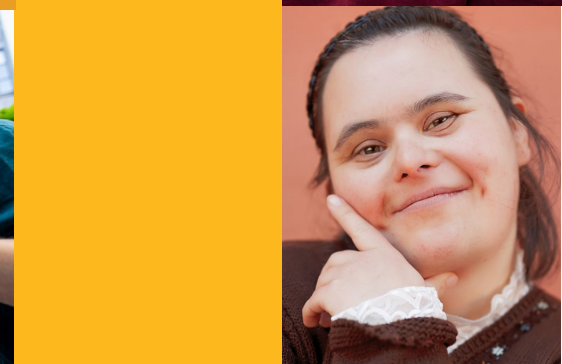
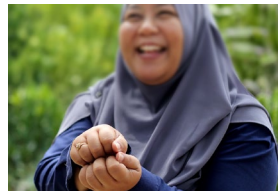


Profesionales de Apoyo Directo (DSP) Seminario web de Pasantías para Proveedores de Servicio

14 de octubre



DETALLES PRÁCTICOS



Interpretación en español: haga clic en el globo blanco en la parte inferior de la pantalla con la etiqueta “Interpretación”. Luego haga clic en “Español” y seleccione “Mute original audio”.



Los intérpretes de Lengua de Señas Americana (ASL) han sido destacados y los subtítulos en vivo están activos.

- Levante la mano, diga su nombre y **hable despacio**



Esta reunión está siendo grabada.

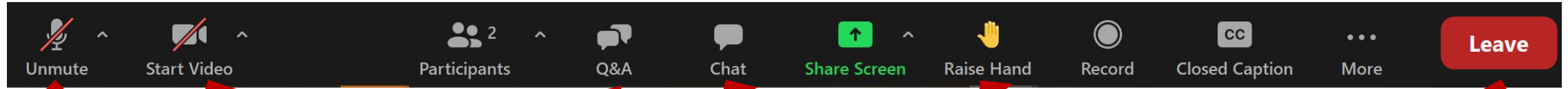


Los materiales están disponibles en:



Envíe su comentario por escrito por correo electrónico a [\[Redacted Email Address\]](#)

CONSEJOS SOBRE EL USO DE ZOOM



Active el micrófono sólo cuando sea su turno de hablar.



Active o desactive su cámara web.

Todos los asistentes pueden escribir preguntas o comentarios en la sección de preguntas y respuestas.

El chat está disponible para todos

Los asistentes pueden levantar la mano cuando deseen hablar

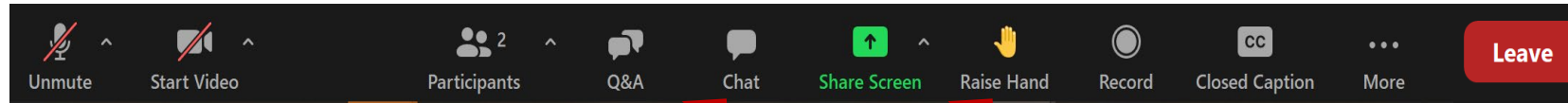
Salga del seminario web al final de la reunión



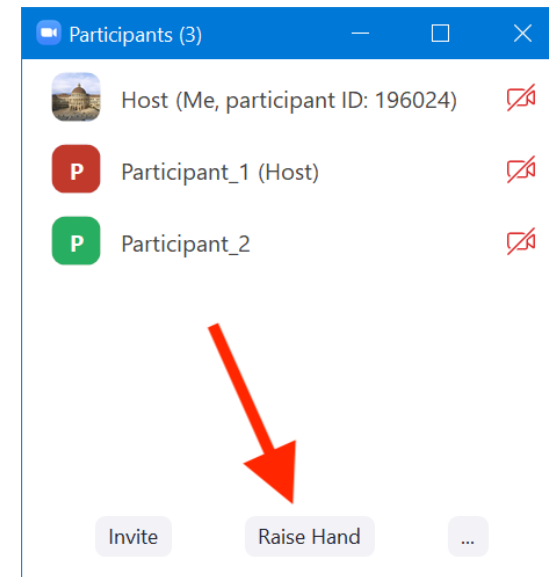
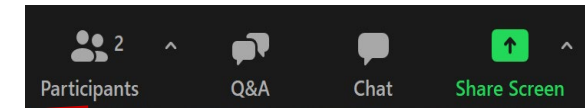
- Las funciones variarán según la versión de Zoom y el dispositivo que esté utilizando
- Algunas funciones de Zoom no están disponibles para participantes que sólo acceden desde el teléfono.

