PM
Time Spent: 00:05:04
IP Address: 50.76.255.41

Q1

State Police Merit Board

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

0

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

0

Q7



Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q9

How many of the employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0
We currently do not record this information but will begin to build systems to report in the future. (Enter 9999 here)	9999

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0



We currently do not record this information but will begin to build systems to report in the future. (Enter 9999 here) **9999**

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: **0**
Hispanic: **0**
Asian American: **0**
Native American: **0**

We currently do not record this information but will begin to build systems to report in the future. (Enter 9999 here) **9999**

Q12

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

Enter number here: **0**

We currently do not record this information but will begin to build systems to report in the future. (Enter 9999 here) **9999**

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American: **0**



Hispanic: **0**
Asian American: **0**
Native American: **0**
We currently do not record **9999**
this information but will begin to build systems to report in the future. (Enter 9999 here)

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q15

Using the total number of applicants above, how many were:

African American: **0**
Asian American: **0**
Hispanic/Latinx: **0**
Native American: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to



report in the future. (Enter 9999 here)

Q17

Using the total number of interviews above, how many of those interviewees were African American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q22
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23
Using the total number of interviews above, how many of those interviewees were Native American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q24
Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25
Using the total number of interviews, how many of interviews Did your agency lead in which the hiring personnel and the applicant were both representative of Asian American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q31

How many interns did your agency hire during fiscal year 2023?

0

Q32

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q33



How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q35

None of the above

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Q36

None of the above

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

Q37

None of the above

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

Q38

None of the above

Please select all Native American Serving Institutions that you recruited interns from.



Q39 **None of the above**
 Please select all Illinois Community Colleges that you recruited interns from.

Q40 **None of the above**
 Please select all Public State Universities that you recruited interns from.

Q41
 For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):
 N/A

Q42 **Respondent skipped this question**
 Please upload all marketing materials used in promotion of diversity hiring efforts.

Q43 **Respondent skipped this question**
 Please upload all marketing materials used to promote an inclusive workplace.

Q44
 Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45
 If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46



How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

N/A

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
State Police**



#48

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, September 26, 2023 12:28:26 PM
Last Modified: Tuesday, September 26, 2023 1:28:54 PM
Time Spent: 01:00:27
IP Address: 136.226.12.56

Q1 **State Police**
Agency: (non code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

1

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.



7

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

5

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	3
Hispanic:	1
Asian American:	0
Native American:	0

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **465**

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American:	43
Hispanic:	28
Asian American:	6
Native American:	0

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American:	15
Hispanic:	9
Asian American:	3
Native American:	0

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here: **96**



Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American:	16
Hispanic:	3
Asian American:	2
Native American:	0

Q14

Enter number here: **8319**

How many APPLICANTS did your agency receive applications from in FY2023?

Q15

Using the total number of applicants above, how many were:

African American:	1532
Asian American:	196
Hispanic/Latinx:	783
Native American:	70

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q17

Using the total number of interviews above, how many of those interviewees were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18

Enter number here: **15**

Out of those interviews, how many of the interview panel members were African American?

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q20

Out of those interviews, how many of the interview panel members were Asian American?

Enter number here: **3**

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Enter number here: **9**

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q24

Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

5

Q30

How many of those interns were of the following race or ethnicity?

African American:	1
Hispanic:	0
Asian American:	0
Native American:	0

Q31

How many interns did your agency hire during fiscal year 2023?



80

Q32

How many of those interns were of the following race or ethnicity?

African American:	8
Hispanic:	10
Asian American:	2
Native American:	0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

4

Q34

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Harris-Stowe State University

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above



Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

**Aurora University Aurora IL,
College of DuPage Glen Ellyn IL,
Concordia University-Chicago River Forest IL,
University of Illinois at Chicago Chicago IL,
National Louis University Chicago IL
, Saint Xavier University Chicago IL**

Q38

Please select all Native American Serving Institutions that you recruited interns from.

Murray State College

Q39

Please select all Illinois Community Colleges that you recruited interns from.

**College of DuPage, Glen Ellyn,
Lincoln Land Community College, Springfield**

Q40

Please select all Public State Universities that you recruited interns from.

**Illinois State University,
Southern Illinois University Carbondale,
Southern Illinois University Edwardsville,
University of Illinois Chicago,
University of Illinois Springfield,
University of Illinois Urbana-Champaign,
Western Illinois University**

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):
IL Assoc. Back Law Enforcement Officers (ABLE) Hispanic IL State Law Enforcement Assoc., (HISLEA) and Asian American Law Enforcement Assoc (AALEA)

Q42

Respondent skipped this question



Please upload all marketing materials used in promotion of diversity hiring efforts.

Q43

Respondent skipped this question

Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	Yes
Hispanic	Yes
Asian American	Yes
Native American	Yes

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	Recruitment
Hispanic	Recruitment
Asian American	Recruitment
Native American	Recruitment

Q46

How many employees in your agency received tuition reimbursement in FY2023?

10

Q47

How many of those employees were of the following race or ethnicity?

African American:	1
Hispanic:	0
Asian American:	0
Native American:	0



Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities **Yes**

Budget to adorn job fair booths with engaging give-a-ways **No**

Overtime for employees to conduct outreach outside of normal business hours in these communities **Yes**

Respondent skipped this question

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Retirement Systems**



#10

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, September 07, 2023 1:20:15 PM
Last Modified: Tuesday, September 26, 2023 1:48:47 PM
Time Spent: 00:28:31
IP Address: 163.191.29.3

Q1

Agency: (non-coded listed at end)

State Retirement Systems

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

0

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American: 0
Hispanic: 0
Asian American: 0
Native American: 0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

1

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

1

Q8



FY23 Employment Plan Report - Appendix

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	1
Hispanic:	1
Asian American:	1
Native American:	1

Q9	Enter a number here:	10
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How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Q10	African American:	0
How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?	Hispanic:	1
	Asian American:	0
	Native American:	0

Q11	African American:	0
How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?	Hispanic:	1
	Asian American:	0
	Native American:	0

Q12	Enter number here:	12
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How many structured interview panels were convened during fiscal year 2023?

Q13	African American:	0
How many of those structured interview panels included one or more interviewers of the following race or ethnicity?	Hispanic:	1
	Asian American:	0
	Native American:	0

Q14	Enter number here:	645
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How many APPLICANTS did your agency receive applications from in FY2023?



Q15

Using the total number of applicants above, how many were:

African American: 76
Asian American: 15
Hispanic/Latinx: 8
Native American: 2

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: 82

Q17

Using the total number of interviews above, how many of those interviewees were African American?

Enter number here: 12

Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: 0

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: 2

Q20

Out of those interviews, how many of the interview panel members were Asian American?

Enter number here: 0

Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Enter number here: 1

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Enter number here: 1



Q23

Using the total number of interviews above, how many of those interviewees were Native American?

Enter number here: 1

Q24

Out of those interviews, how many of the interview panel members were Native American?

Enter number here: 0

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Enter number here: 0

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Enter number here: 0

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Enter number here: 0

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Enter number here: 0



Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0

Q31

How many interns did your agency hire during fiscal year 2023?

0

Q32

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0



Q34

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0

Q35

None of the above

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Q36

None of the above

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

Q37

None of the above

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

Q38

None of the above

Please select all Native American Serving Institutions that you recruited interns from.

Q39

None of the above

Please select all Illinois Community Colleges that you recruited interns from.

Q40

None of the above

Please select all Public State Universities that you recruited interns from.



Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):

Illinois Association of Hispanic State Employees

Q42

Respondent skipped this question

Please upload all marketing materials used in promotion of diversity hiring efforts.

Q43

Respondent skipped this question

Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	Yes
Hispanic	Yes
Asian American	Yes
Native American	Yes

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	Recruitment, Hiring/promotion, Interviews, Creating policies
Hispanic	Recruitment, Hiring/promotion, Interviews, Creating policies
Asian American	Recruitment, Hiring/promotion, Interviews, Creating policies
Native American	Recruitment, Hiring/promotion, Interviews, Creating policies

Q46

How many employees in your agency received tuition reimbursement in FY2023?



Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

No

Registration fees for job fairs in these communities

Budget to adorn job fair booths with engaging give-a-ways **No**

Overtime for employees to conduct outreach outside of normal business hours in these communities **No**

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

N/A

Q50

I Agree

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Tax Tribunal**



#35

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, September 15, 2023 9:22:00 AM
Last Modified: Friday, September 15, 2023 9:52:04 AM
Time Spent: 00:30:04
IP Address: 136.226.13.73

Q1 **Tax Tribunal**

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

2

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

2

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	2
Hispanic:	2
Asian American:	2
Native American:	2

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

2

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

2

Q8



Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	2
Hispanic:	2
Asian American:	2
Native American:	2

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future.
(Enter 9999 here)

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q12

How many structured interview panels were convened during fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the



future. (Enter
9999 here)

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q14

How many APPLICANTS did your agency receive applications from in FY2023

Enter number here:
0
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q15

Using the total number of applicants above, how many were:

African American: 0
Asian American: 0
Hispanic/Latinx: 0
Native American: 0
We currently do not record **0** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: **0**
We currently do not record **0** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q17

Using the total number of interviews above, how many of those interviewees were African American?

Enter number here: **0**
We currently do not record **0** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18

Out of those interviews, how many of the interview panel members were African American?

Enter number here: **0**
We currently do not record **0** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: **0**
We currently do not record **0** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: **0**
We currently do not record **0** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Enter number here: **0**

We currently do not record **0** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Enter number here: **0**

We currently do not record **0** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

Enter number here: **0**

We currently do not record **0** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q24

Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**

We currently do not record **0** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Enter number here: **0**

We currently do not record **0** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Enter number here: **0**
We currently do not record **0** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Enter number here: **0**
We currently do not record **0** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Enter number here: **0**
We currently do not record **0** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?
0

Q30

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q31

How many interns did your agency hire during fiscal year 2023?
0

Q32

How many of those interns were of the following race or ethnicity?



African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q35

None of the above

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Q36

None of the above

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

Q37

None of the above

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

Q38

None of the above

Please select all Native American Serving Institutions that you recruited interns from.



Q39 **None of the above**

Please select all Illinois Community Colleges that you recruited interns from.

Q40 **None of the above**

Please select all Public State Universities that you recruited interns from.

Q41
For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):
There has been no hiring efforts during the fiscal year.

Q42 **Respondent skipped this question**
Please upload all marketing materials used in promotion of diversity hiring efforts.

Q43 **Respondent skipped this question**
Please upload all marketing materials used to promote an inclusive workplace.

Q44
Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45
If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
-------------------	-----------



Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0

Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency. N/A - There is currently no need to hire individuals at the agency

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Transportation**



#50

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, September 27, 2023 7:34:51 AM
Last Modified: Wednesday, September 27, 2023 8:32:11 AM
Time Spent: 00:57:19
IP Address: 136.226.12.68

Q1 Transportation

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

0

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

4

Q7

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

3

Q8



FY23 Employment Plan Report - Appendix

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American: **2**
Hispanic: **1**

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **412**

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American: **41**
Hispanic: **21**
Asian American: **14**
Native American: **0**

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American: **41**
Hispanic: **21**
Asian American: **4**
Native American: **0**

How many structured interview panels were convened during fiscal year 2023?

Enter number here: **472**

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American: **46**
Hispanic: **133**
Asian American: **4**
Native American: **0**



Q14 Enter number here: **23304**
How many APPLICANTS did your agency receive applications from in FY2023?

Q15
Using the total number of applicants above, how many were:

African American:	4072
Asian American:	407
Hispanic/Latinx:	2370
Native American:	41

Enter number here: **2008**
Q16
How many applicants did your agency INTERVIEW in fiscal year 2023?

Q17
Using the total number of interviews above, how many of those interviewees were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18
Out of those interviews, how many of the interview panel members were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q19
Using the total number of interviews above, how many of those interviewees were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20
Out of those interviews, how many of the interview panel members were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q22

Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future.(Enter 9999 here)

Enter number here: **0**

Q24

Out of those interviews, how many of the interview panel members were Native American?

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Enter number here: **0**

Q29

How many paid interns did your agency hire during fiscal year 2023?

77

Q30

How many of those interns were of the following race or ethnicity?

African American:	4
Hispanic:	1
Asian American:	24
Native American:	0

Q31

How many interns did your agency hire during fiscal year 2023?

77

Q32

How many of those interns were of the following race or ethnicity?

African American:	4
Hispanic:	1
Asian American:	24
Native American:	0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?



African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Florida A&M University,
Jackson State University
Alabama A&M University,
North Carolina A&T State University,
Prairie View A&M University,
Southern University and A&M College

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

Moraine Valley Community College Palos Hills IL,
Joliet Junior College Joliet IL

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above



Q39

Please select all Illinois Community Colleges that you recruited interns from.

**Black Hawk College, Moline,
CCC Malcolm X College,
CCC Olive-Harvey College,
Kankakee Community College, Kankakee,
Lake Land College, Mattoon,
John A. Logan College, Carterville,
Richland Community College, Decatur,
Southwestern Illinois College, Belleville (formerly
Belleville Area College)**

Q40

Please select all Public State Universities that you recruited interns from.

**Southern Illinois University Carbondale,
Southern Illinois University Edwardsville,
University of Illinois Chicago,
University of Illinois Springfield,
University of Illinois Urbana-Champaign,
Western Illinois University**

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):

NAACP, National Society of Black Engineers, Society of Hispanic Professional Engineers, Society of Women Engineers

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Recruitment%20Flyers.pdf (14.4MB)

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Recruitment%20Flyers.pdf (14.4MB)

Q44



Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	Yes
Hispanic	Yes
Asian American	Yes
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	Recruitment
Hispanic	Recruitment
Asian American	Recruitment

Q46

How many employees in your agency received tuition reimbursement in FY2023?

8

Q47

How many of those employees were of the following race or ethnicity?

African American:	2
Hispanic:	1
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	Yes
Budget to adorn job fair booths with engaging give-a-ways	Yes
Overtime for employees to conduct outreach outside of normal business hours in these communities	Yes



Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

Community outreach, info session and job fairs in the neighborhoods of minorities

Q50

By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Veterans Affairs**



#42

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, September 15, 2023 2:26:09 PM
Last Modified: Friday, September 15, 2023 3:21:38 PM
Time Spent: 00:55:29
IP Address: 136.226.12.70

Q1

Veterans Affairs

Agency: (non code listed at end)

Q3

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

5

Q4

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

5

Q5

Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American:	0
Hispanic:	1
Asian American:	0
Native American:	0

Q6

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

1

Q7



Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

0

Q8

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: **57**

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American:	26
Hispanic:	4
Asian American:	4
Native American:	0

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q12

How many structured interview panels were convened during fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future.
(Enter 9999 here)

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

We currently do not record **9999** this information but will begin to build systems to report in the future.
(Enter 9999 here)

Q14

How many APPLICANTS did your Agency receive applications from in FY2023?

We currently do not record **9999** this information but will begin to build systems to report in the future.
(Enter 9999 here)



Q15

Using the total number of applicants above, how many were:

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q17

Using the total number of interviews above, how many of those interviewees were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18

Out of those interviews, how many of the interview panel members were African American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q20

Out of those interviews, how many of the interview panel members were Asian American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q21

Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q22

Out of those interviews, how many Of the interview panel members were Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23

Using the total number of interviews above, how many of those interviewees were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q24

Out of those interviews, how many of the interview panel members were Native American?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q31

How many interns did your agency hire during fiscal year 2023?

0

Q32

How many of those interns were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?



0

Q34

How many of those interns were of the following race or ethnicity?

African American: **0**

Hispanic: **0**

Asian American: **0**

Native American: **0**

Q35

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

None of the above

Q36

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

None of the above

Q37

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

None of the above

Q38

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.

None of the above



None of the above

Q40

Please select all Public State Universities that you recruited interns from.

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.): n/a

Respondent skipped this question

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American	No
Hispanic	No
Asian American	No
Native American	No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American	NA
Hispanic	NA
Asian American	NA
Native American	NA

Q46

How many employees in your agency received tuition reimbursement in FY2023?

0



Q47

How many of those employees were of the following race or ethnicity?

African American:	0
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

n/a

Q50

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey

I Agree



**FY2023 EMPLOYMENT PLAN SURVEY RESPONSE OF
Workers Compensation Commission**



#27

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, September 14, 2023 8:12:31 AM
Last Modified: Thursday, September 14, 2023 8:30:32 AM
Time Spent: 00:18:00
IP Address: 136.226.13.44

Q1 **Workers Compensation Commission**

Agency: (non code listed at end)

Q3
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interviews.

3

Q4
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

3

Q5
Provide the total number of employees whose responsibilities routinely include selecting job candidates for interview who are of the following race or ethnicity.

African American: 3
Hispanic: 3
Asian American: 3
Native American: 3

Q6
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment.

3

Q7
Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander.

3

Q8



FY23 Employment Plan Report - Appendix

Provide the total number of employees whose responsibilities routinely include employment outreach and recruitment who are of the following race or ethnicity.

African American:	3
Hispanic:	3
Asian American:	3
Native American:	3

Q9

How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?

Enter a number here: 17
We currently do not record 9999 this information but will begin to build systems to report in the future. (Enter 9999 here).

Q10

How many of the employees in your agency who were certified to conduct structured interviews as of June 30, 2023 were of the following race or ethnicity?

African American:	
Hispanic:	3
Asian American:	1
Native American:	1
We currently do not record this information but will begin to build systems to report in the future. (Enter 9999 here)	0
	9999

Q11

How many of the certified interviewers in your agency of the following race or ethnicity participated on at least one structured interview panel during fiscal year 2023?

African American:	2
Hispanic:	1
Asian American:	1
Native American:	0
We currently do not record this information but will begin to build systems to report in the future.(Enter 9999 here)	0
	9999

Q12

How many structured interview panels were convened during fiscal year 2023?

Enter number here: **8**
We currently do not record this information but will begin to build systems to report in the



future. (Enter 9999 here)

Q13

How many of those structured interview panels included one or more interviewers of the following race or ethnicity?

African American:	3
Hispanic:	1
Asian American:	1
Native American:	0

We currently do not record 9999
This information but will begin to build systems to report in the future.
(Enter 9999 here)



FY23 Employment Plan Report - Appendix

Q14

How many APPLICANTS did your agency receive applications from in FY2023?

Enter number here: **343**

Q15

Using the total number of applicants above, how many were:

African American: **91**
Asian American: **26**
Hispanic/Latinx: **84**
Native American: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q16

How many applicants did your agency INTERVIEW in fiscal year 2023?

Enter number here: **46**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q17

Using the total number of interviews above, how many of those interviewees were African American?

Enter number here: **14**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q18

Out of those interviews, how many of the interview panel Members were African American?

Enter number here: **1**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q19

Using the total number of interviews above, how many of those interviewees were Asian American?

Enter number here: **3**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q20
Out of those interviews, how many of the interview panel members were Asian American?

Enter number here: **1**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q21
Using the total number of interviews above, how many of those interviewees were Hispanic/Latinx?

Enter number here: **12**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q22
Out of those interviews, how many of the interview panel members were Hispanic/Latinx?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q23
Using the total number of interviews above, how many of those interviewees were Native American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q24
Out of those interviews, how many of the interview panel members were Native American?

Enter number here: **0**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q25
Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of African Americans?

Enter number here: **4**
We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)



Q26

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Asian Americans?

Enter number here: 0

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q27

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Hispanic/Latinx?

Enter number here: 1

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q28

Using the total number of interviews, how many of interviews did your agency lead in which the hiring personnel and the applicant were both representative of Native Americans?

Enter number here: 0

We currently do not record **9999** this information but will begin to build systems to report in the future. (Enter 9999 here)

Q29

How many paid interns did your agency hire during fiscal year 2023?

0

Q30

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0

Q31

How many interns did your agency hire during fiscal year 2023?

0

Q32

How many of those interns were of the following race or ethnicity?

African American: 0

Hispanic: 0

Asian American: 0

Native American: 0



Q33

How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?

0

Q34

How many of those interns were of the following race or ethnicity?

African American:

Hispanic:

Asian American:

Native American:

Q35

None of the above

Please select all Currently Open & Accredited HBCUs that you recruited interns from.

Q36

None of the above

Please select all Asian American and Native American Pacific Islander Serving Institutions that you recruited interns from.

Q37

None of the above

Please select all Hispanic Serving Institutions in Illinois that you recruited interns from.

Q38

None of the above

Please select all Native American Serving Institutions that you recruited interns from.

None of the above

Q39

Please select all Illinois Community Colleges that you recruited interns from.



Q40

None of the above

Please select all Public State Universities that you recruited interns from.

Q41

For hiring outreach, please indicate all organizations with which liaise as part of your diversity hiring efforts hiring efforts (community organizations, non-profits, etc.):

N/A

Q42

Please upload all marketing materials used in promotion of diversity hiring efforts.

Respondent skipped this question

Q43

Please upload all marketing materials used to promote an inclusive workplace.

Respondent skipped this question

Q44

Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity?

African- American

No

Hispanic

No

Asian American

No

Native American

No

Q45

If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from any of the following communities during fiscal year 2023, in which areas did that person have decision-making authority? (Check all that apply)

African- American

NA

Hispanic

NA

Asian American

NA

Native American

NA



Q46

How many employees in your agency received tuition reimbursement in FY2023?

1

Q47

How many of those employees were of the following race or ethnicity?

African American:	1
Hispanic:	0
Asian American:	0
Native American:	0

Q48

Does your agency’s budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce?

Registration fees for job fairs in these communities	No
Budget to adorn job fair booths with engaging give-a-ways	No
Overtime for employees to conduct outreach outside of normal business hours in these communities	No

Q49

Please provide any suggestions/recommendations for increasing the number of African American, Asian American, Hispanic, Native American and bilingual individuals employed by your agency.

N/A

Q50

I Agree

By selecting “I Agree” below, I hereby certify that the above survey responses represent the Employment Plan survey



SECTION II

All the PDF copies used by agencies as marketing materials to promote inclusion and hiring efforts

Eleven responding agencies provided copies of their marketing materials, they were:

- Aging
- Board of Education
- Central Management Services
- Corrections
- Employment Security
- Environmental Protection Agency
- Gaming Board
- Human Services
- Innovation & Technology
- Insurance
- Office of the Illinois State Fire Marshal
- Transportation



**ALL THE PDF COPIES USED AS MARKETING MATERIALS TO
PROMOTE INCLUSION AND HIRING EFFORTS**
Aging



OUR MISSION

We strive to serve and advocate for older Illinoisans and their caregivers by administering quality and culturally appropriate programs that promote partnerships and encourage independence, dignity, and quality of life.



The Illinois Department on Aging is an Equal Opportunity Employer and deeply committed to ensuring diversity, equity, and inclusion. This commitment is at the forefront of our operations, hiring, policies and procedures, and training.



CONTACT US

Illinois Department on Aging
One Natural Resources Way.

Suite 100

Springfield, IL 62702

217-900-0013

aging.hr.assist@illinois.gov

Visit us on the Web:



"Knowing that your efforts impact the well-being of Illinois' residents makes work meaningful" —Cheryl Barrett



Illinois Department on Aging

Respect for Yesterday

Support for Today

Plan for Tomorrow



Agency Programs
 The Illinois Department on Aging provides critical services for the aging population of Illinois through our network of providers and partnerships. Below are just a few areas where the Department on Aging provides for our seniors.

- *Adult Day Services*
- *Adult Protective Services*
- *Benefit Access Assistance*
- *Community Care Programs*
- *Legal Services*
- *Long Term Care Advocacy*
- *Health Insurance Programs*
- *Nutrition Programs*

We are seeking to hire motivated, self-starting, and diverse individuals who wish to work in a fast paced, close knit team environment that is both challenging and rewarding. The Agency welcomes anyone who is eager to have an immediate impact to apply for any open vacancies. If you are passionate about your work and the health, safety, and welfare of older adults, the Agency strongly encourages you to apply.

Opportunities

The Illinois Department on Aging offers many job opportunities in several fields.

We have often have vacancies in human services management, information technology, and finance. If you have a desire to work with people, we also have vacancies in our social services career field.



These positions offer an opportunity to manage programs funded by grants in a fast paced and rewarding environment while being paid a competitive salary and an excellent benefits package. These positions usually manage divisions or bureaus within the Department.

For Vacancies and Applications:



Social Services

Social services within the Department on Aging offers the opportunity to work with Illinois' providers who serve our aging population. From linking residents up with services to following up on elder care abuses, our social services field offers a rewarding experience where a job well done is met with a smile or a hug.

Finance and Accounting

Do you have or want to gain experience in grant management or administration? If so, our Division of Finance and Accounting is likely the best spot for you. With a budget over \$1.2 billion annually, you'll have an opportunity to work with as many zeros as you want while gaining valuable experience on industry standard accounting software.

Information Technology

If you are a programmer or a business analyst, then please think about employment with the State of Illinois. We offer the ability to design web products from the ground up, participate in upgrade projects, and add dynamic experience to your resume. IT with the State of Illinois allows you to work in many different databases and languages in a relaxed and rewarding environment.

Human Services Management

These positions offer an opportunity to manage programs funded by grants in a fast paced and rewarding environment while being paid a competitive salary and an excellent benefits package. These positions usually manage divisions or bureaus within the Department

Benefits Package

The State of Illinois offers a competitive benefit program. Below are just a few benefits available to you as a state employee:

- Health and Dental Insurance
- Life Insurance
- Pet Insurance
- Tax Deferred Dependent care programs
- Tax Deferred Medical care programs
- Deferred Compensation
- Competitive Pension
- 401K



**ALL THE PDF COPIES USED AS MARKETING MATERIALS TO
PROMOTE INCLUSION AND HIRING EFFORTS
Board of Education**



Illinois State Board of Education is Hiring!

Apply today to join our team of talented and diverse professionals

Whole Child
Whole School
Whole Community

Who We Are
The Illinois State Board of Education (ISBE) is an agency of the State of Illinois with offices in both Chicago and Springfield, as well as field staff across the state.

What We Do
ISBE serves more than 2 million students across 852 school districts. Our major initiatives span early childhood learning, data-driven support and accountability, career and technical education, fiscal and academic solvency, strengthening the teacher workforce, health and safety, and services for students with disabilities and English Learners.

Who We Need
We seek professionals grounded in the values of leadership, accountability, collaboration, equity, and services to join our team. ISBE provides equal employment opportunities to all applicants without regard to race, color, religion, sex, national origin, age, disability, or genetics. We actively foster a culture of inclusion and encourage individuals of all backgrounds to apply.

