119TH CONGRESS 1st Session } HOUSE OF REPRESENTATIVES { REPORT 119–32

THINKDIFFERENTLY ABOUT DISABILITY EMPLOYMENT ACT

MARCH 24, 2025.—Committed to the Committee of the Whole House on the State of the Union and ordered to be printed

Mr. WILLIAMS of Texas, from the Committee on Small Business, submitted the following

R E P O R T

together with

MINORITY VIEWS

[To accompany H.R. 1634]

The Committee on Small Business, to whom was referred the bill (H.R. 1634) to provide for a memorandum of understanding between the Small Business Administration and the National Council on Disability to increase employment opportunities for individuals with disabilities, and for other purposes, having considered the same, reports favorably thereon without amendment and recommends that the bill do pass.

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59–006

I. PURPOSE AND BILL SUMMARY

On February 26, 2025, Rep. Stauber, along with Rep. Simon, Rep. Alford, and Rep. Pappas, introduced H.R. 1634, *ThinkDIFFERENTLY About Disability Employment Act*. H.R. 1634 requires the Small Business Administration (SBA) and National Council on Disability (NCD) to enter into a Memorandum of Understanding (MOU) to increase employment opportunities for individuals with disabilities by providing individuals with disabilities entrepreneurial assistance, identifying small business job opportunities, and assisting small businesses hire individuals with disabilities.

II. NEED FOR LEGISLATION

Individuals with disabilities often face additional obstacles to traditional employment and are more likely to be self-employed than the average American. The Department of Labor has found that the lack of education or training, the need for accommodation at a job, and the limited transportation options present unique challenges when it comes to individuals with disabilities finding employment.

The NCD is an independent federal agency whose mission is to provide recommendations to federal policy makers on policies and issues that impact individuals with disabilities. As a small agency, the NCD is uniquely suited to use its existing resources to help inform the SBA as to how the SBA can support individuals with disabilities. While the SBA has a history of providing support to service-disabled veterans, the same type of advice for entrepreneurs with disabilities who are not veterans is lacking.

III. HEARINGS

On February 5, 2025, the Committee on Small Business held a hearing examining matters related to H.R. 1634 titled “Hope on the Horizon: Prioritizing Small Business Growth in the 119th Congress.”

IV. COMMITTEE CONSIDERATION

The Committee on Small Business met in open session, with a quorum being present, on March 5, 2025, and ordered H.R. 1634 favorably reported to the House of Representatives. During the markup no amendments were offered.

V. COMMITTEE VOTES

Clause 3(b) of rule XIII of the Rules of the House of Representatives requires the Committee to list the recorded votes on the motion to report legislation and amendments thereto. The Committee voted to favorably report H.R. 1634 to the House of Representatives at 11:45 AM.

Present	Representatives	Aye	Nay
	Mr. Stauber (MN-08)	X	
	Mr. Meuser (PA-09)	X	
	Ms. Van Duyne (TX-24)	X	
	Mr. Ellzey (TX-06)		
	Mr. Alford (MO-04)	X	
	Mr. (La-Low-ta) Lalota (NY-01)	X	
	Mr. Finstad (MN-01)	X	
	Mr. Wied (WI-08)	X	
	Mr. Bresnahan (PA-08)	X	
	Mr. Jack (GA-03)	X	
	Mr. Downing (MT-02)	X	
	Ms. King-Hinds (Del.-CNMI)	X	
	Mr. Schmidt (KS-02)	X	
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	Ranking Member Velazquez (NY-07)	X	
	Mr. Mc-Gar-vey (KY-03)	X	
	Ms. (Skull- ton) Scholten (MI-03)	X	
	Mrs. McIver (NJ-10)	X	
	Mr. Cisneros (CA-31)	X	
	Dr. Morrison (MN-03)	X	
	Mr. Latimer (NY-16)	X	
	Mr. Tran (CA-45)	X	
	Ms. Simon (CA-12)	X	
	Dr. Olszewski (MD-02)	X	
	Dr. Conway (NJ-03)	X	
	Ms. Goodlander (NH-02)	X	
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1	Chairman Williams (TX-25)	X	
	TOTALS	25	
26			

