



WORK FOR

ILLINOIS

Find Your Opportunity.



[Work.Illinois.Gov](http://Work.Illinois.Gov)



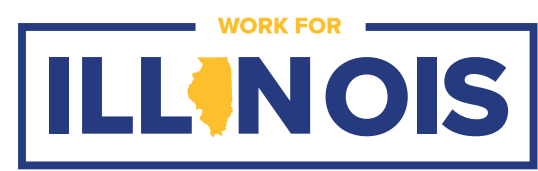
**Find Your Next  
Opportunity.**

**Work.Illinois.Gov**



**SCAN ME**

# Why Work for State Government?



- Desire to contribute and have purposeful, **meaningful work**
- People: work with **engaged and passionate** individuals
- Training opportunities to **advance your skills**
- Enjoy **work/life balance**, great vacation and benefits
- Career growth potential while **maintaining stability**
- Career opportunities **close to home**



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# Hot Jobs



Nurses  
Healthcare Workers  
Information Tech Careers  
Corrections Officers  
Social Service Caseworkers  
Accounting/Finance

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**State of Illinois  
Employee Perks**

**Work.Illinois.Gov**



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# Putting All the Pieces Together



**Health Related  
Benefits**



**Work Life  
Integration**



**Financial  
Wellness**



**Professional  
Development**



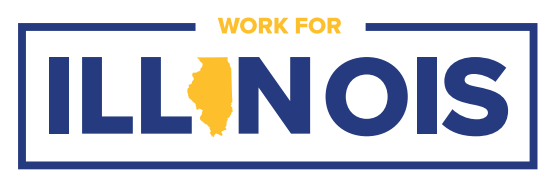
# Health Related



- Health Insurance
- Dental Coverage
- Vision Coverage
- Behavioral Health Services
- Employee Assistance Program (EAP)
  - 24/7 free and confidential emotional and crisis support
- Personal Support Program (PSP)
- Medical Care Assistance Program (MCAP)
- Dependent Care Assistance Program (DCAP)
- Health Savings Account (HSA)
- Flu Shots
- BeWell Wellness Program
- Disease Management
- Smoking Cessation Program
- Weight-Loss Benefit Program
- Total Retiree Advantage Illinois (TRAIL)



# Work Life Integration



- 37.5 hour work week
- Overtime and Earned Equivalent Time
- Paid vacation, holidays (13-14 holidays per year, 25 paid days off first year of employment)
- Hybrid in-person/remote work schedule potential
- Flexible work schedules
- My Benefits Plus
  - Accident Insurance
  - Critical Illness Insurance
  - Hospitality Indemnity Insurance
  - Legal Services
  - Identify Theft Protection
  - Pet Health Insurance
  - Auto and Home Insurance
- Purchasing Power
- Salary Finance
- Rollover vacation and sick time
- Sick leave bank
- Adoption Benefit Program
- Paid Parental Leave
- Various Leave Types: Disability, FRL, FMLA, General, Educational, Military, VESSA



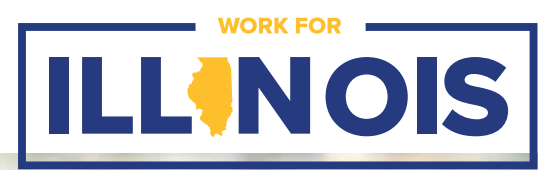
**Find Your Opportunity.**

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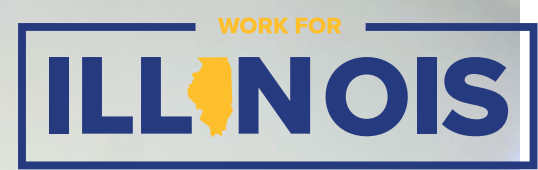
# Financial Wellness



- Life Insurance
- Deferred Compensation Plan
  - Tax-deferred contribution
  - Roth IRA
- Commuter Savings Program (CSP)
- Discounts
- Education loan forgiveness and reimbursement
  - State Employee Forgiveness Loan
- Retirement with monthly Pension Income
- Survivor benefits
- Bilingual skills pay
- Illinois 529 College Savings



# Professional Development



- Upward mobility program
- Paid education and training
- CMS University
- Veteran's outreach
- Programs for workers with disabilities (DWTP, SD, AE)
- Career Progression





## Health Related Benefits

[Work.Illinois.Gov](http://Work.Illinois.Gov)



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# Health Benefits



- Benefits are a very important part of the compensation package as a State of Illinois employee.
- Benefits are available to eligible employees and their qualified dependents.

## Health Insurance

- [State Health Plan Coverage - State Employee Benefits \(illinois.gov\)](https://illinois.gov)
- [Health Plan Programs - Health Plan Programs \(illinois.gov\)](https://illinois.gov)



## HMO-Health Maintenance Organization

- Aetna HMO
- BlueAdvantage HMO
- BCBS HMO Illinois
- Health Alliance HMO

## OAP-Open Access Plan

- Aetna OAP
- Blue Cross Blue Shield OAP
- HealthLink OAP

## PPO-Preferred Provider Organization

- Consumer Driven Health Plan (CDHP) - Aetna PPO
- Quality Care Health Plan (QCHP) - Aetna PPO

## Co-payments

- **HMO**
  - Plan year Out of Pocket Max:
    - \$3,000 Individual
    - \$6,000 Family
  - Physician Office Visit \$30
  - Specialist & Home Health Care Visit \$35
  - ER Services \$275
  - Inpatient Hospitalizations \$425
  - Outpatient Surgery \$300

## Coinsurance & Deductibles

- **OAP**
  - Tier I
    - Same as HMO
  - Tier II Plan \$300 Year Deductible/Enrollee
    - Physician & Specialist 90%
    - ER Services \$275/visit
    - Inpatient Hospitalizations Services 90% after \$475 copay
    - Outpatient Surgery 90% after \$300 copay
  - Tier III Plan \$400 Year Deductible/enrollee
    - Physician & Specialist 60%
    - ER Services \$275
    - Inpatient Hospitalizations Services 60% after \$550 copay
    - Outpatient Surgery Services 60% after \$300 copay

