



Direct Support Professional (DSP) Internship Program

The DSP Internship Program is a up to three – month training and internship program that provides standardized, new direct care workforce entry-level training and practical work experience. This program will focus outreach efforts on populations that reflect California's diverse population and do not traditionally have a pathway towards jobs in the field of providing services to individuals with developmental and intellectual disabilities.

All's WELL Healthcare Services (All's WELL) will serve as the Department's contractor to recruit and train DSP Interns and serve as the employer of the DSP Intern while they are placed with a regional center service provider, learning the functions of a DSP alongside a qualified DSP.

For more information, please contact us at: workforce@dds.ca.gov

DSP Intern FAQ

Q1. How do I participate in the DSP Internship Program?

A1. Interested individuals who would like to participate in the DSP Internship Program may visit the program site at [Internship Search](#) or contact All's WELL at dspinterns@allswell.com.

Q2. What are the eligibility requirements to become a DSP intern?

A2. DSP Interns must:

- Be at least 18 years of age.
- Have a high school diploma, General Educational Development (GED) equivalent, or a Certificate of Completion.
- Have a valid Government-issued identification card.
- Pass the background check and other required health screenings. *All's WELL will be assisting the DSP Intern during this process.*

Q3. Who will pay for the background check and health screenings?

A3. All's WELL will recruit and interview potential DSP Interns, facilitate and pay for background checks, provide interactive trainings, and make recommendations for placement of DSP Interns with each service provider.

Q4. What process will be used to match providers or vendors with DSP interns?

A4. All's WELL will provide a list of potential DSP Interns to the provider and will schedule an initial introduction between the provider and DSP interns. The provider will notify the recruiter from All's WELL about which potential DSP Intern will be a good match.

Q5. What is the hourly wage for a DSP Intern?

A5. DSP Interns will receive the minimum wage based on the service provider's location. DSP Interns can be paid up to 30 hours per week for up to three months.

Q6. How will I submit my timecard?

A6. As a DSP Intern, you will receive an email from the All's WELL payroll team with a link and instructions to set up your timecard portal to log your hours worked, along with expectations for submitting your weekly hours worked.

Q7. How often do I get paid as a DSP Intern?

A7. DSP Interns are paid weekly; it is important to submit hours for approval by the end of your shift each week.

Q8. What happens to a DSP Intern when the three-month training period of DSP Internship is over?

A8. At the end of the three-month period, providers may hire the DSP Intern as a permanent employee. If the provider chooses not to hire the DSP Intern as a permanent employee, the DSP Intern may be eligible to participate in another placement with a different provider.

Q9. Do I need to complete the three-month period of the DSP Internship Program before a provider can hire me as a permanent employee?

A9. No, a provider may hire the DSP Intern as a permanent employee at any time during the term of the DSP Internship Program. All's WELL will help in this conversion.

Q10. What happens after I am hired as a permanent employee?

A10. An All's WELL recruiter will assist in the conversion. After a DSP Intern is converted to become a permanent employee, All's WELL will communicate directly with the provider to validate active employment. There is also a retention stipend available for DSP interns converted to become a permanent employee. All's WELL shall directly pay those eligible DSP permanent employees a \$625 (before taxes) retention stipend payment after six months of continuous employments with a regional center provider. An additional \$625 (before taxes) retention stipend payment will be paid directly to the permanent DSP employee after one year of continuous employment with a regional center provider.