

Direct Support Professional Apprenticeship Program (Youth)

Earn and Learn with Humanim's DSP Apprenticeship Program!

Humanim has partnered with the Maryland Department of Labor to offer Maryland's only Youth Direct Support Professional Apprenticeship Program. As a registered MD Apprenticeship program, youth apprentices receive paid, on-the-job training and classroom instruction within a variety of community-based settings, while earning multiple professional certifications. The youth apprenticeship program focuses on learning DSP skills, core competencies, and professional standards of practice, while providing career development and job opportunities. Participants who complete the program have the opportunity to be employed at Humanim or partnering agencies after graduation.



What is a Direct Support Professional?

Direct Support Professionals (DSPs) are the front line team members who work directly with individuals diagnosed with an Intellectual or Developmental Disability. One of the most important positions in Human Services, a DSP supports individuals in increasing their quality of life, while encouraging their growth and independence.



Why Participate?

- ▶ Earn While You Learn!
- ▶ Receive Real World Training & Job Experience
- ▶ Gain Professional Skills & Build Your Resume
- ▶ Develop a Career Path
- ▶ Have Job Opportunities After You Graduate





How It Works

During their senior year of high school, DSP Youth Apprentices complete 450 hours of paid, on-the-job training, classroom instruction, and E-learning (online curriculum).

Through the program, Youth Apprentices have the opportunity to earn multiple professional certifications through the National Alliance of Direct Support Professionals (NADSP) and the Maryland Department of Labor. Upon completion of the program, apprentices have the opportunity to become employed at Humanim or other partner agencies.

- ▶ Classroom instruction is provided by the Training Coordinator who provides guidance on best practices, as well as feedback, support, and practical advice.
- ▶ The online curriculum is provided through the NADSP, identifying the skills, knowledge, and ethical principles needed to be an effective DSP. The curriculum focuses on 3 key training areas including Knowledge, Values, and Skills.
- ▶ The practicum part of the program allows apprentices to practice their skills and gain real world work experience through supervised, on-the-job training.



Eligibility

- ▶ Must be a Junior in high school (applying for senior year)
- ▶ Have availability in schedule to take partial days
- ▶ Have an interest in working with people who have disabilities
- ▶ Be able to pass the employment process for Humanim or partner agency
- ▶ Be able to provide own transportation to and from the program
- ▶ Is open and has a willingness to learn



How to Apply

Email: DSPapprentice@humanim.org



Learn More

humanim.org/careers/dsp-apprenticeship

Apprenticeship Maryland is a graduation pathway for high school seniors who are interested in employment and further education based on a career pathway in manufacturing, Science, Technology, Engineering, and Mathematics (STEM) industries. The program is a paid opportunity, allowing students to participate in supervised, structured, on-the-job training for a full year.