## Coinsurance & Deductibles

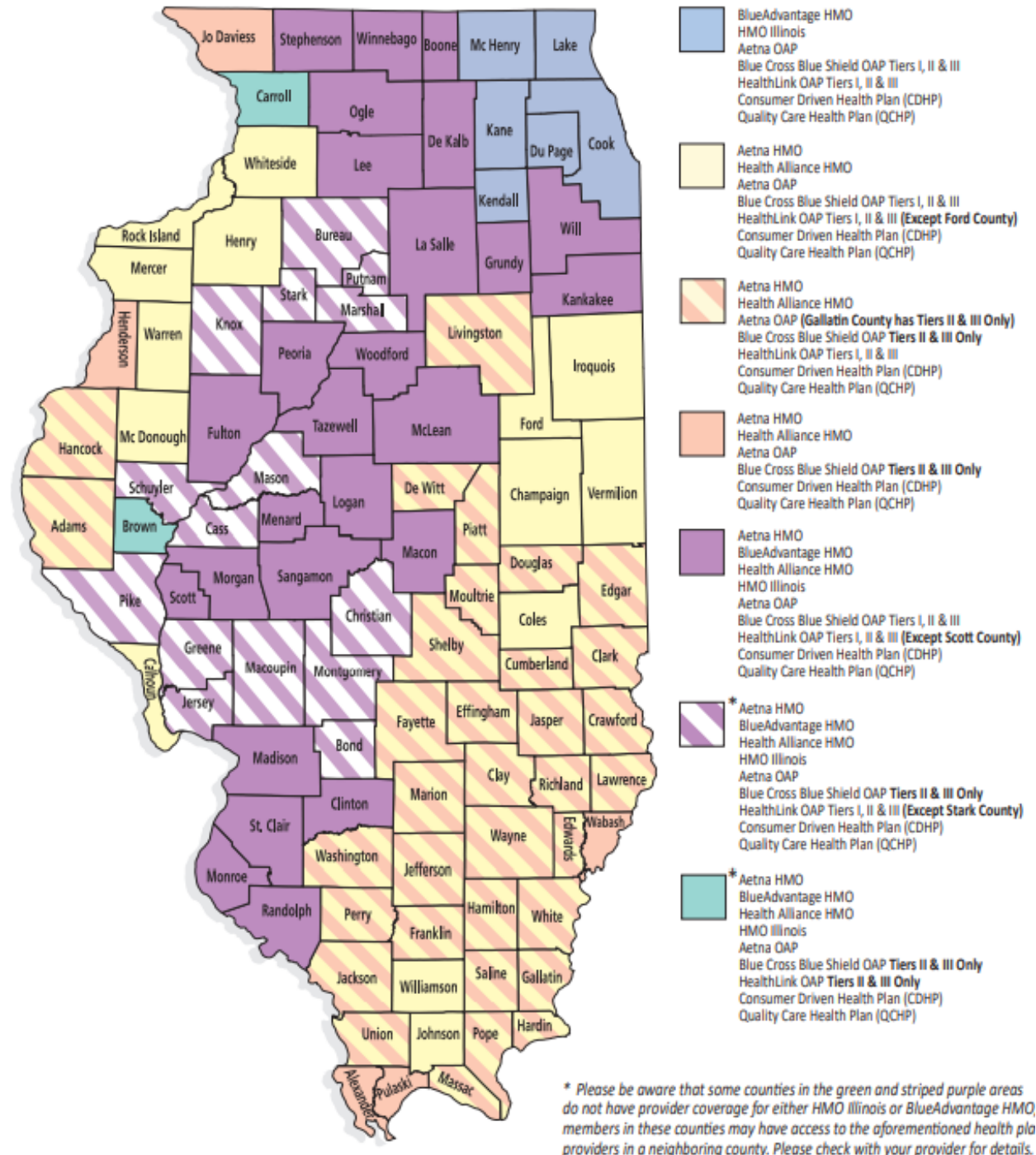
- **PPO**
  - Plan Year Deductibles
    - Salary based
      - Individual/Family
  - In-Network
    - Physician & Specialist visits 85%
    - ER Services \$450
    - Inpatient Hospitalizations Services 85% after \$200
    - Outpatient Surgery 85%
  - Out-of-Network
    - Physician & Specialist 60%
    - ER Services \$450
    - Inpatient Hospitalizations Services 60% after \$800
    - Outpatient Surgery 60%

**All plans include prescription drug coverage.**

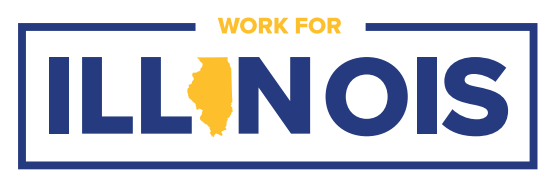


# Plan Administrators

Plan Administrators available by residential county



# Monthly Contributions



Employee Annual Salary	Aetna HMO	Blue Advantage	Health Alliance Illinois	HMO Illinois	Aetna OAP	BCBSIL* OAP	HealthLink OAP	CDHP**	QCHP***
\$30,200 & below	\$120	\$94	\$120	\$98	\$114	\$114	\$128	\$95	\$134
\$30,201 - \$45,600	\$139	\$113	\$139	\$117	\$133	\$133	\$147	\$114	\$153
\$45,601 - \$60,700	\$158	\$132	\$158	\$136	\$152	\$152	\$166	\$133	\$171
\$60,701 - \$75,900	\$176	\$150	\$176	\$154	\$170	\$170	\$184	\$151	\$190
\$75,901 - \$100,000	\$195	\$169	\$195	\$173	\$189	\$189	\$203	\$170	\$209
\$100,001 - \$125,000	\$249	\$223	\$249	\$227	\$243	\$243	\$257	\$224	\$263
\$125,000 - and over	\$282	\$256	\$282	\$260	\$276	\$276	\$290	\$257	\$296

**Member Rates are based on March 1<sup>st</sup> Annual Salary**

Dependent Rates based on:

