

# National Disability Employment Awareness Month (NDEAM) 2025: Celebrating Value and Talent

By: Lindsay Murphy, Disability Resource Coordinator

Each October, communities across the country come together to observe National Disability Employment Awareness Month (NDEAM). NDEAM is a time to reflect on the important contributions of workers with disabilities and to renew our commitment to building more inclusive workplaces. This year's theme, "Celebrating Value and Talent," encourages us to recognize the unique strengths, perspectives, and talents that people with disabilities bring to our workforce, our businesses, and our community as a whole.

## For Job Seekers:

At RochesterWorks, we see those strengths every day. We work with job seekers who are resourceful, determined, and ready to contribute, but who may face barriers to employment due to disability or lack of access. Our goal is to bridge those gaps by offering practical support: career counseling, job search coaching, resume development, interview preparation, and assistance with requesting accommodations. We also collaborate with local partners to help individuals access training, certifications, and supportive services that match their goals.

## For Employers:

Job seekers aren't the only ones we serve; we also partner with local employers who are committed to inclusive hiring. For businesses, working with us means getting connected to qualified candidates, receiving help with recruitment, and accessing tools to support disability-inclusive practices, from workplace accommodations to etiquette training. Hiring people with disabilities isn't just a matter of compliance; it's an opportunity to build stronger, more innovative teams.

This October, we invite everyone—job seekers, businesses, and community members—to celebrate NDEAM by learning more, taking action, and helping us spread the message that everyone's talent deserves to be seen and valued. Inclusion doesn't just benefit individuals; it strengthens workplaces, stimulates local economies, and reflects the kind of community we all want to live in.

To learn more about how we support inclusive employment, or to get involved this month, reach out to Lindsay Murphy, Disability Resource Coordinator at [lmurphy@rochesterworks.org](mailto:lmurphy@rochesterworks.org) or 585-258-3500 x3513. Let's celebrate the value and talent in every member of our workforce—this month and every month!

## Helpful Resources:

- National Disability Employment Awareness Month (DOL) <https://www.dol.gov/agencies/odep/initiatives/ndeam>
- Job Accommodation Network (JAN) [www.askjan.org](http://www.askjan.org)
- Employer Assistance and Resource Network: [www.askearn.org](http://www.askearn.org)
- ACCES-VR (New York Vocational Rehabilitation) <https://www.acces.nysed.gov/vr>