



Alabama Institute
for Deaf and Blind

Deaf. Blind. Limitless.

Job Development

Alabama Institute for Deaf and Blind (AIDB) Job Development services are designed to assist individuals who are deaf, blind, deafblind, and multidisabled by working cooperatively with Alabama Department of Rehabilitation Services (ADRS) and employers to find employment – whether through E. H. Gentry Facility or one of AIDB's 10 Regional Centers, serving all 67 Alabama Counties.

What we offer participants through our Job Development services:

- 1. Workforce Development Program** - focuses on the development of skills needed to be successful in today's employment market including:
 - Accommodations' Requests
 - Career Exploration
 - Conflict Resolution
 - Critical Thinking and Problem-Solving Skills
 - Interviewing Skills Preparation
 - Job Search/Application Assistance and Networking
 - Resume Development
 - Workplace Communication
 - Workplace Ethics
- 2. Job Skills Training** - offers consumers an opportunity to gain experience in an actual work environment and allows consumers to receive pay for their work time, simulating actual employment whether at E. H. Gentry Facility or within your home community. AIDB provides specific job training in the following areas:
 - Automotive Care and Maintenance
 - Basic and Advanced Computer Instruction
 - Pre-construction/Carpentry
 - Childcare/Residential Services
 - Customer Service
 - Environmental Services
 - Food Service
 - Landscaping
 - Laundry Services
 - Manufacturing
 - Retail
 - Warehouse
- 3. Through enrollment at E. H. Gentry Facility, students can obtain the following certifications:**
 - Alabama Certified Workers Certification
 - Automotive Service Excellence (ASE)
 - Certified Nursing Assistant (CNA)
 - Commercial Driver's License (CDL)
 - CPR/First Aid
 - Forklift Certification
 - Manufacturing Skills Standards Certification (MSSC)
 - Council Certifications
 - National Career Readiness Certification - WorkKeys
 - Phlebotomy Technician
 - ServSafe Certification

What we offer partners through our Job Development services:

1. We offer partners (employers) a chance to hire some of the most qualified individuals in today's workforce.
2. Ongoing support from E. H. Gentry Facility and Regional Centers throughout the lifespan of an employee's time with an employer/partner via:
 - a. On the job training/assistance of employees
 - b. Reasonable accommodation updates and training
 - c. Communication resources
3. The opportunity to create a feeder system for a company. Through E. H. Gentry Facility, companies could have individuals trained specifically on processes that would be utilized daily - thus, building a hiring pool of individuals with job-specific training.
4. Education on Disability Awareness, Accommodations, and the benefits of hiring individuals with disabilities.
 - a. **Disability Awareness** - training through Sensitivity Trainings, Lunch and Learn Activities, American Sign Language (ASL) Classes, Basics of Blindness / Deafness sessions, and tours of our campuses throughout the state.
 - b. **Accommodations** - education provided by Job Developers and Assistive Technology Trainers. Accommodations training regarding ASL interpreters, computer-based screen readers, magnifiers, fire alarm systems, services animals, Orientation & Mobility, etc.
 - c. **Benefits of hiring individuals with disabilities** - information through Job Developers and current Employer/Partners. Job Developers can help educate new Employers/Partners on the Work Opportunity Tax Credit (WOTC), resources with the Alabama Department of Rehabilitation Services (ADRS), and other tax incentives. AIDB can pair new Partners/Employers with current Partners/Employers who have utilized services and can speak to the benefits of the program.

How to contact the Job Development Team

Birmingham Regional Center

220 34th Street South
Birmingham, AL 35222
O: 205-328-3989

Huntsville Regional Center

4092 South Memorial Parkway
Huntsville, AL 35801
O: 256-539-7881

Opelika Regional Center

355 Dunlop Drive
Opelika, AL 36801
O: 334-759-6960

Decatur Regional Center

4104 US Hwy 31 South
Decatur, AL 35603
O: 256-761-3850

Mobile Regional Center

1050 Government Street
Mobile, AL 36604
O: 251-432-7777

Shoals Regional Center

512 North Main Street
Tuscumbia, AL 35674
O: 256- 383-3503

Tuscaloosa Regional Center

2412 Skyland Boulevard East
Tuscaloosa, AL 35405
O: 205-345-2883

Dothan Regional Center

111 Medical Drive
Dothan, AL 36303
O: 334-677-6270

Montgomery Regional Center

432 East Jefferson Street
Montgomery, AL 36104
O: 334-432-7777

Talladega Regional Center

P.O. 698 | 1209 Ft. Lashley Ave
Talladega, AL 36516
O: 256-761-3370