Benefits Include

- 37.5-hour full-time work week
- Paid sick, personal, and vacation time
- 10 weeks paid maternity/paternity leave
- Career advancement
- Tuition reimbursement
- Medical, dental, vision, and health insurance
- Flexible Spending Account
- Deferred Compensation
- Work remotely two days per week, if eligible

Fields at ISBE

- Information Technology
- Public Policy and Administration
- Finance and Business
- Communications and Writing
- Project Management
- Human Resources
- Audit and Accounting
- Research
- Education
- Law
- Nursing
- Business Administration
- Data Analytics
- School and Classroom Leadership

SCAN FOR CAREER OPPORTUNITIES

Illinois
State Board of
Education

Illinois State Board of Education

careers-spr@isbe.net

100 North First Street
Springfield, Illinois 62777

555 West Monroe Street
Suite 900
Chicago, Illinois 60661

isbe.net/careers



**ALL THE PDF COPIES USED AS MARKETING MATERIALS TO
PROMOTE INCLUSION AND HIRING EFFORTS
Central Management Services**



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CMS Diversity & Inclusion would like to thank colleagues, [Ada T.](#) - Chief of Asian American Services at [Illinois Department of Children and Family Services](#), [Joe Ramos](#) - Regional EMS Coordinator at [Illinois Department of Public Health \(IDPH\)](#), and Community Partner [Linh-Trang Williams](#), - Director at [City Colleges of Chicago-Harold Washington College](#) for their time and serving in our CMS Live Conversation in honor of Asian American Pacific Islander and Native Hawaiian Heritage Month on May 31st. Deputy Director [Patricia Santoyo-Marin, M.A.](#) moderated this lunch hour webinar where our special guests shared unique insights into leadership and how their identities became a source of power.

To learn more about our efforts to promote equitable Asian American representation in State workforce, visit <https://lnkd.in/g8-WZnng>

[#CMS](#) [#ILCMS](#) [#leadership](#) [#inclusion](#) [#community](#) [#diversity](#) [#webinar](#) [#publichealth](#) [#power](#)



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We're Hiring a Hispanic Employment Plan Coordinator. CMS is seeking a detailed oriented, energetic, community advocate to assist with outreach and requirement within the Illinois Latinx community. The ideal candidate will have established working relationships with numerous Latinx community groups and organizations. Strong bilingual-Spanish written and oral communications and bicultural skills are a must for the Hispanic Outreach Coordinator. Marketing and social media experience a plus. The ideal candidate will be service, and goal oriented with focused organizational skills that align with the Illinois goal of recruiting a State workforce that is as diverse as the people we serve.

Apply by July 5th: <https://lnkd.in/gMMmwT4f>

#ILCMS #CMS #BoP #DEI #WhyIL #Diversity #opportunity #humanresources #employment #hiring #plancoordinator #government #recruiting #communications

WE'RE HIRING

HISPANIC EMPLOYMENT PLAN COORDINATOR

APPLY BY JULY 5, 2022
Work Location: Chicago, IL

WWW.WORK.ILLINOIS.GOV

ILLINOIS

ILLINOIS DEPARTMENT OF CENTRAL MANAGEMENT SERVICES



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CMS is hosting a State Employment Career Fair in collaboration with the Illinois Asian American Employment Plan Advisory Council on July 27th.

This in-person event is open to the public and registration is not necessary. Please contact Mayra with any additional questions, email: mayra.magana@illinois.gov

You can explore employment opportunities with the State of Illinois by visiting www.work.illinois.gov

#CMS #ILCMS #whyIL #career #event #opportunities #collaboration #employment

Cc: Patricia Santoyo-Marin, M.A. Mark Mahoney Mayra Magaña

ILLINOIS
WORK FOR

State Career & Resource Fair
in Partnership with the
Asian American Employment Plan Advisory Council

All Are Welcome!

July 27th, 2022 • 10:00am-1:00pm
Heartland Community College
Astroth Community Education Center
1500 West Raab Road
Normal, Illinois 61761





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The Illinois Department of Central Management Services (CMS) is committed to encouraging public service as a career choice for tomorrow's leaders. To that end, we continue to expand internship opportunities; build relationships with colleges, universities, and community partners; and help students navigate their way to State work. We are thankful for the interns working with us this summer and look forward to continuing our professional relationships in the future.

To find internship opportunities with the State, visit work.illinois.gov and search "intern," or visit <https://lnkd.in/envFkaN2> for information about next year's Michael Curry Summer Internship program and Dunn Memorial Fellowship program.

[#CMS](#) [#ILCMS](#) [#CMSCelebrates](#) [#ILjobs](#) [#intern](#) [#whyIL](#) [#internship](#) [#work](#) [#career](#) [#summerinternship](#) [#opportunities](#) [#students](#)

CMS CELEBRATES NATIONAL INTERN DAY

July 28, 2022

We appreciate all the great work our interns have done this year.

2022 Summer Interns

- Danaya Ball**- Central Management Services, Bureau of Strategic Sourcing
- Jannai Bates**- Central Management Services, Legal
- Robert Billings**- Illinois Department of Commerce and Economic Opportunity, Equal Opportunity Monitoring and Compliance
- Briannah Cook**- Illinois Department of Commerce and Economic Opportunity, Office of Minority Economic Empowerment
- Selah Magruder**- Central Management Services, Bureau of Personnel
- Noemi Ramos**- Central Management Services, Bureau of Benefits
- Lily Stephens**- Central Management Services, Legal
- Micah Thomas**- Illinois Department of Commerce and Economic Opportunity, Bureau of Communications
- Jasmine Watson**- Central Management Services, Director's Office, Diversity & Inclusion
- Sophie Zheng**- Central Management Services, Director's Office, Diversity and Inclusion
- Fatoumata Dioubate**- Central Management Services





													
<p>State Career & Resource Fair in Partnership with the Illinois Hispanic Employment Plan Advisory Council</p>	<p>Feria Estatal de Empleo y de Recursos Comunitarios Presentado en Colaboración con el Consejo Asesor del Plan de Empleo Hispano de Illinois</p>												
													
<p><i>All Are Welcome!</i></p>	<p><i>¡Todxs son bienvidxs!</i></p>												
<p>Friday, August 19, 2022 • 1:00pm-4:00pm Second Federal Community Room, 2523 S. Pulaski Rd. Chicago, IL 60623</p>	<p>viernes, 19 de agosto • 1:00pm-4:00pm Second Federal Salón Comunitario, 2523 S. Pulaski Rd. Chicago, IL 60623</p>												
<p><small>Event Parking: Lot Across the Street on 25th and Pulaski.</small></p>	<p><small>Estacionamiento para el evento al cruzar la calle en la calle 25 y Pulaski</small></p>												
<table border="1"> <tr> <td style="text-align: center;"><small>Presented By</small></td> <td style="text-align: center;"><small>Sponsored by</small></td> <td style="text-align: center;"><small>work.illinois.gov</small></td> </tr> <tr> <td style="text-align: center;">  </td> <td style="text-align: center;">  Second Federal: A Division of Self-Help Federal Credit Union </td> <td style="text-align: center;">  </td> </tr> </table>	<small>Presented By</small>	<small>Sponsored by</small>	<small>work.illinois.gov</small>		 Second Federal: A Division of Self-Help Federal Credit Union		<table border="1"> <tr> <td style="text-align: center;"><small>Presentado Por</small></td> <td style="text-align: center;"><small>Patrocinado Por</small></td> <td style="text-align: center;"><small>work.illinois.gov</small></td> </tr> <tr> <td style="text-align: center;">  </td> <td style="text-align: center;">  Second Federal: A Division of Self-Help Federal Credit Union </td> <td style="text-align: center;">  </td> </tr> </table>	<small>Presentado Por</small>	<small>Patrocinado Por</small>	<small>work.illinois.gov</small>		 Second Federal: A Division of Self-Help Federal Credit Union	
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	 Second Federal: A Division of Self-Help Federal Credit Union												
<p><small>Questions</small></p> <p>Mayra Magaña Illinois Department of Central Management Services (312) 814-3844 Mayra.Magaña@illinois.gov</p>	<p><small>Para Preguntas</small></p> <p>Mayra Magaña Illinois Department of Central Management Services (312) 814-3844 Mayra.Magaña@illinois.gov</p>												
<p>For Employment Opportunities at the State of Illinois, visit: work.illinois.gov</p> <p><small>Printed by the Authority of the State of Illinois. 01-22-2022 10:02 AM</small></p>	<p>Para acceder a las oportunidades de empleo en el estado de Illinois: work.illinois.gov</p> <p><small>Printed by the Authority of the State of Illinois. 01-22-2022 10:02 AM</small></p>												





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CMS thanks the **Office of the Governor- Illinois'** equity team for having our Deputy Director for Diversity & Inclusion, **Patricia Santoyo-Marin**, join their planning committee as a guest facilitator for last week's Equity Summer Institute event. The Equity Summer Institute event provided participants, including CMS' Assistant Director **Mark Mahoney**, with an opportunity to engage and connect on intersectional Diversity, Equity & Inclusion (DEI) strategies.

The Illinois Office of Equity's mission is to advance DEI, and Accessibility through State agencies, legislators, and the community. Explore available resources at <https://ooe.illinois.gov>

#CMS #ILCMS #DEI #inclusion #equity #planningcommittee #intersectionalstrategies #diversity





CMS at Bud Billiken Parade



"It Takes a Village Family Festival"

Thank You for having us!



Learn about Employment Opportunities with the State
www.work.Illinois.gov







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CMS Diversity & Inclusion (D&I) would like to thank community leader Maricela Chavez for the chance to participate in the 25th Annual Celebración de las Fiestas Patrias in Beardstown. This fun-filled community event provided D&I the opportunity to meet some Illinois residents and share the benefits of State employment.

To learn more about CMS Diversity & Inclusion's Hispanic Heritage Month programming, visit https://lnkd.in/dTAjX_Ht

To learn more about State employment opportunities, visit: www.work.illinois.gov.

#ILCMS #CMS #DEI #ILCMS #HHM #FiestasPatrias #inclusion #diversity #community

CC: **Tony Lozzi**, Diversity & Inclusion HR Specialist
Patricia Santoyo-Marin, M.A., Diversity & Inclusion Deputy Director





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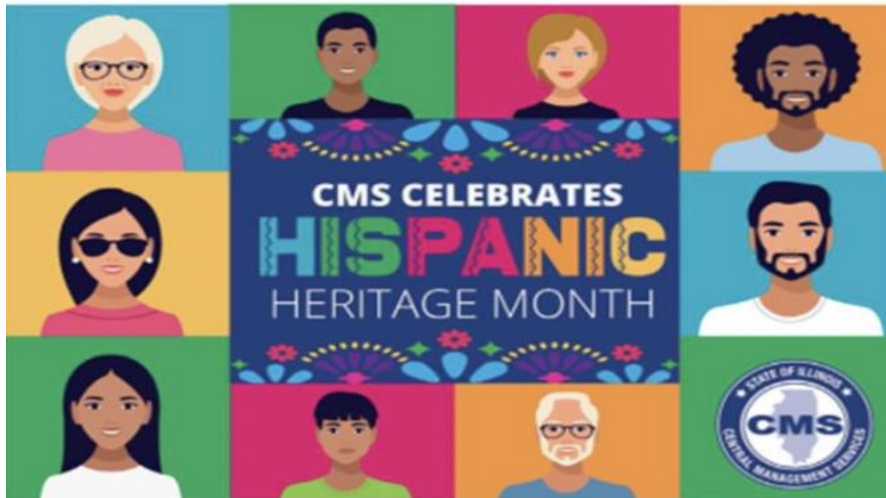
CMS is proud to celebrate Hispanic Heritage Month (September 15th– October 15th) by highlighting the continuous contributions of Latinx employees. CMS is committed to reinforcing our daily commitment to advancing equity by strengthening relationships with Hispanic Serving Institutions and amplifying the voices of our community partners.

To learn more about CMS Diversity & Inclusion’s Hispanic Heritage Month programming, visit https://lnkd.in/dTAjX_Ht.

CMS se enorgullece en celebrar el Mes de la Herencia Hispana destacando las contribuciones de los empleados Latinx, fortaleciendo las relaciones con instituciones de servicio hispano, levantando las voces de nuestros socios comunitarios y reforzando nuestro compromiso de promover la equidad diariamente.

Visita nuestra página de eventos y acompáñanos: https://lnkd.in/dTAjX_Ht

#IL #ILCMS #HHM #HerenciaHispana #YoSoyIL #CMScelebrates #Diversity #Inclusion #equidad #equity #voices #advancing #heritage #employees





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Join CMS and other sister agencies as we promote State employment opportunities and resources at the annual City of Kankakee Hispanic Heritage Month event. On Saturday, September 17th, the City of Kankakee presents this celebration to highlight the richness and variety of Latin American cultures.

Visit our booth at the Kankakee Train Depot from 2:00pm to 6:00pm. Open to the public, no registration needed.

#CMS #ILCMS #DEI #HHM #heritage #culture #Kankakee #CMScelebrates #hispanic #latinamerican #celebration

Cc: Patricia Santoyo-Marin, M.A. (she/her/hers/Ella)





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Thank you [Arlington Heights Memorial Library](#), [Illinois Department of Employment Security \(IDES\)](#), and [North Suburban Cook County American Job Center](#), for hosting a State Employment Workshop and having CMS' Human Resource Specialist [Mayra Magaña](#) present on applying for State employment. Our goal is to provide comprehensive insight to make the application process as straightforward as possible.

Explore Career opportunities with the State by visiting www.work.illinois.gov

[#CMS](#) [#workForIL](#) [#community](#) [#outreach](#) [#career](#) [#opportunity](#) [#DEI](#)
[#employment](#) [#applying](#) [#illinois](#) [#humanresource](#)



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CMS continues to celebrate Hispanic Heritage Month by partnering with [City Colleges of Chicago-Harold Washington College](#), a City College of Chicago that holds national designation as a Hispanic Serving Institution. Our team will join to share our mission, discuss employment and internship opportunities and promote advocacy through public service.

Thursday, September 22, 2022, 1:00pm- 5:00pm
Harold Washington College, 30 E. Lake St, Chicago, IL 60601

Email Mayra.Magana@Illinois.gov for more details!



[#CMS](#) [#DEI](#) [#IL](#) [#whyIL](#) [#workforIL](#) [#socialjustice](#) [#advocacy](#) [#citycolleges](#)
[#HHM](#) [#divesity](#) [#employment](#) [#opportunity](#) [#heritage](#) [#celebrate](#) [#illinois](#)





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CMS is thrilled to welcome [Giraldo Rosales](#) onto the Hispanic Employment Plan Advisory Council, following his appointment by Governor [JB Pritzker](#).

The Hispanic Employment Plan Advisory Council, is designed to provide increased access to state employment for Hispanics and Bilingual/Spanish employees and will help to build a governmental workforce that more accurately reflects the diversity of our great state. The state conducts an annual survey to determine the impact of its annual Employment Plan. This survey collects statutorily required data on Hispanic, Latino, and Bilingual/Spanish employees in the state workforce.

Learn more about the Hispanic Employment Plan by visiting <https://lnkd.in/gMTBatpU>

#CMS #DEI #ILCMS #inclusion #inclusão #diversity #data #employment #Latino #Latinx #welocme #workforIL #councilmember #workforce #HHM



State of Illinois
Department of Central Services Management
Congratulates

Giraldo Rosales

on the appointment by Governor JB Pritzker
to the

Hispanic Employment Plan Advisory Council



In his new role, Giraldo Rosales will support CMS in promoting equitable employment opportunities for the Latinx community and will advise Director's Office efforts led by Deputy Director for Diversity and Inclusion, Patricia Santoyo-Marín. Mr. Rosales joins the fellow council members who have been instrumental in building a vision for identity-based outreach and recruitment efforts. Prior to beginning his service on the Council, Giraldo has led as a Serve Illinois Commissioner, Champaign County Board Member, and member of the Champaign City Council. In addition, Mr. Rosales brings expertise from his successful tenure promoting Latinx student and employee equity at the University of Illinois at Urbana-Champaign.



Powered by the Statewide Information System (SIS) 11/17/21-10/24





Illinois Department of Central Management Services

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CMS would like to thank Latino Caucus member, State Representative Angelica Guerrero-Cuellar (**Angelica G.**) for inviting us to partner and promote State employment opportunities in West Lawn. Our Deputy Director for Diversity & Inclusion, **Patricia Santoyo-Marin, M.A.** and HR Specialist, **Mayra Magaña** connected with dozens of prospective applicants and community members who learned of the benefits of working at the State. We look forward to continuing to foster a relationship with the southwest community of Chicago!

To learn more about opportunities for employment at the State of Illinois, visit: www.work.illinois.gov

#IL #CMS #ILCMS #YoSoyIL #Trabajos #inclusion #community #diversity #hr #opportunities #employment #hiring #whyIL #workforIL



DELIA RAMIREZ
4TH DISTRICT STATE REPRESENTATIVE

LATINO HERITAGE MONTH

JOB FAIR

OCTOBER 15TH 2022
10AM-1:30PM

NEU EL CENTRO
3390 N Avondale Ave, Chicago, IL 60618
Free on-site parking available

In culmination of Latino Heritage Month, we will be partnering with state and city agencies, local businesses and community organizations to provide community members with current job opportunities, job readiness programs, and family resources.

We are especially promoting increased representation of the Latino community in state and local government.

We encourage you to bring your resume!

DELIA RAMIREZ
4TH DISTRICT STATE REPRESENTATIVE

FERIA DE EMPLEO

CELEBRANDO LA HERENCIA LATINA

15 DE OCTUBRE DE 2022
10AM-1:30PM

NEU EL CENTRO
3390 N Avondale Ave, Chicago, IL 60618
Estacionamiento gratuito disponible


En culminación de El mes de la Herencia Latina, nos uniremos con agencias estatales y municipales, empresas locales, y organizaciones comunitarias para ofrecerle oportunidades de empleo, programas de preparación laboral, y recursos familiares.

Estaremos promoviendo más representación de la comunidad latina en los empleos de gobierno estatal y local.

Venja preparado con su resumen curricular!

CO-SPONSORS



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5,600 followers
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CMS was proud to sponsor the **ILLINOIS ASSOCIATION OF HISPANIC STATE EMPLOYEES** (IAHSE), 34th Annual Training Conference last week in Oak Brook.

This conference endorsed the State's continued commitment to unity, fortitude, networking, and recognition of the resiliency within Latinx communities. CMS Director **Anthony Pascente**, Assistant Director **Mark Mahoney**, and Deputy Director for Diversity and Inclusion **Patricia Santoyo-Marin, M.A.**, joined the Director's Meeting with IAHSE Executive Board to discuss the ongoing Latinx Recruiting, Retaining and Recognition agenda, first introduced in March 2022.

Chief Administrative Officer **Sarah Kerley** and Bureau of Personnel's Fabiola Mireles presented on State employment application processes, while Diversity & Inclusion HR Specialists **Mayra Magaña** and **Tony Lozzi** promoted employment opportunities during the career fair component of the day's events. Also in attendance were members of our Internal Audit, Human Resources, Governmental Affairs, and Director's guests from sister agencies.

Key speakers included Governor **JB Pritzker**, Lieutenant Governor **Juliana Stratton, Esq.**, Deputy Governor **Sol A. Flores**, State Senator **Cristina Pacione-Zayas**, and IAHSE President **Carmen I Lebron**.

#IAHSE #CMS #ILCMS #IL #inclusion #diversity #hr #career #training #networking #opportunities #recruiting #whyIL #humanresources #employment #Latinx #Latino #DEI



NATIVE AMERICAN POW WOW

26th ANNUAL HARVEST POW WOW

All Welcome Family Friendly Event

ARTS, CRAFTS & FOOD
 NATIVE FLUTE PLAYER
 NATIVE AMERICAN DANCING
 NATIVE AMERICAN DRUMMING
 CONTEST MEN/WOMEN DANCING
 CHILDREN'S ARTS & CRAFTS
 VETERANS HONORING
 CULTURAL ACTIVITIES
 OCELOTL-CIHUACOATL
 AZTEC DANCERS
 & RAFFLES


November 12 & 13, 2022
DUPAGE COUNTY FAIRGROUNDS
 2015 Manchester Road, N County Farm Road, Wheaton, IL 60187

EVENT DETAILS
 HOURS: Saturday 11 am-10pm, Sunday 11 am-6pm
 GRAND ENTRY: Saturday 1 pm & 7pm, Sunday 1 pm
 GATE ADMISSION: Adults \$15, Seniors 62+ \$10 Children 3-12 \$7, under 3 free. \$25 Adult weekend pass. Discounted tickets available online (\$12 Adults, \$9 Seniors) purchase by October 17 at <http://www.harvestpowwow.com/tickets.html>. Call for group ticket price 773.585.8613. No alcohol, drugs, or weapons. Sorry, no pets. Event subject to change.
 HOST HOTEL: TBA
 EMCEE: Leonard Malatari ARENA DIRECTOR: Marc La Rocque
 HEAD MALE: Thorpe Sine HEAD FEMALE: Regina Tsosie
 HEAD DRUM: TBA INVITED DRUMS: TBA

773.585.8613
 msf@midwestsoaring.org
 harvestpowwow.com
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Join CMS on November 3rd in Collinsville for a career fair in partnership with the Madison County Housing Authority, Housing Authority of the City of East Saint Louis, St. Clair County Housing Authority, and the African American Employment Plan Advisory Council. With a variety of State agency recruiters in attendance looking to hire quality candidates, this is the place to be if you're looking for a new career.

CMS works to develop an inclusive workplace every day. To learn more about employment opportunities with the State, please visit <http://work.illinois.gov/>

#CMS #ILCMS #workforIL #career #opportunities #quality #employment #recruiters #housing #Stateemployee #stateemployment #whyIL #hiring #jobfair #apply #allarewelcome



Illinois Department of Central Management Services

5,600 followers

10mo · 🌐



CMS Diversity & Inclusion (D&I) would like to thank Joseph Schranz and the Midwest Soaring foundation for giving us the opportunity to attend the 26th Annual Pow Wow at the DuPage Fairgrounds on November 12th. D&I was about to inform numerous community job seekers about the benefits of State employment and the numerous opportunities that are available.

CMS is committed to partnering with our Native American Employment Plan Council and community organizations to continue to expand our workforce to reflect of the great diversity that makes up the State of Illinois. Learn more about State employment opportunities by visiting: www.work.illinois.gov.

**#CMS #whyIL #ILCMS #workforIL #NativeAmerican #employment
#community #inclusion #diversity #PowWow #workforce #benefits
#opportunity #jobseekers**





Diversity & Inclusion is excited to build upon diversification strategies for 2023, with plans to increase the access and retention of Latinx, Asian American, Native American, and African American State workforce. The annual Employment Plan Advisory Council Chair meeting was held earlier this week with Chairpersons [Jose M. Muñoz](#), [Nimish Jani](#), and [Andrew Johnson](#) to reflect on and develop proposed efforts for collective advancements in the new year.

We thank our Chairs for their leadership, as well as First Assistant Deputy Governor [Christy George](#) and Chief Equity Officer Dr. [Sekile M. Nzinga](#) for your joining us. CMS Director [Anthony Pascente](#), Assistant Director [Mark Mahoney](#), and Deputy Director for Diversity & Inclusion [Patricia Santoyo-Marin, M.A.](#) led the meeting discussion, and Diversity & Inclusion's HR Specialists [Mayra Magaña](#) and [Tony Lozzi](#) provided examples of successes and lessons learned in 2022. Araceli Morales was also introduced as the inaugural Hispanic Employment Plan Coordinator, the first of four Employment Plan Coordinators to join CMS' Diversity & Inclusion's expanding team.

To learn more about the employment plan advisory councils, please visit: <https://lnkd.in/gKwSuyZ>

To learn more about current employment opportunities, please visit: work.illinois.gov

[#CMS](#) [#ILCMS](#) [#whyIL](#) [#diversity](#) [#inclusion](#) [#stateemployment](#) [#workforce](#) [#workforIL](#) [#hiring](#) [#equity](#) [#advisorycouncil](#) [#strategies](#) [#advancement](#) [#yearend](#) [#newyear](#) [#employment](#) [#team](#) [#leadership](#) [#hr](#)



Diversity & Inclusion



**Annual Employment Plan Advisory Council
Chair Meeting**





Illinois Department of Central Management Services

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Illinois Department of Central Management Services (CMS) was delighted to participate in the annual "Take Flight Networking & Recruitment" event hosted by Springboard To Success (S2S), Chicago Housing Authority's (CHA) non-profit partner. CMS was part of the corporate networking session, to educate college students on career and internship opportunities with the State.

Established in 2014, S2S supports CHA's Resident Services Division in providing exposure and opportunity to public housing youth. S2S offers programs and partnerships that propel Chicago Housing Authority residents on their way to academic success, economic stability, and independence.

Current employment opportunities can be found at www.work.illinois.gov

#CMS #ILCMS #internships #fellowships #workforIL #whyIL #CHA #S2S #collegestudents #youth #publichousing #recruitment #networking #employment #hiring #outreach #success #opportunity #career #event #partnerships #housing #nextgeneration

Cc: Jason Johnson





NETWORKING -&- JOB FAIR

HOSTED BY ST. PATRICK'S SCHOOL ALONGSIDE NAACP SPRINGFIELD BRANCH



11:00 AM:
Speed Networking Event

Participating Employers

11:30 AM
Roundtable Discussion moderated by
Teresa Haley, Springfield NAACP President

- Springfield Memorial Hospital
- Illinois Department of Central Management Services (CMS)
- Bunn-O-Matic Corporation (BUNN)
- Illinois Small Business Development Center for Central Illinois
- SIU School of Medicine
- Hospital Sisters Health Systems Medical Group (HSHS)
- University of Illinois Springfield (UIS)
- Boys and Girls Club of Central Illinois
- LLCC Community Workforce program

 Saturday, January 28th, 2023
 10AM-Noon CST
 1800 South Grand Avenue East
Springfield, Illinois 62703

NO PRE-REGISTRATION
NEEDED

CAREER



 **Illinois Department of Central Management Services**
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CMS Diversity and Inclusion was delighted to join Senator **Javier Loera - Cervantes** at Friday's Winter Resource Fair held at the **National Latino Education Institute** in Chicago. D&I Deputy Director **Patricia Santoyo-Marin, M.A.** and Coordinator **Araceli Morales** promoted the benefits of State employment and our current openings. We want to thank our sister agencies who joined the event: **Illinois Department of Human Rights** Commission with Vice Chair and Commissioner, **Barbara R. Barreno-Paschall, JD/MPP** and Commissioner **Janice Glenn** (pictured), **Illinois Department of Children and Family Services**, and **Illinois State Police**.

To learn more about State employment and current opportunities, please visit: www.work.illinois.gov

#CMS #ILCMS #whyIL #workforIL #careerfair #job #networking #diversityandinclusion #event #employment #careeropportunities #Chicago #opportunities #openings #humanrights #police #DCFS #IDHR

Cc: State Representative Aarón M. Ortíz, Chuy García for Congress, Anabel Abarca, Alma Anaya





NATIVE AMERICAN EMPLOYMENT PLAN COORDINATOR

UNDER GENERAL DIRECTION OF THE DEPUTY DIRECTOR OF DIVERSITY AND INCLUSION, SERVES AS NATIVE AMERICAN EMPLOYMENT PLAN COORDINATOR FOR THE STATE OF ILLINOIS. CMS SEEKS A DETAILED ORIENTED, ENERGETIC, COMMUNITY ADVOCATE TO ASSIST WITH OUTREACH AND REQUIREMENT WITHIN THE ILLINOIS NATIVE AMERICAN COMMUNITY. THE IDEAL CANDIDATE WILL HAVE AN ESTABLISHED WORKING RELATIONSHIP WITH NUMEROUS NATIVE AMERICAN COMMUNITY GROUPS AND ORGANIZATIONS. STRONG WRITTEN AND ORAL COMMUNICATIONS AS WELL AS BICULTURAL SKILLS ARE A MUST FOR THE NATIVE AMERICAN OUTREACH COORDINATOR. PREPARES EXECUTIVE SUMMARY AND SUPPORTING DOCUMENTATION OF ACTIVITIES IN ACCORDANCE WITH THE STATE NATIVE AMERICAN EMPLOYMENT PLAN AND PARTICIPATES IN THE DRAFTING AND FINAL PREPARATION OF THE ANNUAL REPORT TO BE SUBMITTED TO THE GENERAL ASSEMBLY. THE IDEAL CANDIDATE WILL BE BOTH SERVICE AND GOAL ORIENTED WITH FOCUSED ORGANIZATIONAL SKILLS THAT ALIGN WITH THE ILLINOIS GOAL OF RECRUITING A STATE WORKFORCE THAT IS AS DIVERSE AS THE PEOPLE WE SERVE.

