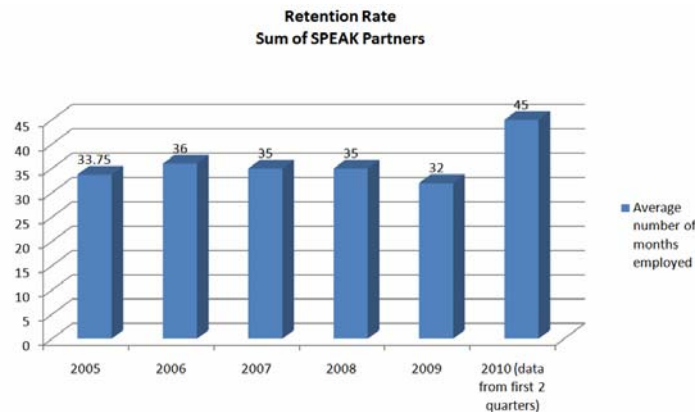
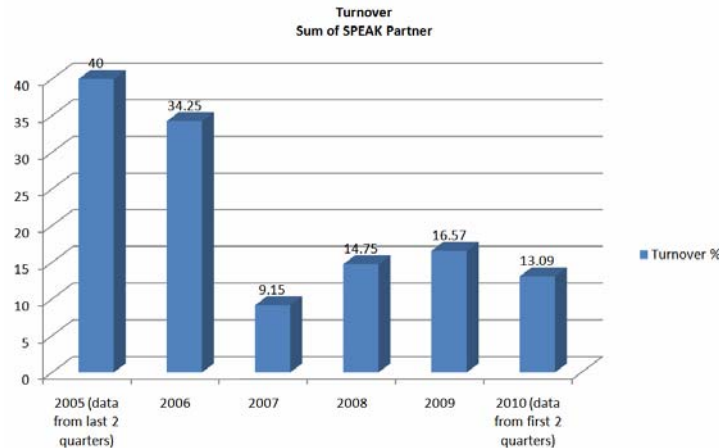




## Services Offered by SPEAK

- ▶ **Pre-service orientation**  
Gives DSP job applicants a realistic preview of the work prior to being hired.
- ▶ **Mentor/apprenticeship program**  
Pairs up newly hired DSPs with a seasoned DSP to help new applicant adjust to a new work environment and learn best practices from a peer.
- ▶ **Commemorative recognition for reaching tenure milestones**  
DSPs reaching one year of tenure are awarded SPEAK membership pins.
- ▶ **Training opportunities for DSPs**  
SPEAK hosts a monthly lecture series created just for direct support professionals. These trainings utilize a practical and interactive model of instruction through illustrative examples and vigorous group discussions. Lecture dates, times and topics can be found on the SPEAK website calendar at [www.dspspeak.org](http://www.dspspeak.org). All trainings are held at The Council on Developmental Disabilities at 1151 South Fourth Street in Old Louisville.

## Effects Of SPEAK Supports On Tenure And Turnover



## Who Funds SPEAK?

SPEAK is currently funded by the Kentucky Council on Developmental Disabilities and annual dues paid by partner agencies.

Kentucky's Professional Association for the Direct Care Workforce



Support Providing Employees' Association of Kentucky

- *What is a Direct Support Professional?*
- *What is SPEAK?*
- *Why does SPEAK exist?*
- *How can SPEAK give you the supports you need?*

### Contact Information:

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Get more information at:  
[www.DSPSPEAK.org](http://www.DSPSPEAK.org)

Lead Agencies:



## What is a DSP?

Direct Support Professionals (DSPs) provide hands-on care to a wide range of individuals, including people with developmental disabilities; dual diagnoses of mental retardation and mental illness; severe emotional disturbance, and/or severe mental illness; and aging persons. DSPs are the “hands, feet and heart” of the direct service industry.



## What is SPEAK?

SPEAK is an association offering meaningful supports to DSPs in the metro Louisville region. As a member of this association, DSPs are given many opportunities to network with other DSPs, to attend specialized trainings, and to attend special DSP appreciation events. As DSPs reach milestones in tenure, SPEAK helps celebrate their accomplishments. Members also are given opportunities to mentor new DSPs.

## Why Does SPEAK exist?

There are more than 54 million Americans with disabilities- eight million of whom have diagnoses of mental retardation and other developmental disabilities, with nearly 14 million requiring long-term supports and services from DSPs. Nationally, there is a 50-77% turnover rate among DSPs. In an industry where the supports provided are intimate, including personal care, hygiene, and sometimes direct handling of another's money, relationships of trust are critical. SPEAK helps discover what supports are necessary and then provides those that will help keep DSPs in the workforce. The heart and soul of SPEAK is to recruit and retain DSPs in the metro Louisville region.



### Lead Agencies:

- The Council on Developmental Disabilities
- Seven Counties Services, Inc.

### SPEAK Partners:

- Cedar Lake Residences
- Community Living, Inc.
- Dayspring
- Dreams With Wings
- Exceptional Teens & Adults
- Zoom Group
- The Mattingly Center
- Harbor House
- Options for Individuals
- Rauch, Inc.
- Apple Patch Community, Inc.
- Life Skills, Inc.



## How Can You Participate?

- **If you are a DSP in one of our partnering agencies:**
  - SPEAK membership is offered to those who have reached one year of tenure or beyond.
  - Membership in this association is free to DSPs.
  - All DSPs (new and seasoned) can attend all of our trainings and events free of charge. Calendars of events are available in our quarterly newsletter or online at: [www.dspspeak.org](http://www.dspspeak.org)
- **If you are a DSP in a non-partnering agency:**
  - You may attend the lectures for a small fee. Call Beth Richardson, 502-584-1239, for more information.
  - Tell your supervisors about SPEAK and have them contact SPEAK Director Jean Russell at [jrussell@sevencounties.org](mailto:jrussell@sevencounties.org).

