



U.S. CONGRESSMAN
FRENCH HILL
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The HIRE Act

Introduced by Rep. French Hill (R-AR), Rep. Mike Carey (R-OH), Rep. Sharice Davids (D-KS), Rep. Debbie Dingell (D-MI), and Rep. Nicole Malliotakis (R-NY)

The Helping Individuals Rejoin Employment (HIRE) Act would support the hiring of individuals with disabilities by adding Social Security Disability Insurance (SSDI) recipients to the list of eligible targeted groups that qualify for the Work Opportunity Tax Credit (WOTC).

WOTC is an existing federal tax credit available to employers who invest in American job seekers who have consistently faced barriers to employment, provided the individual they hire is in a WOTC-targeted group. These targeted groups already include:

- Veterans;
- Formerly incarcerated individuals;
- Those experiencing long-term unemployment;
- Supplemental Security Income recipients, and more.

With WOTC currently set to expire on January 1, 2026, this legislation would:

- Extend WOTC for five years; and,
- Add SSDI beneficiaries to the list of eligible targeted groups.

This legislation aims to encourage employers to tap into this group and provide these individuals with the support necessary to succeed in their roles. Taxable employers can claim the WOTC as a general business credit against their income taxes, and tax-exempt employers can claim the WOTC against their payroll taxes.

Supporting the hiring of individuals with disabilities and providing opportunities for competitive, integrated employment is a crucial way to support disabled Americans. Long-term employment can help disabled Americans:

- Find deeper purpose;
- Live with greater self-sufficiency;
- Expand economic prospects;
- Socialize with their communities; and
- Improve their health, in many cases.

Economic Argument: How the HIRE Act Offsets Employer Risk and Encourages Hiring of SSDI Beneficiaries

The Work Opportunity Tax Credit (WOTC) incentivizes employers to hire individuals who face barriers to employment by subsidizing a portion of their wages during the first year of work. The WOTC helps offset perceived risks associated with hiring workers who may need additional support or who have been out of the labor market for extended periods - circumstances common among many SSDI beneficiaries.

In April 2025, the average monthly SSDI cash benefit was \$1,537. The maximum benefit was \$4,018. WOTC allows an employer to claim credit for an eligible employee:

- Equal to 40% of an eligible employee's qualified wages if the qualified employee worked at least 400 hours during the first year of employment.
- Equal to 25% of the employee's qualified wages if the employee worked between 120 and 399 hours during the first year of employment.
- No credit if the employee worked fewer than 120 hours.

For most WOTC-eligible groups, the wage cap is \$6,000, resulting in a maximum credit of \$2,400 per single hire. (Some WOTC subpopulations are eligible for a higher or lower WOTC maximum.)

Adding SSDI beneficiaries as an eligible WOTC category is both logical and economically efficient. The maximum annual credit of \$2,400 is less than two months of the average SSDI benefit. If even a modest share of SSDI beneficiaries secure employment through WOTC-supported hiring, federal SSDI outlays can decrease while employers gain a meaningful incentive to expand their hiring pool.

Another benefit of including SSDI beneficiaries in the WOTC program is that both employers and employees will contribute Federal Insurance Contributions Act (FICA) taxes, which help fund Social Security and Medicare.

For these reasons, it simply makes economic sense to reauthorize WOTC and extend the program to include SSDI beneficiaries.

Endorsements

- Little Rock Regional Chamber
- SourceAmerica
- Allsup Employment Services

Please contact Amelia Allert (Amelia.Allert@mail.house.gov) with questions or to cosponsor.