LOCATION: Chicago, IL
CLOSING DATE: 2/15/23



AFRICAN AMERICAN EMPLOYMENT PLAN COORDINATOR

UNDER GENERAL DIRECTION OF THE DEPUTY DIRECTOR OF DIVERSITY AND INCLUSION, SERVES AS THE AFRICAN AMERICAN EMPLOYMENT PLAN COORDINATOR FOR THE STATE OF ILLINOIS. CMS SEEKS A DETAILED ORIENTED, ENERGETIC, COMMUNITY ADVOCATE TO ASSIST WITH OUTREACH AND REQUIREMENT WITHIN THE ILLINOIS AFRICAN AMERICAN COMMUNITY. THE IDEAL CANDIDATE WILL HAVE AN ESTABLISHED WORKING RELATIONSHIP WITH NUMEROUS AFRICAN AMERICAN COMMUNITY GROUPS AND ORGANIZATIONS. STRONG WRITTEN AND ORAL COMMUNICATIONS AS WELL AS BICULTURAL SKILLS ARE A MUST FOR THE AFRICAN AMERICAN OUTREACH COORDINATOR. SERVES AS LIAISON TO THE CMS AFRICAN AMERICAN ADVISORY COUNCIL AND OTHER STATE AGENCY HUMAN RESOURCE OFFICES TO ESTABLISH AND MAINTAIN OPEN LINES OF COMMUNICATION. THE IDEAL CANDIDATE WILL BE BOTH SERVICE AND GOAL ORIENTED WITH FOCUSED ORGANIZATIONAL SKILLS THAT ALIGN WITH THE ILLINOIS GOAL OF RECRUITING A STATE WORKFORCE THAT IS AS DIVERSE AS THE PEOPLE WE SERVE.

LOCATION: Chicago, IL
CLOSING DATE: 2/14/23



ASIAN AMERICAN EMPLOYMENT PLAN COORDINATOR

UNDER GENERAL DIRECTION OF THE DEPUTY DIRECTOR OF DIVERSITY AND INCLUSION, SERVES AS THE ASIAN AMERICAN EMPLOYMENT PLAN COORDINATOR FOR THE STATE OF ILLINOIS. CMS SEEKS A DETAILED ORIENTED, ENERGETIC, COMMUNITY ADVOCATE TO ASSIST WITH OUTREACH AND REQUIREMENT WITHIN THE ILLINOIS ASIAN AMERICAN COMMUNITY. THE IDEAL CANDIDATE WILL HAVE AN ESTABLISHED WORKING RELATIONSHIP WITH NUMEROUS ASIAN AMERICAN COMMUNITY GROUPS AND ORGANIZATIONS. STRONG WRITTEN AND ORAL COMMUNICATIONS AS WELL AS BICULTURAL SKILLS ARE A MUST FOR THE ASIAN AMERICAN OUTREACH COORDINATOR. THE IDEAL CANDIDATE WILL BE BOTH SERVICE AND GOAL ORIENTED WITH FOCUSED ORGANIZATIONAL SKILLS THAT ALIGN WITH THE ILLINOIS GOAL OF RECRUITING A STATE WORKFORCE THAT IS AS DIVERSE AS THE PEOPLE WE SERVE.

LOCATION: Chicago, IL
CLOSING DATE: 2/14/23



AARÓN M. ORTÍZ
STATE REPRESENTATIVE
1ST DISTRICT

HealthChoice
Illinois
Illinois Department of
Healthcare and Family Services

STATE SENATOR
JAVIER LOERA CERVANTES
ILLINOIS 1ST SENATE DISTRICT

ALMA E. ANAYA
COOK COUNTY COMMISSIONER
7TH DISTRICT

PRESENTS

meridian

MARQUETTE PARK
**COMMUNITY
RESOURCE FAIR**

*HEALTHCARE *HOUSING *JOB DEVELOPMENT
*GOVERNMENT AGENCIES *IMMIGRATION

FREE PRODUCE BAGS
**while supplies last*

**FRIDAY, FEBRUARY 10
3:30PM - 6PM**

**MARQUETTE PARK FIELDHOUSE
6743 S KEDZIE AVE, CHICAGO, IL 60629**

JOIN US FOR THIS FAMILY FRIENDLY EVENT WITH RESOURCES, FOOD
DISTRIBUTION, RAFFLES, AND ACTIVIES FOR THE KIDS!



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CMS Diversity and Inclusion is delighted to partner with the United States Hispanic Leadership Institute National Conference to promote State of Illinois employment opportunities at their "Acelerando el progreso Latino/Accelerating Latino Progress" taking place February 16-19th, in Chicago. Make sure to visit our booth during the career fair portion of the program.

To learn more about USHLI, visit: www.ushli.org
To learn more about State of Illinois Career Opportunities, visit: www.work.illinois.gov

#CMS #YoSoyIL #USHLI #ILCMS #whyIL #workforIL #careerfair #job #diversityandinclusion #employment #careeropportunities #leadership #career #opportunities

CC: **Patricia Santoyo-Marin, M.A.**, Deputy Director for Diversity & Inclusion
Araceli Morales, Hispanic EPAC Coordinator
Mayra Magaña, Bilingual HR Specialist



Home - USHLI
ushli.org · 1 min read





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CMS Diversity & Inclusion was delighted to join Senator **Javier Loera - Cervantes**, State Representative **Aarón M. Ortíz**, and City of Chicago 17th Ward Alderman David Moore at last week's Community Resource Fair held at Marquette Park Fieldhouse in Chicago. D&I Coordinator **Araceli Morales** promoted the benefits of State employment and our current openings. We want to thank our sister agencies who joined the event: **Illinois Department of Children and Family Services** with Recruitment Manager, **Amy Chambers**, Recruiter Susy Bonilla, and Recruiter Maria Hernandez (pictured), Illinois Department of Revenue with Human Resource Specialist **Johnny Rodriguez** (pictured), and **Office of the Illinois State Treasurer**.

To learn more about State employment and current opportunities, please visit: www.work.illinois.gov

#CMS #ILCMS #whyIL #workforIL #careerfair #job #networking
#diversityandinclusion #event #employment #careeropportunities #Chicago
#opportunities #openings #revenue #treasury #DCFS

Cc: Cook County Commissioner **Alma Anaya**





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Visit the Illinois Department of Central Management Services' booth next week at the Tinley Park Diversity Job Fair, at the Tinley Park Convention Center, 18501 Convention Center Drive, Tinley Park, IL 60477. Learn more about career opportunities with the State by visiting www.work.illinois.gov

#CMS #ILCMS #whyIL #CMScelebrates #workforIL #SOI #stateemployment #Statebenefits #BHM #strategiefforts #diversity #diversity #inclusion #equity #workforce

<https://lnkd.in/gdSBe72i>



Catalyst Career Group | Diversity Job Fairs Nationwide & Private...

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Join us for the Tinley Park Diversity Job Fair at the Tinley Park Convention Center on February 28th: <https://buff.ly/413w1uW>

...see more





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CMS Diversity and Inclusion Hispanic EPAC Coordinator [Araceli Morales](#) and Bilingual HR Specialist [Mayra Magaña](#) were delighted to join Senator [Celina Villanueva](#) and Representative [Edgar Gonzalez Jr.](#) at the United States Hispanic Leadership Institute National Conference "Acelerando el progreso Latino/Acelerating Latino Progress" last month, in Chicago. CMS D&I was glad to partner with the [United States Hispanic Leadership Institute](#) National Conference to promote State of Illinois employment career opportunities to over 6,500 present and future leaders including high school students, college students, and recent college graduates.

To learn more about USHLI, visit: www.ushli.org

To learn more about State of Illinois Career Opportunities, visit: www.work.illinois.gov

[#CMS](#) [#YoSoyIL](#) [#USHLI](#)[#USHLI2023](#) [#ILCMS](#) [#whyIL](#) [#workforIL](#) [#careerfair](#) [#job](#) [#diversityandinclusion](#) [#employment](#) [#careeropportunities](#)

CC: [Patricia Santoyo-Marin, M.A.](#), Deputy Director for Diversity & Inclusion





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CMS is thrilled to welcome **Kenny Martín-Ocasio** onto the Hispanic Employment Plan Advisory Council, following his appointment by Governor JB Pritzker. The Hispanic Employment Plan Advisory Council is designed to provide increased access to state employment for Hispanics and Bilingual/Spanish employees and will help to build a governmental workforce that more accurately reflects the diversity of our great state. The state conducts an annual survey to determine the impact of its annual Employment Plan. This survey collects statutorily required data on Hispanic, Latino, and Bilingual/Spanish employees in the state workforce.

Learn more about the Hispanic Employment Plan by visiting <https://lnkd.in/gMTBatpU>

#CMS #DEI #ILCMS #inclusion #inclusão #diversity #data #employment #Latino #Latinx #welocme #workforIL #councilmember #workforce #employmentplan #stateemployment



State of Illinois
Department of Central Services Management
Congratulates

Kenny Martín-Ocasio

on the appointment by Governor JB Pritzker
to the
Hispanic Employment Plan Advisory Council



In his new role, Kenny Martín-Ocasio will support CMS in promoting equitable employment opportunities for the Latino community and will advise Director's Office efforts led by Deputy Director for Diversity and Inclusion, Patricia Santoyo-Martin. Mr. Martín-Ocasio received his Bachelor in Arts, Special Education degree from Northeastern Illinois University, and a Master of Science in Health Services Administration. He has worked in the area of human services (substance abuse, mental health, domestic violence), and child welfare for over 32 years. Mr. Martín-Ocasio has served as president of the DuPage Hispanic Task Force, co-chair of the Latino Consortium, member of the Illinois Latino Agenda, the Latino Youth Action Coalition, and in the Cook County President's Latino Advisory. For the last twelve years, as a board member and volunteer of the Association of Latinos(as) Motivating Action, he fights for the equal rights of the Latino LGBT community. He currently serves as Senior Vice President of Community Integration





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CMS Diversity & Inclusion would like to thank Senator **Doris Turner** for inviting us to partner and lead the Statewide Career Fair in Honor of Women's History Month. Our Deputy Director for Diversity & Inclusion **Patricia Santoyo-Marin, M.A.**, led the efforts alongside her dynamic team, Internal Personnel, and the Bureau of Personnel. CMS had impactful discussions with jobseekers in attendance about the application process, current open positions, and how to utilize our career counseling program.

Special thanks to the Decatur Public Library for hosting us and to our partnering State agencies: Illinois Department of Children and Family Services (DCFS), Illinois Defense Council, Illinois Department of Financial and Professional Regulation (IDFPR), Illinois Department of Corrections (DOC), Illinois Department of Innovation & Technology (DoIT), Illinois Department of Healthcare and Family Services (HFS), Illinois Department of Natural Resources (IDNR), Illinois Department of Human Rights (IDHR), Illinois Department of Public Health (IDPH), Illinois Department of Transportation (IDOT), and Illinois State Police (ISP).

For more information about current employment opportunities at the State of Illinois, please visit: www.work.illinois.gov

#CMS #ILCMS #whyIL #workforIL #WHM #innovation #technology #team #inclusion #diversity #career #healthcare #opportunities #publichealth #jobseekers #employment





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CMS Diversity & Inclusion proudly hosted **Jazmin M. Watson**, our Diversity & Inclusion Community Partner intern in Springfield last week. Jazmine is a sophomore at SIU-E with tenure at Howard University and comes to us via a partnership with the President and Founder of the Greater Kankakee Black Chamber of Commerce, **Gloria Tucker-Kennedy**. Jazmine was welcomed to Springfield by our colleagues from the Bureau of Personnel, and met with our Director and Howard University Alum **Raven DeV Vaughn**. Jazmine also received a guided tour from CMS' Assistant Director **Mark Mahoney**, CMS D&I Deputy Director **Patricia Santoyo-Marin, M.A.**, Chief Compliance Officer Vern Jakoby, and CMS HR Specialist Tony Lozzi. Jazmine continues her internship through the end of April and is supporting the Diversity & Inclusion team with maximizing outreach platforms to best communicate with all State agencies.

Please email Patricia.Santoyo-Marin@Illinois.gov if your organization is interested in partnering for the D&I Community Partner Internship.

Explore additional internship opportunities with the State of Illinois, such as the Michael Curry Summer Internship and others, visit <https://lnkd.in/dr2cv3Y>

[#CMS](#) [#ILCMS](#) [#partnerships](#) [#whyIL](#) [#communitybuilding](#) [#intern](#) [#diversity](#) [#inclusion](#) [#team](#) [#opportunities](#) [#university](#) [#internship](#) [#summerinternship](#) [#community](#)



21





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CMS' Diversity and Inclusion was in Decatur at Richland Community College's Career Fair on March 31st to speak with a variety of eager job seekers about the incredible opportunities that exist to work for the State of Illinois. HR Specialist **Tony Lozzi** answered questions, informed attendees about the State's new all-digital hiring process, and promoted current openings available in the Decatur area.

We would like to thank **Richland Community College's** career center for this opportunity and look forward to building this partnership with future career fairs and collaboration.

For more information about current employment opportunities at the State of Illinois, please visit: www.work.illinois.gov

#CMS #ILCMS #whyIL #workforIL #team #inclusion #diversity #career #opportunities #jobseekers #employment #recruitment #richlandcommunitycollege #grads #graduate #future #collaboration #openings #community



🇺🇸 21

1 repost





State of Illinois
Central Management Services

WHO'S RUNNING ILLINOIS: NEXGEN YOUTH SYMPOSIUM

Understand who's running your city, county, and state.
Learn how you can be part of the transformation.



Thursday, April 13, 2023
10:00 AM – 1:00 PM CST
State of Illinois Offices
555 W. Monroe, 1st floor
Chicago, IL 60661

This symposium will provide Illinois youth, ages **18-24**, with opportunities to learn about trends in hiring, skills employers look for in new employees, new and emerging professional fields, and career paths within government.

Questions to: macassa.johnson@illinois.gov

SCAN TO REGISTER
BY APRIL 10TH



The link to register is:
<https://bit.ly/3YaqKiH>





Illinois Department of Central Management Services

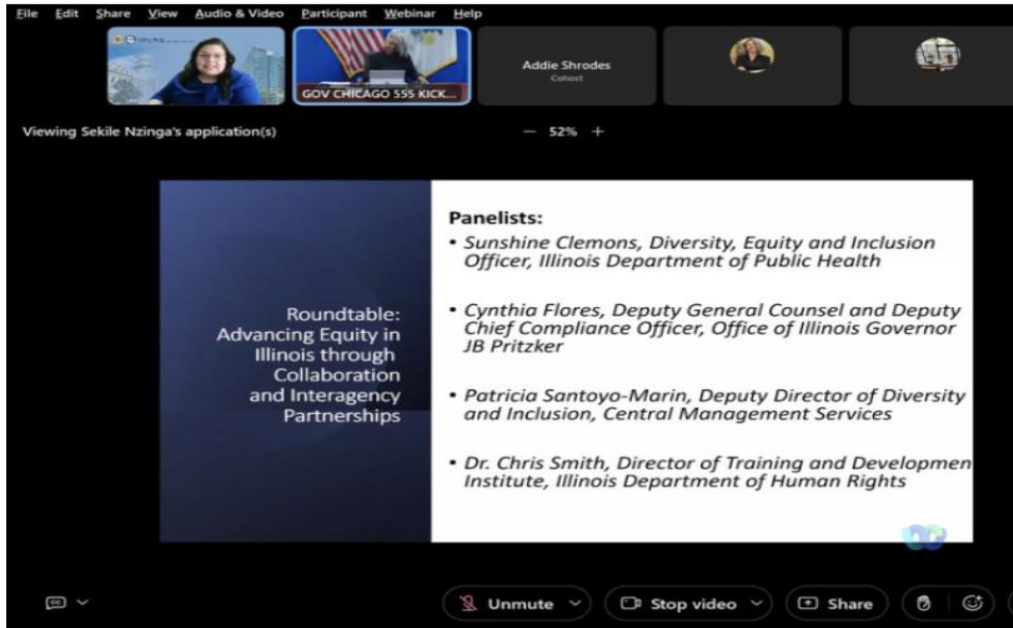
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CMS congratulates Governor **JB Pritzker**'s Office of Equity in their State Equity Officers' Peer-to-Peer Convening, a two-year progress update on advancing equity in Illinois. Held on April 4th, and led by Chief Equity Officer, Dr. **Sekile M. Nzinga**, this half-day session connected Diversity, Equity, Inclusion, and Accessibility (DEIA) leaders nationwide. Our Deputy Director for Diversity & Inclusion, **Patricia Santoyo-Marin**, was invited as a panelist to present on how Illinois advances equity in State workforce representation through collaboration and partnerships.

To learn more about our efforts to promote Diversity & Inclusion, visit <https://lnkd.in/grKwSuyZ>

#CMS #ILCMS #equity #governorsoffice #WhyIL #DEI #Workforce #diversity #inclusion #workforce #stateemployees #collaboration #leaders #partnerships





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Diversity & Inclusion congratulates The **ILLINOIS LATINO COUNCIL ON HIGHER EDUCATION (ILACHE)** on the 30th Anniversary of their Annual ILHACHE Conference and on their continuous efforts to carry out their mission of working collaboratively with colleges, universities, and other stakeholders to increase the access, retention, and advancement of Latinx students, faculty, and staff in Illinois higher education institutions.

It was an honor to engage numerous students and professionals and have the opportunity to share insight on the many ways they can reflect the diversity of Illinois by joining the State of Illinois workforce.

Thank you to President, Dr. **Daniel López** and all the members of the ILACHE Executive Board for extending the opportunity to be a part of this great event.

Explore how you too can reflect the diversity of Illinois through State Employment by visiting www.work.illinois.gov

#ILCMS #CMS #inclusion #diversity #students #highereducation #opportunity #universities #thankyou #event #employment #ILACHE #YoSoyIL #workforIL





Illinois Department of Central Management Services

5,600 followers

4mo · 🌐

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Asian American and Pacific Islander Heritage Month is observed during the month of May to recognize the contributions and influence of Asian Americans and Pacific Islander Americans to the history, culture, and achievements of the United States. Illinois has the Asian American Employment Plan designed to provide increased access to state employment for Asian Americans to build a governmental workforce that more accurately reflects the diversity of our great state.

The Asian-American Employment Plan Advisory Council examines: (1) the prevalence and impact of Asian-Americans employed by State government; (2) the barriers faced by Asian-Americans who seek employment or promotional opportunities in State government; and (3) possible incentives that could be offered to foster the employment of and the promotion of Asian-Americans in State government.

To learn more about the Asian American Employment Plan visit <https://lnkd.in/g8-WZnng>

#CMS #ILCMS #AAPI #heritagemonth #CMScelebrates #inclusion #diversity #employment #workforIL #employmentplan #opportunities #culture





Illinois Department of Central Management Services

5,600 followers
4mo • 🌐



CMS is delighted to engage with youth so that they can see themselves in public service careers. Deputy Director, [Patricia Santoyo-Marin](#), spoke to 500 students about cultural wealth and how to bring your whole self to work for Joliet Junior College's, Latinx Empowerment Conference. Led by our community partner, the Center for Multicultural Access and Success at Joliet Junior College, this annual conference promotes education and career pathways for Latinx students throughout the larger district.

Bring your whole self to work at the State of Illinois! www.work.illinois.gov

[#CMS](#) [#diversity](#) [#inclusion](#) [#YoSoyIL](#) [#DEI](#) [#Employment](#) [#Public](#)
[#Service](#) [#ILCMS](#) [#workforIL](#) [#education](#) [#success](#) [#work](#) [#community](#)
[#career](#) [#students](#) [#careers](#)



Concurrent Session Speaker
Patricia Santoyo-Marin
Deputy Director Diversity & Inclusion,
Illinois Department of Central Management Services

Mrs. Santoyo-Marin is an experienced Diversity, Inclusion, Equity and Access practitioner with demonstrated success in government, education and non-profit sectors throughout urban and rural Illinois. She currently serves as the Deputy Director for Diversity & Inclusion for the Illinois Central Management Services where she liaisons with the Governor's Equity Office and leads efforts for all agencies across the state.

With nearly 20 years of practice, Patricia is highly skilled in equitable policy promotion that recruits and retains diverse constituents. Prior to her role as the Deputy Director for Diversity and Inclusion at CMS, Mrs. Santoyo-Marin served as a Director for Diversity at multiple universities. She leads with strong academic and transparency delivery models which she has presented at Harvard University and included in her collaborative efforts with The White House of the United States.

Patricia holds a self-created undergraduate degree in Latino/o Studies from the University of Illinois at Urbana-Champaign, a graduate degree in Higher Education Leadership for a Global Society from Northeastern Illinois University and fellowships from University of Chicago and Illinois Institute of Technology.

Mrs. Santoyo-Marin is a native of Back of the Yards and West Lawn neighborhoods of Chicago's southwest side and currently resides in Kankakee with her husband and extended family.





Illinois Department of Central Management Services

5,600 followers

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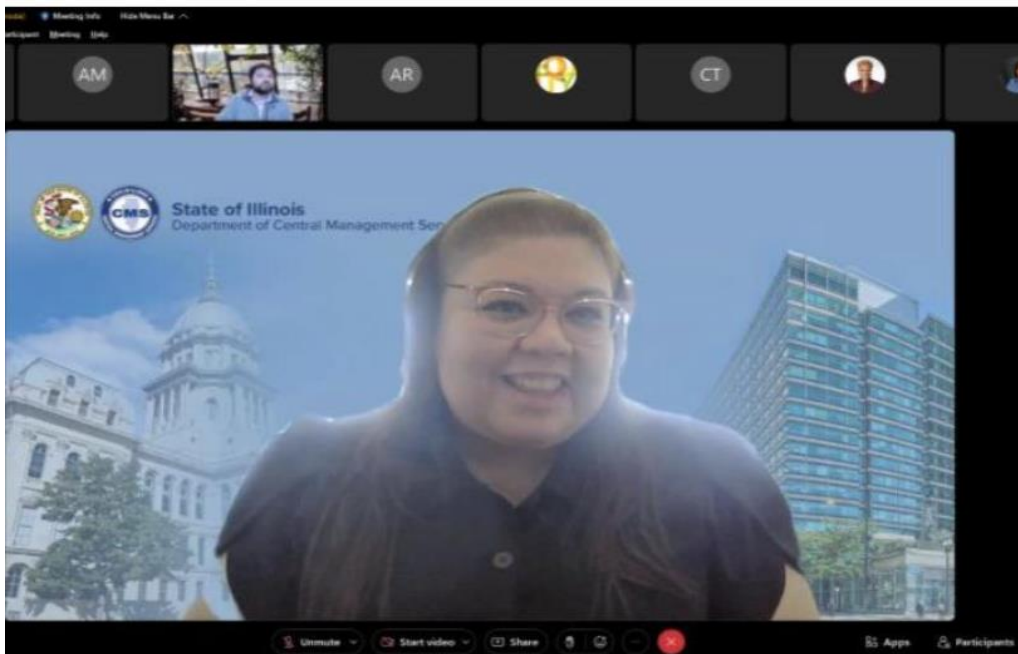


CMS congratulates Deputy Director for Diversity & Inclusion (D&I), **Patricia Santoyo-Marin**, for being selected by the Governor's Equity Office to lead a presentation for all State agencies during the Peer-2-Peer April Exchange. Patricia led her presentation on April 26th and described how the D&I team has redefined outreach and recruitment by building relationships that strengthen pipelines for recruitment and retention of a more diverse State workforce.

If you would like to partner with our D&I team to strengthen equitable employee representation at the State, please email:

Patricia.Santoyo-Marin@illinois.gov

#CMS #diversity #ILCMS #DEI #inclusion #Employment #YoSoyIL #Leadership #Experts #recruitment





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CMS D&I Hispanic EPAC Coordinator **Araceli Morales**, was pleased to join Chancellor **Juan Salgado** and Associate Vice Chancellor for Adult Education **Luis Narvaez** at the **City Colleges of Chicago** Adult Education Citywide Community Leader Breakfast. This city-wide community gathering took place at Truman College. It provided the opportunity to interact with the Adult Education team, establish new partnerships, and engage with other community leaders that will further promote workforce equity within the State of Illinois.

To learn more about State of Illinois Career Opportunities, visit:
www.work.illinois.gov

#CMS #ILCMS #YoSoyIL #CCC #TRUMAN #AdultEducation
#CommunityPartnerships #ILCMS #whyIL #workforIL #diversityandinclusion
#diversetaent #employment #careeropportunities #inclusion #leadership #hr





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CMS invites you to visit the State of Illinois booth at the Fiestas Patronales Puertorriqueñas, June 8-11 in Chicago's Humboldt Park. Representatives from [Illinois Department of Central Management Services](#), [Illinois Department of Children and Family Services](#), [Illinois Department of Human Rights](#), [Illinois Department of Revenue](#), [Illinois Department of Corrections](#), [Illinois Department of Natural Resources](#), and [Office of the Illinois State Fire Marshal](#) have confirmed participation! Experience culture and visit our State booth to learn more about current job openings!

More information on State employment opportunities can be found at www.work.illinois.gov

#CMS #ILCMS #whyIL #workforIL #opportunities #culture #experience #festival #outreach #employment #humanrights #jobopenings #management





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CMS Celebrates Pride Month this June. We affirm our belief that members of the LGBTQI+ Community deserve inclusion, equality, dignity, respect, and support in the workplace and everywhere. CMS is committed to ensuring that everyone — no matter how they identify — has an equal place in our great State.

Explore state employment opportunities by visiting www.work.illinois.gov

#CMS #ILCMS #CMScelebrates #Pride #stateemployment #inclusion
#opportunities #community #employment #equity #respect #ally #hiring





Illinois Department of Central Management Services
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CMS Diversity and Inclusion Hispanic EPAC coordinator, **Araceli Morales**, and HR Specialist **Mayra Magaña** were thrilled to join **Patricia Mota**, HACE CEO in attending the Hispanic Alliance for Career Enhancement (HACE) Annual National Leadership Summit Accelerating Equity with Action, last week in Chicago. Had the opportunity to engage in meaningful conversations around equity and inclusion with over 1,000 energizing business and community leaders in attendance. These conversations will help us move forward with advancing Hispanic Latinx diversity within the State of Illinois workforce.