- Number of Dependents
- Plan Enrollment
- Medicare Primacy

Number of Dependents	Aetna HMO	Blue Advantage	Health Alliance Illinois	HMO Illinois	Aetna OAP	BCBSIL* OAP	HealthLink OAP	CDHP**	QCHP***
1 Dependent	\$195	\$158	\$195	\$162	\$186	\$186	\$204	\$169	\$291
2+ Dependents	\$240	\$194	\$241	\$201	\$231	\$231	\$257	\$213	\$329
1 Medicare A & B Primary Dependent	\$172	\$137	\$171	\$141	\$163	\$163	\$180	\$146	\$184
2+ Medicare A & B Primary Dependents	\$214	\$172	\$215	\$178	\$205	\$205	\$227	\$187	\$245

# Health – Vision Coverage

## [State Vision Plan - State Employee Benefits \(illinois.gov\)](#)

- Cost of vision coverage is included in monthly Health Plan Contribution. Eligible for those enrolled in any State Health Plan.
- Administered by EyeMed.
- Eye exams covered every 12 months.
- Replacement lenses benefit once every plan year, from the last date used.
- Standard frames available once every 24 months, from the last date used.





# Health – Dental Coverage



## Dental Plan - State Employee Benefits ([illinois.gov](http://illinois.gov))

- Quality Care Dental Plan (QCDP) offers a comprehensive range of benefits
- Administered by ***Delta Dental of Illinois***.
- Cost of dental coverage based on Member Only or Member Plus Dependent(s).
- Member and dependents have the same benefits regardless of plan selected.
- Employees may opt-out out of health coverage and elect Dental Only Coverage.

Member Monthly Quality Care Dental Plan (QCDP) Contributions**			
Member Only	Member + 1 Dependent	Member + 2 or More Dependents	
\$14.00	\$23.00	\$25.50	

# Health – Behavioral Health



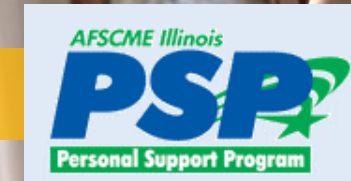
## Employee Assistance Program (EAP)



- 5 Sessions, per occurrence, every plan year
- ComPysch Guidance Resources is for all non-AFSCME Council 31 members and their covered dependents.
- Free, confidential 24/7 assistance.
- Comprehensive approach to the delivery of information, tools, resources and expert advice helps people navigate the broad spectrum of life issues.

## Personal Support Program (PSP) administered for AFSCME employees

- Free services statewide through a network of professional counselors who are licensed and specially trained to provide confidential assistance on a wide variety of personal difficulties or problems.



[Behavioral Health Services - State Employee Benefits \(illinois.gov\)](http://illinois.gov)

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# Health – Spending Accounts



## Flexible Spending Account

- Medical Care Assistance Program (MCAP)
- Dependent Care Assistance Program (DCAP)
- [Flexible Spending Accounts \(FSA\) Program - State Employee Benefits \(illinois.gov\)](#)
- Administered by Optum Financial Connect Your Care.

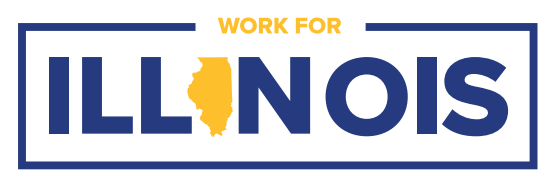
## Health Savings Account (HSA)

- [Health Savings Account \(HSA\) - State Employee Benefits \(illinois.gov\)](#)
- Administered by Pay Flex.

**\*Due to Federal guidelines, employees cannot be enrolled in both HSA and MCAP Flexible Spending Accounts**



# Medical Care Assistance Program (MCAP)



- The Medical Care Assistance Program is a pre-taxed deduction that provides funds to pay for eligible medical expenses for enrollees and dependents such as co-payments, co-insurance, deductibles and prescriptions.
- Funds are available for use in July and are paid back to the program throughout the fiscal year through the payroll deductions.
- Max contribution amount is \$2,850 annually.
- Unused rollover capped at \$570.





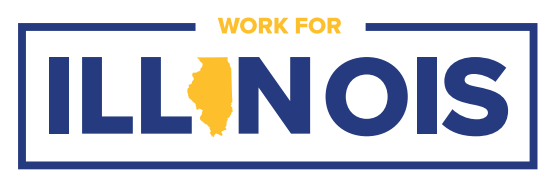
# Dependent Care Assistance Program (DCAP)



- Dependent Care Assistance Program is a pre-taxed deduction that provides funds for daycare expenses for children ages 12 and under, or to care for physically or mentally disabled dependents while the member is at work.
- Funds are available on a monthly basis after the payroll deductions are done.
- Max contribution amount is \$5,000 annually.
- All unused funds will be forfeited.
- DCAP does not pay for medical expenses.



# Health Savings Account (HSA)



- Available only to those enrolled in the Consumer Driven Health Plan (CDHP).
- Pre-taxed deduction that provides funds to pay for eligible medical expenses for member and dependents such as co-payments, co-insurance, deductibles and prescriptions.
- Option to enroll in the HSA with:
- The employer contribution AND the employee contribution.

Under Age 55			Age 55 and older		
	Individual	Family		Individual	Family
Employer Contribution =	\$500	\$1,000	Employer Contribution =	\$500	\$1,000
Employee Contribution =	\$3,150	\$6,300	Employee Contribution =	\$ 4,150	\$7,300
Max IRS Allowed Contribution =	\$3,650	\$7,300	Max IRS Allowed Contribution =	\$4,650	\$8,300



## Flu Shots

- [Flu Shot Info - Fall 2022 - State Employee Benefits \(illinois.gov\)](#)

## Disease Management

- Available through health plans as part of member's enrollment.
- Programs target and assist those identified as having certain risk factors for chronic conditions, like diabetes and cardiac health.
- If member is identified as having risk factors and meet appropriate criteria, may be contacted by health plan administrator to participate in one of these highly confidential programs.





# Comprehensive Wellness Program Be Well Illinois



- Features educational resources, webinars, motivational messages and engaging events.
- Provides awareness articles, financial wellness resources, health plans programs and resources, fitness articles, and kids corner.