PROPORCIONAR COMENTARIOS

Miembros del grupo de trabajo: Por favor, utilice el “Chat” o “Raise Hand” para comentar.

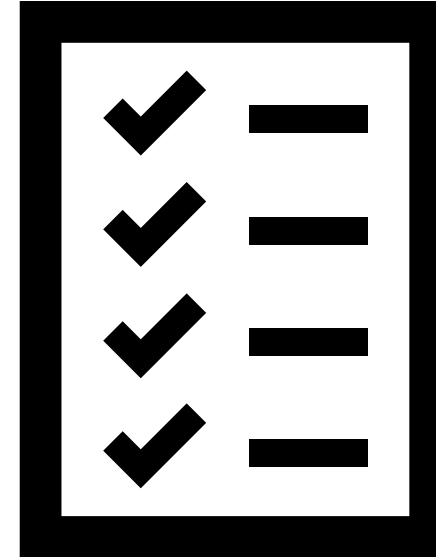


Es posible que necesite hacer clic en "Participants" y se abrirá una nueva ventana donde podrá "Raise Hand" (es decir, levantar la mano).



ORDEN DEL DÍA

- Propósito y resumen del DSP
Programa de pasantías
- Requisitos para la pasantía de DSP
- Elegibilidad del proveedor de servicios
- Proceso de facturación y pago
- Preguntas y respuestas



Propósito y resumen del programa de pasantías del DSP

Propósito y resumen del Programa de Pasantías del DSP

Mejorar la calidad de los servicios

Aumentar la contratación y retención
de DSP que demuestren
oportunidades profesionales

Centrar los esfuerzos de extensión en poblaciones
que reflejen la diversa población de California y que
tradicionalmente no tienen un camino en el campo
de la prestación de servicios a personas con IDD.

Propósito y resumen del Programa de Pasantías del DSP

El Programa de Pasantías de DSP brindará a 2.500 pasantes de nivel inicial la oportunidad de recibir un pago de hasta 30 horas por semana durante hasta tres meses mientras aprenden habilidades de DSP de alta calidad junto con un DSP calificado en una variedad de entornos y desempeñando una variedad de funciones.

Los DSP pueden recibir un estipendio de retención de \$625 (antes de impuestos) tras seis meses de empleo continuo

Los DSP pueden recibir otro estipendio de retención de \$625 (antes de impuestos) después de 12 meses de empleo continuo



Programa de pasantías del DSP Elegibilidad del DSP

Programa de pasantías del DSP Elegibilidad del DSP

Para ser elegible para el Programa de Pasantías del DSP, los pasantes del DSP deben cumplir con los siguientes requisitos de elegibilidad:



Programa de pasantías del DSP Elegibilidad del DSP



Direct Service Professional (DSP) DSP Internship Program

Enclosure A

DSP INTERN AGREEMENT

DSP INTERN INFORMATION:

Name of DSP Intern	
DSP Contact Information	Phone: Email:
DSP Program Start Date	
DSP Intern Placement Date:	

Background

California is dedicated to enhancing the quality of services received by individuals with intellectual and developmental disabilities (IDD), and to increasing the hiring and retention of their DSPs through the creation of the DSP Internship Program. DDS aims to meet this objective by working collaboratively with the system of 21 regional centers and their service providers to offer entry-level paid DSP Internships for up to 30 hours per week and for up to three months.

General Statement and Purpose

This agreement outlines the terms and conditions which apply to the DSP Intern with the regional center service provider listed above. The DSP Intern Program is designed to highlight the career opportunities available to interns in becoming a DSP, while also providing the skills needed to deliver person-centered and high-quality services to individuals with IDD.

Acknowledgements

In participating as a DSP Intern, you acknowledge (by initialing each box) the following:

- ☐ Your participation in this program is voluntary.
- ☐ This program is at no cost to you and is for your benefit.
- ☐ You will always work under close supervision of a qualified DSP.
- ☐ You are not entitled to a future hiring agreement with All's Well or any of its affiliates, nor establish an employment relationship with the service provider, the vendoring regional center, or DDS.
- ☐ Your DSP Internship will only be paid up to 30-hours per week by All's Well, and up to three months. Your participation in this DSP Internship does not create an employment relationship with the service provider, the vendoring regional center or DDS. As such, you are not entitled to wages for your participation in this program from the service provider, the vendoring regional center or DDS.