To learn more about HACE, visit: www.haceonline.org

To learn more about State of Illinois Career Opportunities, visit: www.work.illinois.gov

#CMS #ILCMS #YoSoyIL #HACE #HACEUNITED #ILCMS #whyIL #workforIL #diversityandinclusion #diversetaalent #employment #careeropportunities #inclusion #leadership #hr





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CMS Diversity and Inclusion is delighted to participate at the Hispanic Alliance for Career Enhancement (HACE) Annual National Leadership Summit Accelerating Equity with Action, taking place on April 20th and April 21st at the Renaissance Chicago Downtown. We anticipate with great excitement to engage in meaningful conversations around equity and inclusion and the advancement of the Latino diversity within the State of Illinois workforce.

To learn more about HACE, visit: www.haceonline.org

To learn more about State of Illinois Career Opportunities, visit: www.work.illinois.gov

#CMS #ILCMS #YoSoyIL #HACE #HACEUNITED #ILCMS #whyIL #workforIL #diversityandinclusion #diversetaent #employment #careeropportunities #inclusion #leadership #hr

CC: **Patricia Santoyo-Marin, M.A.**, Deputy Director for Diversity & Inclusion
Araceli Morales, Hispanic EPAC Coordinator
Mayra Magaña, Bilingual HR Specialist



LOOK FORWARD TO...

■ PROFESSIONAL

■ EDGE HEADQUARTERS





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Diversity & Inclusion congratulates our community partner, **City Colleges of Chicago-Harold Washington College** on the unveiling of the Harold Washington Mural during their Harold Washington Centennial Celebration. Becoming Chicago's first Black Mayor, Washington was a true pioneer of what we now call, Diversity Equity and Inclusion.

The State of Illinois honors Washington's legacy by advancing Diversity, Equity, Inclusion, and Accessibility (DEIA) in hiring practices throughout State agencies. Explore the many ways you can reflect the diversity of Illinois through State Employment by visiting www.work.illinois.gov

Thank you to President, Dr. **Daniel López** and Director **Linh-Trang Williams**, for inviting us to this special occasion.

#CMS #ILCMS #citycolleges #CMScelebrates #YoSoyIL #HaroldWashington #CCC #workforIL #Partnerships #whyIL #diversityandinclusion #employment #accessibility #careeropportunities #community







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The **Illinois Department of Central Management Services** (CMS) announced today the launch of a website for the African Descent-Citizens Reparations Commission (ADCRC). As part of the Economic Opportunity Bill, the ADCRC was established to bring an equity focus on African American communities and residents that have been disproportionately impacted by longstanding disinvestment due to direct and systemic repercussions of slavery.

The ADCRC has been tasked with developing and recommending measures to ensure equity, equality, and parity for African American descendants of slavery. As part of their scope, the Commission, authorized by 20 ILCS 405/405-540, will be reviewing and recommending actions geared towards the preservation and growth of African American neighborhoods and communities.

For additional information or to be added to a distribution list for updates on the ADCRC's work and upcoming events, visit adrcr.illinois.gov.

To read full press release visit <https://lnkd.in/dtEAVeit>

[#CMS](#) [#ILCMS](#) [#ADRC](#) [#reparations](#) [#commission](#) [#IL](#) [#equity](#) [#publichearings](#) [#growth](#) [#community](#) [#preservation](#) [#websitelaunch](#)





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In recognition of Black History Month, CMS is spotlighting African Americans that are serving our State in in-demand careers. Today's video features CMS Auto Mechanic Akeem Shittu, sharing his thoughts about his work in public service.

Learn more about career opportunities with the State by visiting

www.work.illinois.gov

#CMS #ILCMS #whyIL #CMScelebrates #workforIL #SOI #stateemployment #Statebenefits #BHM #strategiefforts #diversity #inclusion #equity #BHM2023

<https://lnkd.in/gWDg39uJ>



CMS Celebrates | BHM 2023 | Akeem Shittu, Auto Mechanic

[youtube.com](https://www.youtube.com)





Illinois Department of Central Management Services

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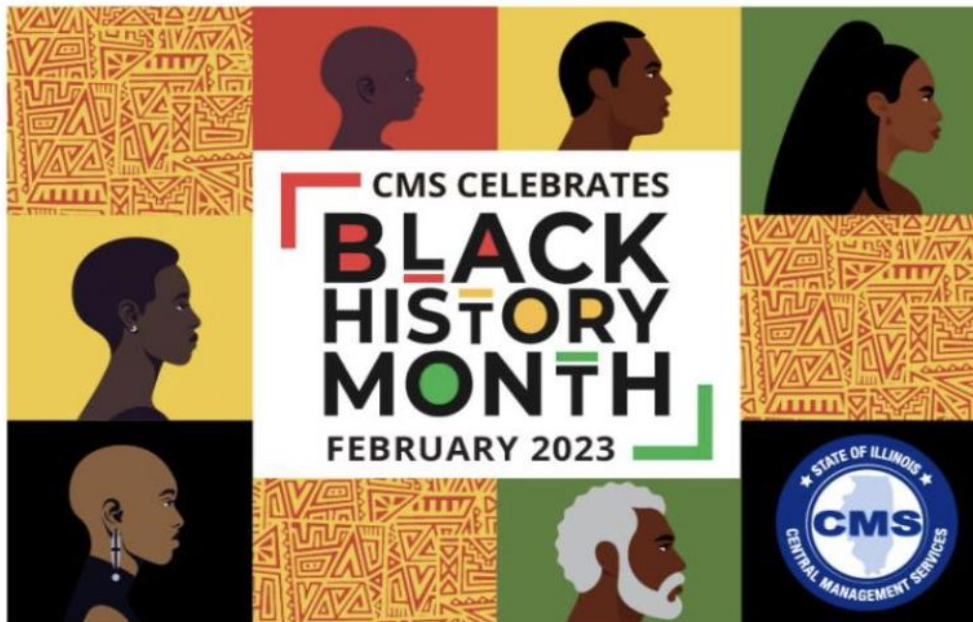



CMS celebrates Black History Month 2023!

We continue our strategic efforts to highlight our diverse State employees and build sustainable practices that support inclusive recruitment.

Consider employment with the State of Illinois www.work.illinois.gov

#CMS #ILCMS #whyIL #CMScelebrates #workforIL #SOI #stateemployment #Statebenefits #BHM #strategic efforts #diversity #diversity #inclusion #equity #workforce #recruitment #sustainable #employment




 **Illinois Department of Central Management Services**
5,600 followers
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CMS' new Diversity and Inclusion Hispanic Employment Coordinator, Araceli Morales was delighted to participate in the "Three Kings Gala" event hosted by the **Puerto Rican Bar Association of Illinois (PRBA)** last week. Celebrated annually on January 6th, "El Día de Los Reyes" is a celebration of religious and cultural significance. The PRBA advocates for diversity in the Illinois bar. They influence legislation and policies relevant to the common interests of Latino lawyers and law students statewide while providing a professional support system. CMS applauds our colleagues **Omayra Giachello** (IDPH) and **Aliceber Rivera-Alfaro** (IDOT) who are active members of the organization. CMS D&I is committed to partnering with the Hispanic Employment Advisory Council on engaging community events, including cultural events, to continue to expand our workforce to reflect the great diversity that makes up the **State of Illinois**.

To learn more about the employment plan advisory councils, please visit:
<https://lnkd.in/gMTBatpU>

To learn more about current employment opportunities, please visit:
work.illinois.gov

#ILCMS #CMS #Latinx #Inclusion #DEI #inclusiveworkplace #HispanicEmploymentCouncil #HR #outreach #CMScelebrates #BarAssociationofIL #workforIL #diversityandinclusion #opportunities #community #events #law #employment #lawyers #legal #diversity





Illinois Department of Central Management Services

5,600 followers
1yr · Edited ·



In recognition of Hispanic Heritage Month, CMS is taking the opportunity to spotlight individuals that identify as Latinx and serve our great State. This video features [Melissa Beckford, LPC](#)- Northern Division Supervisor at the [Illinois Department of Veterans' Affairs](#). <https://lnkd.in/g7VQh8ge>

CMS works to develop an inclusive workplace every day. To learn more about employment opportunities with the State, please visit <http://work.illinois.gov/>

To see all the ways CMS is recognizing Hispanic Heritage Month, visit www.illinois.gov/cmshhm

[#CMS](#) [#IL](#) [#hhm2022](#) [#opportunities](#) [#veteran](#) [#spotlight](#) [#whyIL](#) [#veterans](#) [#veterans](#) [#CMScelebrates](#) [#inclusion](#) [#workplace](#)



2022 Hispanic Heritage Month | Employee Spotlight | Melissa Beckford |...

youtube.com





Illinois Department of Central Management Services
5,600 followers
1yr · Edited ·



In recognition of Hispanic Heritage Month, CMS is taking the opportunity to spotlight individuals that identify as Latinx and serve our great State. This video features **Diane Casas**– Project Manager at the **Illinois Department of Financial and Professional Regulation**, <https://lnkd.in/g/jDyYdM>

CMS works to develop an inclusive workplace every day. To learn more about employment opportunities with the State, please visit <http://work.illinois.gov/>.

To see additional ways CMS recognizes Hispanic Heritage Month, visit www.illinois.gov/cmshhm.

[#CMS](#) [#ILCMS](#) [#diversity](#) [#inclusion](#) [#Hispanic](#) [#HHM](#) [#latinamerican](#) [#Latinx](#) [#Latino](#) [#opportunity](#) [#employment](#) [#workforIL](#) [#whyIL](#)



2022 Hispanic Heritage | Employee Spotlight | Diane Casas | IDFP

[youtube.com](https://www.youtube.com)





Illinois Department of Central Management Services

5,600 followers
1yr • Edited •



CMS is proud to amplify and collaboratively celebrate the work of our Hispanic Employment Plan Advisory Council member and President of the Hispanic Alliance for Career Enrichment (HACE), **Patricia Mota, MPA**. Please join HACE's Hispanic Heritage Month Kick-Off for a free lunch-hour webinar TODAY, NOON-1 PM (CST)!

Webinar participants will gain an overview of Latinos in the USA, their contributions to the economy and society, hear what employers need to consider, and critical actions to take during HHM and year-round! To register, click the event sponsor link <https://lnkd.in/gRKWDqHr>


#ILCMS #DEI #HACE #HispanicHeritageMonth #Latinx #CMS #webinar #society #economy

Cc: **Patricia Santoyo-Marin, M.A. (she/her/hers/Ella)**



**ALL THE PDF COPIES USED AS MARKETING MATERIALS TO
PROMOTE INCLUSION AND HIRING EFFORTS**
Corrections





Illinois Department of Corrections has a Career for **YOU!**

The Illinois Department of Corrections has a variety of fulfilling career opportunities that offer career growth potential regardless of your chosen career path including but not limited to:

- Corrections Officer
- Treatment Officer
- Nursing
- Office Associate
- Accounting/Fiscal
- Warden
- Educator
- Information Technology
- Social Worker
- Chaplain

Benefits

State of Illinois employees are eligible for a variety of benefits associated with their employment. From health, vision, dental and life insurance to vacation, maternity/paternity and sick leave days and a retirement plan, the State of Illinois offers a competitive benefits program for employees. 📧



Healthcare Benefits: The State offers its employees a comprehensive health and dental program along with a wide array of supplemental insurance programs.

Retirement Benefits: In addition to health and dental insurance programs, state employees are offered a pension program.

Workplace Benefits: State employees also have benefits such as holidays, maternity/paternity leave, and sick leave.

To learn more about these opportunities visit
<https://tinyurl.com/2vbjdetv>

Or email your questions to:
doc.idocjobs@illinois.gov



State of Illinois
Illinois Department of Corrections

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Corrections

has a career for **YOU!**

- Competitive Wages
- Health, Vision & Dental Insurance
- 10 Vacation Days (Starting)
- 12 Sick Days/Year
- 3 Personal Days/Year
- Upward Mobility Program



Correctional Officer Trainee
Starting Salary **\$47,508**

Corrections Treatment Officer Trainee
(Locations: Joliet only; requires bachelor's degree)
Starting Salary **\$54,648**

Minimum Requirements:

- 18 years of age
- Valid Driver's License
- HS Diploma or GED
- U.S. Citizen or authorized alien with proof of a permanent resident card
- Speak, read and write English

How to Apply:

- On a PC visit: <https://www2.illinois.gov/idoc/aboutus/Pages/TrainingAcademy.aspx>
- Choose Corrections Officer Trainee or Corrections Treatment Officer Trainee
- Click on "Apply Here"
- Fill out form completely and click "submit"

For questions regarding applying or screening please email: doc.idocjobs@illinois.gov

You will receive a date to screen/test in approx. 1-3 months via email.



The Illinois Department of Corrections is a multicultural agency deeply committed to ensuring diversity, equity, and inclusion. This commitment is at the forefront of our operations, hiring, policies and procedures, and training. We recognize the benefit of workplace empowerment, the importance of diversity and fully support an environment where ALL employees are treated fairly, respectfully, and have equal access to opportunities and resources necessary to thrive and contribute to the agency's success. IDOC genuinely values the differences of individuals in our custody and is committed to ensuring a healthy living environment where they feel valued, respected, and included.

Through our commitment to Diversity, Equity, and Inclusion (DEI), we shall establish and uphold agency policies and practices conducive to eliminating all forms of exclusion including, but not limited to, racism, ageism, ableism, sexism, discrimination based on sexual orientation, gender and gender identity, and religious oppression.

The Illinois Department of Corrections is proud to be an Equal Opportunity Employer.

ILLINOIS DEPARTMENT OF CORRECTIONS



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Screening Process

Applicants must meet minimum standards on each examination to be eligible for hire. Applicants can earn up to a total of 130 screening points and are placed on eligibility lists in rank order. Institutions hire applicants based on scores.

1. Test of Adult Basic Education (TABE)-The Department of Corrections requires that all applicants for security positions successfully complete a written reading comprehension and vocabulary examination. Applicants meeting this criterion can move on to the next phase in the screening process. The TABE is used to establish a baseline for reading comprehension. This test is waived if the applicant has 15 or more college credits and brings transcripts the day of the testing.
2. Observation Examination (0-20 points)-To assess each applicant's capacity to comprehensively, fairly, and objectively evaluate a scenario and provide a detailed incident report. Applicants will be given a scenario write-up. Each applicant will be given 3 minutes to review the scenario and will be allowed to take notes. An applicant will then have 5 minutes to complete an incident report.
3. Structured Oral Rutan Interview and Writing Sample (0-100 points)-Applicants are interviewed by a team of two screeners using a standardized Rutan interview questionnaire.
4. Military Service (0-10)
5. Physical Agility Test - Since being in good physical shape is a prime consideration for being a Correctional Officer Trainee, applicants are required to successfully complete a physical agility test to be eligible for hire. The test includes four exercises designed to measure an applicant's ability to perform the job duties required of a Correctional Officer Trainee. Applicants must complete all four of the exercises to continue in the screening process. Test consists of: Hand Grip, Push-ups, Obstacle Course and stair steps.

Helpful Tips on Testing with IDOC

1. Fill out all attached forms completely and obtain all documents required before the screening. This information can be found on our website and on your email invite to the screening.
2. Make sure you do not have any employment GAPS on your CMS100. Start with high school graduation date or 18th birthday and cover all time until current date. Times of unemployment should be documented on its own with a brief explanation (unemployed, stay at home parent etc.)
3. Male applicants 26 and younger MUST have their selective service number on the date of the screening.
4. Discharged Veterans need a certified copy of DD214/NG22. Still active members need a certified letter of good standing.
5. There are practice versions online for the TABE exam, they are not IDOC tests but are similar 12th grade level, multiple choice questions that can assist in preparing for the exam. (google practice TABE exam)
6. During the Observation and Writing Sample portion you will be graded for grammar, punctuation, organization and including all specifics of the scenario.
7. **RUTAN** interview: You will be given a point value for each question answered. It's important to answer all the parts of each question. The screeners can repeat the questions, they cannot elaborate, explain or provide feedback. They will be writing down your answers as you answer them.
 - a. Reviewing the job description beforehand, noting the demands of the position will better prepare you for describing your qualified abilities.
 - b. Use the information from your CMS100 to be sure you are giving full descriptions of your experience, education and/or training for each question asked. The more you can say/relate to the question being asked, the better.
 - c. Use the scrap paper to write the question down to remember to answer all the parts.



Class Specifications for Corrections Medical Staff



Positions available at Joliet, Sheridan, Stateville RNC, Dixon, East Moline, Graham, Jacksonville, Pontiac, Menard, Vandalia, Vienna, Decatur

Job Opportunities
<http://work.illinois.gov>

How to find open positions:

- <https://illinois.jobs2web.com>
- Select Show More Options in the Search Bar
- Click the Agency Drop Down menu
- Select Department of Corrections
- You will then see all the current job postings available; you can minimize your search efforts based on location and/or title
- If you don't see what you are looking for today, "Create Alert" to be informed via email as new postings are added to the category
- Follow application instructions on the specific job posting you are applying for



The Illinois Department of Corrections is a multicultural agency deeply committed to ensuring diversity, equity, and inclusion. This commitment is at the forefront of our operations, hiring, policies and procedures, and training. We recognize the benefit of workplace empowerment, the importance of diversity and fully support an environment where ALL employees are treated fairly, respectfully, and have equal access to opportunities and resources necessary to thrive and contribute to the agency's success. IDOC genuinely values the differences of individuals in our custody and is committed to ensuring a healthy living environment where they feel valued, respected, and included.

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The Illinois Department of Corrections is proud to be an Equal Opportunity Employer.

For questions or more information please contact DOC.idocjobs@illinois.gov



State of Illinois
Illinois Department of Corrections



@IDOC_ILLINOIS



Corrections Medical Staff

Corrections Nurse Trainee (Registered Nurse)

Salary up to \$84,180

Under immediate supervision for a period of six to twelve months, participates in an agency sponsored training program, receiving a combination of comprehensive classroom and on-the-job training in the nursing field; receives training in conforming with established standards, procedures policies and security guidelines and providing the full range of professional nursing services in the care and treatment of inmate patients in a correctional facility, in an ambulatory care setting, including outpatient clinic and infirmary or students in a juvenile facility.

Corrections Nurse I (Registered Nurse)

Salary up to \$91,500

Under general supervision and in conformance with established standards, procedures, policies and security guidelines, provides full range of professional nursing services in the care and treatment of students in a juvenile setting or inmate patients in a correctional facility. Responsible for assigned nursing care activities in an ambulatory care setting including an outpatient clinic and/or infirmary, utilizing professional training and expertise in the field of nursing.

Licensed Practical Nurse

Salary up to \$74,000

Minimum Requirements: Requires Illinois license as a Practical Nurse. Requires one year of practical nursing experience.



Knowledge, Skills & Abilities

- Requires extensive knowledge of nursing theory and practice.
- Requires ability to supervise, direct and instruct resident help in hospital operations and routine.
- Requires ability to apply general nursing and first aid techniques as related to medical practice and care.
- Requires ability to recognize need for, prepare and administer medication.
- Requires elementary knowledge of pharmacology of commonly prescribed medicines and drugs and their therapeutic and possible adverse reactions.
- Requires ability to prepare and maintain medical records and reports.
- Requires ability to follow oral and written instructions in exact detail.
- Requires ability to maintain security and custodial measures within hospital area.
- Requires ability to apply emergency medical techniques such as cardiopulmonary resuscitation, control of bleeding and airway maintenance.
- Requires ability to instruct non-nursing personnel in the proper practices and procedures of patient care.

Education & Experience

- Must have a current State of Illinois Nursing License.
- Requires one year of nursing experience.
- These classes are included as an Upward Mobility Program Credential Title.



Benefits for State Employees

State of Illinois employees are eligible for a variety of benefits associated with their employment. From health and dental insurance, to vacation and sick leave days and a retirement plan, the State of Illinois offers a competitive benefits program for employees.

Healthcare Benefits:

The State offers its employees a comprehensive health and dental program along with a wide array of supplemental insurance programs.

Retirement Benefits:

In addition to health and dental insurance programs, state employees are offered a pension program.

Workplace Benefits:

State employees also have other benefits such as holidays, maternity leave and sick leave.

Note: the above benefits are available to most state employees with the exception of those in temporary positions. Employees in temporary, part-time and student worker positions may be eligible for all, some or none of these benefits.



Join Our Team
Illinois Department of Corrections



We Are Hiring!

Starting pay:

Correctional Officer Trainee - \$47,508
***Correctional Treatment Officer Trainees - \$54,648**
*requires Bachelor's Degree (Joliet location only)



Apply at www.illinois.gov/idoc

For questions regarding applying or screening please email:
doc.idocjobs@illinois.gov

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Corrections Support Services Job Opportunities



How to Apply:

- Visit <https://illinois.jobs2web.com>
- Select "Show More Options" in the Search Bar; Click the Agency Drop Down Menu and Select "Department of Corrections"
- You will then see all the current job postings available; you can minimize your search efforts based on location or title.
- Check back frequently as positions are posted many times a month by each agency or choose to "Create Alert" to be informed via email as new postings are added to the category
- Follow application instructions on the specific job posting in which you are applying
- Questions? Please contact idocjobs@illinois.gov

The Illinois Department of Corrections is a multicultural agency deeply committed to ensuring diversity, equity, and inclusion. This commitment is at the forefront of our operations, hiring, policies and procedures, and training. We recognize the benefit of workplace empowerment, the importance of diversity and fully support an environment where ALL employees are treated fairly, respectfully, and have equal access to opportunities and resources necessary to thrive and contribute to the agency's success. IDOC genuinely values the differences of individuals in our custody and is committed to ensuring a healthy living environment where they feel valued, respected, and included.

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The Illinois Department of Corrections is proud to be an Equal Opportunity Employer.

Positions available at various statewide locations



State of Illinois
Illinois Department of Corrections



@IDOC_ILLINOIS



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Senior Public Service Administrator-Option 7 (Warden)

Job Duties: Subject to management approval of the Regional Director, SPSA, administers and directs the overall operations, programs and activities of the Correctional Center: formulates policy, procedures, rules, regulations and institutional directives for employees and offenders; directs, assigns, evaluates work activities and areas of responsibility for all department heads; plans and approves facility's fiscal budget.

**Senior Public Service Administrator-Option 7 (Asst Warden of Programs)
Senior Public Service Administrator-Option 7 (Asst Warden of Operations)**

Job Duties: Subject to administrative approval of the Warden (Senior Public Service Administrator), serves as Assistant Warden of Programs or Assistance Warden of Operations; formulates, organizes and directs the overall Program Services Operation for the rehabilitation and resocialization of individuals in custody; directs overall Security Operations, maintains and enforces disciplinary, safety, security and custodial measures; is administratively responsible and accountable for execution of policies and procedures in management of the institution while serving as Duty Warden; Serves as full line supervisor; assigns and reviews work.

Minimum Requirements: Requires knowledge, skill and mental development equivalent to completion of four years of college, preferably with courses in law enforcement, criminology, penology, or a related field; requires four years of progressively responsible administrative experience in a law enforcement public or private organization, a correctional facility or related field. Requires ability to travel. Requires ability to qualify with firearms within twelve months of start date, and annually thereafter in accordance with agency directive and state or federal laws.

THIS POSITION IS EXEMPT FROM THE PERSONNEL CODE



Salary Dependent on Qualifications Full Merit Comp Range: \$51,540/year - \$165,120/year



Benefits for State Employees

State of Illinois employees are eligible for a variety of benefits associated with their employment. From health and dental insurance, to vacation and sick leave days and a retirement plan, the State of Illinois offers a competitive benefits program for employees.

Healthcare Benefits:

The State offers its employees a comprehensive health and dental program along with a wide array of supplemental insurance programs.

Retirement Benefits:

In addition to health and dental insurance programs, state employees are offered a pension program.

Workplace Benefits:

State employees also have other benefits such as holidays, maternity leave and sick leave.

How to Apply

Please visit <https://illinois.jobs2web.com> to search for current postings.

Interested applicants should submit a **resume and cover letter** to the agency contact listed on the posting or mail to the Executive Office Building at 1301 Concordia Court Springfield, IL 62794 to the attention of Deputy Director of HR. The cover letter should indicate location preference. Applications will be accepted at any time.

Conditions of Employment: Requires the ability to pass the IDOC background check.

On January 1, 2020, the Cannabis Regulation and Tax Act will make it legal for residents over the age of 21 to produce, consume and sell cannabis in Illinois. Please note that although the law has changed, the Department will continue to enforce the Department's zero tolerance Drug Testing policy.

The use of unauthorized drugs, including cannabis, by an employee, regardless of the position held is prohibited.

The Illinois Department of Corrections is a multicultural agency deeply committed to ensuring diversity, equity and inclusion. This commitment is at the forefront of our operations, hiring, policies and procedures, and training. We recognize the benefit of workplace empowerment, the importance of diversity and fully support an environment where ALL employees are treated fairly, respectfully, and have equal access to opportunities and resources necessary to thrive and contribute to the agency's success. IDOC genuinely values the differences of individuals in our custody and is committed to ensuring a healthy living environment where they feel valued, respected, and included.

Through our commitment to Diversity, Equity, and Inclusion (DEI), we shall establish and uphold agency policies and practices conducive to eliminating all forms of exclusion including, but not limited to, racism, ageism, ableism, sexism, discrimination based on sexual orientation and gender, and religious oppression.

The IDOC team works to serve justice in Illinois and increase public safety by promoting positive change in offender behavior, operating successful reentry programs, and reducing victimization.

Employees enjoy excellent benefits, including health, vision, and dental insurance; retirement plan and deferred compensation; state holidays and other benefit time off; tuition reimbursement; and pre-tax benefit programs. The department also offers extensive training and career advancement opportunities.

The Illinois Department of Corrections is proud to be an Equal Opportunity Employer. We invite all qualified applicants to join our team.



State of Illinois
Illinois Department of Corrections



@IDOC_Illinois

Printed by the Authority of the State of Illinois 7-22 500 IOCI 23-0020



**ALL THE PDF COPIES USED AS MARKETING MATERIALS TO
PROMOTE INCLUSION AND HIRING EFFORTS**
Employment Security





The Illinois workNet Center, including the Illinois Department of Employment Security (IDES) and Workforce Investment Solutions (WIS) Invite You to an In-Person Recruiting Event for The Kelly Group

What: Illinois workNet Center, Workforce Investment Solutions, and The Kelly Group In-Person Recruiting Event for Job Seekers
When: 10:00 am to 12:00 pm on Thursday, February 16, 2023.
Where: In-person at the Illinois workNet Center located at, 757 W. Pershing Road, Decatur, IL 62526

This event is sponsored by IDES, Workforce Investment Solutions, and Decatur, Illinois workNet Center

The Kelly Group provides construction and fabrication services to some of the largest companies in the world, including multiple Fortune 250 companies in various industries – food processing, heavy equipment manufacturing, agribusiness, aerospace, steel production and others.

The Kelly Group maintains a highly skilled, versatile workforce while continually looking to add hardworking personnel for the long term.

