



STATE OF ALABAMA
DEPARTMENT OF MENTAL HEALTH
RSA UNION BUILDING
100 NORTH UNION STREET
POST OFFICE BOX 301410
MONTGOMERY, AL 36130-1410
WWW.MH.ALABAMA.GOV



Kay Ivey
Governor

Kimberly G. Boswell
Commissioner

MEMORANDUM

26-DD-03

TO: All DD Contracted Providers Employing Direct Support Staff

FROM: Camille Cumuze, ADMH-DDD Associate Commissioner

DATE: March 19, 2026

SUBJECT: State of the Workforce Survey 2025

For several years, ADMH has partnered with National Core Indicators (NCI) to obtain data on the direct support workforce. It is our hope to better understand workforce challenges such as staff turnover, retention rates, and wage disparities across the state.

Your participation in the 2025 Staff Stability survey provides valuable information that can be shared within the division and with legislators advocating for the needs of the service delivery system in Alabama. Executive Directors should have received an email from staffstability@hsri.org in March, where the subject line was "Alabama National Core Indicators IDD (NCI-IDD) State of the Workforce in 2025 Survey." If you did not receive this communication or need the email updated to another designee at your agency, please reach out to me at grayson.schemer@mh.alabama.gov or (334) 320-7172.

The Alabama due date for survey completion is May 31, 2026. The national deadline is in June, but we want to ensure all surveys are reported, so we are asking you to complete it by the end of May to bar any issues with submission. Please note this is a requirement of your provider contract with ADMH-DDD. Even if you are a new provider, we ask that you log in to the survey and answer questions that will determine your eligibility for the completion of the survey.

The Office of Quality Assurance recognizes the importance of benchmarking workforce data to analyze trends and determine where improvements are needed. This year, we appreciate 100% participation from our DD service providers. Please be sure to complete the survey at your earliest convenience! If you have any other questions, do not hesitate to reach out to me. Thank you in advance for your participation.

Cc: Grayson Schemer, DD Director, Office of Quality & Planning

