



# What is a Direct Support Professional (DSP)?

**“Direct support professionals are the everyday heroes that help people with disabilities realize their dreams and enjoy the daily liberties and human rights the rest of us take for granted.”**  
The National Alliance for Direct Support Professionals

## Job Requirements:

- 18 years of age or older
- High school diploma (or equivalency)
- Legal status to work in U.S.
- Valid driver’s license
- Child abuse clearance (Act 33)
- PA criminal background clearance (Act 34)
- FBI criminal background clearance (Act 73)
- Successful physical, tuberculin skin test, and drug screen



## Make a Difference

Help a person with intellectual disabilities lead a self-directed life and contribute to the community.

## Job Benefits:

- Competitive pay
- Excellent benefits for full-time or part-time employees
- Flexible work schedules available
- Opportunity to experience fun activities and community outings

***Personal reward  
of caring for  
another person***

## Realistic Job Picture:

A DSP can work in a group home, a worksite, an individual’s personal home or apartment, or a community program setting.

## Responsibilities include:

- Acting in a professional manner, attending all trainings or required meetings, reporting to work regularly and on time
- Advocating for individuals with disabilities and respecting their choices, personal beliefs, and interests
- Accurately recording information and respecting privacy of those served

## Duties may include:

- Assisting with personal care, including feeding, grooming, dressing, bathing, toileting, lifting, and moving
- Helping an individual cope with day-to-day activities
- Performing household chores, such as laundry
- Encouraging development of life skills, i.e., money management, food preparation, personal hygiene, or job readiness
- Transporting individuals by driving agency vans and operating wheelchair lifts
- Administering medications and following physician’s orders
- Responding to emergency situations that could arise

**For more information, visit [www.ehca.org](http://www.ehca.org).**



## **Erie Homes for Children and Adults, Inc.**

226 East 27<sup>th</sup> Street, Erie, PA 16504

(814) 454-1534

Applicants are encouraged to apply in person Monday through Friday between 8 a.m. and 3:30 p.m. at the reception desk or print an employment application from our website, [www.ehca.org](http://www.ehca.org) >> **Employment >> application**, and mail it to the above address.

Applications will be processed and made available to all hiring managers. As positions become available at group homes, managers will review applications of individuals who have requested those specific shifts or hours. See shift hours below to apply for the appropriate position(s).

### RESIDENTIAL

#### 8 Bed Homes

1 <sup>st</sup> shift (Full Time)	5 am – 3 pm	Monday – Friday
1 <sup>st</sup> shift (Full Time)	7 am – 3 pm	Monday - Friday
1 <sup>st</sup> shift (Part Time)	9 am – 3 pm (4 days) & 5am – 3pm 1 day	Monday – Friday
2 <sup>nd</sup> shift (Full Time)	3–11 pm	includes every other weekend 3-11 pm
2 <sup>nd</sup> shift (Full Time)	2-10 pm	includes every other weekend 3-11 pm
2 <sup>nd</sup> shift (Part Time)	5 pm – 9 pm	includes every other weekend 11 am – 9 pm
3 <sup>rd</sup> shift (Full & Part Time)	11 pm – 9 am	includes every other weekend 11 pm – 9 am
Every other weekend	9 am – 3 pm (6 hour)	8 am – 4 pm (8 hour) 1– 9 pm (8 hour)
Every weekend (Part Time)	9 am – 9 pm	<b>every weekend</b>

**Every other weekend includes Saturday and Sunday**

#### 4 Bed Homes

1 <sup>st</sup> shift (Part Time)	6 am – 9 am	includes every other weekend 7 am – 3 pm
2 <sup>nd</sup> shift (Full Time)	3 pm – 11 pm	includes every other weekend 3 pm – 11 pm
	2 pm – 10 pm	includes every other weekend 2-10 pm or 3-11 pm
3 <sup>rd</sup> shift (Full & Part Time)	11 pm – 9 am	includes every other weekend (9-3 pm or 1–9 pm)
Every weekend (Part Time)	9 am – 9 pm	<b>every weekend</b>

**Every other weekend includes Saturday and Sunday**

#### Adult Day Program

1 <sup>st</sup> shift (Full Time)	8 am – 4 pm	Monday - Friday
1 <sup>st</sup> shift (Part Time)	9 am – 3 pm	Monday - Friday

#### Apartments

1 <sup>st</sup> shift (Full Time)	6 am – 2 pm	includes every other weekend 6 am - 2pm
1 <sup>st</sup> shift (Part Time)	6 am – 9 am	includes every other weekend 6 am – 2 pm
1 <sup>st</sup> shift (Part Time)	6 am – 2 pm	includes every other weekend 6 am – 2 pm
2 <sup>nd</sup> shift (Full Time)	2 pm – 10 pm	includes every other weekend 2-10 pm
3 <sup>rd</sup> shift (Full & Part Time)	10 pm – 6 am	includes every other weekend (2-10 pm or 6 am – 2 pm)

**Every other weekend includes Saturday and Sunday**

### COMMUNITY PROGRAMS

Full time and Part time hours - dependent on the needs of the client.

### NURSING

1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> shift (Full time and Part time) RN & LPN

### ADMINISTRATIVE

First shift hours apply.