Be Well Illinois focuses on:

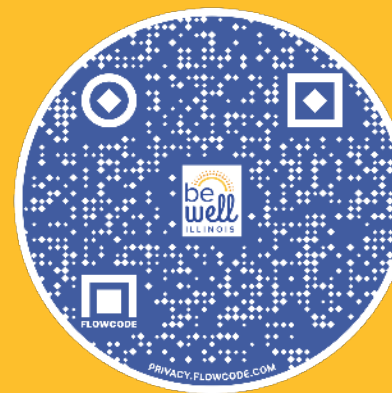
- Physical
- Mental
- Financial
- Social wellbeing

Initiatives:

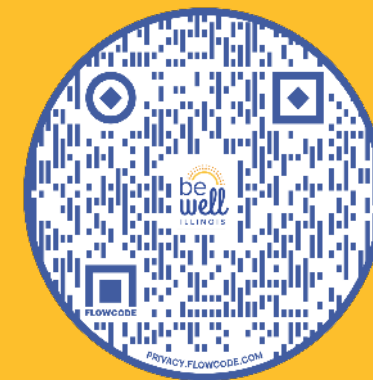
- Fall into Fitness 5/10K Challenge
- Coast to Coast
- Feel Like a Million
- Biometric Home Screenings
- First Responder Mental Health Trainings
- Active Minds-Stop the Silence Suicide Prevention Campaign

Visit the [Be Well Illinois](#) website to access the latest wellness information.

Follow on **Facebook** to join special challenges and to engage with a community of peers looking to strive to live healthier.



Website



Facebook



# Health – Smoking Cessation Program



## Smoking Cessation Program

[Smoking Cessation Program - State Employee Benefits \(illinois.gov\)](https://illinois.gov)

Quit smoking with the help of the State's Smoking Cessation Program.

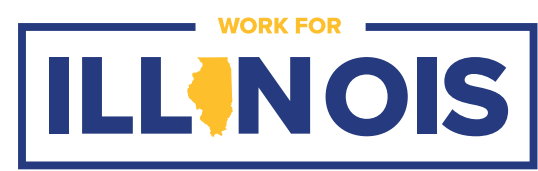
Eligible members are entitled to receive an approved rebate amount, upon the completion of the program.

Many managed care plans offer smoking cessation programs separate from the department's Smoking Cessation Program.

Employees who utilize a smoking cessation program through their managed care plan are not eligible for a Smoking Cessation Program benefit through the Department.



# Health – Weight Loss Benefit Program



## Weight-Loss Benefit Program

[Weight-Loss Benefit - State Employee Benefits \(illinois.gov\)](https://illinois.gov)

Members who utilize weight-loss programs may be eligible for up to an approved rebate amount, once every three plan years.



## Total Retiree Advantage Illinois (TRAIL) TRAIL MAPD

The State of Illinois offers retirees, annuitants, and survivors (of the State Employees Group Insurance Program (SEGIP), The Teachers' Retirement Insurance Program (TRIP), and the College Insurance Program (CIP)) a healthcare program entitled Total Retiree Advantage Illinois (TRAIL).

This program provides Medicare-eligible members and their covered dependents comprehensive medical and prescription drug coverage through TRAIL Medicare Advantage Prescription Drug (commonly referred to as "MAPD") plans.





## Financial Wellness

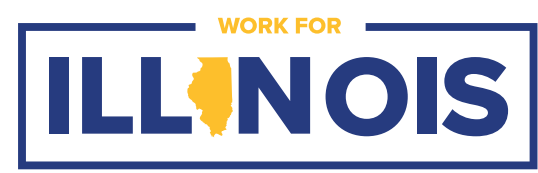
[Work.Illinois.Gov](https://www.work.illinois.gov)



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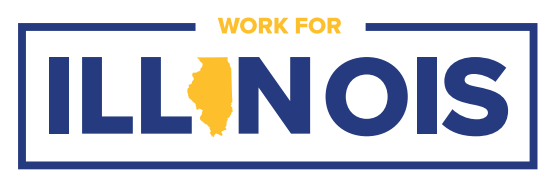
# Financial Wellness



- Life Insurance
- Deferred Compensation Plan
- Commuter Savings Program (CSP)
- Discounts
- Education loan forgiveness and reimbursement
- Retirement and Pension
- Survivor benefits
- Bilingual skills pay
- Illinois 529 College Savings



# Life Insurance



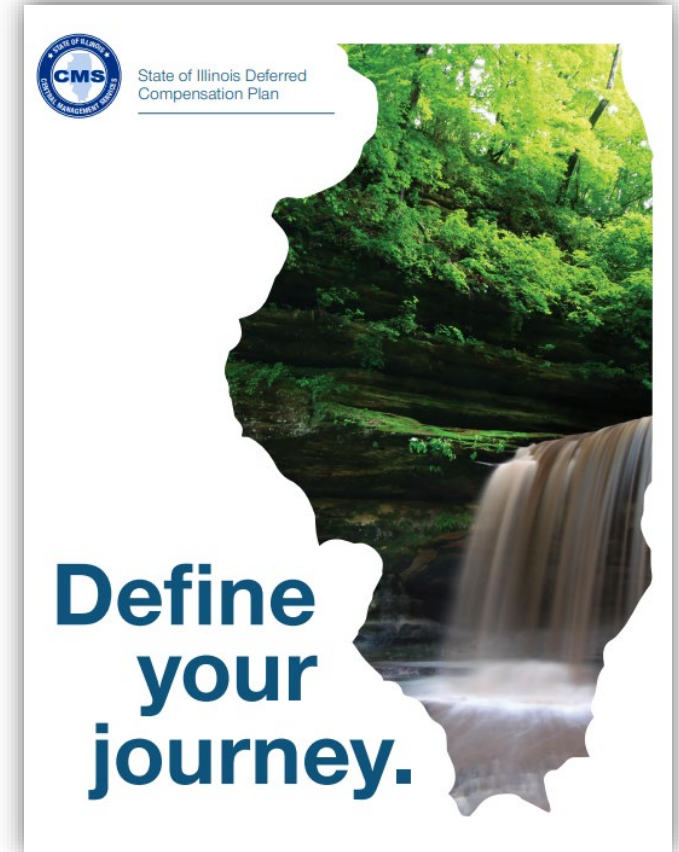
- Free Basic Life Coverage, equal to your annual salary.
- Employee Optional Life Coverage, up to 8 times your Basic Life amount, with a monthly contribution. Rates vary based on age.
- Accidental Death & Dismemberment Coverage, equal to Basic Life or combined Basic and Optional Life, is available with a monthly contribution. Rates will vary.
- Spouse and guaranteed Child Life, lump sum amount of \$10,000 per dependent, with a monthly contribution.
- New hires enrolling in up to 4 times Optional Life, are not required to submit a Statement of Health form for approval.
- Administered by MetLife.



