



Proclamation

By the Governor of Alabama

WHEREAS, October 2025 marks the 80th anniversary of National Disability Employment Awareness Month (NDEAM). NDEAM is an annual recognition of the positive impact of people with disabilities in the American workforce; and

WHEREAS, NDEAM began in 1945 as a national observance of the contributions of people with disabilities and evolved in 1988 to an acknowledgement of the importance of increasing opportunities for people with all types of disabilities, visible and invisible; and

WHEREAS, in recognition of the value and talent American workers with disabilities add to our workplaces and economy, the U.S. Department of Labor has made the 2025 theme: "Celebrating Value and Talent;" and

WHEREAS, in Alabama, my economic development plan, "Working for Alabama," enacted in 2024, set one of its primary goals to solve one of Alabama's biggest economic challenges, its labor force participation rate; and

WHEREAS, the Alabama Legislature and I reconstituted the Alabama Workforce Board, bringing together business, industry and state agency workforce development partners; and

WHEREAS, through these agencies' collaborative efforts, Alabama's workforce participation rate showed an increase in the first year since the "Working for Alabama" plan was enacted. The Alabama Department of Rehabilitation Service is an integral partner with business and industry, which recognize the value and talent of individuals with disabilities, in hiring and retaining qualified, highly motivated employees; and

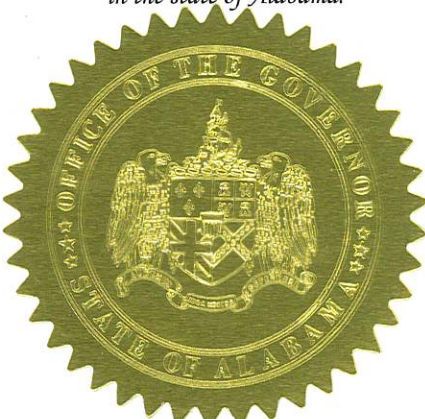
WHEREAS, NDEAM activities reinforce the value and talent that Alabamians with disabilities add to our workplaces and communities, and the commitment to a community that increases access and opportunities for all its citizens; and

WHEREAS, Alabama recognizes exemplary employees with disabilities, employers who prioritize hiring people with disabilities, organizational partners, students and public servants who together demonstrate the value and talent of Alabamians with disabilities and their vital contribution to the states workforce:

NOW, THEREFORE, I, Kay Ivey, Governor of Alabama, do hereby proclaim October 2025, as

National Disability Employment Awareness Month

in the state of Alabama.



Given Under My Hand and the Great Seal of the
Office of the Governor at the State Capitol in the City of
Montgomery on the 23rd day of October 2025.

Kay Ivey
Kay Ivey, Governor