Administered by All's Well Healthcare Services

January 12, 2024



Direct Service Professional (DSP) DSP Internship Program

DSP INTERN AGREEMENT

As a DSP Intern, you will always work under close supervision of a qualified DSP employee, shadowing, learning, and expanding your knowledge on how to support individuals with intellectual and other developmental disabilities. In shadowing and learning from a qualified DSP, you will find that the duties of a DSP are tailored around each individual served and may include support with: participant empowerment, communication, community and service(s) networking, facilitation of services, providing community living skills and supports, education, training and self-development, advocacy, vocational, educational and career support, organizational participation, documentation, building and maintaining healthy friendships and other relationships, keeping the participant at the center (person-centered), and supporting their health and wellness, which may include assisting with daily tasks.

Consistent engagement in your internship is vital for making a positive impact on the lives of those you are supporting. Should any scheduling conflicts arise, proactive communication with your All's Well recruiter is key to finding suitable solutions. Remember, reliability is a cornerstone for this position, and it plays a significant role in your internship experience and in potential hiring opportunities.

Essential Duties and Responsibilities

The DSP Intern agrees to receive training and perform the types of duties listed in the attached duty statement specific to the regional center provided listed above and within the stipulations of the DSP Internship Program.

The DSP Intern also agrees to learn and perform the types of essential duties and responsibilities of a qualified DSP, in partnership with other DSPs, and as directed by the individual served, with dignity and respect. The role of a DSP is complex and requires a specific set of skills and values. The following represents what to expect in the DSP practice:

- DSPs assist people who need support to lead self-directed lives and participate fully in their communities.
- DSPs recognize the unique gifts, preferences and needs of each person supported.
- DSPs recognize the personhood of people they support. They partner with them in making informed decisions and everyday choices about their finances, well-being, relationships, and employment.
- DSPs will use knowledge, skills (competencies), and values such as those of the [NADSP Code of Ethics](#) to guide their work and provide quality services.
- DSPs continue to learn and develop their professional abilities through ongoing in-service and self-directed education and training.
- DSPs understand that quality services occur at the point of interaction with the people that they support.
- DSPs realize that their role includes being a mentor and a facilitator.
- DSPs inform the people they support regarding their responsibilities and advocate with them for their valued role in society.

Administered by All's Well Healthcare Services

January 12, 2024



Direct Service Professional (DSP) DSP Internship Program

DSP INTERN AGREEMENT

- DSPs create environments where the people they support feel empowered to have meaningful relationships with friends, their families, and promote integration and inclusion in all our nation's communities.
- DSPs respect the privacy of the people they support and commit to promote their physical and emotional well-being.

Job perks

- Weekly pay
- Opportunity for permanent employment and retention stipends after six and 12 months of continuous employment.
- Play an integral role in assisting people feel empowered in their valued role in the community.
- Flexible scheduling to fit your needs.
- On the job training and support.
- Start a career in one of the **fastest growing and stable industries**.

Qualifications

- Possess an interest in working with individuals with intellectual and other developmental disabilities.
- Must have a high school diploma or equivalent and be at least 18 years old.
- Must pass a criminal background check, LiveScan, negative TB Test, and other required health screenings.
- COVID-19 vaccination and booster requirements are at the discretion of each provider.

Physical Requirements

A DSP Intern may work indoors or outdoors and may perform tasks which involve frequent sitting, standing, writing, or performing repetitive motions. On occasion a DSP may perform tasks that involve, but are not limited to bending, twisting, stooping, squatting, pushing, pulling, standing, reaching, walking, and lifting of 25 lbs.

DSP Intern Name and Signature _____ Date _____ Employer Name and Signature _____ Date _____

Administered by All's Well Healthcare Services

January 12, 2024

Elegibilidad de proveedores de servicios del programa de pasantías del DSP

Requisitos de elegibilidad de los proveedores de servicios del programa de pasantías del DSP

Para ser elegible para el Programa de Pasantías del DSP, los proveedores de servicios deben cumplir con los siguientes requisitos de elegibilidad:

Estar al día con el centro regional y no estar sujeto a ninguna sanción mientras participa en el Programa.

