

# STATE OF NORTH DAKOTA

## PROCLAMATION

### DISABILITY EMPLOYMENT AWARENESS MONTH OCTOBER 2025

WHEREAS, we celebrate strong communities and thriving economies by embracing the talents of all people, including people with disabilities; and

WHEREAS, playing a vital role in driving growth and opportunity are about 25,400 North Dakota businesses, according to the U.S. Census Bureau; and

WHEREAS, about 49,000 working-age North Dakotans have disabilities, according to the Annual Disability Statistics Compendium 2025, and North Dakota is recognized as a top 10 state, with 53.9% employed; and

WHEREAS, North Dakotans with disabilities strengthen our communities, enrich our workplaces and help grow our state's economy through their diverse skills, talents and determination; and

WHEREAS, to help people with disabilities achieve their employment goals and actively participate in the workforce, the U.S. Department of Labor, North Dakota Health and Human Services and state and local workforce partners invite employers and North Dakotans to become more familiar with disability employment issues, the services provided by Vocational Rehabilitation, as well as other local resources and programs that support employment of people with disabilities; and

WHEREAS, in recognition of the 80th anniversary of the National Disability Employment Awareness Month in October, and in celebration of the 105th anniversary of the Vocational Rehabilitation program, North Dakotans are encouraged to continue increasing access and opportunity in the workplace for people with disabilities.

NOW, THEREFORE, as Governor of the State of North Dakota, I do hereby proclaim  
October 2025, **DISABILITY EMPLOYMENT AWARENESS MONTH**  
in the State of North Dakota.



  
Kelly Armstrong  
GOVERNOR

ATTEST:   
Michael Howe  
SECRETARY OF STATE