The Kelly Group in Decatur, Illinois is hiring for full-time:

- Concrete Worker(s)-minimum of 1-3 years of concrete experience
- Industrial Plant Maintenance Worker(s) –minimum of 3-5 years of plant maintenance experience in a grain handling and/or processing environment.
- Welders

Make Sure Your Resume is on Illinoisjoblink.com

Illinois businesses are hiring. And they are looking for workers on [Illinoisjoblink.com](https://www.illinoisjoblink.com). The state's hiring board features more than 100,000 help-wanted ads. Job seekers can build multiple resumes to emphasize different skills and experiences. Business owners can use keyword matching technology to search resumes and find the best candidate. Illinoisjoblink.com is free for workers and employers. It compares favorably to private efforts that cost hundreds of dollars. No-cost HR recruitment services are available at the website. Any individual planning to attend who will need an accommodation under the Americans with Disabilities Act should notify Tina Tilks at (312) 793-9290 (Phone) or (888) 340-1007 (TTY/NextTalk).





You are invited to apply for IDOC Screening

What: *IDOC Correctional Officer Trainee Screening*

When: Saturday, February 25, 2023

Time: Sign In begins at 7:30 AM

Where:

Richland County High School

1200 E Laurel St., Olney, IL 62450

Please plan to be at the screening venue until at least 5:00pm.

Contact Central Screening Office for invitation and paperwork.

217-558-4127

IMPORTANT: Apply online at

<https://www2.illinois.gov/idoc/aboutus/Pages/TrainingAcademy.aspx>

- Select "Careers" on the top right
 - Choose "Training Academy"
- Choose Corrections Officer Trainee or Corrections Treatment Officer Trainee
- Click on "Apply Here"
- Fill out form completely and click "submit"

Then Contact IDOC Screening at DOC.COTScreening@illinois.gov or 217-558-4127

A conformation email will be sent to candidates along with all paperwork needed for screening

Required documents can be downloaded here:

https://www2.illinois.gov/idoc/aboutus/Pages/Careers_At_IDOC.aspx

This event is sponsored by IDES and IDOC

Make Sure Your Resume is on [Illinoisjoblink.com](https://illinoisjoblink.com)





Are You Looking for a Job?

Your Illinois Department of Employment Security Invites you to:

**People's Resource Center
8th Annual Career Fair
Wheaton Public Library
225 N. Cross Street
Wheaton, IL 60187
Thursday March 9th, 2023,
In-Person 10 AM -1 PM**

**Meet with employers, have your resume reviewed, get
interviewing tips, access community resources, or even get a
professional headshot!**

Learn more about the career fair and sign up here:

<https://bit.ly/prc-cf8reg>

Make Sure Your Resume is on www.illinoisjoblink.com

Illinois businesses are hiring. And they are looking for workers on illinoisjoblink.com. The state's hiring board features more than 100,000 help-wanted ads. Job seekers can build multiple resumes to emphasize different skills and experiences. Business owners can use keyword matching technology to search resumes and find the best candidate. Illinoisjoblink.com is free for workers and employers. It compares favorably to private efforts that cost hundreds of dollars. No-cost HR recruitment services are available at the website and at (877) 342-7533.



Find a Job/Find an Employee

Find a Job/Find an Employee IDES is an equal opportunity employer and complies with all state and federal nondiscrimination laws in the administration of its programs. Auxiliary aids and services are available upon request to individuals with disabilities. Contact the Office Manager of the IDES office nearest you or the IDES Equal Opportunity Office (312) 793-9290 or TTY (888) 340-1007.





Are You Looking for a Job?

**Shawnee Community College and The Illinois Department of Employment Security
Invite You to Attend the Shawnee Community College 2023 Job Fair**

What: Shawnee Community College 2023 Job Fair
When: Wednesday, March 15th, 2023 8:30 am – 12:00 pm
Where: Shawnee Community College
SCC Main Campus
Edward M Smith Gymnasium
8364 Shawnee College Road
Ullin, IL

**This event is sponsored by Shawnee Community College and the Illinois Department of
Employment Security**

Please dress appropriately, be prepared to be interviewed and bring your resume.

Business leaders want to know why they should hire you.
How will you make their company more successful?

Make Sure Your Resume is on [Illinoisjoblink.com](https://illinoisjoblink.com)

Illinois businesses are hiring. And they are looking for workers on [Illinoisjoblink.com](https://illinoisjoblink.com). The state's hiring board features more than 100,000 help-wanted ads. Job seekers can build multiple resumes to emphasize different skills and experiences. Business owners can use keyword matching technology to search resumes and find the best candidate. Illinoisjoblink.com is free for workers and employers. It compares favorably to private efforts that cost hundreds of dollars. No-cost HR recruitment services are available at the website and at (877) 342-7533.



Find a Job/Find an Employee





**Your Illinois Department of Employment Security Invites
you to Attend the Frontier Community College Career
Bridge Classes**

What: Frontier Community College Career Bridge Classes
When: Tuesdays and Thursday Evenings
5:00 pm - 8:00 pm Please Register by Calling 618-842-3711
Where: Frontier Community College
2 Frontier Drive
Fairfield, IL

**These Classes are Intended to Assist Job Seekers with Resume Building, Mock Interviews
Employer Connection and Employment Skill Building.**

**This event is sponsored by Frontier Community College and the Illinois Department of
Employment Security**

Make Sure Your Resume is on Illinoisjoblink.com

Illinois businesses are hiring. And they are looking for workers on Illinoisjoblink.com. The state's hiring board features more than 100,000 help-wanted ads. Job seekers can build multiple resumes to emphasize different skills and experiences. Business owners can use keyword matching technology to search resumes and find the best candidate. Illinoisjoblink.com is free for workers and employers. It compares favorably to private efforts that cost hundreds of dollars. No-cost HR recruitment services are available at the website and at (877) 342-7533.



Find a Job/Find an Employee



Media Release

FOR IMMEDIATE RELEASE

Contact:

Dianna Schuler, BEST, Inc. Business Service Manager
at 815-640-9406

BEST, Inc. Partners with VeriFacts for Job Fair at the Sterling BEST Office.

Business Employment Skills Team, Inc. (BEST, Inc.) and VeriFacts will be hosting a job fair on **Thursday, February 23, 2023, from 11:00 a.m. to 12:30 p.m. in the Sterling BEST, Inc. Office located at 2605 Woodlawn Road, Sterling, Illinois 61081.**

Bailey Boesen of VeriFacts will be on hand at the Sterling BEST office to talk with those who are interested in learning more about a career with VeriFacts. They are looking for enthusiastic professionals to share their commitment to excellence and career growth in the Verification Specialist position. Please stop by to learn more about all the career possibilities and opportunities at VeriFacts. Boesen can also be reached at **bboesen@vfacts.com**

Business Employment Skills Team, Inc. (BEST, Inc.) is a non-profit agency that administers federally-funded programs under the Workforce Innovation & Opportunity Act (WIOA) in Bureau, Carroll, Jo Daviess, LaSalle, Lee, Ogle, Putnam and Whiteside Counties.

BEST, Inc. is an Equal Opportunity Employer/Program. TTY 800-526-0844. Eligibility based on Federal Guidelines. Auxiliary aids and services are available upon request to persons with disabilities. BEST, Inc. is an affiliate of NCI Works! Check out our website at www.best-inc.org

IDES are an equal opportunity employer and complies with all state and federal nondiscrimination laws in the administration of its programs. Auxiliary aids and services are available upon request to individuals with disabilities. Contact the Office Manager of the IDES office nearest you or the IDES Equal Opportunity Office (312) 793-9290 or TTY (888) 340-1007.





50TH WARD JOB FAIR



Meet employers from a broad range of fields
and find your next career!

SEPTEMBER 15 **10 AM -12 PM**

NORTHTOWN LIBRARY **6800 N WESTERN - CHICAGO, IL 60645**



50TH WARD ALDERMAN
DEBRA SILVERSTEIN



RAVI M. VILLIVALAM
ILLINOIS DISTRICT



DES
DEPARTMENT OF EMPLOYMENT SERVICES



CHICAGO COOK
WORKFORCE PARTNERSHIP
A proud partner of the American Job Center network



workNt e
CENTER
americanjobcenter



BCS
Business Consulting Services, Inc.



[!]

REGISTER ONLINE: bit.ly/S0THWARD

QUESTIONS: info@50thwardchicago.com **773 262 1050**




HANOVER TOWNSHIP

**STATE REPRESENTATIVE FRED CRESPO
COOK COUNTY COMMISSIONER KEVIN B. MORRISON**

invite you to attend our
12TH ANNUAL JOB FAIR

Wednesday, March 29, 2023 **240 S. IL Route 59**
Veterans only 11:00AM - 11:30AM **Bartlett, IL 60103**
General Public 11:30AM - 2:00PM **(630) 540-9085**

Visit www.hanover-township.org for more information

 and Job Search Resources and Services from
the North Suburban Cook County American
Job Center, including I.D.E.S., Business &
Career Services and more - all at no charge!

**Supervisor
Brian P. McGuire**


www.hanover-township.org

Don't miss a special information session and workshop presented by Don Nosbaum, Business and Career Services, North Suburban Cook County American Job Center focused on "Job Seeker Resources", how to access free job seeker support resources, including training funding, resume assistance, interview coaching and more. This session will take place from 12PM - 12:30PM.

If you are an employer with open positions in your organization and would like to participate in the Job Fair, please call (630) 540-9085 for more information.



IDES
ILLINOIS DEPARTMENT OF
EMPLOYMENT SECURITY

**JOIN OUR TEAM
NOW HIRING
JOIN OUR TEAM**

AAF Flanders
Bringing clean air to life.

Hiring


Beginning: Monday, May 23rd at 9:00 AM
Through: Friday, June 24th at 4:30 PM

- LABEL COORDINATOR
- MAINTENANCE MECHANIC I
- QUALITY CONTROL INSPECTOR I & II
- OPERATOR
- MACHINE OPERATOR I & II
- LINE LEAD
- FACILITIES SANITATION TECHNICIAN

Why join AAF/Flanders?

- \$1,000 Retention Bonus
- Monthly Perfect Attendance Bonus
- \$500 Employee Referral Program
- Full benefits package including medical, dental, vision, 401(k), vacation, tuition assistance.

Register...

ONLINE/SCAN


EMAIL
aafillinoishr@aafintl.com

IN PERSON
11360 E. State Rt. 114
Mokenca, IL 60495

May 23, 2022 – June 24, 2022
IllinoisJobLink.com
Job Orders: #9588394, #9571780, #9521815, #9202737, #8565525

Illinois businesses are hiring. And they are looking for workers on Illinoisjoblink.com The state's hiring board features more than 100,000 help-wanted ads. Job seekers can build multiple resumes to emphasize different skills and experiences. Business owners can use keyword matching technology to search resumes and find the best candidate. Illinoisjoblink.com is free for workers and employers. It compares favorably to private efforts that cost hundreds of dollars. No-cost HR recruitment services are available at the website and at (877) 342-7533. IDES are an equal opportunity employer and complies with all state and federal nondiscrimination laws in the administration of its programs. Auxiliary aids and services are available upon request to individuals with disabilities. Contact the Office Manager of the IDES office nearest you or the IDES Equal Opportunity Office (312) 793-9290 or TTY (888) 340-1007.





LAKE COUNTY
WORKFORCE
DEVELOPMENT
DEPARTMENT



**UpSkill & ReBuild
Lake County**
GROW YOUR SKILLS NOW!

Are you interested in a paid work experience or funding for training?
You may qualify for a paid internship or assistance covering your tuition costs to address skills gaps. The program will assist Lake County job seekers in moving into jobs that provide higher wages or career advancements!

Benefits

-  Technology & Transportation Assistance
-  Job Search Assistance
-  Paid internship & Job Training Opportunities
-  Career Planning and Guidance

 Use Link or Scan QR Code to Apply Today!
Link: <https://bit.ly/3RyScUM>



CONTACT US

☎ 847-377-3450 ✉ jobcenter@lakecountyil.gov 🌐 www.lakecountyjobcenter.com

American Rescue Plan Act (ARPA) was signed into law to provide federal funding to local governments for response and recovery from the COVID-19 pandemic. Lake County's funding will support projects and programs to improve lives, solve problems, and make our County more resilient to future challenges. Learn more about Lake County's ARPA Programs at <https://bit.ly/3x05se4>.



7

OPEN HOUSE
MEET AND GREET
CARLERVILLE JOB CENTER

June 23, 2022
3:00 p.m. to 5:00 p.m.

116 South Phun Street
Carlerville, Illinois 62626

Meet Board Members and Staff.
Learn the many Services the Job Center
has to offer.

Refreshments offered.

A proud friend of the American Job Center network.
A proud friend of the American Job Center network.
A proud friend of the American Job Center network.
A proud friend of the American Job Center network.
A proud friend of the American Job Center network.





The Chicago Cook Workforce Partnership, National Able Network, and Oakton Community College present:

North Suburban Career Connector Hiring & Career Resources Event



**Wednesday, August 10
10 AM – 2 PM**

Oakton Community College
7701 Lincoln Avenue,
Skokie, IL 60077

Career opportunities available in:

- Hospitality
- Transportation
- Information Technology, And More!
- Healthcare
- Social Services



Find rewarding and well-paying careers with some employers offering sign-on bonuses.

Register at www.CookCountyCareerConnect.org





Cook County, The Chicago Cook Workforce Partnership, Illinois Department of Employment Security, and National Able Network present:

Career Connector for Veterans | A Hiring & Career Resources Event



Wednesday, October 5
Session 1: 10 AM – 12 PM
Session 2: 1PM – 3PM

**Near West
American Job Center**
1700 W. 18th Street
Chicago, IL

Career opportunities available in:

Hospitality

Transportation

Information
Technology,
And More!

Healthcare

Social Services



Find rewarding and well-paying careers with some employers offering sign-on bonuses.

Register at
www.CookCountyCareerConnect.org





**JOIN REP. JIM DURKIN
& SEN. JOHN CURRAN**
FREE ADMISSION & WORKSHOPS!

APRIL 14
9 a.m. | CORE Fitness Center
to Noon | 16050 W. 127th Street, Lemont

FOR MORE INFORMATION, CONTACT

REP. JIM DURKIN 630-325-2028 repdurkin.com	SEN. JOHN CURRAN 630-914-5733 senatorcurran.com
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EMPLOYERS

1-800-Got-Junk Aflac Allegiance Staffing Alphabroder Alpine Amusement Co. Amazon American Bus Co. Armed ASG Staffing Atlas Lift Big Bolt Bridgestone Tire Operations Burke Beverage Carlisle Construction Materials CFS Brands Certified Group Chicago Commons Chicago Tube Chicago Zoological Society <u>Child Care Careers</u> Cintas Chickadee Hospitality Clearbrook Colors for Plastics Construction Industry Service Corporation Cornerstone Restaurant Group Dealer Express Delta Sonic DuPage County Workforce Development Division Express Employment FedEx Ground First American Bank First Student Fisher Printing	Grainger Harrah's Joliet Casino & Hotel Help at Home Home & Hearth Caregivers Home Helpers IBEW Local 134 IKEA Illinois Conservation Police Illinois Department of Central management services Illinois Department of Children & Family Services Illinois Department of Corrections Illinois Department of Employment Security Illinois Department of Human Services Illinois Department of Natural resources Illinois Department of Transportation Illinois State Police Illinois Tollway Authority Lake Swim / Leslie's Pools Integrity Trade Services International Paper IT Expert Systems Jewel/Osco JoJo's Shake Bar Kelly Services LaGrange Area Dept. of Special Education LiquidSource Malone Workforce Solutions Matson Logistics Maple Leaf Fiber Micro Train Technologies Morraine Valley Community College My Giant Steps	NTA Precision Axle Corp. Nova Logistics Nikor Gas Norfolk Credit Union Office Depot Oxford Auto Insurance PACE Paramount Staffing Ray Graham Association Realty Distribution Services, LLC Rehab Without Walls RHM Staffing Ron's Staffing SAS Retail Services Scintel Solutions Scout24 Silva International Southwest American Job Center at Daley College Specialized Staffing Solutions Sunnyhill Nursing Home of Will County Synstat Symbol Training Institute Teledyne The Hill Group The M & R Company Timberline Knolls Trans Chicago TruGreen Tucker Abin & Associates Universal Metro Avian Services LIPS US Foods Work Now Staffing WMAJ Western & Southern
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WORKSHOPS

9:00 A.M. Inside Track to Interviewing with Confidence 10:00 A.M. Selling Your Strengths & Enhancing Your Brand Presented by Southwest American Job Center	11:00 A.M. Social Media That Will Enhance Your Job Search Presented by Morraine Valley Community College
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PARTNERS FOR VETERAN SUCCESS
Workshops

State of Illinois Department of Central Management Services
Illinois Department of Employment Security
National Able Network
A proud partner of the American Job Center network

Register: [State of Illinois Veterans Employment Workshop Series Tickets, Multiple](#)

CMS Illinois Department of Central Management Services
IDES ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY
able! National Able Network
ILLINOIS workNet CENTER





Are You Looking for a New Career?

GEODIS Hiring Event

GEODIS interviewing on the spot for those that qualify.

Date	Location
Tuesday February 15, 2022 10:00 AM – 12:00 PM	Madison Co. Employment and Training 101 E Edwardsville Rd Wood River IL 62095

This event is sponsored by GEODIS, Madison Co. Employment and Training and IDES

Dress appropriately Be prepared for interviews Bring [resumes](#)

Make sure your resume is current and complete on IllinoisJobLink.com for additional job [opportunities](#)

Illinois businesses are hiring. And they are looking for workers on IllinoisJobLink.com. The state's hiring board features more than 100,000 help-wanted ads. Job seekers can build multiple resumes to emphasize different skills and experiences. Business owners can use keyword matching technology to search resumes and find the best candidate. IllinoisJobLink.com is free for workers and employers. It compares favorably to private efforts that cost hundreds of dollars. No-cost HR recruitment services are available at the website and at (877) 342-7533. IDES are an equal opportunity employer and complies with all state and federal nondiscrimination laws in the administration of its programs. Auxiliary aids and services are available upon request to individuals with disabilities. Contact the Office Manager of the IDES office nearest you or the IDES Equal Opportunity Office (312) 793-9290 or TTY (888) 340-1007.



Find a Job/Find an Employee



ATTENTION ALL EMPLOYERS!

Looking for Qualified Job-Seekers to Match Your
Business' Employment Needs?

Join **Rep. Jackie Haas**

for a

FREE JOBS FAIR

WEDNESDAY, JUNE 14

9:00 a.m. — Noon

Knights of Columbus

187 S. Indiana Ave., Kankakee

**All area businesses are invited to
participate! Space is limited, so call
to reserve your spot today!**

Call or e-mail your contact information to Julie
at 815-464-9908 or jlmcceinc@aol.com.



Business Name _____

Address _____

Contact Person _____

Phone _____

E-mail _____

Positions Available _____





JOIN STATE REPRESENTATIVE
JACKIE HAAS
FREE ADMISSION & WORKSHOPS!

EMPLOYERS

AAF Flanders	Illinois Department of Corrections	Milner Media Partners
ABF Freight	Illinois Department of Employment Security	Nexus Employment Solutions
Advanced Climate Solutions	Illinois Department of Human Services	Nucor Steel
Agape Staffing	Illinois Department of Revenue	PACE
Aqua America Inc.	Illinois Department of Transportation	Pactiv
Bickford of Bourbonnais	Illinois State Police	Beoplink
Clearbrook	Illinois Tollway	Phantom Harley Davidson
Express Employment Professionals	Kankakee Community College	Pipfitters Local Union 597
Gilman Healthcare Center	Kankakee County Government	Riverside Healthcare
Good Shephard Manor	Kankakee County Training Center	Sivas International Inc.
Hoekstra Transportation	Kankakee Valley Park District	Speedway
IBEW Local 176	MABA 57 Kankakee County Fire Chiefs Association	St. Mary's Hospital
Illinois Department of Central Management Services		Vanfak Inc.
Illinois Department of Children & Family Services		And Mazel

APRIL 20

9 a.m. | Knights of Columbus
to Noon | 187 S. Indiana Ave., Kankakee

FOR MORE INFORMATION, CONTACT
REP. JACKIE HAAS 815-523-7779
rephaas.com

WORKSHOPS

<p>9:00 A.M. Effective Search Strategies for State Employment</p>	<p>11:00 A.M. How to Write a Resume Es-Get You Noticed</p>
<p>10:00 A.M. I Have an Interview ccc-Now What?</p>	



**Hiring for the Future 2 Day
HEALTHCARE HIRING EVENT**

**2023
APR 13&20**

**April 13th
5:30-7:30 pm**
Resume review &
pro-tips session
(Registration Required)

**April 20th
9am - Noon**
Job Fair
Employers will be
present for
interviews for
Clinical and
Non-Clinical Jobs
(No Registration needed)



2 DAY EVENT

ALL EVENTS HELD AT
LIFE CHURCH
925 MACARTHUR DRIVE, CHICAGO HEIGHTS, IL
www.GetTheLife.com





fil

Students, Alumni, and Community Members are Welcome!

Thursday, March 23, 2023
11:00am - 2:00pm

The Recreation and Athletic center (TRAC)
2171 University Drive on the UIS campus

SCAN ME

More than 100 local, regional, and national employers who are eager to meet you!

Practice your professional networking skills, learn about a variety of organizations and opportunities, and build lasting connections!

Questions? Contact us careerservices@uis.edu 217-206-6508

CD-hDSled bl the Universllr ll
Illinois Springfield | Lincoln
Land commun111 College

Career Development Center
ILLINOIS SPRINGFIELD



Please Join Us for a
JOB

Friday, April 14, 2023
10AM - 1PM
Harry S. Truman College
1145 W Wilson Ave

FAIR

Hosted by



State Representative
Hoan Huynh



State Senator
Mike Simmons

We are partnering with the Illinois Department of Employment Security and other state agencies to provide opportunities for residents to meet local employers and learn about job opportunities in the area.



All are welcome, including veterans.



To register, please visit:
<https://bit.ly/3zhKhU9>



Or scan this QR code:



For more information, please contact (773) 348-3434

Stay Connected

Join our district newsletter at rephoanhuyhn.com/contact
Follow us on social media:
[@RepHoanHuynh](#) [@SenMikeSimmons](#) [@ChiCookWorks](#)



State Representative
Maura Hirschauer

State Representative
Anna Moeller

State Senator
Cristina Castro

State Senator
Karina Villa

and

IDES ILLINOIS DEPARTMENT OF
EMPLOYMENT SECURITY

invite our districts' best
EMPLOYERS

Job Fair

Thurs
Sept 8
10am-12pm

On-site interviews
Local Businesses
Local Candidates

Elgin
Community
College

Building E:1700 Spartan Dr
Elgin, IL 60123

NO COST to attend

Call 331-465-9661 or visit
repmaura49.com for
more info or to
register as an
employer for this event.

Employers
Register Here

Connect with us:
Elgin Community College
@repmaura



★ ★ ★ ★ ★

FREE VETERAN APPRECIATION LUNCHEON AND EXPO

HOSTED BY
STATE SENATOR
DAN McCONCHIE



★ ★ ★ ★ ★

SATURDAY, SEPTEMBER 24, 2022 | 10:00 AM - 1:00 PM

**KNIGHTS OF COLUMBUS
365 SURRYSE RD., STE 280
LAKE ZURICH, IL 60047**

Veterans and their families from the 26th District are invited to a complimentary luncheon and expo to honor their service. The Expo will provide a reliable place where area veterans and their families can make connections and receive information on many different types of veterans' specific programs and resources.

JOIN US FOR FOOD, FELLOWSHIP, AND ENTERTAINMENT ON SEPT. 24.



**STATE SENATOR
DAN McCONCHIE**
795 Ela Road, Suite 208
Lake Zurich, IL 60047
224-662-4544
senatormcconchie.com



HONORING ALL THOSE WHO SERVED





Law Enforcement Employment Expo!

WHEN: Thursday, August 25th
10am – 2pm

WHERE: MARTIN LUTHER KING
HEALTH CENTER-
AUDITORIUM
4314 S. Cottage Grove Ave.

CPD Testing on September 22-24
at all City colleges

Sponsored by the Illinois Department of Employment Security
and Mid-South American Job Center

PARTICIPATING AGENCIES:

- Illinois State Police Trooper (application deadline 8/15/2022)
- Illinois Department of Corrections
- Chicago Police Department
- Illinois State Police non-trooper
- Cook County Sheriff
- Cook County Sworn

WHAT TO BRING:

- State ID/Driver's License
- Updated resume
- Pen and notebook
- Dress attire for interview

Mid-South American Job Center is an Equal Opportunity Employer. Protected Veterans and individuals with disabilities encouraged to apply. Auxiliary aids and services available upon request to individuals with disabilities. To request an accommodation, please contact the center at (312) 243-6795 at least 48 hours prior to the event.



Law Enforcement Employment Expo!

Thursday, August 25, 2022 | 10am – 2pm

Agency	Positions available
Illinois State Police Trooper	https://www.illinoisstatepolice.com/index.php/cadet-applicant-process
Illinois Department of Corrections Trainee/Officer	https://www2.illinois.gov/idoc/aboutus/Pages/Careers_At_IDOC.aspx
Illinois Department of Corrections	https://illinois.jobs2web.com
Chicago Police Department	https://chicago.taleo.net/careersection/100/jobsearch.ftl
Illinois State Police Non-Trooper	https://illinois.jobs2web.com
Cook County Sheriff	https://www.cookcountysheriff.org/employment/
Cook County Sworn	https://www.cookcountysheriff.org/employment/sworn-employment-opportunities/

Mid-South American Job Center is an Equal Opportunity Employer.

Protected Veterans and individuals with disabilities encouraged to apply.

Auxiliary aids and services available upon request to individuals with disabilities. To request an accommodation, please contact the center at **(312) 243-6795** at least 48 hours prior to the event.



Join State Rep. Kam Buckner, Illinois ~~WorkNet~~, IL Department of Employment Security,
Chicago Cook Workforce Partnership:


VIRTUAL JOB FAIR





A one-day job fair for the 26th District and Chicagoland area. Come interview with employers via computer, tablet, or smart phone.

Date: November 16, 2022
Time: 10 AM - 12 PM

Zoom link will be provided upon registration.

Use link or scan QR code to register!
<https://26thdistrictilstaterepkambucknervjf.eventbrite.com/>







ROLL CALL CHICAGOLAND

NETWORKING | SUPPORT | DEVELOPMENT | CAMARADERIE

IN-PERSON Networking Event **Station Restaurant & Bar**
August 02, 2022 **120 N Canal Street**
Event begins at 5:30 pm **Chicago, IL. 60606**

Event Details

Please join us for a social networking event in Chicago. We will be reserving tables at Station Restaurant & Bar, so register early to ensure enough space is reserved for everyone to network comfortably.

Our sponsors and other great Roll Call partners will be in attendance to talk about available positions at their companies as well as other support efforts for veterans, service members, and their families.

The Roll Call leadership team will also be onsite to connect with veterans seeking professional development and career advancement as well as talking with corporate and community partners on opportunities for our upcoming events.

Must register to attend: <https://bit.ly/RCCAUG2022>

















CHICAGOLAND'S PREMIER VETERAN NETWORK





www.rollcallchicagoland.org



REPRESENTATIVE KAM BUCKNER, ILLINOIS WORKNET, ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY, CHICAGO COOK WORKFORCE PARTNERSHIP & CHICAGO FEDERATION OF LABOR

VIRTUAL JOB FAIR

PREP SESSIONS | INTERVIEWS WITH EMPLOYERS



Representative Kam Buckner

Explore employers and interview via computer, tablet, or smart phone.