Ejecutar y cumplir el Acuerdo de Participación del Proveedor de DSP con All's WELL

Contar con un empleado de DSP calificado, dispuesto y capaz de asesorar y supervisar, en todo momento, a un pasante de DSP de nivel inicial.

Proporcionar al pasante de DSP orientación y capacitación orientada a tareas.

Proceso para los proveedores de servicios que solicitan participar en el programa

Los proveedores de servicios notificarán al Departamento su interés en participar en el Programa. Los proveedores deberán proporcionar al Departamento su número de proveedor, el centro regional asociado al número de proveedor, el nombre y la dirección del proveedor, el código de servicio principal donde se asesorará al pasante, el nombre del punto de contacto del proveedor, su correo electrónico y número de teléfono. Toda la información deberá ser presentada por el proveedor a través del portal en línea del Departamento en: [Encuesta de Qualtrics | Gestión de la experiencia de Qualtrics](#)



Direct Service Professional (DSP) Internship Program

Language

English

The California Department of Developmental Services (DDS) is committed to enhancing the quality of services received by individuals with intellectual and developmental disabilities (I/DD) by increasing the hiring and retention of Direct Service Professionals (DSPs) through the DSP Internship Program. The DSP Internship Program offers entry-level training and skill development while demonstrating career opportunities through a paid internship up to 30 hours per week for up to three months. DSP Interns will develop essential skills under the guidance and mentorship of a qualified DSP in a variety of settings. The recruitment of DSP Interns will focus on populations that reflect California's diverse population and specifically those who do not traditionally have a pathway towards jobs in the field by providing services to individuals with I/DD.

Instructions: To participate in the DSP Internship Program, providers must submit all required information listed below to verify eligibility.



*Vendor Information

Vendor Number
(Limit to one vendor number)

Primary Service Code

Vendor Name

Vendor Address

Paso 2

El Departamento confirmará con el centro regional que el proveedor de servicios cumple con los requisitos de elegibilidad verificando si el proveedor está bajo una sanción vigente.

4699.3 Direct Service Professional Internship Program

The purpose of this document is to provide a record of provider information submitted through the online platform by regional centers.

* Vendors with a Sanction(s): Vendors, must be following independent fiscal review/audit requirements, have any corrective action plans or sanctions within the last two years resolved, are not under investigation or compliant review, do not have licensing violations, do not have significant performance or compliance issues, and do not pose a risk to client health, safety, or welfare. Sanctions will be reviewed on a case-by-case basis.

Point of Contact for Questions or Concerns: workforce@dds.ca.gov

Date Submitted	Vendor Number	Primary Service Code	Vendor Name	Vendor Address	Email	Phone Number	Regional Center	Primary POC Email	Secondary POC Email	Different Service Code?	Other Service Codes	Are you (provider) under a current sanction?	Is this vendor under a current sanction? (yes or no)	Date Reviewed	Additional comments about this provider	If sanctioned, do you recommend placing interns in this program?

Los contactos primarios y secundarios del Centro Regional completarán lo siguiente

- ¿Este vendedor se encuentra bajo alguna sanción vigente?
- Fecha de revisión
- Comentarios adicionales sobre este proveedor
- En caso de ser sancionado, ¿recomendaría colocar pasantes en este programa?

Elegibilidad para proveedores de servicios del programa de pasantías DSP

Ejemplo de un Acuerdo de Participación del Proveedor de DSP ➡

DDS

Department of
Developmental
Services

Enclosure B
Direct Service Professional (DSP)
DSP Internship Program

SERVICE PROVIDER AGREEMENT

Thank you for your interest in supporting the DSP Internship Program and providing potential placements for DSP Interns.

Background

California is dedicated to enhancing the quality of services received by individuals with intellectual and developmental disabilities, and to increasing the hiring and retention of their DSPs through the creation of the DSP Internship Program. DDS aims to meet this objective by working collaboratively with the system of 21 regional centers and their service providers to offer entry-level paid DSP Internships for up to thirty hours per week and for up to three months. The DSP Internship Program is designed to highlight the career opportunities available to individuals interested in becoming DSPs, while providing them with the skills that they need to deliver high-quality services to individuals with intellectual and other developmental disabilities.