# Deferred Compensation Plan



- Supplemental retirement program for State employees.
- Pre-tax or Roth basis through salary deferrals.
- The combined pre-tax and Roth contributions cannot exceed the limit, set by the IRS, of \$20,500. Employees over the age of 50 are allowed to defer up to \$27,000.
- New employees, who are a member of the State Employees' Retirement System (SERS), the General Assembly Retirement System (GARS), or the Judges Retirement System (JRS), will be automatically enrolled in the Plan with a 3% pre-tax deferral, unless you opt-out within thirty days of hire date.
- If you are not a member of SERS, GRS, or JRS, you will not be automatically enrolled in the Plan; however, you may enroll at any time.
- Register at [www.myillinoisdcplan.com](http://www.myillinoisdcplan.com) or call (833) 969-4532.
- Administered by Empower Retirement.



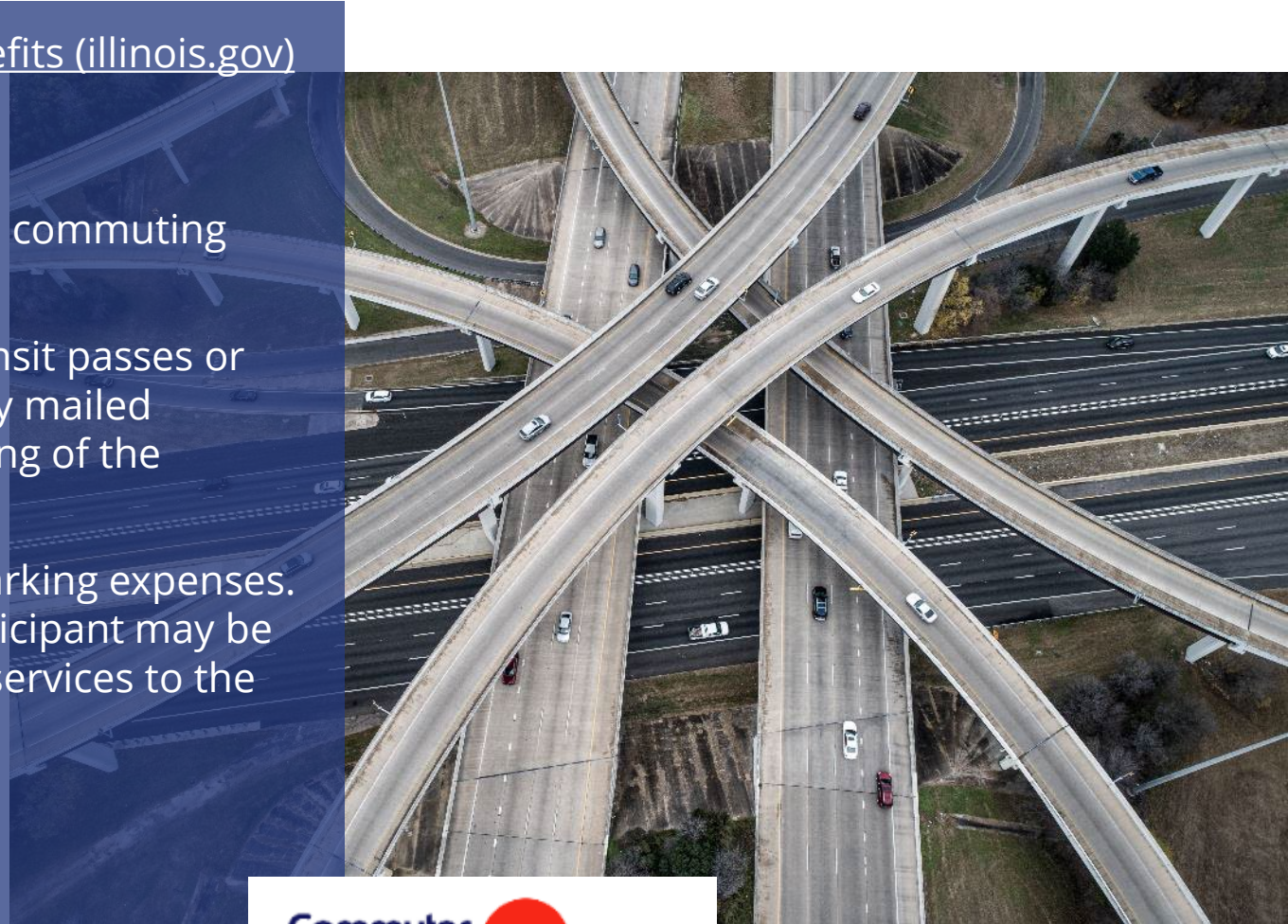


# Commuter Savings Program (CSP)



[Commuter Savings Program \(CSP\) - State Employee Benefits \(illinois.gov\)](https://illinois.gov)

- Available for non-University employees.
- Pre-tax deductions to pay out-of-pocket, work-related commuting and/or parking expenses.
- Max contribution is \$280 monthly for bus or train transit passes or vanpooling. The transit media selected is conveniently mailed directly to the participants' homes before the beginning of the month.
- Max contribution is \$280 monthly for work-related parking expenses. The parking provider may be paid directly, or the participant may be reimbursed by submitting a claim form and proof of services to the CSP Plan Administrator.
- Administered by [Edenred Commuter Benefits](#)





