



DSP Definition

Direct Support Professionals (DSPs) are skilled professionals that support people with disabilities to participate in their communities, including through employment. To be considered a DSP, the individual must meet the requirements identified below.

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

Direct Support Professionals (DSPs) are paid workers whose responsibilities include:

- Primarily providing direct support to children and/or adults with intellectual and developmental disabilities (IDD).
- Providing support and supervision.
- Supporting people to learn new things, or to continue, to do as much as they can on their own.
- Ensuring optimal health and safety and help with the upkeep of a person's home to assure it is clean, safe, and hazard free.
- Assisting individuals with IDD with skills development, guidance, and personal Assistance.
- Spending at least 50% of their hours doing direct support tasks.
- Being funded by the regional center

People who are not defined as a DSP, even if a portion of their work involves providing direct support, include:

- Staff (other than Intermediate Care Facilities staff) paid through a funding source other than the regional center, such as health insurance or a school district.
- Behavioral specialists, behavioral technicians, or behavioral clinicians (RBTs, BCBAs).
- Clinically licensed or certified staff (CNAs, nurses, therapists, social workers).
- Those who only provide transportation, home modification, and/or meal delivery Services.
- Staff hired through temporary personnel agency.
- Contract or 1099 workers.
- On-call or PRN workers.
- Volunteers.
- Administrative or supervisory staff, unless they spend 50% or more of their time doing direct support work.