Purpose of Provider Participation Agreement

The purpose of this Provider Participation Agreement ("Agreement") is to establish terms, conditions and expectations between the regional center service provider who will accept DSP Interns that are participating in the DSP Internship Program and DDS's contractor All's Well, who is the administrator of the DSP Internship Program.

Terms, Conditions and Expectations

The undersigned service provider and All's Well (sometimes referred to herein as the "Parties") agree to the following terms, conditions, and expectations to participate in the DSP Internship Program.

Service providers will communicate to All's Well by email at DSPInterns@allswell.com or via phone at (844) 246-6849 ext. 882219, the number of interns the service provider wishes to accommodate.

- Request for DSP Interns should include the following information:
- Confirmation of the potential setting/service type(s) (check all that apply):

Children's Residential (CCL)	☐
Adult Residential (CCL)	☐
Adult Day Program (CCL)	☐

Administered by All's Well Healthcare Inc.

August 26, 2024

DDS

Department of
Developmental
Services

Direct Service Professional (DSP)
DSP Internship Program

SERVICE PROVIDER AGREEMENT

Adult Day Service (non-CCL)	☐
Independent/Supported Living	☐
Intermediate Care Facility (CDPH)	☐
Transportation Provider	☐
Other: _____	☐

- Service provider MUST include all Vendor Numbers, Service Code Number, Affiliated Regional Center, and if a licensed setting, the Licensing Entity and License Number for settings/services identified above:

Vendor #	Regional Center	Service Code #	Licensing Entity	License #

- Date the Provider can begin accepting interns _____
 - Service Provider's Point of Contact for the DSP Intern Program _____
 - Service Provider's Point of Contact Email _____
 - Service Provider's Point of Contact Phone Number _____
 - Do you require COVID-19 vaccinations _____
- Service Provider agrees to respond to potential DSP Intern submittals within 48 business hours of submission. Without engaging in any discriminatory practice, the Service Provider will identify the intern as accepted or as declined.

Employment Relationship and Work Requirements

- While in the DSP Internship Program, the DSP Intern will be employed by All's Well who will pay all employment wages, including appropriate employer payroll taxes, including required FICA taxes. All's Well will also be responsible for providing Worker's Compensation Insurance for the DSP Interns. Per this agreement between the Parties, the regional center service provider shall maintain Commercial General Liability Insurance and Auto Liability Insurance coverage with limits reasonably acceptable to All's Well. All's Well agrees to comply with all state and federal employment laws (such as, wage and hour laws and sick leave) in employing the DSP Interns.

Administered by All's Well Healthcare Inc.

August 26, 2024

Proceso de pasantía de DSP

Pasantía DSP Proceso DSP

Para los DSP interesados que solicitan participar:

- Las personas interesadas que soliciten participar en el Programa pueden comunicarse con: dspinterns@allswell.com



Pasantía DSP Proceso de proveedor de servicios DSP

Los proveedores de servicios notificarán al Departamento su interés en participar en el Programa. Los proveedores deberán proporcionar al Departamento el nombre y la dirección de su proveedor, el número de proveedor, el centro regional asociado al número de proveedor, el código de servicio principal donde se asesorará al pasante de DSP, el nombre del punto de contacto del proveedor, su dirección de correo electrónico y número de teléfono. Toda la información debe ser enviada por el proveedor a través del portal en línea del Departamento

El Departamento determinará si el proveedor cumple con los requisitos básicos de elegibilidad para participar en el programa.

Una vez que el Departamento reciba la confirmación del centro regional del estado de sanción del proveedor, o si el centro regional no verifica el estado dentro de los 10 días, el Departamento tomará una determinación final de elegibilidad.

Una vez que se haya ejecutado el Acuerdo de participación del proveedor de DSP y se haya identificado un pasante de DSP, All's WELL trabajará con el proveedor de servicios elegible para realizar en colaboración la colocación del pasante. Los proveedores de servicios participarán activamente en el proceso de selección de pasantes de DSP.

Una vez que se ha colocado al pasante de DSP, el proveedor de servicios elegible debe trabajar con All's WELL para informar cualquier inquietud y proporcionar comentarios sobre el pasante de DSP cuando surja. Se recomienda a los proveedores de servicios a contratar al pasante de DSP como su propio empleado en cualquier momento durante la pasantía; All's WELL ayudará con la conversión como parte de su contrato con el Departamento.

