



## **SUCCESSFUL DISABILITY (SD) OPPORTUNITIES PROGRAM**

- The purpose of the Successful Disability Opportunities Program (SD) is to provide persons with disabilities greater access to employment opportunities with the State.
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- Applicants for this program must be a customer of the Department of Human Services/ Division of Rehabilitation Services (DRS) and have a 'Certificate of Eligibility' completed by their DRS vocational rehabilitation counselor for each job title they wish to pursue. The Certificate must be received by the CMS Disabled Worker Coordinator prior to scheduling any SD testing.
- Applicants must test and receive a passing grade on an exam to be eligible for the job title. Applicants may test through the automated testing system for both the SD grading and the regular Open Competitive grading at the same. The SD grading is simply Pass or Fail.
- SD grades are valid for one year.
- When an agency is able to fill an open position using an open competitive eligible list, those agencies seeking to hire a candidate with a disability can request a list of eligible candidates with SD grades. Interviews must be conducted in accordance with established standards including Veterans Preference.
- In compliance with the Americans with Disabilities Act and the Illinois Human Rights Act, State agencies must ensure that the employment process is accessible to persons with disabilities. Specifically, these laws require that the State provide reasonable accommodations upon request by individuals participating in all steps of the employment process. This includes the State of Illinois Rutan interview process.

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