
HOUSE 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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30 BE IT RESOLVED by the House of Representatives of the
31 Twenty-eighth Legislature of the State of Hawaii, Regular
32 Session of 2015, that the Workforce Development Council is



1 requested to study the effectiveness of current incentives for
2 the hiring of individuals with disabilities, including but not
3 limited to tax incentives provided under federal and state law;
4 and
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6 BE IT FURTHER RESOLVED that, as part of its study, the
7 Workforce Development Council is requested to:
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9 (1) Consult with the Department of Human Services,
10 Department of Taxation, State Rehabilitation Council,
11 and other agencies, programs, or stakeholders it deems
12 appropriate; and
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14 (2) Consider whether current incentives are adequate to
15 cover the costs incurred by employers when hiring
16 individuals with disabilities, and:
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18 (A) If current incentives are adequate, identify
19 methods that could be employed to ensure that
20 employers are aware of these incentives; and
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22 (B) If current incentives are not adequate, identify
23 methods that could be employed to address and
24 improve the current system of incentives; and
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26 BE IT FURTHER RESOLVED that the Workforce Development
27 Council is requested to submit a report of its findings and
28 recommendations, including any proposed legislation, to this
29 body no later than twenty days prior to the convening of the
30 Regular Session of 2016; and
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32 BE IT FURTHER RESOLVED that certified copies of this
33 Resolution be transmitted to the Director of Human Services,
34 Director of Taxation, Chairperson of the State Rehabilitation
35 Council, and Chairperson of the Workforce Development Council.
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OFFERED BY: Jay DeLoita

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