Get Started

March 29, 10AM-12PM

Online workshops including assistance building your resume

Connect with Employers

April 1, 10AM-12PM

Search through Virtual Job Fair booths and attend informational sessions with employers

Interview with Employers

April 2, 10AM-12PM

On the spot small group interviews with employers that could lead to job offers

REGISTRATION & EMPLOYER LIST: bit.ly/3ebSpfo



Questions? Call 773-924-1755 or Email buckner@illinois26.com





**Are You Looking for a Job with an
Illinois State Agency?**
Your Illinois Department of Employment Security Invites You to a
DCFS STATE EMPLOYMENT WORKSHOP

“Virtual State of Illinois Employment Workshop”

***Presented by:
Department of Children & Family
Services***

THURSDAY, JANUARY 20TH, 2022

11:00 AM-1:00 PM

***** Workshop starts promptly at 11:00 am. Login starts 15
minutes prior. Please be on time to get all the information. *****

(THIS IS A VIRTUAL EVENT USING WEBEX PLATFORM)

*DCFS will be providing information about the positions that they are
seeking to fill and how to complete applications when applying for State
of Illinois employment.*

Register at: <https://bit.ly/3DIkynA>

Password: kids012022

DCFS.EMPLOYMENT@ILLINOIS.GOV WWW2.ILLINOIS.GOV/DCFS

217-785-2586 (SPRINGFIELD) 312-814-1222 (CHICAGO)



DCFS IS SEEKING QUALIFIED CANDIDATES TO FILL THE FOLLOWING VACANCIES:

CHILD PROTECTION SPECIALIST

CHILD WELFARE SPECIALIST

CHILD PROTECTION SPECIALIST (OPTION SS*)

CHILD WELFARE SPECIALIST (OPTION SS*)

OFFICE ASSOCIATE (OPTION 2)

This list does not contain the complete list of position titles currently being filled throughout various State of Illinois agencies. (*SS- Spanish Speaking)

For a list of all DCFS employment opportunities, go to:

WWW.WORK.ILLINOIS.GOV

Guest Speaker is: ~~www~~ Ivija Ortega from DCFS

Inquiries regarding reasonable accommodation policy or processing procedures must be directed to the Equal Opportunity Officer, Office of Equal Employment Opportunity/Affirmative Action, 33 South State Street, 10th Floor, Chicago, Illinois 60603-2802, Voice (312) 793-9290 /TTY (888) 340-1007 /Fax (312) 793-0302.

Make Sure Your Resume is on Illinoisjoblink.com

Illinois businesses are hiring. And they are looking for workers on Illinoisjoblink.com. The State's hiring board features more than 100,000 help-wanted ads. Job seekers can build multiple resumes to emphasize different skills and experiences. Business owners can use keyword matching technology to search resumes and find the best candidate. Illinoisjoblink.com is free for workers and employers. It compares favorably to private efforts that cost hundreds of dollars. No-cost HR recruitment services are available at the website and at (877) 342-7533.





STATE OF ILLINOIS
VETERAN EMPLOYMENT
WORKSHOP

Harvey IDES • 16845 S. Halsted St. Harvey, IL
60426

October 11, 2022 • 9:00AM- 12:00PM

Come join us for a workshop to learn how to navigate the State of Illinois job website for job opportunities. This workshop is open to all Veterans and their spouses.


The workshop will cover the following:

- How to Setup a Candidate Profile
- How to Setup Job Alerts
- How to Search for Job Postings
- How to receive Veteran Preference

You must be registered on Illinois Job Link to attend this event.

TO REGISTER
SCAN THE QR CODE BELOW





Free Tuition

You can reach your employment goals




The Time is Now

- Training Providers - LLCC, UIS, MTL, CACC, CASPN, and many others throughout the state.
- Train in Healthcare, Nursing, TDL, Information Technology, Manufacturing, Business, CDL, HVAC, Welding, and many more.
- WIOA can pay for tuition, books, fees, exams, required uniforms/supplies, transportation, childcare, and other support.
- Work Experience, On-the-Job Training also available.

The Land of Lincoln Workforce Staff are here to assist you.

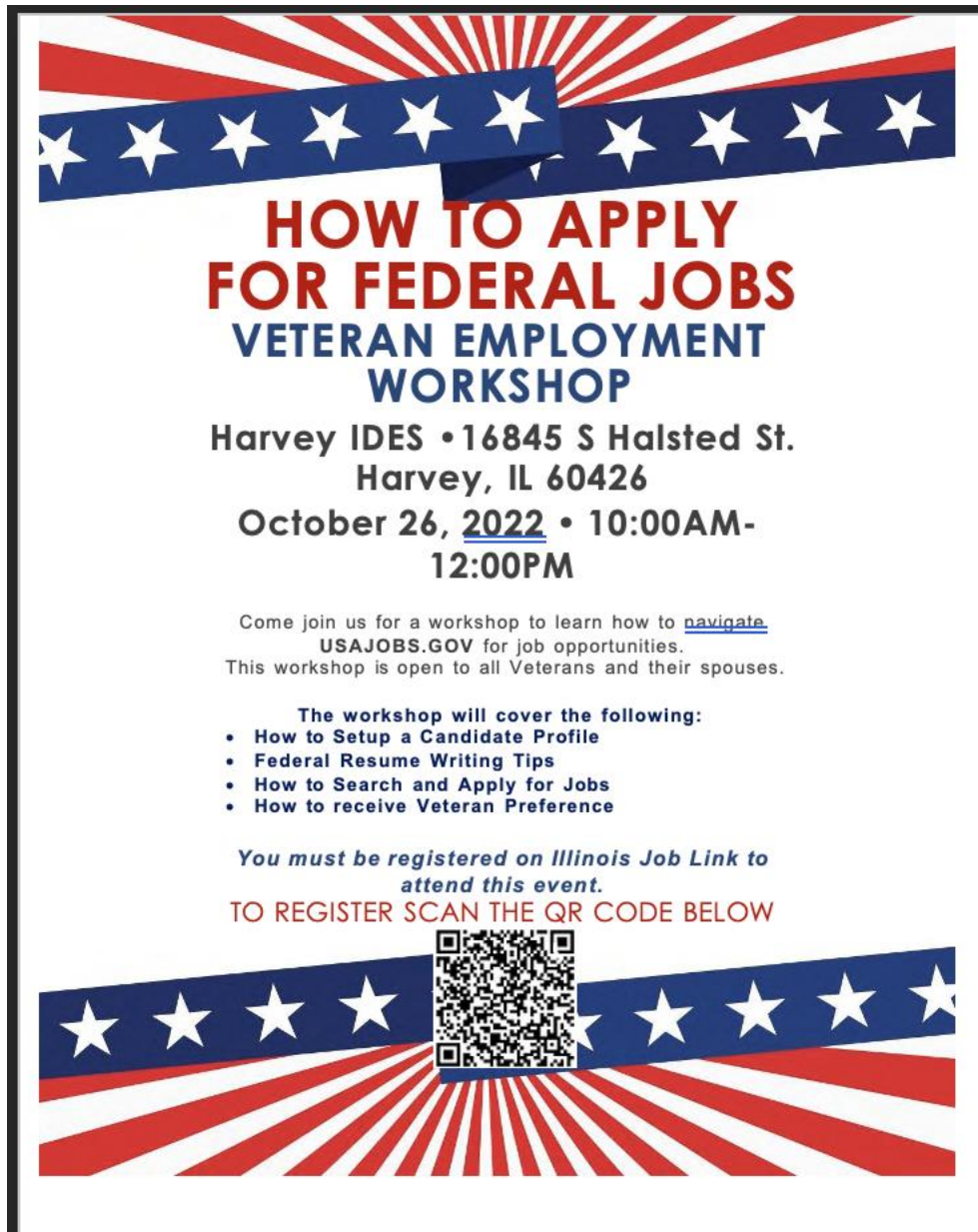
Let the Land of Lincoln Workforce Alliance (LLWA) Help You

<p>Follow simple steps:</p> <ul style="list-style-type: none"> You'll receive guidance through the process You will be assigned a Career Planner 	<p>This means that you:</p> <ul style="list-style-type: none"> Will receive career and training services May receive partner and support service referrals Will also have access to job search assistance and follow up services
---	--

		
GET STARTED	THE PROCESS	NEXT STEPS

<ol style="list-style-type: none"> 1. Apply at https://worknet20.org/wioa-funding-assistance/ 2. Create an Illinois workNet account https://www.illinoisworknet.com 3. Create an Illinois iJobLink account https://illinoisjoblink.illinois.gov/ 	<ol style="list-style-type: none"> 4. Turn in documentation and complete TABE assessment (if applicable) 5. Eligibility determination 6. Intake appointment 	<ol style="list-style-type: none"> 7. Review for suitability 8. Authorization sent to approved training provider 9. Enrollment Begins
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**HOW TO APPLY
FOR FEDERAL JOBS
VETERAN EMPLOYMENT
WORKSHOP**

Harvey IDES • 16845 S Halsted St.
Harvey, IL 60426

October 26, 2022 • 10:00AM-
12:00PM


Come join us for a workshop to learn how to [navigate](#)
[USAJOBS.GOV](#) for job opportunities.
This workshop is open to all Veterans and their spouses.

The workshop will cover the following:

- How to Setup a Candidate Profile
- Federal Resume Writing Tips
- How to Search and Apply for Jobs
- How to receive Veteran Preference

*You must be registered on Illinois Job Link to
attend this event.*

TO REGISTER SCAN THE QR CODE BELOW





PARTNERS FOR VETERAN SUCCESS Workshops

Date	Time	Agency	Subject
7 Nov 22	11:00a – 1:00p	Illinois Dept of Veterans Affairs	Education Benefits (Federal & State)
9 Nov 22	10:00a – 12:00p	National Able	Remarkable Resumes & Job Interviews
10 Nov 22	10:00a – 12:00p	Central Management Services	State Employment & Hiring Process

Register: <https://StateOfILVeteransDayEmploymentWorkshops.eventbrite.com>

Sponsored by:



**ALL THE PDF COPIES USED AS MARKETING MATERIALS TO
PROMOTE INCLUSION AND HIRING EFFORTS
Environmental Protection Agency**



ILLINOIS ENVIRONMENTAL PROTECTION AGENCY

The Illinois **EPA** works to safeguard natural resources from pollution to provide a healthy environment. By partnering with businesses, local governments, and the public, the Illinois EPA is dedicated to continued protection of the air we breathe, the water we drink, and the land we live on. [About Us \(illinois.gov\)](http://illinois.gov)

The IEPA has (10) Ten locations throughout Illinois.



For additional information regarding the titles utilized by IEPA and/or the application process, please feel free to contact the IEPA Office of Human Resources at 217-524-8808.



**ALL THE PDF COPIES USED AS MARKETING MATERIALS TO
PROMOTE INCLUSION AND HIRING EFFORTS
Gaming Board**





The State of Illinois has established a new **Disabled Workers Trainee Program** designed to grant employment opportunities to individuals living with disabilities that may prevent or provide difficulty in acquiring meaningful employment.



How the Program Works

Applicants must have a disability as defined by the federal Americans with Disabilities Act to qualify for the program. Eligible applicants who are confirmed into the program can then apply for positions marked as Disabled Workers Trainee Program on the State of Illinois employment website at work.illinois.gov. Only members of the Disabled Workers Trainee Program will be eligible for these positions, and only Disabled Workers Trainee Program member applications will be considered.

Positions posted will only have an education requirement. No experience will be required to gain employment through the program. When a program member is hired, they will receive on the job training through their hiring agency and department until the “certification” process is complete.

Training and certification timelines can take anywhere between 6 and 24 months, pending on the number of hours worked per week (minimum 20). Upon completion of the trainee program, the member will be certified as an employee with the State of Illinois.

How to Enroll

To enroll in the program, send an employment application (**CMS 100**) (Questions 1 thru 14) and proof of disability to:

Disabled Workers Program E-Mail:
CMS.DisabilityResCen@illinois.gov

Disabled Workers Program Coordinator Phone:
 217-524-7514

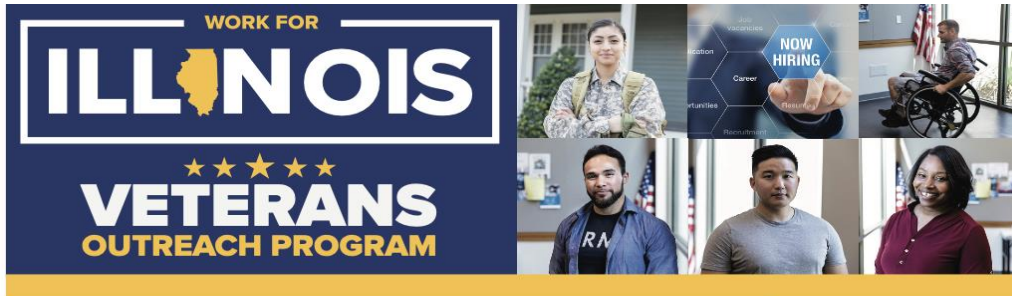
Disabled Workers Program Mailing Address:
 CMS Disabled Workers Program Coordinator
 Springfield Assessment Center
 130 W. Mason Street
 Springfield, IL 62702

For individuals who may not have a home computer/ internet access or who may have difficulty with online application processes, resources will be provided to accommodate both program enrollment and job application processes, please contact the Disabled Workers Program for more information.



The Disabled Workers Trainee Program was established according to Illinois Public Act 101-0533 and is hosted by the Illinois Department of Central Management Services in partnership with the Illinois Taskforce on the Employment and Economic Opportunities for People with Disabilities. The Illinois Department of Central Management Services (CMS) is proud to be an Equal Employment Opportunity Employer. CMS makes all employment decisions without regard to age, race, color, creed, religion, sex (including pregnancy), sexual orientation, gender identity, national origin, physical and mental disability, marital status, genetic information, or any other characteristic protected by federal or state law.





Today's Mission, Tomorrow's Leader

The CMS Veterans Outreach Program offers personalized career counseling for State of Illinois employment opportunities.

Qualified Veterans are entitled to additional points in hiring sequences based on verified service.



VETERAN STATUS REQUIREMENTS:

Military Servicemember:

- ★ Army
- ★ Air Force
- ★ Coast Guard
- ★ Navy
- ★ USMC

Disabled Veteran

Purple Heart Recipient

Un-remarried Spouse

Parent of Disabled or Deceased Veteran

Illinois National Guard or United States Military Reserve:

- ★ Activated into federal service and still serving and discharged under honorable conditions.
- ★ Never activated into federal service and discharged.
- ★ Never activated into federal service and currently serving.
- ★ Never activated into federal service with four or more years' service:
 - Army or Air National Guard
 - Army Reserve
 - Navy Reserve
 - Air Force Reserve
 - USMC Reserve
 - Coast Guard

LEARN MORE:

For more information, please contact the CMS Veterans Outreach Program at 130 W. Mason, Springfield, Illinois, 62702.

You can reach us by phone at 800-643-8138 or 217-524-1313. Persons with disabilities (for hearing impaired) can call (TTY) 800-526-0844.



work.illinois.gov/Veterans-Outreach-Program

↓ **APPLY FOR STATE JOBS HERE** ↓
work.illinois.gov



The Illinois Department of Central Management Services (CMS) is proud to be an Equal Employment Opportunity Employer. CMS makes all employment decisions without regard to age, race, color, creed, religion, sex (including pregnancy), sexual orientation, gender identity, national origin, physical and mental disability, marital status, genetic information, or any other characteristic protected by federal or state law.



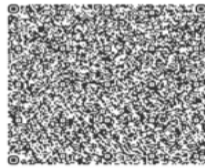


The Illinois Gaming Board (IGB) is the state regulatory and law enforcement agency that regulates all aspects of casino gambling, video gaming, and sports wagering in Illinois.

Professional opportunities are available including licensing analysts, gaming agents, internal auditors, attorneys as well as positions in compliance and administrative services.

Benefits include:

- Paid Holidays/Vacation
- Medical/Dental/Vision Insurance
- Life Insurance
- Tuition Reimbursement
- Pension
- Pre-tax Savings



To set up a career profile, please scan the QR Code at the left.

For questions about employment opportunities at the IGB, please email IGB.Jobs@illinois.gov.



**ALL THE PDF COPIES USED AS MARKETING MATERIALS TO
PROMOTE INCLUSION AND HIRING EFFORTS
Human Services**





IDHS is Hiring!

Starting Salary:
\$5,882 /mo - \$9,006 /mo

Competitive Benefits Package:

- Excellent Health Benefits
- Flexible Spending Accounts
- Deferred Compensation
- Pension
- 3 Personal Days
- 12 Paid Sick Days
- 10 Paid Vacation Days
- 10 Week Parent Leave
- Tuition Reimbursement
- Loan Forgiveness Program Eligibility
- 5% Extra Pay for Bi-Lingual Positions

IDHS
Illinois Department of Human Services

IDHS 365_ (R-05-21) Clinical Psychologist
Printed by the Authority of the State of Illinois -0- copies

IDHS is seeking

Clinical Psychologist

Bilingual a Plus!

Various Locations Available

Please email your resume to:

amelia.gavina@illinois.gov

For questions or assistance
please contact Recruitment and Selection at:

DHS.Recruitment@illinois.gov

312-793-0236 / 312-973-1889

Programs, activities and employment opportunities in the Illinois Department of Human Services are open and accessible to any individual or group without regard to age, sex, race, sexual orientation, or religion. The department is an equal employer and practices affirmative action and reasonable accommodation programs.





Come join our team... we need you!



Starting Salary:
\$2,577 /mo
Maximum Salary:
\$3,454 /mo

- Excellent Health Benefits
- Flexible Spending Accounts
- Deferred Compensation
- 3 Personal Days
- 12 Paid Sick Days
- 10 Paid Vacation Days
- 5% Extra Pay for Bi-Lingual Positions

IDHS is seeking

Rehabilitation Counselors

for State Operated Developmental Centers throughout Illinois

Visit us at www.dhs.state.il.us
& click on 'Work 4 IDHS'

Mabley is having Tech Select Testing on
June 27, 2019

Agency contact:

Jennifer Gunnon

815-288-8340 • Fax 815-288-8321

Jennifer.gunnon@illinois.gov

Mabley Developmental Center

1120 Washington Avenue, Dixon, IL 61021



IDHS 365 (R-05-21) Rehabilitation Counselors
Printed by the Authority of the State of Illinois -0- copies





Come join our team... we need you!

Starting Salary:
\$2,577 /mo
Maximum Salary:
\$3,454 /mo

- Excellent Health Benefits
- Flexible Spending Accounts
- Deferred Compensation
- 3 Personal Days
- 12 Paid Sick Days
- 10 Paid Vacation Days
- 5% Extra Pay for Bi-Lingual Positions

IDHS is seeking
Social Workers
for State Operated Developmental Centers throughout Illinois
Visit us at www.dhs.state.il.us
& click on 'Work 4 IDHS'

Mabley is having Tech Select Testing on
June 27, 2019

Agency contact:
Jennifer Gunnon
815-288-8340 • Fax 815-288-8321
Jennifer.gunnon@illinois.gov
Mabley Developmental Center
1120 Washington Avenue, Dixon, IL 61021



IDHS 365_ (R-05-21) Social Worker Job Posting
Printed by the Authority of the State of Illinois -0- copies





IDHS is Hiring!

Starting Salary:

\$71,292 /yr -
\$79,452 /yr

Competitive Benefits Package:

- Excellent Health Benefits
- Flexible Spending Accounts
- Deferred Compensation
- 3 Personal Days
- 12 Paid Sick Days
- 10 Paid Vacation Days
- 5% Extra Pay for Bi-Lingual Positions

IDHS is seeking
Registered Nurses

Bilingual a Plus!

Location

**Ann M Kiley Center
1401 W. Dugdale Rd
Waukegan, IL 6085**

For questions or assistance with the application process, please contact **Recruitment and Selection** at:

DHS.Recruitment@illinois.gov

312-793-0236 / 312-973-1889
Disability Recruitment 217-524-2529



IDHS 3653 (R-95-21) Office Assoc. Job Posting 1
Printed by the Authority of the State of Illinois -0- copies



Dear Prospective Employee:

Thank you for your interest in employment with the Illinois Department of Human Services (IDHS). We continuously strive to identify and hire professionals to advance the mission of this agency.

IDHS is comprised of more than 13,500 employees in offices statewide, where, at any given time, job opportunities might be available. This creates the potential for you to serve the community in which you live.

As you make your way through the application process, we encourage you to take full advantage of all the resources that the Bureau of Recruitment and Hiring provides. Please do not hesitate to call upon one of our recruiters for assistance. Again, thank you for your interest in employment with IDHS.

**Sincerely,
Bureau of Recruitment
and Hiring**



IDHS Divisions:

- Division of Developmental Disabilities (DDD)
- Division of Family and Community Services (DFCS)
- Division of Mental Health (DMH)
- Division of Rehabilitation Services (DRS)
- Division of Substance Use Prevention and Recovery (SUPR)
- Division of Early Childhood (DEC)

Please contact the IDHS Recruitment Team:

DHS.Recruitment@Illinois.gov

Send your resume our way now!
Register to attend our next Virtual Recruitment Event!



Programs, activities and employment opportunities in the Illinois Department of Human Services are open and accessible to any individual or group without regard to age, sex, race, sexual orientation, disability, ethnic origin or religion. The department is an equal opportunity employer and practices affirmative action and reasonable accommodation programs.



IDHS 4500 (R-08-22) Recruitment and Hiring
Printed by the Authority of the State of Illinois. Web



Career Opportunities with the Illinois Department of Human Services

IDHS is proud of its diversity, efficiency, and the services that the agency and its community partners provide to Illinois citizens.



IDHS
Illinois Department of Human Services



Applying for a Position:

Scan to view our current vacancies:



First Things First:

Positions are posted a minimum of 10 days

1. Visit our website: www.dhs.state.il.us/Jobs
2. Search jobs by: *Job title, Location, County or Job Function*
3. Review Posting
4. Must submit an online application. Using our online application: Click the "Apply" button
5. Create a profile
6. Submit your online application.
 - *Must submit application by the application closing date.*
 - *Jobs are posted for 10 business days.*
 - *Each individual job requires its own application*
7. Create a Profile to set up Job Alerts

Tips On Completing the Online Application:

- If you speak a second language, include the information on your application in the skills section.
- Double check your information prior to submitting your online application.
- Include all required documents:
- Save a copy of the posting for your records.

Testing:

If an exam is required for the position you are applying for, a representative from the testing center will contact you directly to schedule a date and time to complete the exam at one of the testing centers. Grades will only be issued for titles that require an exam – see below.

All testing is by appointment only.

Exam Titles: **Only the titles that read Option 3*

- Executive Secretary I
- Executive Secretary II
- Executive Secretary III
- Office Administrator II, III, IV, V
- Office Aide
- Office Assistant
- Office Associate
- Office Coordinator
- Office Specialist

Career Counseling:

State government career counseling services are provided by CMS Assessment Centers virtually, email or mail. Career counseling staff will work with you to evaluate your education and experience, employment interests/preferences, salary expectations, and geographical location to determine the titles for which you may qualify.

Email Address:

CMS.CounselingByEmail@Illinois.gov

Benefits:

No waiting period!

- Diverse, Challenging and Rewarding Experience
- Competitive Health, Vision, and Dental Plans
- 13+ Paid Holidays a Year
- 12 Sick Days a Year
- 10 Vacation Days a Year to Start
- 3 Personal Days a Year

- Maternity and Paternity Leave
- State Pension, Social Security, and Deferred Compensation Invest Plan
- Flexibility to change careers – Upward Mobility Program
- Tuition Reimbursement & Federal Loan Forgiveness Eligibility
- Upward Mobility Program
- Community Behavioral Health Care Professional Loan Repayment Program
- Flexible Spending Account
- 5% Bilingual Pay Differential
- 37.5 Work Week for (Most Titles)

High Need Titles:

- Registered Nurse I & II (*Licensed in Illinois*)
- Mental Health Technician Trainee (*equivalent to a C.N.A. no experience required*)
- Social Worker (*Masters*)
- Dietitian (*Licensed in Illinois*)
- Hearing & Speech Associate (*Masters*)
- Hearing & Speech Specialist (*Licensed in Illinois*)
- Physician (*Licensed in Illinois*)
- Physician Specialist (*Licensed in Illinois*)
- Medical Director (*Licensed in Illinois*)
- Dentist I & II (*Licensed in Illinois*)
- Information Services Specialist I & II (*Bachelors*)
- Information Systems Analyst I, II, III (*Associates*)
- Rehabilitation Counselor Trainee (*Masters*)
- Psychologist (*Masters*)
- Psychologist Associate (*Masters*)
- Activity Therapist (*Bachelors*)
- Educator (*Licensed by ISBE*)
- Social Services Career Trainee (*Bachelors*)
- Accountant (*Bachelors*)
- Cook I & II (*Valid Food Service Sanitation Certificate from IDPH or Certified Food Protection Manager from ANSI*)
- Office Assistant (*HS Diploma/GED*)
- Office Associate (*HS Diploma/GED*)
- Public Aid Eligibility Assistant (*HS Diploma/GED*)

BILINGUAL A HUGE PLUS!





Title	Minimum Requirements
Social Services Career Trainee	Requires Bachelor's degree in anthropology, psychology, sociology, social welfare or equivalent educational attainment in a related field of the social sciences.
Mental Health Technician Trainee	High School or GED, no experience required.
Registered Nurse	Requires graduation from an approved nursing education program - associates, bachelor's, etc. resulting in licensure as a Registered Nurse in the State of Illinois.
Dietitian	Bachelor's & licensure as a dietitian nutritionist by the Department of Financial and Professional Regulation. Requires possession of a current Food Service Sanitation Certificate issued by the Illinois Department of Public Health -OR- possession of a Certified Food Protection Manager (CFPM) certification from a program accredited by the American National Standards Institute (ANSI) Conference for Food Protection (CFP).
Cook I	Requires knowledge, skill and mental development equivalent to the completion of high school and six months of cooking experience which provides working knowledge of food preparation and cooking methods on a large-scale basis. Requires possession of a valid Food Service Sanitation Certificate issued by the Illinois Department of Public Health, or requires possession of a Certified Food Protection Manager (CFPM) certification from a program accredited by the American National Standards Institute (ANSI) Conference for Food Protection (CFP).
Psychologist Associate	Requires a master's degree in Psychology from a recognized college or university and working knowledge of testing procedures and standard test forms and devices used in ascertaining intelligence, aptitude, personality, and other related physical and mental traits.
Psychologist I	Requires a master's degree in psychology from a recognized college or university supplemented by two years professional experience in psychology or satisfactory completion of the psychologist associate program.
Rehabilitation Counselor Trainee	Requires possession of a Master's Degree from a college or university program accredited by the Council On Rehabilitation Education (CORE); or, a Master's Degree from an accredited college or university in rehabilitation counseling, rehabilitation administration, clinical psychology, counseling psychology, deaf education, special education, or a closely related field. Requires ability to travel.
Public Aid Eligibility Assistant	Requires knowledge, skill and mental development equivalent to completion of high school. Requires one year of clerical supportive experience.
Social Worker II	Requires a master's degree in social work from a recognized college or university supplemented by one year of professional social work experience in the evaluation and treatment/habilitation of mentally ill, developmentally disabled or other disabled persons.