Proceso de pasantía de DSP

Algunos recordatorios:



El programa brindará a 2,500 pasantes de nivel inicial la oportunidad de recibir un pago de hasta 30 horas por semana durante un máximo de tres meses.



All's WELL actuará como contratista del Departamento para contratar y capacitar a los pasantes del DSP.



All's WELL actuará como empleador del pasante de DSP mientras esté ubicado con el proveedor de servicios.



Los proveedores de servicios deben comunicarse con su centro regional si están interesados en participar.



Los proveedores de servicios pueden convertir a un pasante de DSP en cualquier momento durante la pasantía.

Procesos de facturación y pago

Procesos de facturación y pago

All's WELL se compromete a:



Procesos de facturación y pago

All's WELL pagará al pasante de DSP que se convierta en empleado de DSP con un proveedor del centro regional un estipendio de retención de \$625 (antes de impuestos) después de seis meses de empleo continuo.



All's WELL pagará al pasante de DSP otros \$625 (antes de impuestos) como estipendio de retención después de 12 meses de empleo continuo.



All's WELL validará el estado de empleo continuo con el proveedor de servicios del centro regional antes de realizar el pago.

Preguntas y respuestas



Direct Service Professional (DSP) Internship Program



Calling ALL Regional Center Service Providers!!!

Have you heard about the DSP Internship Program?

The California Department of Developmental Services (DDS) is pleased to offer the DSP Internship Program. The DSP Internship Program is a paid three-month on-the-job training program that provides individualized, entry-level training and practical work experience for people interested in becoming a DSP. After DSP Interns are hired, they can earn retention payments after six-months and after twelve-months of continuous employment.

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

SCAN HERE to learn more!



For additional information on the DSP Paid Internship Program, please visit:
<https://www.dds.ca.gov/initiatives/workforce-initiatives/>

BENEFITS TO SERVICE PROVIDERS

- ✓ **NO COST to providers!** Interns will be employed, paid, and covered by the Workers Comp of All's Well, an Internship placement agency funded by DDS through the Workforce Initiatives.
- ✓ **BACKGROUND CHECKS are done!** Livescan, medical and TB testing for Interns will be completed prior to placement at no cost to you.
- ✓ **FREE TRAINING provided!** Interns will go through a training program preparing them to shadow your DSPs.
- ✓ **HIRE ANYTIME AT NO COST!** Providers may hire the intern at ANY point during the internship placement.
- ✓ **FLEXIBLE SCHEDULES available!** Interns can work with your routine staffing schedule and they can also work in a variety of service settings.
- ✓ **STRENGTHEN YOUR WORKFORCE!** Promote awareness to those who may not be familiar with career opportunities of a DSP.



Direct Service Professional (DSP) Internship Program



Do you have a passion for working with people?

Do you like to see people live their best lives and feel empowered?

The Department of Developmental Services (DDS) has partnered with All's Well to offer a paid internship program that provides hands-on experience and career development. Participants get paid while **job shadowing** and learning to support individuals with intellectual or developmental disabilities.

The program runs for up to three months, with up to 30 hours of work per week—and **there's potential to be hired permanently at any time**, for either full-time or part-time roles!

SCAN HERE to learn more!



For additional questions, please contact dspinterns@allswell.com

To apply, please go to our website at dspinternship.allswell.com

For additional information on the DSP Internship program, visit:
www.dds.ca.gov/initiatives/workforce-initiatives-4/dsp-internship-program/

PROGRAM PERKS

- ✓ Weekly Pay
- ✓ Job Shadowing with the Potential for Permanent Hire
- ✓ Hands-On Training and Real-World Experience
- ✓ Flexible Schedules Available
- ✓ Earn Up to \$1,000 in Employment Retention Payments
- ✓ Make a meaningful impact by supporting individuals with intellectual or developmental disabilities

QUALIFICATIONS

- ✓ Must be 18 years or older
- ✓ Must have a High School Diploma (or equivalent) or a Certificate of Completion
- ✓ Must have a valid Identification Card
- ✓ Must pass a background check and other required health screenings



** Disponible en farsi, mandarín, español, tagalo y vietnamita*

Para más información:

Visita el sitio web de DDS

[Iniciativas de la fuerza laboral: Departamento de Servicios de Desarrollo de California](#)

Haga clic en la pestaña “Programa de Pasantías DSP ”

Para obtener información adicional, comuníquese con su centro regional.

Correo electrónico: workforce@dds.ca.gov