COMMITTEE ON SMALL BUSINESS
119th Congress (*First Session*)

Date: 03/05/2025

Time: 11:45am

Measure: **H.R. 1634** – ThinkDIFFERENTLY About Disability Employment Act

Offered By: ________

Amendment #: ________

Result?	Agreed To: [X] Not Agreed To: [ ] Withdrawn: [ ]		
Voice Vote	*Ayes*	*Nays*	*Present*
	25	0	

FC Vote #	5

VI. SECTION-BY-SECTION OF H.R. 1634

Section 1—Short title

This bill may be cited as the "ThinkDIFFERENTLY About Disability Employment Act."

Section 2—Memorandum of Understanding to increase employment opportunities for individuals with disabilities

This section requires the Chair of the NCD and the Administrator of the SBA to enter into an MOU to provide employment and entrepreneurship assistance to individuals with disabilities. Additionally, these individuals must help small businesses with hiring individuals with disabilities and assist with related accessibility issues.

This section also requires the SBA, in consultation with the NCD, to issue a report to Congress within two years of the bill's enactment detailing the MOU, its successes, and opportunities for additional partnership.

Section 3—Compliance with CUTGO

This section does not authorize any additional appropriations for this bill.

VII. CONGRESSIONAL BUDGET OFFICE COST ESTIMATE

Pursuant to 3(c)(3) of rule XIII of the Rules of the House of Representatives, the Committee adopts as its own the cost estimate prepared by the Director of the Congressional Budget Office pursuant to section 402 of the Congressional Budget Act of 1974. The Committee has requested but not received from the Director of the Congressional Budget Office a cost estimate for the Committee's provisions.

VIII. NEW BUDGET AUTHORITY, ENTITLEMENT AUTHORITY, AND TAX EXPENDITURES

Pursuant to clause 3(c)(2) of rule XIII of the Rules of the House of Representatives and section 308(a)(I) of the Congressional Budget Act of 1974, the Committee provides the following opinion and estimate with respect to new budget authority, entitlement authority, and tax expenditures. While the Committee has not received an estimate of new budget authority contained in the cost estimate prepared by the Director of the Congressional Budget Office pursuant to Sec. 402 of the Congressional Budget Act of 1974, the Committee does not believe that there will be any additional costs attributable to this legislation. H.R. 1634 does not direct new spending, but instead reallocates funding independently authorized and appropriated.

IX. OVERSIGHT FINDINGS & RECOMMENDATIONS

In accordance with clause 3(c)(1) of rule XIII and clause 2(b)(1) of rule X of the Rules of the House of Representatives, the oversight findings and recommendations of the Committee on Small Business with respect to the subject matter contained in the H.R. 1634 are incorporated into the descriptive portions of this report.

X. PERFORMANCE GOALS AND OBJECTIVES

With respect to the requirements of clause 3(c)(4) of rule XIII of the Rules of the House of Representatives, the performance goals and objectives of H.R. 1634 requires the SBA and NCD to enter into an MOU to improve entrepreneurship and employment opportunities for individuals with disabilities. Within two years of enactment, the SBA must submit a report to Congress describing the MOU, achievements under the MOU, and how the SBA will continue to expand employment opportunities for individuals with disabilities. within two years of enactment des and a report to evaluate the memorandum of understanding within two years of enactment.

XI. STATEMENT OF DUPLICATION OF FEDERAL PROGRAMS

Pursuant to clause 3(c)(5) of rule XIII of the Rules of the House of Representatives, no provision of H.R. 1634 is known to be duplicative of another Federal program, including any program that was included in a report to Congress pursuant to section 21 of Public Law 111–139 or the most recent Catalog of Federal Domestic Assistance.

