



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.

DSP Interns that are hired by a regional center service provider may earn a one-time \$625.00 (before taxes) stipend payment after six calendar months of continuous employment. After one year of continuous employment, they are eligible to receive another one-time \$625.00 (before taxes) stipend payment.

The DSP Internship Program is available to regional center service providers at **NO COST!**

Intern Interviewing and Vetting

- Interns undergo a multistep process, beginning with a review of the "A Day in the Life of a DSP" video, where interns may explore what it means to be a Direct Support Professional (DSP). This video provides valuable insights into the realities of the role.
- Following this, every potential intern undergoes a thorough interview conducted by a dedicated All's Well recruiter, ensuring alignment with the service provider's culture and the consumers they support.
- Upon completing these steps, interns proceed with the onboarding process to ensure compliance with volunteer guidelines before commencing their internship.

Candidate Selection

All's Well will gather individual provider expectations and identify settings where the internship program can offer the most significant benefit. They will match suitable candidates based on factors such as geography, schedule, and the specific settings they will be placed in during their internship. It's important to note the internship aims to introduce participants to the rewards of working with individuals with intellectual developmental disabilities (IDD), and some interns may have limited interview and/or work experience.

After reviewing the candidates' resumes, service providers will inform All's Well of the ones you'd like to proceed with, and All's Well will facilitate any necessary next steps.

Clearance and Intern Start Date

All's Well has a specialized medical compliance team that ensures each intern meets essential requirements, including:

- HCA Registration
- Livescan fingerprinting
- TB Test clearance
- Education verification
- Reference checks

Once interns have completed these steps, we will work with you to schedule their start dates and can provide HCA clearance forms and TB test results. While we cannot share personal information, we encourage you to collect any additional relevant details from interns during their first week for your records.

All's Well Required Training Modules

- **We're here to speak for Justice**
- **Child abuse and neglect:**
 - California Child Abuse and Neglect Reporting Act
- **Workplace Violence Prevention Training**
- **Sexual Harassment Training:**
 - Sexual Harassment in the workplace
 - Understanding sexual harassment in the workplace
- **PPE:**
 - Personal Protective Equipment
- **Safety Training:**
 - Fall prevention for healthcare providers
 - Slips, trips, and falls

Timecard, Follow ups, Additional Intern Requests, and Conversion

Once an intern commences their placement, your designated timecard approver will receive a link to our web timecard platform by the end of the day on the intern's first day, accompanied by instructions for setting up their approver account.

More information can be found at: <https://www.dds.ca.gov/initiatives/workforce-initiatives/>