# Employee Discounts



- Illinois State Employees, retirees, their families, and friends are eligible for employee discounts, special pricing, and perks on products and services they use every day.
- [Employee Discounts, Perks, & Benefits For Illinois State Employees \(employeeandmemberdiscounts.com\)](http://employeeandmemberdiscounts.com)

A screenshot of the website "employee & member discounts" for the State of Illinois. The page has a white background with a dark blue navigation bar at the top containing various category links like "Auto", "Apparel", "Cell Phones", etc. The main heading is "State Of Illinois Employee Discounts And Perks". Below this, there are two main sections: "Get Illinois State Employee Discounts" with a photo of a diverse group of people, and "Become A Member!" with a registration form. The form includes fields for "Enter Your First Name", "Enter Your Last Name", "Enter Your Phone", "Enter your Email Address", "Enter Your Zip Code", and "Enter Your Company Name".

employee & member discounts

Auto | Apparel | Cell Phones | Health & Beauty | Home Goods & Services | Financial | Food | Travel | Tickets & Events | Pet | Other Deals

## State Of Illinois Employee Discounts And Perks

Get Illinois State Employee Discounts

**Become A Member!**

And get access to exclusive offers and deals from the top brands and retailers

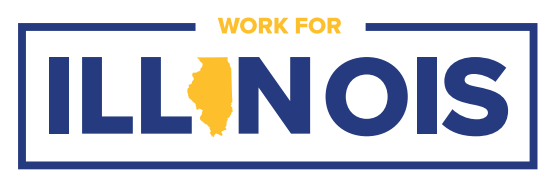
Enter Your First Name | Enter Your Last Name

Enter Your Phone | Enter your Email Address

Enter Your Zip Code | Enter Your Company Name



# Education loan forgiveness



- Veterans' Home Nurse Loan Repayment Program. Veterans' Home Medical Providers' Loan Repayment Program (isac.org)
- Nurse Educator Loan Repayment Program. Nurse Educator Loan Repayment Program (isac.org)
- Public Service Loan Forgiveness Program. Public Service Loan Forgiveness - The White House



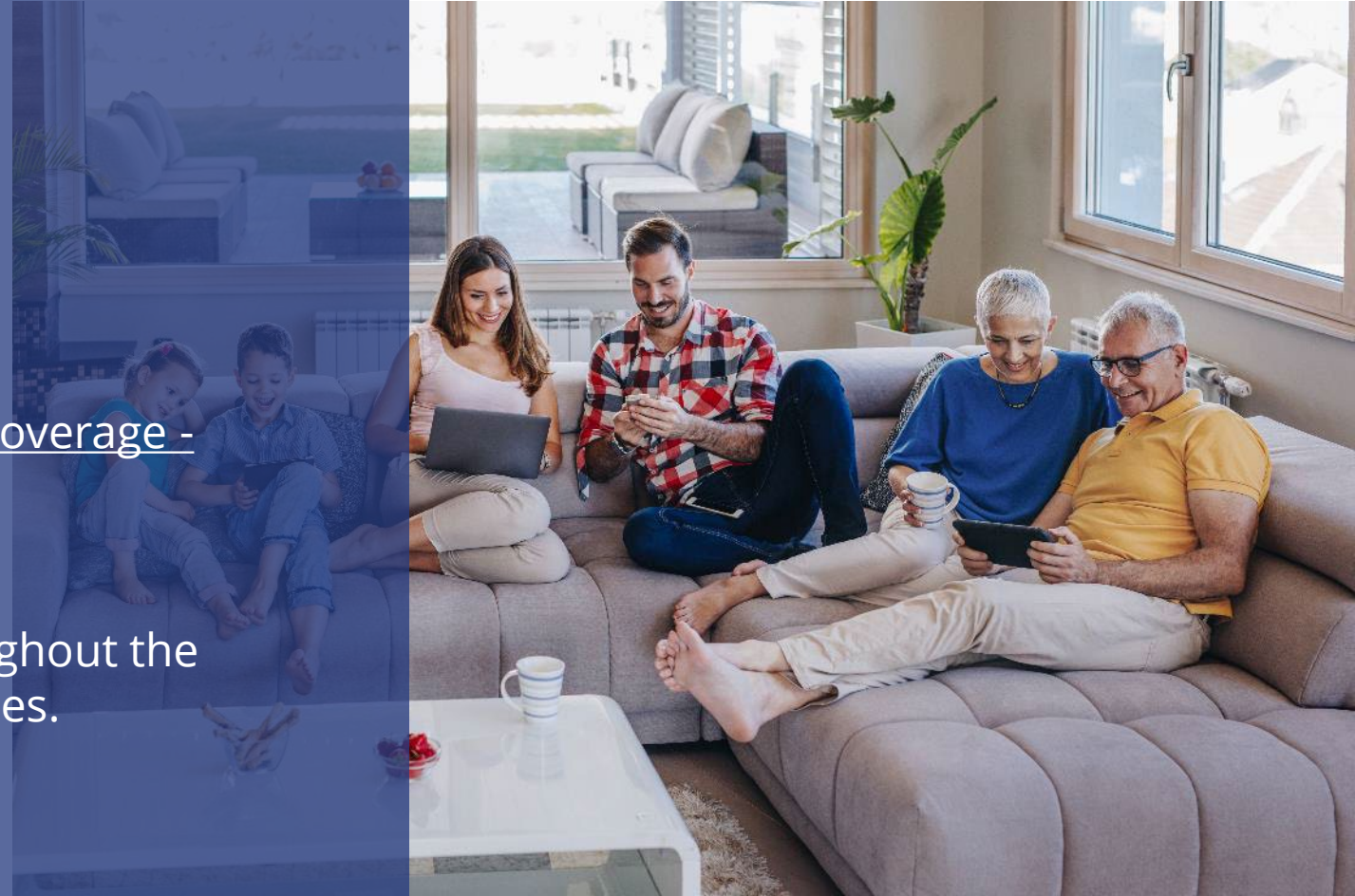
# Retirement and Pension



## Retirement and Pension

- Retirement and Pension
  - [SRS of Illinois](#)
- Survivor benefits
  - [Retiree, Annuitant and Survivor Life Coverage - State Employee Benefits \(illinois.gov\)](#)

[Pre-retirement workshops](#) are offered throughout the state for all state employees and their spouses.