XII. CONGRESSIONAL EARMARKS, LIMITED TAX BENEFITS, AND LIMITED TARIFF BENEFITS

With respect to clause 9 of rule XXI of the Rules of the House of Representatives, the Committee finds that the bill does not contain any congressional earmarks, limited tax benefits, or limited tariff benefits as defined in clause 9(e), 9(f), or 9(g) of rule XXI of the Rules of the House of Representatives.

XIII. FEDERAL MANDATES STATEMENT

The Committee adopts as its own the estimate of Federal mandates prepared by the Director of the Congressional Budget Office pursuant to section 423 of the Unfunded Mandates Reform Act.

XIV. FEDERAL ADVISORY COMMITTEE STATEMENT

No advisory committees within the meaning of section 5(b) of the Federal Advisory Committee Act were created by this legislation.

XV. APPLICABILITY TO LEGISLATIVE BRANCH

The Committee finds that the legislation does not relate to the terms and conditions of employment or access to public services or accommodations within the meaning of section 102(b)(3) of the Congressional Accountability Act.

XVI. STATEMENT OF CONSTITUTIONAL AUTHORITY

Pursuant to clause 7 of rule XII of the Rules of the House, the Committee finds that the authority for this legislation in Art. I, § 8, cl.1 of the Constitution of the United States.

XVII. MINORITY VIEWS

According to the U.S. Census Bureau, approximately 44.1 million Americans are people with disabilities.[1] However, only 22.7 percent participate in America's labor force[2] due to employment barriers, including discrimination, education, lack of flexibility, and transportation. Starting and owning a small business can help individuals with disabilities overcome these employment barriers and set out on a path to prosperity.

Individuals with disabilities have a higher rate of self-employment (17 percent) than non-disabled Americans (11 percent). People with disabilities often choose entrepreneurship over joining the labor force for several reasons, including greater flexibility and inclusion with respect to their work scheduling and environment.[3] In fact, there are approximately 1.8 million small businesses owned by people with disabilities in the U.S.[4]

The legislation would require the Small Business Administration (SBA) to enter into a Memorandum of Understanding with the National Council on Disability (NCD) to promote employment opportunities for people with disabilities. The NCD makes recommendations to the President, Congress, federal agencies, and state, tribal, and local governments on policies affecting Americans with disabilities. The NCD is an independent federal agency comprised of nine members—four appointed by the leadership in Congress and five appointed by the President. Since the enactment of the Americans with Disabilities Act in 1990, the NCD has played a key role in analyzing the needs of people with disabilities.

On January 30, 2024, the Innovation, Entrepreneurship, and Workforce Development Subcommittee held a hearing entitled "Pathways to Success: Supporting Entrepreneurs and Employees with Disabilities," which focused on ways to empower individuals with disabilities. Mr. Keith Wargo, President and CEO of Autism Speaks testified that "many individuals with disabilities have the skills and desire to work, and hiring neurodiverse people benefits the companies they work for, and the overall economy." He cited a study that showed "companies that actively seek to hire people with disabilities outperform businesses that do not. Their revenues, net income, profit margins were all higher. Further analysis re-

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[1] *Table S1810: Disability Characteristics*, U.S. CENSUS BUREAU (2022), https://data.census.gov/table/ACSST1Y2022.S1810.

[2] U.S. BUR OF STATS. *Persons with a Disability: Labor Force Characteristics Summary*, February 25, 2025.

[3] NAT'L DISABILITY INST., SMALL BUSINESS OWNERSHIP BY PEOPLE WITH DISABILITIES: CHALLENGES AND OPPORTUNITIES 1–2, 13–14 (Apr. 2022).

[4] Danielle Fallon-O'Leary, *6 Funding Opportunities for Disabled Entrepreneurs*, U.S. CHAMBER OF COM. (Nov. 1, 2023), https://www.uschamber.com/co/run/business-financing/funding-options-for-disabled-entrepreneurs.

vealed that the U.S. GDP could get a boost of up to $25 billion if more people with disabilities joined the workforce."

NYDIA M. VELÁZQUEZ,
Ranking Member.

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