

Working for an Agency by becoming a Direct Support Professional (DSP)

There are many advantages to becoming a DSP. DSP's are able to start quickly and there are no certification fees. Agencies who employ DSP's are responsible for taking out taxes and ensuring DSP's meet certification requirements. The agency is responsible for finding DSP's individuals to work with. Some agencies may offer flexible schedules, bonuses, health insurance, and other benefits.

DSP Qualifications

- DSP must be at least 18 years old.
- DSP have a valid social security number and either a State of Ohio identification and/or other government issued photo ID.
- DSP must have a high school diploma or general education development certificate (GED).
- DSP must be able to read, write, and understand English at a level sufficient to comply with all requirements.

DSP Training Requirements

- Hold Valid American Red Cross or equivalent certification in first aid. In-person training required.
- Hold Valid American Red Cross or equivalent certification in CPR. In-person training required.
- Prior to providing direct services to individuals with developmental disabilities in the state of Ohio, all DSP's Ohio must complete 8 hours of training in accordance with standards established by the Department in:
 - Overview of serving individuals with DD including implementation of ISPs
 - Role and responsibilities of direct services staff with regard to services including person centered planning, community integration, self-determination, and self-advocacy
 - Universal precautions for infection control
 - Rights of individuals
 - Rule 5123:2-17-02 including Health and Welfare Alerts issued by the Department

Additional Requirements

- BCI&I and/or FBI Background Check – All DSP's are required to have their fingerprints completed for BCI&I (and an FBI if Ohio resident for less than 5 years) prior to providing services to individuals with developmental disabilities.

*This is the minimum requirements. Once hired by an agency there may be other requirements such as pre-employment drug screen, additional on the job training, delegated nursing training (if passing medications), possession of a driver's license with less than 6 points. This is an example and not limited.

[Contact Nancy Conley at WestCON](#) if you are interested to learn more.

To find Provider Agencies who are hiring, visit DSPOhio.org