# Bilingual Skills Pay



Bilingual pay is guided by the AFSCME collective bargaining agreement (CBA), providing employees utilizing bilingual skills to serve the public, additional compensation (see 20 ILCS 415/8a.2)





## Illinois 529 College Savings

- ✓ Illinois 529 College Savings
  - [Michael W. Frerichs - Illinois State Treasurer: College Savings \(illinoistreasurer.gov\)](#)





## Work Life Integration

[Work.Illinois.Gov](http://Work.Illinois.Gov)



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# Work Life Integration



37.5 hour work week

Overtime and Earned Equivalent Time

Paid vacation, holidays (13-14 holidays per year, 25 paid days off first year of employment)

- ✓ Paid time off for:
  - Skill tests for promotions
  - Blood, blood platelet, bone marrow, organ donations
  - Court attendance
  - Vote

Rollover vacation and sick time

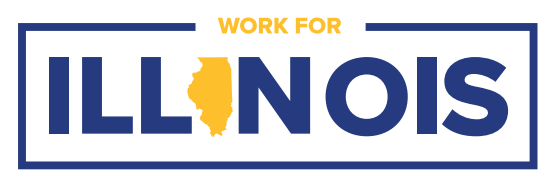
Sick leave bank

Flexible work schedules

- ✓ Leaves
  - Parental Leave (Paid 10 work weeks)
  - Disability
  - Family Responsibility Leave (FRL)
  - Family and Medical Leave Act (FMLA)
  - General Leave
  - Educational Leave
  - Military Leave
  - Victims' Economic Security and Safety Act (VESSA)



# MyBenefits Plus



## My Benefits Plus

- Accident Insurance
- Critical Illness Insurance
- Hospitality Indemnity Insurance
- Legal Services
- Identify Theft Protection
- Pet Health Insurance
- Auto and Home Insurance
- Purchasing Power
- Salary Finance





## MyBenefits Plus

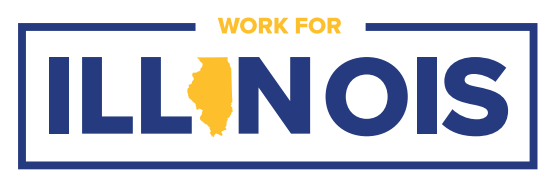
### Open Enrollment (New Hire Only)

Accident Insurance  
Critical Illness Insurance  
Hospital Indemnity Insurance  
Legal Services

### Evergreen Enrollments (Anytime Elections)

Identity Theft Protection  
Pet Health Insurance  
Auto and Home Insurance  
Purchasing Power\*  
Salary Finance\*

# Accident Insurance



There are things you and your family do daily that may lead to an accident or out-of-pocket expenses.

- Lump Sum Benefits
- Immediate Coverage/No Waiting Periods
- On & Off the Job Coverage
- Covered Hospital Stays
- Guaranteed Issue
- Annual Health Screening Benefit

Available During Open Enrollment



# Critical Illness Insurance



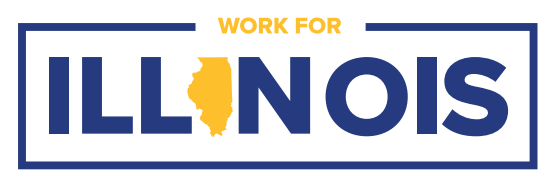
Gain the Power to make treatment decisions,  
without putting your finances at risk.

- Simplified Underwriting
- Choice Plans Available
- Dependent Coverage Available
- Use Benefits for Any Expenses
- Cash Benefits Distributed
- Covered Hospital Stays

Available During Open Enrollment



# Hospital Indemnity Insurance



Achieve peace of mind knowing you have additional coverage to help ease your financial responsibility while you recover.

- Annual Health Screening Benefit
- Plans Level Options
- Dependent Coverage Available
- Use Benefits for Any Expenses
- Lump Sum Distributions
- Portable Plans

Available During Open Enrollment





Protect yourself and your family. Find the extra guidance when you need it.

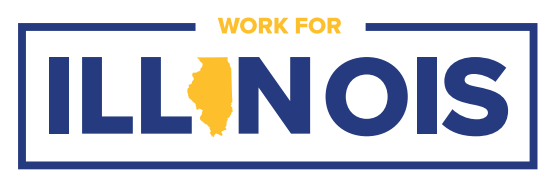
- Expert attorneys in all fields
- Family Law Coverage
- National Network of Attorneys
- Financial & Consumer Coverage
- Real Estate Transaction Coverage
- Auto & Traffic Coverage

Available During Open Enrollment

 Legal**EASE**

*MyBenefits*  
*Plus*

# Identity Theft Protection



Millions of consumers are victims of identity theft each year. Don't wait to get protected.

- Credit Alerts
- Digital Wallet
- Credit reporting
- Identity Remediation
- Social Media Reputation Monitoring
- ID Theft Insurance Policy

Available Anytime



# Pet Insurance



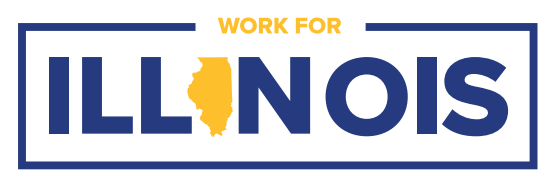
Protect your pet and your wallet with exceptional savings on veterinary bills.

- Visit Any Vet, Anywhere
- Injuries like Cuts & Broken Bones Covered
- 24/7 Vet Helpline
- Surgeries and Hospitalizations Covered
- X-Rays, MRIs and CT Scans Covered
- Choice Plans Available

Available Anytime



# Auto & Home Insurance



Three of the nation's top providers offering plans that fit your lifestyle and your wallet.

- Multi-policy discounts
- Special Employee Savings
- 24/7/365 Claim reporting
- Portable Plans
- Coverage Can Begin the Next Day
- Switch Carriers Anytime

Available Anytime





# Purchasing Power



Shop thousands of brand-name products, pay over time, right from your paycheck.\*

- No Credit Check
- Appliances, Computers, Furniture, more
- Pay Using Payroll Deduction
- No Down Payment
- Upfront Product Delivery

Available Anytime

\*Must be active full-time employee for a minimum of 12 months, at least 18 years of age, earn at least \$16,000. Must provide a valid bank account or credit card.