For more information, contact the
 IDHS Recruitment Office: DHS.Recruitment@Illinois.gov
 Search for Jobs: www.dhs.state.il.us/jobs





Title	Minimum Requirements
Hearing & Speech Associate	Requires possession of a master's degree in speech-language pathology or audiology from an approved program. Requires ability to communicate in sign language at an advanced level.
Hearing & Speech Specialist	Requires possession of a master's degree in speech-language pathology or audiology from an approved program. Requires a license to practice speech-language pathology or audiology from the Illinois Department of Financial and Professional Regulation (DFPR).
Physician	Requires an Illinois license to practice medicine.
Physician Specialist	Requires an Illinois license to practice medicine and American Board Certification in Internal Medicine.
Medical Director	Requires an Illinois license to practice medicine and an American Board of Medical Specialties certification or its equivalent in Psychiatry. Requires three (3) years of substantive medical administrative experience in the directing, planning and evaluating a medical/clinical program.
Dentist (I & II)	Requires graduation from an accredited college of dentistry. Requires a valid license to practice dentistry and oral surgery in Illinois.
Information Services Specialist I	Requires knowledge, skill and mental development equivalent to two years of college with course work in computer science or directly related fields.
Information Systems Analyst I	Requires knowledge, skill and mental development equivalent to four years of college with course work in computer science or directly related fields, and requires one year of professional experience in a related Information Technology field.
Activity Therapist	Requires a bachelor's degree with a major in therapeutic recreation, music therapy, art therapy, dance therapy, drama therapy, leisure studies or recreation with a specialization in recreational therapy, including successful completion of an approved internship, fieldwork, or practicum.
Educator	Requires a current and valid Illinois State Board of Education (ISBE)-issued Professional Educator License.
Accountant	Requires knowledge, skill and mental development equivalent to completion of four years of college with courses in business administration and accounting or four years of technical accounting experience.
Office Assistant	Requires knowledge, skill and mental development equivalent to completion of high school. Requires one year office experience.
Office Associate	Requires knowledge, skill, and mental development equivalent to completion of high school and two years of office experience. Requires the ability to keyboard accurately at 45 wpm.



For more information, contact the IDHS Recruitment Office:

DHS.Recruitment@Illinois.gov

Search for Jobs: www.dhs.state.il.us/jobs



Programs, activities and employment opportunities in the Illinois Department of Human Services are open and accessible to any individual or group without regard to age, sex, race, sexual orientation, or religion. The department is an equal employer and practices affirmative action and reasonable accommodation programs.
IDHS 5006 (N-06-22) High Need Titles Printed by the Authority of the State of Illinois WEB





ARE YOU LOOKING FOR A REWARDING CAREER OPPORTUNITY WITH EXCELLENT BENEFITS?

Then scan to view current opportunities!

Send your resume our way now!
DHS.RECRUITMENT@ILLINOIS.GOV

****Bilingual a Huge Plus****

您是否正在寻找一个回报和待遇优厚的职业机会?



扫描以查看我们目前的工作机会!

现在就立即寄出你的简历!
DHS.RECRUITMENT@ILLINOIS.GOV





ARE YOU LOOKING FOR A REWARDING CAREER OPPORTUNITY WITH EXCELLENT BENEFITS?

Then scan to view current opportunities!

Send your resume our way now!
DHS.RECRUITMENT@ILLINOIS.GOV

****Bilingual a Huge Plus****

¿BUSCAS UNA GRAN OPORTUNIDAD LABORAL CON EXCELENTES BENEFICIOS?



¡Escanea para ver las oportunidades!

Envíe su currículum ahora
DHS.RECRUITMENT@ILLINOIS.GOV

****Bilingüe una ventaja!****





VIRTUAL JOB FAIRS

Register today!

**Registered Nurse I & II
Licensed Practical Nurse**

MAY 16, 2022
1 p.m. - 2 p.m. - [Click to Register](#)
New Grads Welcome!

Mental Health Technician Trainee

MAY 17, 2022
1 p.m. - 2 p.m. - [Click to Register](#)
No Experience or CNA Certificate Required

Clyde L. Choate Mental Health & Developmental Center



1000 North Main Street
Anna, Illinois 62906

We offer highly competitive salaries and outstanding benefits!

Contact us at
DHS.Recruitment@Illinois.gov
Send your resume our way now!

The Illinois Department of Human Services (IDHS) is an equal opportunity employer. It is the policy of IDHS to employ a diverse workforce to provide equal employment opportunities to the hiring and promoting of individuals and to administer these activities in a manner that does not discriminate against any person on the basis of race, color, sex, religion, national origin, age, disability, or any other characteristic protected by law. IDHS is an equal opportunity employer. IDHS is an equal opportunity employer. IDHS is an equal opportunity employer.



VIRTUAL JOB FAIRS

Register for a session today!

Registered Nurse I & II

MAY 3, 2022
10 a.m. - 11 a.m. [Click to Register](#) / 1 p.m. - 2 p.m. - [Click to Register](#)
New Grads Welcome!

Mental Health Technician Trainee

MAY 5, 2022
10 a.m. - 11 a.m. - [Click to Register](#) / 1 p.m. - 2 p.m. - [Click to Register](#)
No Experience or C.N.A. Certificate Required



Dietitian

MAY 6, 2022
1 p.m. - 2 p.m. - [Click to Register](#)

Kiley Developmental Center
1401 W. Dugdale Rd., Waukegan IL 60685

We offer highly competitive salaries and outstanding benefits!

Contact us at
DHS.Recruitment@Illinois.gov
Send your resume our way now!

The Illinois Department of Human Services (IDHS) is an equal opportunity employer. It is the policy of IDHS to employ qualified persons to provide equal employment opportunities to the hiring and promotion of individuals, regardless of race, ethnicity, sex, gender, sexual orientation, gender identity or expression, marital status, age, national origin, ancestry, religion, disability, or genetic information. IDHS is committed to providing a safe and healthy work environment for all employees. IDHS is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, national origin, ancestry, or disability in its hiring, promotion, or other personnel actions. IDHS is committed to providing a safe and healthy work environment for all employees.

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2022年9月1日 - 11:00 A M - 12:00 P M
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2022年11月3日 - 11:00 A M - 12:00 P M
2022年12月1日 - 11:00 A M - 12:00 P M



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DEPARTMENT OF HUMAN SERVICES



**VIRTUAL RECRUITMENT PRESENTATION
2022 SCHEDULE**

IDHS will highlight careers and the benefits of working for the State, breakdown the application process, and answer all questions regarding the hiring process.

Please click on the date to register for the event!

- | | |
|---------------------|----------------------|
| January 5, 10:00am | July 6, 10:00am |
| January 19, 2:00pm | July 20, 2:00pm |
| February 2, 10:00am | August 3, 10:00am |
| February 16, 2:00pm | August 17, 2:00pm |
| March 2, 10:00am | September 7, 10:00am |
| March 16, 2:00pm | September 21, 2:00pm |
| April 6, 10:00am | October 5, 10:00am |
| April 20, 2:00pm | October 19, 2:00pm |
| May 4, 10:00am | November 2, 10:00am |
| May 18, 2:00pm | November 16, 2:00pm |
| June 1, 10:00am | December 7, 10:00am |
| June 15, 2:00pm | December 21, 2:00pm |



Contact our Recruitment Team at DHS.Recruitment@illinois.gov

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Diversity, Equity, Inclusion & Accessibility



Diversity is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. Populations that have been-and remain- underrepresented among practitioners in the field and marginalized in the broader society.

Equity is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

Inclusion is an outcome to ensure those that are diverse, feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. To the degree to which diverse individuals can participate fully in the decision-making processes and development opportunities within an organization or group.

Accessibility means the design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them.

DoIT is committed to providing an accepting and inclusive workforce. In September 2020, DoIT established a Diversity, Equity, Inclusion & Accessibility (DEIA) committee to improve upon the ways in which we can incorporate a culture of diversity and inclusion with our employees, customers, and partners. Workplace diversity, inclusion, racial equality and accessibility are cornerstone components to building a healthy environment in which all employees can thrive and deliver the best possible customer service to the residents and agency customers we support. DoIT wants to become an even stronger, more accepting, and positive work environment that reflects the diversity of our state.

Further information on Diversity, Equity, Inclusion & Accessibility at DoIT may be found at the following link <https://ilgov.sharepoint.com/sites/DoITHR/SitePages/DEI.aspx>

"We want to be a place where you belong and can be yourself, bringing all of your talents, diverse experiences, and unique perspectives to work each day. When you belong, you unleash your superpowers – and everyone wins." Pat Wadors, Chief Talent Officer, ServiceNow





IT Job Titles and Options

Currently, DoIT uses the Data Processing and Information Services series for the majority of its positions. This series is a career path composed of the following job classifications:

High School (or Equivalent):

Data Processing Technician Trainee
Data Processing Technician
Data Processing Specialist

Associates Degree (or Equivalent):

Information Technology Trainee
Information Services Specialist I
Information Services Specialist II

Bachelor's Degree (or Equivalent):

Information Systems Analyst I
Information Systems Analyst II
Information Systems Analyst III

Options follow most job titles and indicate the position's area or department within DoIT.

- **Option A (Application Services)** specialized skills include but are not limited to: Salesforce, Azure DevOps, Active Directory, FTP, WUG Monitoring, Remedy, JAWS, TFS, Oracle RDBMS, SQL, SQL Server & SQL Reporting Service, Crystal Reports, Visual Studio, Virtual PC & Server, SharePoint, Adobe Acrobat/Designer, MS Office Suite, MS Project, MS Visio, ASP.Net Framework, Active X, MVC, Python scripting, ASP Classic, Java, HTML, XML, C#, JavaScript.
- **Option C (Client/Customer Services)** specialized skills include but are not limited to ServiceNow, Active Directory, Netware and eDirectory networking environments, Microsoft Desktop/Laptop systems, Apple devices and MAC OS, Microsoft Office Automation Products, Automated Software Development tools such as Microsoft Installer scripts, System Center Configuration Manager, Lite-Touch, Netware Zenworks for Desktops and Zen Snapshot procedures, Microsoft OSD, Microsoft MDT, Microsoft Office Suite, McAfee Anti-virus, routers, routing protocols, switches, firewalls, VPN, Internet, MPLS, voice systems, programming languages, and scripts.
- **Option S (Systems Services)** specialized skills include but are not limited to Microsoft SQL Server, Oracle databases, IBM WebSphere, VMWare, SDDC (Software-Defined Data Center), Sharepoint, System Management Server, and Distributed File Shares. TCP/IP, Enterprise Networks, Windows OS, Linux; knowledge of technical concepts including Risk Management, Web Applications, Workflow and Data Management.
- **Option N (Network Services)** prefers Cisco Certified Network Associate, Cisco Certified Design Associate, or other routing and switching certifications; also prefers Cisco Qualified Specialist Certification (Video, VoIP, Security, Wireless, Optical, etc.). Specialized skills include but are not limited to Layer 3 Switch design, Data Center Switching Architecture and capacity planning, Local Area Network design, Quality of Service Architecture, Enterprise Wireless LAN Controllers administration, Enterprise Firewall troubleshooting and configuration, Internet Gateways and Filtering, Application Load Balancing, Transmission Control Protocol, Internet Protocol, Packet Sniffers, Internet Protocol Security, VPN, Video over IP, Voice over IP.
- **Option W (Web Development)** specialized skills include but are not limited to website and web application development/support and systems analysis methodology, developing public-facing browser-based websites and web applications using Microsoft Visual Studio and any of the supported languages - ASP.net, C# or VB.net; SharePoint, HTML, CSS, Java, SQL Server, SQL Reporting Services, Adobe Acrobat/Designer, FTP, Crystal Reports SQL Scripting, Stored Procedures generation, MS Office Suite.





How to Apply

All applications for agencies under the jurisdiction of the Governor are posted online at Work.Illinois.Gov. The first step in applying for any position is to create an account and complete a profile. The first time you visit the site, click on "View Profile" and then "Create and Account."

Once a candidate locates a posted position for which they would like to apply, select the "Apply" button on the posting. For each position posted, there will be a section entitled "Job Specific Questions." The application questions are a required part of the application and are specific to the position. The application questions are designed to help CMS and the Hiring Agency evaluate all candidates. Ensure that you answer all of the questions, even if the information is already provided in your resume and/or Candidate Profile.

Scan this code to see our current job postings:



As an equal opportunity employer committed to a diverse workforce, DoIT welcomes and encourages applications from all persons regardless of race, color, national origin, religion, sexual orientation, political affiliation, marital status, disability, age or gender.



Note: DoIT does not provide sponsorship for employment visa status (e.g. H-1B visa status). To be considered for permanent DoIT employment, applicants must be currently authorized to work in the United States on a full-time basis.

Contact our Recruitment team with any questions: DoIT.Recruitment@illinois.gov



For more information, visit:
DoIT.illinois.gov

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 State of Illinois

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State Fire Marshal**



Special Projects

- Coordinates our office's presence at both the Illinois and Du Quoin State Fairs.
- In partnership with the Illinois Fire Fighting Medal of Honor Committee, coordinates the Annual Illinois Fallen Firefighter Memorial and Firefighter Medal of Honor Awards Ceremony.
- Coordinates the Small Fire-Fighting and Ambulance Service Equipment Grant Program.
- Coordinates the Fire Truck Revolving Loan Program that provides no interest or low-interest loans for the purchase of fire trucks.
- Coordinates the Ambulance Revolving Loan Program that provides no interest or low-interest loans for the purchase of ambulances.

Diversity, Equity and Inclusion



The OSFM has taken significant steps to advance diversity, equity, and inclusion (DEI) within its organizational culture.

- Acceptance of all, access for all, and participation by all are our guiding principles.
- We have affirmed our commitment to DEI through policy and by creating essential infrastructure.
- Our DEI goals are firmly incorporated into our agency's strategic plan. These goals are both internally and externally focused.
- Our progress and outcomes are measured utilizing relevant universal and industry specific metrics coupled with direct feedback from agency staff as well as our stakeholders.

Fire Advisory Commission

The Illinois Fire Advisory Commission is a statutorily created body that provides advice, counsel and assistance to the State Fire Marshal on matters related to the exercise of powers and duties of the agency. Appointed members of the Commission include three professional full-time, paid firefighters, one volunteer firefighter, one fire protection engineer who is registered in Illinois, one representative of the insurance industry in Illinois, two representatives with knowledge of fire alarm and fire extinguisher systems, and three persons with interest and knowledge in fire prevention methods. In addition to the appointed members, the following individuals serve in an ex officio capacity:

- Illinois Fire Service Institute
- Chicago Fire Commissioner
- Illinois Fire Chiefs Association
- Illinois Association of Fire Protection Districts
- Illinois Fire Inspectors Association
- Illinois Professional Firefighters Association
- Illinois Firefighter's Association
- Associated Firefighters of Illinois
- Illinois Society of Fire Service Instructors
- Illinois Chapter of the International Association of Arson Investigators
- Illinois Mutual Aid Box Alarm System

Illinois Community Risk Reduction



The OSFM is an active member of the Illinois CRR Taskforce who's mission is to promote the importance of Risk Reduction in Illinois by inspiring community ownership and providing coordinated resources. To learn more, visit illinoisrccr.com.



*Dedicated to working with our partners
and providing assistance to the fire
service in the protection of life, property
and the environment through
communication, inspection,
investigation, certification and
licensing.*

CORE VALUES:
*Integrity, Commitment to Excellence,
Service, Respect and Teamwork*





OSFM Divisions

Division of Arson Investigation

- Responsible for investigating fires and explosions as well as providing fire and explosion origin and cause investigations.
- Provides fire investigation and law enforcement services to the fire service and federal, state, and local law enforcement agencies throughout the State.
- Provides canine teams that are specially trained in accelerant detection.
- Conducts Youth Firesetter Intervention Specialist courses.
- Reports of possible arson fires can be made via a 24-hour, toll free Arson Hotline number at (800) 252-2947.

Division of Boiler and Pressure Vessel Safety

- Regulates the construction, installation, repair, use and operation of boilers and pressure vessels and oversees in-service inspections of pressure equipment.
- Conducts inspections to identify hazards and provide an opportunity for repair to ensure public safety by preventing accidents caused by explosions and leakage.

Division of Elevator Safety

- Ensures that the design, construction, operation, inspection, testing, maintenance, alteration, and repair of elevators, dumbwaiters, escalators, moving sidewalks, platform lifts, stairway chairlifts, and automated people conveyances are in accordance with all applicable statutes and rules.
- Issues licenses to contractors, inspectors, mechanics, apprentices and helpers and inspection companies.

Division of Fire Prevention

- Conducts fire safety inspections in accordance with the applicable laws and rules using the NFPA Life Safety Code, which has been adopted as Illinois' rules for fire prevention and safety and serves as the primary enforcement tool of the Division when conducting inspections.
 - Inspections primarily concentrated on Public Schools, state-owned, and regulated facilities.
 - The Division also inspects certain "target" hazards of any occupancy where a fire hazard has been reported by the local fire authority or the general public.
 - The Illinois State Fairs in Springfield and Du Quoin are also inspected by the Division.
- Regulates the aboveground storage of flammable and combustible liquids, and the handling and storage of liquefied petroleum gases (LPG).
- Permits and inspects new installations of aboveground flammable and combustible liquids storage tanks and LPG tanks.
- Licenses and oversees the regulatory compliance for several industries including Fire Sprinkler Contractors, Fire Equipment Distributors and Employees, Pyrotechnic Distributors and Operators, and registration of Consumer Fireworks Retailers and Distributors.
- Supports the fire service and general public with technical expertise in the form of code interpretation, plan reviews and application reviews.

Division of Personnel Standards & Education

- Responsible for the standardization and enhancement of the levels of education and training for firefighters and professionals in Illinois with the highest priorities placed on safety and career advancement.
- Updates certification programs to comply with current NFPA Standards and applicable needs of the fire service.
- Connects the fire service and public through fire prevention education programs and community outreach.
- Oversees the National Fire Incident Reporting System (NFIRS) for Illinois.
- In cooperation with the Illinois Fire Safety Alliance, operates the "Be Alarmed!" smoke alarm installation program.
- Operates the Fire Equipment Exchange Program that provides a means for the fire service to donate, sell, buy or trade equipment with each other.
- Oversees the Illinois Fire Museum that is located inside the state fairgrounds in Springfield. Tours are available during the State Fair and upon request.

Division of Petroleum & Chemical Safety

- Protects against threats to human safety and contamination of the environment that can occur by the underground storage of petroleum products and other hazardous substances through prevention, education, and enforcement.
- Works under a comprehensive program combining federal and state laws and rules to regulate UST system management, fuel dispensing, UST installation, repair and removal, emergency response, and financial responsibility requirements.
- Administers the state Eligibility and Deductibility program. This is the first step for UST owners when they have a release or contamination incident and wish to access the Leaking Underground Storage Tank Fund.



Proyectos Especiales

- Coordina la presencia de nuestra oficina en las ferias estatales de Illinois y Du Quoin.
- En asociación con el Comité de la Medalla de Honor de Bomberos de Illinois, coordina el Monumento Anual al Bombero Caído de Illinois y la Ceremonia de Premios de la Medalla de Honor del Bombero.
- Coordina el Programa de Subsidios para Equipos de Servicio de Ambulancias y Lucha contra Incendios Pequeños.
- Coordina el Programa de Préstamos Rotativos para Camiones de Bomberos que proporciona préstamos sin intereses o a bajo interés para la compra de camiones de bomberos.
- Coordina el Programa de Préstamos Rotativos para Ambulancias que proporciona préstamos sin intereses o a bajo interés para la compra de ambulancias.

Diversidad, Equidad e Inclusión



La OSFM ha tomado medidas significativas para promover la diversidad, la equidad y la inclusión (DEI) dentro de su cultura organizacional.

- La aceptación de todos, el acceso para todos y la participación de todos son nuestros principios.
- Hemos afirmado nuestro compromiso con DEI a través de la política y la creación de infraestructura esenciales.
- Nuestros objetivos de DEI están firmemente incorporados en el plan estratégico de nuestra agencia. Estos objetivos están enfocados tanto interna como externamente.
- Nuestro progreso y resultados se miden utilizando métricas universales y específicas de la industria junto con comentarios de la agencia, así como de nuestras partes interesadas.

Comisión Asesora de Incendios

La Comisión Asesora de Bomberos de Illinois es un organismo creado por ley que brinda asesoramiento, y asistencia al Fire Marshal del estado en asuntos relacionados con el ejercicio de los poderes y deberes de la agencia. Los miembros designados de la Comisión incluyen tres bomberos profesionales pagados a tiempo completo, un bombero voluntario, un ingeniero de protección contra incendios registrado en Illinois, un representante de la industria de seguros en Illinois, dos representantes con conocimiento de los sistemas de alarma y extintor de incendios, y tres personas con interés y conocimiento en métodos de prevención de incendios. Además de los miembros designados, las siguientes personas desempeñan sus funciones de oficio:

- Instituto del Servicio de Bomberos de Illinois
- Comisionado de Bomberos de Chicago
- Asociación de Jefes de Bomberos de Illinois
- Asociación de Distritos de Protección contra Incendios de Illinois
- Asociación de Inspectores de Bomberos de Illinois
- Asociación de Bomberos Profesionales de Illinois
- Asociación de Bomberos de Illinois
- Bomberos Asociados de Illinois
- Instructores de la Sociedad de Bomberos de Illinois
- Capítulo de Illinois de la Asociación Internacional de Investigadores de Incendios Premeditados
- Sistema de Alarma de la Caja de Ayuda Mutua de Illinois

Reducción de Riesgos en la Comunidad de Illinois



El OSFM es un miembro activo del Grupo de Trabajo de CRR de Illinois cuya misión es promover la importancia de la reducción de riesgos en Illinois en conjunto con la comunidad y proporcionar recursos coordinados. Para obtener más



Dedicados a trabajar con nuestros socios y brindar asistencia al servicio de bomberos en la protección de la vida, la propiedad y el medio ambiente a través de la comunicación, inspección, investigación, certificación y licencia.

Valores principales:
Integridad, Compromiso con la Excelencia, Servicio, Respeto y Trabajo en Equipo



OSFM Divisions

División de Investigación de Incendios Provocados

- Responsable de investigar incendios y explosiones, así como de proporcionar investigaciones sobre el origen y la causa de incendios y explosiones.
- Brinda servicios de investigación de incendios y aplicación de la ley al servicio de bomberos y agencias federales, estatales y locales en todo el estado.
- Proporciona equipos caninos que están especialmente capacitados en la detección de acelerantes.
- Realiza cursos de Especialista en Intervención de Jóvenes Incendiaris.
- Los informes de posibles incendios provocados se pueden realizar a través de la línea directa gratuita de incendios provocados las 24 horas al (800) 252-2947.

División de Seguridad de Calderas y Recipientes a Presión

- Regula la construcción, instalación, reparación, uso y operación de calderas y recipientes a presión y supervisa las inspecciones en servicio de los equipos a presión.
- Realiza inspecciones para identificar peligros y brindar una oportunidad de reparación para garantizar la seguridad pública al prevenir accidentes causados por explosiones y fugas.

División de Seguridad de Ascensores

- Garantiza que el diseño, la construcción, la operación, la inspección, las pruebas, el mantenimiento, la modificación y la reparación de ascensores, montaplatos, escaleras mecánicas, aceras móviles, elevadores de plataforma, sillas elevadoras y medios de transporte automáticos para personas se realicen de conformidad con todos los estatutos y normas aplicables.
- Expide licencias a contratistas, inspectores, mecánicos, aprendices y ayudantes y empresas de inspección.

División de Prevención de Incendios

- Realiza inspecciones de seguridad contra incendios de acuerdo con las leyes y reglas aplicables usando el Código de Seguridad Humana de la NFPA, que ha sido adoptado como las reglas de Illinois para la prevención y seguridad de incendios y sirve como la principal herramienta de aplicación de la División al realizar inspecciones.
 - Las inspecciones se concentraron principalmente en las escuelas públicas, las instalaciones estatales y reguladas.
 - La división también inspecciona ciertos peligros "objetivos" de cualquier ocupación en la que la autoridad local o el público en general haya informado sobre un peligro de incendio.
 - La división también inspecciona las Ferias del Estado de Illinois en Springfield y Du Quoin.
- Regula el almacenamiento aéreo de líquidos inflamables y combustibles, y el manejo y almacenamiento de gases licuados de petróleo.
- Autoriza e inspecciona nuevas instalaciones de tanques de almacenamiento de líquidos inflamables y combustibles y tanques de GLP.
- Autoriza y supervisa el cumplimiento normativo para varias industrias, incluidos los contratistas de rociadores contra incendios, los distribuidores y empleados de equipos contra incendios, los distribuidores y operadores pirotécnicos, y el registro de minoristas y distribuidores de fuegos artificiales para consumidores.
- Apoya al servicio de bomberos y al público en general con experiencia técnica en forma de interpretación de códigos, revisiones de planes y revisiones de aplicaciones.

División de Normas y Educación del Personal

- Responsable de la estandarización y mejora de los niveles de educación y capacitación para bomberos y profesionales en Illinois con las más altas prioridades en la seguridad y el avance profesional.
- Actualiza los programas de certificación para cumplir con las normas NFPA actuales y las necesidades aplicables del servicio de bomberos.
- Conecta al servicio de bomberos y al público a través de programas educativos de prevención de incendios y alcance comunitario.
- Supervisa el Sistema Nacional de Informes de Incidentes de Incendios (NFIRS) de Illinois.
- En cooperación con Illinois Fire Safety Alliance, opera el programa de instalación de detectores de humo que se llama "Alarma."
- Opera el programa de intercambio de equipos contra incendios que proporciona un medio para que el servicio de bomberos done, venda, compre o intercambie equipos entre sí.
- Supervisa el Museo de Bomberos de Illinois que se encuentra dentro del recinto ferial estatal en Springfield. Los recorridos están disponibles durante la Feria Estatal y previa solicitud.

División de Seguridad Química y del Petróleo

- Protege contra las amenazas a la seguridad humana y la contaminación del medio ambiente que pueden ocurrir por el almacenamiento subterráneo de productos derivados del petróleo y otras sustancias peligrosas a través de la prevención, la educación y la aplicación de la ley.
- Trabaja bajo un programa integral que combina leyes y reglas federales y estatales para regular la administración del sistema UST, el dispensamiento de combustible, la instalación, reparación y eliminación de UST, la respuesta a emergencias y los requisitos de responsabilidad financiera.
- Administra el programa estatal de Elegibilidad y Deducibilidad. Este es el primer paso para los propietarios de UST cuando tienen un incidente de liberación o contaminación y desean acceder al Fondo de tanques de almacenamiento subterráneo con fugas.



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Highway Maintainer-Drill Rig	\$5288
Highway Maintainer Emergency Patrol	\$5290

Cook County

Highway Maintainer-Regular	\$5196
Highway Maintainer-Bridge Crew	\$5275
Highway Maintainer-Drill Rig	\$5307
Highway Maintainer Emergency Patrol	\$5309

Fox Valley

Highway Maintainer-Regular	\$5196
Highway Maintainer-Bridge Crew	\$5275
Highway Maintainer-Drill Rig	\$5307

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 - 12 SICK DAYS
 - 12-13 PAID HOLIDAYS
- 10 WEEKS PAID MATERNITY/PATERNITY



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PERMANENT HIGHWAY MAINTAINER

Job Profile

Operates CDL Class "A" licensed vehicles including maintenance trucks, pavement marking equipment, tractors, mowing machines, snowplows, salt spreaders, and compressors, jack hammers and generators.

