



## National Disability Employment Awareness Month

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The National Disability Employment Awareness Month held every October, is the time we raise awareness and celebrate the many contributions of American workers with disABILITIES.

People with disABILITIES are **willing and capable of working**. Finding a job for these individuals should not be as hard as it is. There is a lack of diversity in the workforce in regards to employing and hiring people with disABILITIES. It is important for our communities to know how people with disABILITIES can **contribute to our society** by joining the workforce. If potential employers and businesses provided them with an **opportunity**, they would learn that they

are very **productive** employees that truly **value** their jobs.

This month we celebrate by empowering, encouraging, and educating people about all the ABILITIES of individuals with disABILITIES that may sometimes go unseen. People with disABILITIES need more **opportunities** to show the world they are **capable** of employment. A good way to start is through internships that could potentially pave the way for job opportunities.

Many individuals with disABILITIES are very independent and have good work ethic. More often than not, individuals with disABILITIES are motivated,

dependable, and engaged employees who want to do a great job and be contributors to the community. Now more than ever it is vital to **promote inclusion**, especially in the workplace. We need to work together and learn from one another.

There are many great examples of people with all kinds of ABILITIES who have successfully built their own companies. They are working hard, paying taxes, and contributing to their communities in a positive way. Now I know that not everyone can be an entrepreneur and start their own business, but they can enter the workforce and find employment. It is all about perspective, **everyone has something to give**.

Everyone has **potential** whether people can see it right away or not. Just because someone has disABILITIES, does not mean they do not have any talents, skills or strengths. People with disABILITIES deserve an **opportunity** to improve their lives and reach their potential through employment. Having a job provides them with a routine and something of value to do.

More than half of people with a disABILITY in the US would like to work, but cannot find a job. People with disABILITIES are both the largest minority in the United States and the largest population of unemployed Americans. Take time to see all the

progress, profit, and the prosperity you can achieve by hiring someone with a disABILITY. Let someone thrive and become a success story, so let's break the barriers and aim for greatness.

Do your part by providing someone with a disABILITY who is aspiring to expand and seek a job with an **opportunity** to progress in his or her careers. Keep in mind they could bring many benefits to your business. This can help to create better solutions to business challenges, and increase profit.

As there are many benefits to someone hiring a person with a disABILITY, there are benefits to the person with a disABILITY as well, e.g., socialization, self-confidence, promotes independent living, and so much more.

Will you give someone with a disABILITY a chance?

**Resources:** [https://www.dol.gov/odep/documents/Disability%20History\\_508%20compliant\\_links.pdf](https://www.dol.gov/odep/documents/Disability%20History_508%20compliant_links.pdf)

<http://www.askearn.org/>

<https://www.dol.gov/odep/topics/nream/YearRound.htm>

<https://bestbuddies.org/nream/>

<http://www.ncwd-youth.info/guideposts/>

<https://www.whatcanyoudocampaign.org/blog/index.php/nream/>