Loans at affordable rates with higher acceptance than traditional lenders.\*

- Budgeting Tools
- Rebuild Savings
- Pay down Expensive Debt
- Checking and optional Savings Account
- Referrals to Local Financial Resources

Available Anytime

\*Must be active full-time employee for a minimum of 12 months, at least 18 years of age, earn at least \$16,000.

*Salary Finance*

*MyBenefits  
Plus*

# Adoption Benefit Program



## [Adoption Benefit Program - State Employee Benefits \(illinois.gov\)](https://illinois.gov)

- The Program pays for approved eligible expenses for reimbursement.
- All adoption benefits are subject to Medicare and social security taxes.
- If more than one child is adopted, benefits are available for each child.
- The benefit is available to all active employees who are eligible for benefits under the State Employees Group Insurance Program.
- The adoption must be final before expenses are eligible for reimbursement.
- The request for reimbursement must be received within one year from the end of the plan year the adoption became final.
- If both spouses are State employees, only one adoption benefit is available per child.





# Professional Development

[Work.Illinois.Gov](http://Work.Illinois.Gov)



**SCAN ME**



# Professional Development



- Upward mobility program
- Paid education and training
- CMS University
- Veteran's outreach
- Programs for workers with disabilities
- Career Progression



# CMS University



- CMS University is the State of Illinois' internal, continuing and professional education portal
- Designed to showcase the innovative programs offered by state agencies to address the training needs of our staff
- Centralized location for all state employees
- CMS Leads Podcast Series
- CMS Conversations: Diversity Equity & Inclusion



**CMS Conversations: Diversity Equity & Inclusion**

*One of the best tools against injustice and discrimination is education. CMS Conversations include resources for understanding the history and continued impact of discrimination in the U.S., and information on how to discuss these issues with colleagues, friends and family. CMS is committed to promoting inclusion and respect in our workplace and doing our part to combat injustice in our community.*

**Training**

It is the mission of CMS Bureau of Personnel to provide efficient, timely and compliant services and resources to agencies, leading State personnel functions to recruit, develop, engage, and retain an inclusive, highly-qualified, and diverse workforce.

CMS BoP Recruitment Training	People Skills Training	Performance Skills Training	Planning Skills Training
Leadership Development	Live Training Opportunities	Monthly Skill Builder	State Training Resources



# Upward Mobility Program



[Upward Mobility Program - Upward Mobility Program \(illinois.gov\)](https://illinois.gov)

- Career mobility program providing paid education and training
- Designed to give current state employees an opportunity to advance to more challenging, higher paying positions.
- Joint venture between CMS and [AFSCME](#).
- Employees receive individual counseling to inform them of the career opportunities available and to guide them in developing their career plans.
- Participants take proficiency exams and/or complete required education and training programs designed to provide the skills and knowledge needed for advancement.
- Employees can work toward advancement in the following major career paths: Data Processing, Office Services, Accounting, Human Services, Criminal Justice, and Nursing.



**Find Your Opportunity.**

[Work.Illinois.Gov](https://Work.Illinois.Gov)





# Career Mobility



The State values allowing individuals movement in their career, whether to another position or occupation, or gaining different responsibilities within their current role.

**The State invests in its employees, wants them to learn new skills, grow, and continue to contribute!**

Benefits for employees:

- Leverage many professional development programs
- Maintain their job while completing education
- Continue receiving benefits (insurance, annual bonuses, etc.) while exploring career advancement
- Receive pay increases relative to new roles
- Increase value within the organization
- Find greater satisfaction in new, more rewarding roles
- Add valuable skills and responsibilities to their resume





# Veterans Outreach Program



- We give our support to the men and women who have given theirs.
- Under State law, qualified veterans are entitled to preference points in the hiring process.
- Personalized career counseling for veterans.
- All veterans are required to submit a certified copy of their most recent DD214/215 as proof of military service.



## 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](http://work.illinois.gov/Veterans-Outreach-Program)

↓ APPLY FOR STATE JOBS HERE ↓  
[work.illinois.gov](http://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.



Illinois Department of Central Management Services

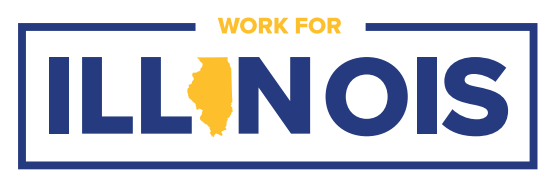


Find Your Opportunity.

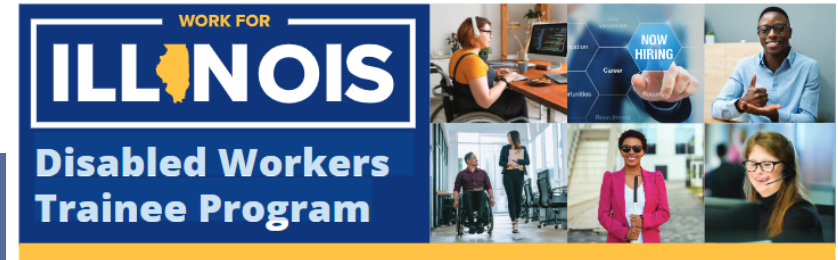
Work.Illinois.Gov



# Programs for workers with disabilities



- The Disabled Worker Trainee Program (DWTP) provides an opportunity to individuals with disabilities and no work experience to gain state employment through an established trainee program
- The Successful Disability Opportunities Program aims to increase the number of qualified employees with disabilities working in the State.
- The State provides an opportunity for employees to seek alternative employment after a work related or non-work related disability essentially precludes that employee from performing his or her currently assigned duties.



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](http://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](mailto: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.



↓ APPLY FOR STATE JOBS HERE ↓  
[work.illinois.gov](http://work.illinois.gov)



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.  
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**Find Your Opportunity.**

[Work.Illinois.Gov](http://Work.Illinois.Gov)



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