

Becoming A Direct Support Professional (DSP) for Self-Directed Participants

Who can become a DSP?

A DSP can be anyone hired by a self-directed participant. The DSP must be able to provide the participant with the services listed in their Individual Support Plan (ISP). DSPs can include a:

- Sibling
- Parent (birth or adoptive), guardian, or step-parent
- Extended family member
- Non-family member, including a friend

The person hired as a DSP must have the skill set to be able to perform the job duties listed in the participant's ISP. This may include helping the participant with activities of daily living, accessing the community, and more.

The DSP must work with the participant to achieve their ISP goals. They must understand and follow any behavioral or medical care plans the participant has.

Onboarding requirements

DSP's must meet the following requirements:

- Be at least 18 years old
- Perform the job tasks listed in the job description and participant's ISP
- Pass a Bureau of Criminal Identification and Investigation (BCI) check
- Be authorized to work in the United States
- Submit proof of the following if providing transportation:
 - Driver's license
 - Clean driving record
 - Vehicle registration
 - Vehicle insurance
 - Vehicle inspection



Expectations and Rights

DSP expectations and rights include:

- Work no more than 40 hours a week.
- Work no more than 12 hours a day.
- Be informed of job duties.
- Sign and comply with the Health Insurance Portability and Accountability Act (HIPPA).
- Work with only one participant at a time.
- Document the services provided each shift.
- Report any changes to driving record and any convictions.
- Can accompany the participant on vacation except when it is out of the Country.
 - Can only be compensated for participant's direct services and not vacation costs.