



Proclamation

By the Governor of Alabama

WHEREAS, National Disability Employment Awareness Month (NDEAM) is an annual recognition of the positive impact of people with disabilities in the American workforce. NDEAM began in 1945 as a national observance of the contributions of people with disabilities, and evolved in 1988 to an acknowledgment 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 is continuing its theme of "Celebrating Value and Talent" of Americans with disabilities in the workforce to honor America's 250th birthday in 2026; and

WHEREAS, the number of Americans with disabilities employed or actively seeking work is growing, as the National Trends in Disability Employment report shows the labor force participation rate for people with disabilities ages 16-64 increased by 1.9 percent from July 2025 to July 2026, compared to a decrease of 0.4 for people without disabilities; and

WHEREAS, while the labor force participation rate of people with disabilities is increasing, as of March 2026, the rate reported for people with disabilities was 41.8 compared to 78.1 participation by people without disabilities, demonstrating there is still work to do to get more people with disabilities into competitive integrated employment; and

WHEREAS, in Alabama, our economic development plan, "Working for Alabama," enacted in 2024, set one of its primary goals to increase the state's labor force participation rate by investing in the education, career and technical training, and other programs for all Alabama citizens; and

WHEREAS, I, along with the Alabama Legislature in 2024, reconstituted the Alabama Workforce Board, bringing together business, industry and state agency workforce development partners with the goal of increasing the state's labor participation rate; and

WHEREAS, the Alabama Department of Rehabilitation Services (ADRS) is a core partner in the state's workforce plan and member of the Alabama Workforce Board, and the lead state agency ensuring that Alabamians with disabilities are included in strategies to strengthen the state's workforce and overall labor participation rate. It is the mission of the ADRS to enable Alabama's children and adults with disabilities to achieve their maximum potential at home, at school and at work;

NOW, THEREFORE, I, Kay Ivey, Governor of Alabama, do hereby proclaim October 2026, as

National Disability Employment Awareness Month

in the state of Alabama and commemorate the 81st anniversary of NDEAM.



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 8th day of October 2026.

Kay Ivey
Kay Ivey, Governor