

ALABAMA

DIVISION OF DEVELOPMENTAL DISABILITIES • DEPARTMENT OF MENTAL HEALTH

SELN member states
as of June 2022



The [Alabama Department of Mental Health’s Division of Developmental Disabilities \(I/DD\)](#) received final approval of their new Community Waiver Program (CWP) on 10/21/21 and launched the waiver on 11/1/2021. The initial development of this waiver began in 2019. This [Medicaid Section 1115 Demonstration](#) will operate concurrently with a home and community-based services 1915(c) waiver.

The Community Waiver Program targets persons with intellectual disabilities not currently

receiving waiver services including persons currently on the waiting list for the existing Intellectual Disabilities or Living at Home Waivers. The new waiver program offers services in five enrollment groups, based on age and relative independence, each with a set of services designed particularly to serve them. The Community Waiver Program focuses on maintaining family relationships and promoting community inclusion and competitive employment, which are of utmost importance to an individual’s health, well-being, and happiness, by providing the needed supports that can enable individuals with developmental disabilities to continue to live with family or in their own homes.

The CWP will focus on serving individuals before crisis hits with a concentrated emphasis on important community integration, employment, and independence goals. The CWP is currently available in 11 of Alabama’s 67 counties that make up more than 50% of the state’s current waiting list. It is anticipated that the CWP will eventually expand throughout the state. The goal is to initially enroll 500 individuals into the CWP during the first year of implementation. Fifty percent of the initial enrollments into the CWP have expressed interest in obtaining a job.

To strengthen resources available to all individuals seeking employment, the I/DD Division also:

- ❖ Increased the number of Community Work Incentives Coordinators (CWICs) to address benefits management
- ❖ Applied for and received a Work Incentives and Planning Assistance (WIPA) grant from the Social Security Administration and now provides WIPA services in 41 of Alabama’s 67 counties.
- ❖ Continues to provide technical assistance and rate enhancements to assist agencies with recruitment and retention of DSPs.

Employment for Individuals With IDD

Nationwide Snapshot



11% In an Individual Job



\$10.46 Average Hourly Wage



26.3 Average Hours Worked For 2 Weeks

Data source: In-Person survey, National Core Indicators Project, 2020–2021. For more information, visit www.nationalcoreindicators.org.

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[Division of Developmental Disabilities](#)
Department of Mental Health

Associate Commissioner: Terry Pezent
SELN Lead Contact: Byron White
Email: byron.white@mh.alabama.gov

State Employment Leadership Network



The SELN is a joint program of the Institute for Community Inclusion at UMass Boston and the National Association of State Directors of Developmental Disabilities Services.

www.selnhub.org

The Employment Framework

Member states enlist the support of a wide variety of key informants to participate in discussions and workgroups to determine a state's course of action. A direct member benefit is access to guidance that can lead states to a better understanding of priorities while setting that course. The Framework for Employment, developed through extensive experience and research conducted within states, is used to guide the SELN's strategy for system improvements. The elements represent practices and outcomes known to be effective at enabling states to develop and sustain high-performing integrated employment systems.



Elements of a High-Performing Employment System

This graphic demonstrates the factors that, when working together, can lead to better integrated employment outcomes. It is the dynamic interplay of all the elements that can lead to long-term systems change.

Leadership.

Clear and unambiguous commitment to employment in individual community jobs at all levels in the system.

Strategic Goals and Operating Policies.

Employment is supported by program goals and operating practices.

Financing and Contracting Methods.

State resource allocation formulas, reimbursement methods, and rate-setting practices support integrated employment.

Training and Technical Assistance.

Investment in the development and maintenance of a strong, competent workforce.

Interagency Collaboration and Partnership.

Building relationships to remove barriers to employment supports.

Services and Service Innovation.

Service definitions and support strategies are structured and aligned to facilitate the delivery of employment supports.

Performance Measurement and Data Management.

Comprehensive data systems are used to measure progress, benchmark performance, and document outcomes.