



DIRECT SUPPORT PROFESSIONAL APPRENTICESHIP PROGRAM

PURPOSE:

Humanim’s Direct Support Professional Apprenticeship Program allows DSPs to participate in on-the-job training and earn professional certification for mastering and demonstrating professional standards of practice. The program also offers career advancement opportunities and pay incentives. Humanim’s DSP Apprenticeship Program is registered with the Maryland Department of Labor.



There are 4 Levels of Certification, each with their own skills requirements and pay incentives:

- DSP-Registered (DSP-R)
- DSP Certified Initial Level (DSP-I)
- DSP Certified Advance Level (DSP-II)
- DSP Specialist Level (DSP-III)

HOW DOES IT WORK?

Humanim’s program follows the National Alliance for Direct Support Professionals (NADSP) curriculum, which identifies the levels of skills, knowledge, and ethical principles needed to be an effective DSP.

Using the NADSP’s web based platform (the e-Badge system), the program touches on 3 key training areas including Knowledge, Values, and Skills - and is comprised of 15 core competency areas that DSPs must be able to demonstrate in order to receive badges. It also measures the quality of interaction between the DSP and the individuals served via testimonials.

WHY PARTICIPATE?

Earn while you learn! Gain new skills, build your resume, advance in your career, and earn more \$ doing the job you love.

DOES THIS COST THE EMPLOYEE?

There is no cost to the employee. DSPs will be responsible for committing to this professional development opportunity by receiving Education and Competency badges through the use of Humanim University and testimonials submitted to NADSP.

BADGES CAN BE EARNED IN 2 MAJOR CATEGORIES:



Accredited Education Badges focus on the knowledge that DSPs have on the subject matter; demonstrated by completing trainings and uploading the transcript via Humanim University.



Core Competency Badges focus on DSP skills and values; this competency is demonstrated through testimonials that must be submitted in a narrative format (audio/written).

WHAT KIND OF SUPPORT CAN I EXPECT?

Your direct Manager and Staff Development Manager are your resources, and will help you monitor progress and provide feedback.

HOW TO APPLY

Eligibility: Any staff that have been with Humanim at least 3 months and in good standing with no disciplinary action within the last 6 months.

APPLICATION STEPS:

1. Inform your supervisor that you are interested in participating.
2. Send an email of interest to: dspapprenticeship@humanim.org
3. Upon sending your email of interest, you will receive notification of how to begin training within 7-14 business days.