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### The Evolving Role of Direct Support

<table>
<thead>
<tr>
<th>Historical expectations of DSP role:</th>
<th>Evolved expectations of DSP role:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caretaker, Custodial and Companion Care</td>
<td>Ambassador, Mentor &amp; Teacher</td>
</tr>
<tr>
<td>Meets basic health and safety needs only</td>
<td>Holistic Wellness</td>
</tr>
<tr>
<td>Follows a one-size fits all plan</td>
<td>Sets personal goals with the person</td>
</tr>
<tr>
<td>Must have supervision to make all decisions</td>
<td>Confident to make decisions independently</td>
</tr>
<tr>
<td>Supports people to be IN their community</td>
<td>Supports people to become OF their community</td>
</tr>
</tbody>
</table>
What can you do?

• Ensure that others know who DSPs are, what they do, and why they are important.

• Create opportunities to improve DSP identity, expand role perception, respect, and recognition.

• Advocate for funding, such as rate increases, to increase DSP wages and support quality training for DSPs as professionals.

• Urge your policy makers to support a Bureau of Labor Statistics occupational title for direct support professionals.

• Ask legislators to fund and incentivize employers to use career building, competency-based training models.

• Provide DSPs with training that addresses role-evolution, opportunities for advancement and wage increases.
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Thank you for attending “Invaluable: the unrecognized profession of direct support”

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