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I have worked in this field for 22 years mostly in a supervisory capacity, though I did start as a DSP working with people with Developmental Disabilities. I at one time was able to work as a supervisor without issue, now this position has become ridiculous. We can barely make billing due to the shortage of decent, qualified staff. If a staff person needs to call out for an emergency or wants to take a vacation or planned FMLA, we have to run our home short staffed and we as the supervisor of the homes have to pick up as much of the missing hours as we can, plus are expected to complete our supervisory work as well. DSPs are expected to deal with a multitude of issues for the people we care for, plus transport them in their vehicles, stay away from their families for sometimes days at a time, plus a huge amount of training for every little thing under the sun that a normal person could just go home and do. We have families and guardians that sometimes have the same or worse issues than the people we care for. Being a DSP can be a very stressful position and why would anyone do it if they can go to Walmart and stock shelves for \$18 an hour or go to McDonald's and make more than they are making at a DSP position. We call them professionals, insist that they complete training that certifies them as a professional, but pay them less than someone who is stocking shelves or flipping burgers. I myself, after 22 years am about to hang up my jacket from this profession, because it has become so ridiculous. People come to these agencies to help people and make a difference in someone's life, just to be barraged with trainings and to be stuck behind a computer half of the day weeding through encrypted emails, training videos, electronic medical records and whatever else is thrown at us. Its tiring and disheartening, I used to love working with the people I cared for and giving them the best life we could, now the profession is just a disappointment.