
HOUSE CONCURRENT RESOLUTION

REQUESTING THE WORKFORCE DEVELOPMENT COUNCIL TO STUDY THE
EFFECTIVENESS OF CURRENT INCENTIVES FOR THE HIRING OF
INDIVIDUALS WITH DISABILITIES.

1 WHEREAS, employing individuals with disabilities provides
2 them with a means toward achieving economic self-sufficiency and
3 allows them to contribute to the community as tax-paying
4 citizens; and

5
6 WHEREAS, employers who hire individuals with disabilities
7 incur additional expenses due to:

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9 (1) Additional and specialized training;
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11 (2) Scheduling issues that stem from coordinating with
12 disability and medical services to meet an employee's
13 needs;
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15 (3) Facility improvements to comply with requirements
16 under the Americans with Disabilities Act; and
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18 (4) Potentially having to assign a helper or work
19 assistant to an employee with a disability; and
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21 WHEREAS, according to statistics from the Department of
22 Labor and Industrial Relations and the Bureau of Labor
23 Statistics of the United States Department of Labor, the
24 unemployment rate of people with disabilities in Hawaii is
25 higher than the national average; and
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27 WHEREAS, it is in the State's interest to encourage the
28 employment of individuals with disabilities; now, therefore,
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H.C.R. NO. 211

1 BE IT RESOLVED by the House of Representatives of the
2 Twenty-eighth Legislature of the State of Hawaii, Regular
3 Session of 2015, the Senate concurring, that the Workforce
4 Development Council is requested to study the effectiveness of
5 current incentives for the hiring of individuals with
6 disabilities, including but not limited to tax incentives
7 provided under federal and state law; and
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9 BE IT FURTHER RESOLVED that, as part of its study, the
10 Workforce Development Council is requested to:

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12 (1) Consult with the Department of Human Services,
13 Department of Taxation, State Rehabilitation Council,
14 and other agencies, programs, or stakeholders it deems
15 appropriate; and
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17 (2) Consider whether current incentives are adequate to
18 cover the costs incurred by employers when hiring
19 individuals with disabilities, and:
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21 (A) If current incentives are adequate, identify
22 methods that could be employed to ensure that
23 employers are aware of these incentives; and
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25 (B) If current incentives are not adequate, identify
26 methods that could be employed to address and
27 improve the current system of incentives; and
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29 BE IT FURTHER RESOLVED that the Workforce Development
30 Council is requested to submit a report of its findings and
31 recommendations, including any proposed legislation, to the
32 Legislature no later than twenty days prior to the convening of
33 the Regular Session of 2016; and
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35 BE IT FURTHER RESOLVED that certified copies of this
36 Concurrent Resolution be transmitted to the Director of Human
37 Services, Director of Taxation, Chairperson of the State



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1 Rehabilitation Council, and Chairperson of the Workforce
2 Development Council.

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