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118TH CONGRESS
2d Session
HOUSE OF REPRESENTATIVES
REPORT
118–470

ENTREPRENEURS WITH DISABILITIES REPORTING ACT OF 2024

APRIL 26, 2024.—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. 7985]

The Committee on Small Business, to whom was referred the bill (H.R. 7985) to require the Administrator of the Small Business Administration to submit to Congress a report on the entrepreneurial challenges facing entrepreneurs with a disability, and for other purposes, having considered the same, reports favorably thereon without amendment and recommends that the bill do pass.

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I. PURPOSE AND BILL SUMMARY

On April 15, 2024, Rep. McGarvey, along with Rep. Molinaro introduced H.R. 7985. The purpose of H.R. 7985, the "Entrepreneurs with Disabilities Reporting Act of 2024," is to require the Administrator of the Small Business Administration (SBA) to submit a report to Congress on the challenges facing entrepreneurs with disabilities.

II. NEED FOR LEGISLATION

According to the Government Accountability Office (GAO) there are nearly 50 programs spread across nine Federal agencies that support employment for individuals with disabilities. Navigating the federal bureaucracy can be a challenge for anyone, but it is particularly challenging for disabled entrepreneurs who are forced to scour 50 different programs when looking for assistance in starting a business.

The Entrepreneurs with Disabilities Reporting Act of 2024 requires the SBA to report to Congress regarding the challenges that disabled individuals face when starting a business. In doing so, the SBA would be required to review what resources the federal government already provides to entrepreneurs with disabilities. Furthermore, the SBA is required to recommend how these programs can be streamlined and improved.

III. HEARINGS

In the 118th Congress, the Committee held one hearing examining the issues covered in H.R. 7985. On January 30, 2024, the Committee held a hearing titled "Pathways to Success: Supporting Entrepreneurs and Employees with Disabilities" which examined the role entrepreneurs and employees with disabilities play in the workforce and discussed ways to empower them in the workplace.

IV. COMMITTEE CONSIDERATION

The Committee on Small Business met in open session, with a quorum being present, on April 17, 2024 and ordered H.R. 7985 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. 7985 to the House of Representatives at 11:52 AM.

118th Congress House Committee on Small Business Vote Record

Date: Wednesday, April 17th, 2024
Bill: **H.R. 7985** – The Entrepreneurs with Disabilities Reporting Act of 2024
Time of Vote: 11:52 am

Republicans	Aye	Nay	Present
Mr. Luetkemeyer (MO-03)			
Mr. Stauber (MN-08)	X		
Mr. Meuser (PA-09)	X		
Ms. Van Duyne (TX-24)	X		
Ms. Salazar (FL-27)	X		
Mr. Mann (KS-01)	X		
Mr. Ellzey (TX-06)	X		
Mr. Molinaro (NY-19)	X		
Mr. Alford (MO-04)	X		
Mr. Crane (AZ-02)	X		
Mr. Bean (FL-04)	X		
Mr. Hunt (TX-38)			
Mr. Lalota (NY-01)	X		
Ms. Maloy (UT-02)	X		
Chairman Williams (TX-25)	X		
TOTALS:			

Mr. Chairman on that vote: **23 Ayes 0** Nays and **0** Present

118th Congress House Committee on Small Business Vote Record

Date: Wednesday, April 17th, 2024
Bill: **H.R. 7985** – The Entrepreneurs with Disabilities Reporting Act of 2024

Democrats	Aye	Nay	Present
Mr. Golden (ME-02)	X		
Mr. Mfume (MD-07)			
Mr. Phillips (MN-03)			
Mr. Landsman (OH-01)	X		
Mr. McGarvey (KY-03)	X		
Ms. Gluesenkamp Perez (WA-03)	X		
Ms. Scholten (MI-03)	X		
Mr. Thanedar (MI-13)	X		
Ms. Chu (CA-28)	X		
Ms. Davids (KS-03)	X		
Mr. Pappas (NH-01)	X		
Ranking Member Velazquez (NY-07)	X		
TOTALS:			

VI. SECTION-BY-SECTION OF H.R. 7985

Section 1—Short title

This bill may be cited as the "Entrepreneurs with Disabilities Reporting Act of 2024."

Section 2—Report on entrepreneurship challenges of entrepreneurs with disabilities

Within 180 days, the SBA Administrator must issue a report to Congress on the challenges entrepreneurs with disabilities face when starting and operating a business, resources, support, and outreach the SBA provides to these individuals, a description of joint efforts with other federal agencies to address these needs, deficiencies in these resources, and recommendations for legislative actions to address the challenges entrepreneurs with disabilities face.

This section does not authorize additional appropriations for this bill.

VII. CONGRESSIONAL BUDGET OFFICE COST ESTIMATE

Pursuant to clause 3(d)(1) of House rule XIII, 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. Once available, the cost estimate will be published in the Congressional Record.

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. 7985 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 H.R. 7985 are incorporated into the descriptive portions of this report.

X. PERFORMANCE GOALS AND OBJECTIVES

With respect to the requirements of clause 3(c)(1) of rule XIII of the Rules of the House of Representatives, the performance goals and objectives of H.R. 7985 are to require a report from SBA to

Congress on the challenges facing entrepreneurs with disabilities and the variety of resources available across the federal government.

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. 7985 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 individuals with disabilities.[1] Individuals with disabilities are a highly diverse group. They include people with physical disabilities, such as vision or hearing impairments and chronic conditions, and mental or developmental disabilities, such as attention deficit hyperactivity disorder, autism spectrum disorders, and Down syndrome. Furthermore, individuals born with disabilities have different experiences than individuals who acquire disabilities later in life. Even with this diversity, it is important to ensure that all Americans are duly included and accommodated in the workplace and business community.

However, only 26 percent of people with disabilities participate in America's labor force. Yet, they 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.[2] In fact, there are approximately 1.8 million small businesses owned by people with disabilities in the U.S.[3] Starting and owning a small business is a major pathway for all Americans, especially people with disabilities, to achieve prosperity—a dynamic reflected by the fact that 99.9 percent of American businesses are small businesses.

Every American deserves the opportunity to contribute to society as productive workers and entrepreneurs, and to actively improve their quality-of-life. However, ableism and other unique structural barriers impede entrepreneurs with disabilities from fully participating in the business community.[4]

On January 30, 2024, the Committee's Innovation, Entrepreneurship, and Workforce Development Subcommittee held a hearing entitled "Pathways to Success: Supporting Entrepreneurs and Employees with Disabilities." The hearing focused on the role entrepreneurs and employees with disabilities play in the workforce and examined ways to empower them. In testimony, Mr. Keith Wargo, President and CEO of Autism Speaks reported, "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 further cited a study that showed "companies that actively seek to hire people with disabilities outperform busi-

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

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

[3] 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.

[4] OFF. OF ADVOCACY, *2023 Small Business Profile: United States,* U.S. SMALL BUS. ADMIN. 1 (Nov. 14, 2023), https://advocacy.sba.gov/wp-content/uploads/2023/11/2023-Small-Business-Economic-Profile-US.pdf.

nesses that do not. Their revenues, net income, profit margins were all higher. Further analysis revealed that the U.S. GDP could get a boost of up to $25 billion if more people with disabilities joined the workforce."

H.R. 7985 would requires the Small Business Administration to submit a report to Congress on the challenges facing entrepreneurs with disabilities within 180 days of enactment of the legislation.

NYDIA M. VELÁZQUEZ,
Ranking Member.

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