Maintenance of Roadways

- Repair, replace and patch concrete.
- Load and unload trucks; Spread salt, sand, gravel and asphalt.
- Clean and repair bridges; Fill in shoulder ruts, Operate asphalt kettles.
- Fill pavement cracks and joints.
- Direct and control traffic during road maintenance operations.
- Plow and remove snow, Spread salt and sand, Respond to emergency weather situations to inspect roadways, and remove hazardous material/obstacles.

Maintenance of Roadsides

- Perform labor relating to the maintenance of roadsides and right-of-ways including cutting grass, weeds and brush.
- Clean, repair and erect signs.
- Repair and clean guardrails, culverts, drains storm sewers, ditches, signs and other drainage facilities.
- Clean and Paint bridge bearings; Paint curbs; Plant, trim and fertilize trees and shrubbery.

Application Requirements

- Knowledge, skill, and mental development equivalent to the completion of high school or GED equivalent.
- Possession of a class "A" CDL with endorsements of "N" (tankers) or "X" (tankers with hazardous materials) and non-restrictive air brakes.
- One -year CDL driving experience (immediately preceding appointment); free of incidents which could result in license suspension or revocation.
- Ability to perform arduous labor, understand and carry out oral/written instructions. Maintain productive working relationships and ensure compliance with department safety rules.

For current postings visit:

<https://illinois.jobs2web.com>





State of Illinois
Illinois Department of Transportation

**ALL ENGINEERING
MAJORS ELIGIBLE**

SALARY \$17.00/\$15.85

**TO APPLY:
COMPLETE FORM 2425**

**PROVIDE:
UNOFFICIAL ACADEMIC
TRANSCRIPTS**

**COMPLETE:
ALL ADDITIONAL
REQUIRED FORMS**

SUMMER 2021 ENGINEERING INTERNSHIPS

The Illinois Department of Transportation

Is privileged to host engineering interns from across the state and nation. Students gain up close hands on experience and knowledge about the industry by engaging in routine tasks as well as ongoing projects in process throughout IDOT's central and nine district offices. Interns are placed in one of the major areas of engineering with numerous opportunities in construction projects occurring during the summer months. All matriculating engineering students may apply. All applicants should have a current driver's license.



ILLINOIS DEPARTMENT OF TRANSPORTATION

2300 S. Dirksen Parkway, Rm 116
Springfield, IL 62764
www.idot.illinois.gov/employment
217-782-0475

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 State of Illinois
Illinois Department of Transportation

ATTENTION VETERANS!

WORK FOR IDOT AND TAKE ADVANTAGE OF YOUR VETERAN BENEFITS



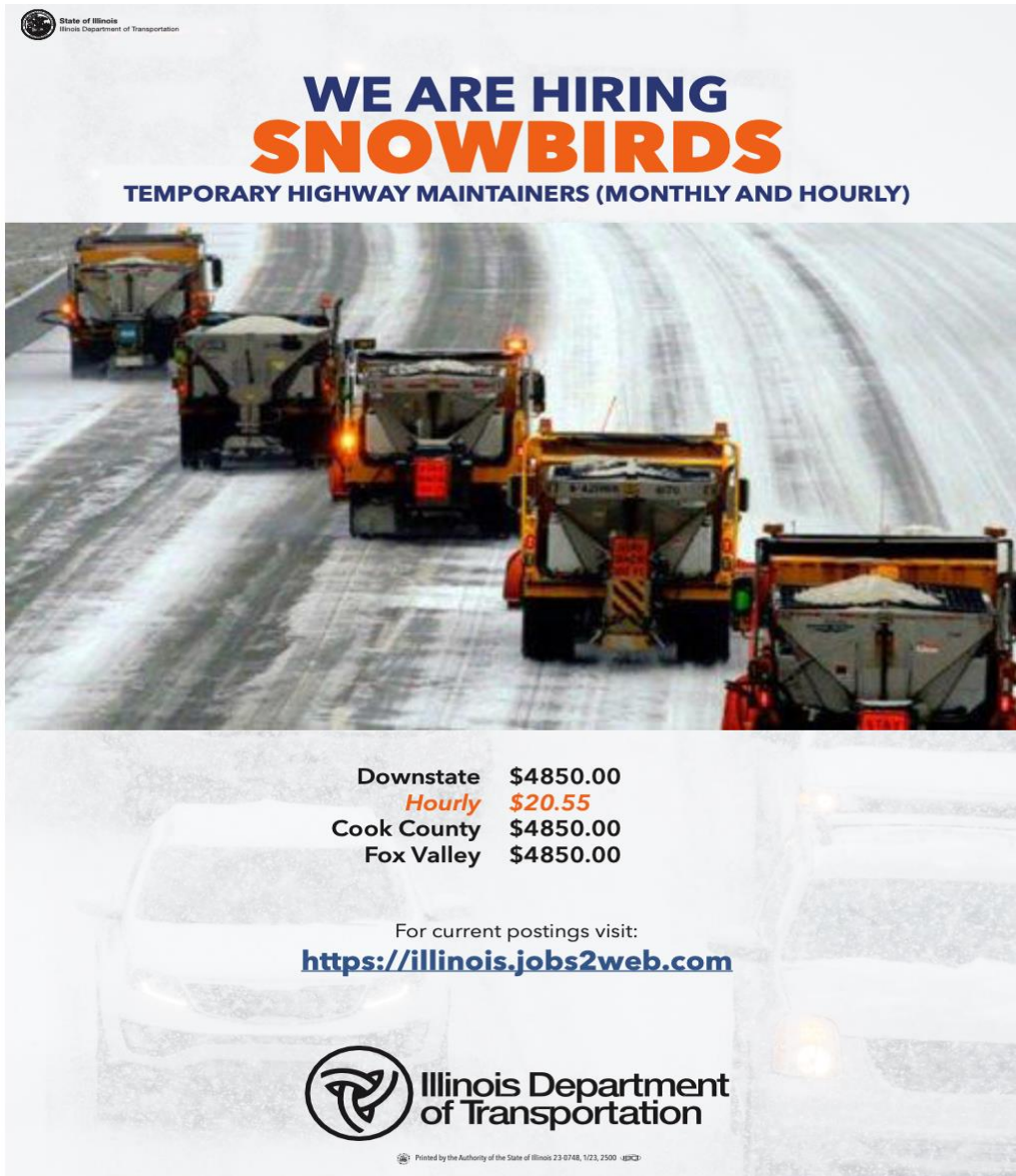
- **ON-THE-JOB TRAINING (OJT) PROGRAMS ARE AVAILABLE FOR VETERANS USING THEIR VA EDUCATION BENEFITS**
Wages and OJT stipends are provided during the training period with IDOT.
<https://www.va.gov/education/about-gi-bill-benefits/how-to-use-benefits/on-the-job-trainingopportunities>
- **VETERANS CAN APPLY FOR A COMMERCIAL DRIVER'S LICENSE WITHOUT SKILLS TESTING**
The Commercial Driver License (CDL) skills test waiver form may be used by veterans. Waiver of CDL skills testing is credited to veterans in honor of military Commercial Motor Vehicle (CMV) training and experience. The CDL knowledge (written) test(s) cannot be waived.
https://ilsos.gov/publications/pdf_publications/dsd_cd126.pdf
- **VETERANS IN AN APPROVED PROGRAM CAN USE THEIR GI BILL BENEFIT AND RECEIVE A TAX - FREE STIPEND**
The Post-9/11 GI bill stipend is the equivalent of the Monthly Housing Allowance (MHA) of an E-5 with dependents, which is paid in addition to the entry-level wage.
<https://www.va.gov/education/about-gi-bill-benefits/post-9-11>

For current postings visit:
<https://illinois.jobs2web.com>

 Illinois Department of Transportation

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The poster features a background image of several snowplows clearing a road. The text is centered and uses a mix of blue and orange colors. The Illinois Department of Transportation logo is in the top left corner. The bottom of the poster shows a faded image of a car.


State of Illinois
Illinois Department of Transportation

WE ARE HIRING SNOWBIRDS

TEMPORARY HIGHWAY MAINTAINERS (MONTHLY AND HOURLY)

Downstate	\$4850.00
<i>Hourly</i>	<i>\$20.55</i>
Cook County	\$4850.00
Fox Valley	\$4850.00

For current postings visit:
<https://illinois.jobs2web.com>



Illinois Department
of Transportation

Printed by the Authority of the State of Illinois 23-0748, 1/23, 2/20 48K



SNOWBIRDS

TEMPORARY HIGHWAY MAINTAINERS (MONTHLY AND HOURLY) Winter Program: October 16 - April 15

Job Profile

Under the direction of the Highway Maintenance Lead /Lead Worker and /or Field Technician, monthly and hourly highway maintainers perform a variety of seasonal tasks involved in the maintenance, repair and upkeep of roads, bridges, and other related structures and features; and participate in signing and pavement and marking operations.

- Operates CDL Class "A" licensed vehicles including maintenance trucks, pavement marking equipment, tractors, mowing machines, snowplows, salt spreaders and operates equipment including compressors, jack hammers and generators.
- Repair, replace and patch concrete.
- Load and unload trucks, spread salt, sand, gravel and asphalt.
- Clean and repair bridges, fills fires and operates asphalt kettles.
- Plow and remove snow, spread salt and sand, respond to emergency weather situations to inspect roadways, and remove hazardous material/obstacles.
- Perform labor relating to the maintenance of roadsides and rights-of-way including cutting grass, weeds and brush. Repair and clean culverts, drains, storm sewers, ditches, and other drainage facilities.
- Repair guardrails, culverts, drain, storm sewers, ditches, signs and drainage facilities.
- Clean and Paint bridge bearings; Paint curb, Plant, trim and fertilize trees and shrubbery.

Application Requirements

- District 1: Must have Class A (CDL-A) with either N-Tanker endorsement or X-tanker with hazardous materials endorsement
- District 2 -9: Will accept a CDL Class A or CDL Class B with N-Tanker endorsement or X-tanker with hazardous material endorsement

Please Note: As positions are available, monthly and hourly maintainer opportunities are posted under each district. Positions are generally posted August 15 - September 1.

Rate of Pay

Non-union hourly (plow snow) \$20.55
Maintainer Snowbirds union \$4850

For current postings visit:

<https://illinois.jobs2web.com>



Illinois Department
of Transportation



ARE YOU AN ENGINEERING MAJOR SEEKING AN INTERNSHIP OR FULL TIME ENTRY LEVEL POSITION?

Sign into our Student Database to receive posting notifications!

INQUIRE WITHIN!

The Illinois Department of Transportation's (IDOT's) Diversity and Recruitment Section will send employment notifications to you routinely for our Engineering Technician positions and Summer Engineering Intern positions.

All applicants who desire consideration for current postings MUST apply electronically through:
<https://illinois.jobs2web.com>

Paper applications submitted via email, fax or hand delivery will no longer be accepted.



**Engineering Technician positions are posted semi-annually each spring and fall.
Summer Engineering Intern positions are posted annually in February.**



Illinois Department
of Transportation

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IDOT AT WORK



HOW TO APPLY

Civil Engineer Trainee positions are posted throughout the year!

To see current postings and to apply on line, visit: <https://idot.illinois.gov/about-idot/employment-opportunities/employment/index>

For questions about the application process, contact Personnel at (217) 782-5594.

IDOT OFFICE LOCATIONS

Central Office

2300 S. Dirksen Pkwy
Springfield, IL 62764
(217) 782-4665

District 1-Region1

201 W. Center Court
Schaumburg, IL 60196
(847) 705-4000

District 2-Region 2

819 Depot Ave.
Dixon, IL 61021
(815) 284-2271

District 3-Region 2

700 E. Norris Drive
Ottawa, IL 61350
(815) 434-6131

District 4-Region 3

401 Main St.
Peoria, IL 61602
(309) 671-3333

District 5-Region 3

13473 Illinois 133
P.O. Box 610
Paris, IL 61944
(217) 465-4181

District 6-Region 4

126 E. Ash St.
Springfield, IL 62704
(217) 782-7303

District 7-Region 4

400 W. Wabash Ave.
Effingham, IL 62401
(217) 342-3951

District 8-Region 5

1102 Eastport Plaza Dr
Collinsville, IL 62234
(618) 346-3114

District 9-Region 5

State Transportation Bldg.
2801 N. Murphysboro Rd.
Carbondale, IL 62903
(618) 549-2171



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State of Illinois
Illinois Department of Transportation

CIVIL ENGINEERING





DESIGN YOUR FUTURE

CIVIL ENGINEERING TRAINEE



IDOT MISSION STATEMENT

To provide safe, cost-effective transportation for Illinois in ways that enhance quality of life, promote economic prosperity, and demonstrate respect for our environment.

IDOT Values

Integrity • Quality • Diversity
Responsiveness • Safety • Innovation



IDOT HISTORY

All public roads in Illinois were under local jurisdiction in the early 20th century. The Illinois General Assembly took the first action in the administration of highways on May 15, 1903, by appointing the first ever "Good Roads Commission." The commission was charged with investigating the issues and costs of building roads. By 1913, the state legislature created the State Department of Highways. Shortly thereafter, President Woodrow Wilson signed the Federal-Aid Road Act into law on July 11, 1916 authorizing the first federal funds for road construction. With the passage of Public Law 89-670, the current structure of the federal and state departments of transportation was established nationwide. The Illinois Department of Transportation is charged with designing, building and maintaining the roads, highways, bridges and traffic structures for its resident's safe travel and efficient transport of goods and services throughout the state.

CET JOB DESCRIPTION, DUTIES AND FUNCTIONS

Upon hire, participating central office bureaus and districts place CETs in a job rotation program encompassing selected major areas in engineering. After successful completion of the rotation, trainees advance to full Civil Engineer positions with numerous opportunities for career advancement. Routine job tasks include inspection and layout required on construction projects, the preparation of location studies and preparation of plans for highways, lighting, bridges, landscaping and resurfacing improvements. CETs also assist in the preparation of exhibits, reports, plan studies and documentation for highway and bridge improvement projects. Technology is used on the job. CETs perform detailed tasks using, MicroStation, STAAD, Pro, Midas, Civil, HecRas, AASHTOWARE, and GeoPak.



Civil Engineer Technician (CET) Application Requirements

- Bachelor of Science in Engineering from an ABET-accredited university prior to date of employment, Master's degree in Engineering, OR must be a licensed Engineer Intern in the state of Illinois (passed the FE exam, includes those expecting to graduate in winter or spring)
- Minimum 2.5 GPA in engineering-related courses (if GPA is between a 2.0-2.5, candidate must have passed Fundamentals of Engineering Exam)
- Unofficial OR Official College transcripts
- Valid driver's license

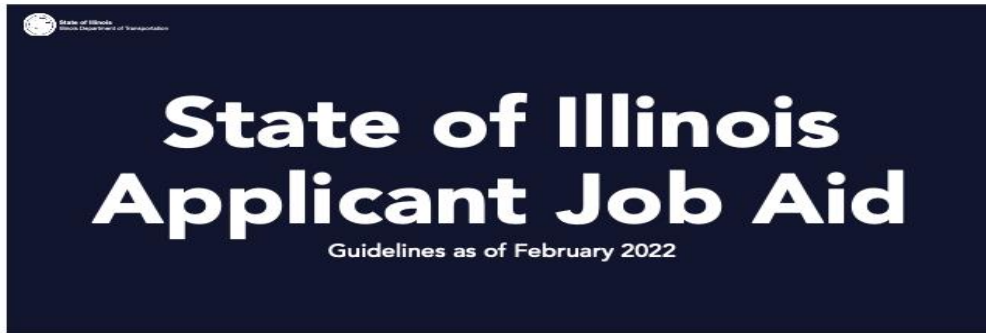
COMPREHENSIVE BENEFITS PACKAGE

- **CET: New Hire Salary Range:**
Downstate \$52,380-\$57,420
Chicago/Cook and collar counties \$52,380-\$62,640
- 4% promotional ladders with satisfactory performance evaluation (CET-CE III)
- **FE Licensure:** CET new hire or full-time permanent employees in CE classification who achieve FE licensure will receive a \$100 per month salary increase once licensure is obtained and submitted.
- **PE Licensure:** Full-time permanent Civil Engineer, certified employee who achieves license designation denoting "Professional Engineer" in the State of Illinois will receive a 3% salary increase once licensure is obtained and submitted.

ADDITIONAL BENEFITS

- **Health Insurance**
 - Prescriptions
 - Vision
 - Dental
 - Behavioral health coverage
- Tuition Reimbursement
- \$150.00 per fiscal year boot allowance
- Continuing Professional Education
- Flexible Schedule
- 2 paid immediate family bereavement days
- 100% employer-paid life insurance equal to salary
- Deferred compensation
- State retirement pension plan/401K
- Relocation reimbursement (case by case)
- Paid overtime
- Paid leave
 - 10 vacation days (increases to 25 days)
 - 3 personal days
 - 12 sick days
 - 12-13 paid holidays
 - 10 weeks paid maternity/paternity



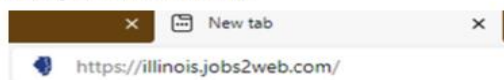


- Setting Up a Candidate Profile •
 - Setting Up Job Alerts •
- Searching Site for Job Postings •

1. Link to Careers at State of Illinois website.

- Enter the link into your browser tab at the top of your computer screen and hit enter.

<https://illinois.jobs2web.com/>



3. The first step in the application process is **creating a candidate profile**.
- **Click on "Join Talent Community"** to set up profile



4. Create an Account

Save your profile.

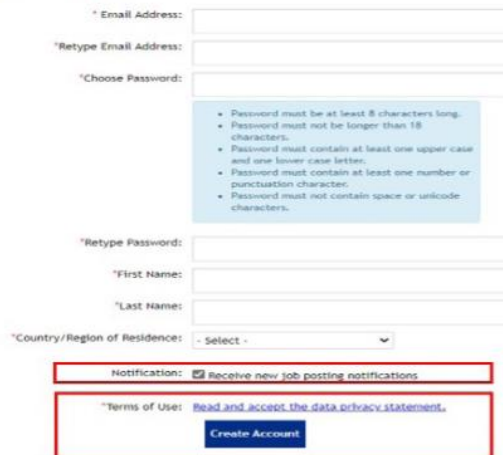
You can come back and update your profile as needed.

- **Enter your information** requested to set up a profile.
- **Click the Notifications box** to receive email notifications
- Read and **accept the data privacy statement**.

Career Opportunities: Create an Account

Already a registered user? [Please sign in](#) Login credentials are case sensitive

*Indicates a required field.

A screenshot of a web form titled "Career Opportunities: Create an Account". The form contains several input fields: "Email Address", "Retype Email Address", "Choose Password", "Retype Password", "First Name", "Last Name", and "Country/Region of Residence" (a dropdown menu). A blue box next to the password fields lists requirements: "Password must be at least 8 characters long.", "Password must not be longer than 18 characters.", "Password must contain at least one upper case and one lower case letter.", "Password must contain at least one number or punctuation character.", "Password must not contain space or unicode characters." Below the form, there is a "Notification" section with a checked checkbox for "Receive new job posting notifications" and a "Terms of Use" section with a link to "Read and accept the data privacy statement." At the bottom of the form is a blue "Create Account" button. Red boxes highlight the "Notification" and "Terms of Use" sections.

5. **You will be directed back** to Careers at State of Illinois website.
- **Click on View Profile**

Click here for the career portal for State of Illinois employees

Thank You.

You have successfully modified your account.



6. Create a Candidate Profile

If you are applying for a Merit Comp (Non Union) position, you are **REQUIRED** to upload a resume and complete all required segments.

- Start by **uploading your resume** and cover letter in My Documents.
- The **Jobs Applied** for segment will track positions for which you have applied.

- > My Documents
- > Profile Information
- > Search Options and Privacy
- > **Jobs Applied**
- > Saved Applications
- > Previous Employment
- > Education
- > Skills
- > Certifications/Licenses

7. Each Segment expands so you can enter your information.

- **Select Add** to expand the selected segment to enter your information.

Previous Employment

There are no items in this section.

+ Add

8. Enter information as directed.

Previous Employment

* Company Name	* Job Title	* Is This Your Current Position?
<input type="text"/>	<input type="text"/>	No Selection
* Start Date	* End Date	
MMDD/YYYY	MMDD/YYYY	



9. Setting Job Alerts

From the Candidate Profile page.

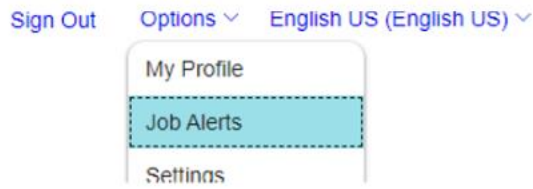
Candidates can request to **receive email notifications** for posting that meet their interests.

- Click on Options



10. Job Alerts links you to set up a job alert.

Consider how your education, training and experience matches up with the requirements of the positions you are interested in.



11. You will be directed back to the job search link.

Pick **what position or location you wish to be alerted to** when it posts.

- **Click on** Create New Job Alert



12. You will create an **alert that will send an email to your account** notifying you that a job or location you are interested in has been posted. You can search to set up an alert:

- Search by Keyword
- Search by Location
- Search by County
- Search by Zip Code
- Search by Job Title

In this example we have **entered a Job Title** of Office Associate. You can specify **how often you want job alerts** sent to you. Once the information you want is entered, **click Create Alert**.

The screenshot shows the Illinois Job Alert creation interface. At the top, there is a navigation bar with the Illinois logo and links for 'Careers Home' and 'Illinois Gov'. Below this is a blue header with the text 'Click here for the career portal for state of Illinois employees.' The main content area is titled 'Home | Job Alert Preview for ""' and 'Preview results for ""'. There is a search bar with the text 'Search by keyword (e.g. County, Job Title etc.)' and a dropdown menu for 'Choose location'. Below the search bar is a 'Show More Options' link. At the bottom, there is a 'Send me alerts every' dropdown set to '7' days, a 'Create Alert' button, and a 'Return to Job Alerts' link.

13. **Confirmation Alert** has been set up.

Thank You.

You have successfully modified your account.

[Back to Job Listings](#) [View Profile](#)

14. You will **receive an email** to your account.

Testing

Some positions require an examination as part of the application process, if an examination is necessary, the information will be detailed in the requisition (job posting).

Testing will contact you as part of the hiring process if a test is necessary.

- **Job alerts will be sent to your email** listing the jobs or locations for which you chose notifications.

The screenshot shows an email notification from the State of Illinois Talent Community. The email header includes the sender 'jobs@illinois.gov (External)', the subject 'New jobs posted from IllinoisJobsWeb.com', and the date 'Mon 8/2/2021 8:52 PM'. The main body of the email states: 'You are receiving this email because you joined the State of Illinois Talent Community on 8/2/21. You will receive these messages every 7 day(s). Your Job Alert matched the following jobs at IllinoisJobsWeb.com.' Below this, there is a list of job openings with their titles, locations, and IDs. The jobs listed are: 'PSC/Homeless Prevention Project Manager - Chicago, IL, US, 60607-3800', 'Property Management Division Manager (PSA, Opt. 1) - Springfield, IL, US, 62702-3145', 'ENGINEERING TECH IV - DOCUMENTATION COMPLIANCE REVIEWER - SPRINGFIELD, IL, US, 62796-0000', 'Assistant Procurement Counselor - Springfield, IL, US, 62704', 'Performance Management Administrator (PSMA Opt 1) - Springfield, IL, US, 62763', 'HISTORIC SITE INTERPRETER - PSC/CONTRACTUAL 1 - Vandalia, IL, US, 62471-2820', 'REGIONAL HEALTH OFFICER FOR PEORIA REGION/PSA, OPT 1 - Peoria, IL, US, 61614-4789', 'CONSERVATION/HISTORIC PRESERVATION WORKER - 0931700 - Grafton, IL, US, 62037-2303', 'OFFICE ASSOCIATE, Option 2 - 3001500 - La Salle, IL, US, 61301-1216', and 'COVID-19 INFECTION PREVENTIONIST/PSC - Chicago, IL, US, 60603-6191'.

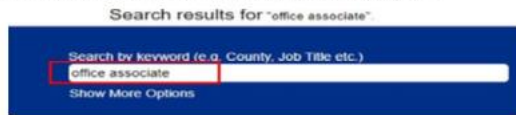


Careers at State of Illinois (jobs2web.com)

- To search jobs from the main State of Illinois weblink.
 - Search all jobs
 - Select **View All Jobs**
 - This tab shows all jobs posted



- Search by **Keyword**
 - Type in the job title** you are looking for
 - Only the jobs you are interested in will show up



- Search by **County**
 - Type in the County** where you want to find a job



- Scroll** through job postings
 - You can **scroll** through the list of postings

Click here for the career portal for State of Illinois employees

Location	Date	Job Requisition ID
Springfield, IL, US, 62764-0001	Jul 15, 2021	5218

OFFICE ASSOCIATE (OPT 2: TYPING)

Location	Date	Job Requisition ID
Champaign, IL, US, 61820-7474	Jul 19, 2021	4506

- Select** posting
 - Click on the posting** you are interested in.

Click here for the career portal for State of Illinois employees

Location	Date	Job Requisition ID
Springfield, IL, US, 62764-0001	Jul 15, 2021	5218

OFFICE ASSOCIATE (OPT 2: TYPING)

Location	Date	Job Requisition ID
Champaign, IL, US, 61820-7474	Jul 19, 2021	4506



6. Posting information comes up with the **details of the job**.

- This is the **Position Overview**
- This is the **posting number**

Posting Identification # 4506

Position Overview

Under direction of the Parole Supervisor (Public Service Administrator), independently performs a variety of secretarial and clerical duties for the Champaign Parole Office; types technical and complex reports and correspondence with specialized terminology; maintains files of violation reports, court cases, warrant dispositors and related reports; coordinates data input for Offender Tracking System (OTS/UTS); monitors and transmits electronic correspondence.

7. **Minimum Qualifications** for the position are listed.

Candidates must have these skills to apply for the position.

- Review the **Minimum Qualifications** on the posting

Minimum Qualifications

1. Requires knowledge, skill and mental development equivalent to completion of high school and two years of office experience.
2. Requires ability to type accurately at 45 wpm.

8. **Date by which you must apply.**

- Note the **Closing date** of posting

Applications must be submitted by end of business on date listed on posting.

Date: Jul 19, 2021

Location: Champaign, IL, US, 61820-7474

Job Requisition ID: 4506

Agency: Champaign Parole Office, Department of Corrections

Closing Date/Time: 07/30/2021

Salary: Anticipated starting salary \$3,239/month; CBA applies; \$3,239 - \$4,561/month

Job Type: Salaried Full Time

County: Champaign

Number of Vacancies: 1

Plan/BU: RC014

9. Once the Candidate has identified a position for which they would like to apply, **follow directions on how to submit an application.**



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Illinois Department of Transportation



Illinois Department
of Transportation

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