

Support Those who Support People with Disabilities

Services for people with intellectual and developmental disabilities (IDD) are a unique marriage of the private sector and the public good. Providers, who range from small, family-operated agencies to multi-state organizations, offer services funded by the government so that individuals with IDD can live full lives in the community instead of institutions. These services are delivered through a dedicated workforce called Direct Support Professionals (DSPs).

A DSP is a worker who assists a person with disabilities to lead a fulfilling life in the community through a diverse range of services like helping him or her get ready in the morning, take medication, go to or find work, and participate in social activities.

MEET A DSP...



“My name is Breanna Garcia. I have been working at Envision for two years in our Day Program, where we support people with IDD to participate in various activities in our community. The most rewarding parts of my job are those “ah-ha” moments when I can see the light bulb go off for the people I support. Giving someone encouragement to try something new or work toward their goals brings me happiness. It is one of the most rewarding feelings to be able to go home and know I’ve made a difference in someone’s life that day and I get to wake up and do it again the next day. The biggest challenge I face at work, unfortunately, is the pay we receive. This job is both physically and emotionally demanding and the pay doesn’t come close to what is needed to live. In fact, I was making more money flipping burgers out of high school than I am now, which just doesn’t seem right. There was even a period while working at Envision when I was juggling three jobs to make ends meet. Currently, I work two jobs and I still live paycheck to paycheck. When my family begins to grow, there is no way I could afford to stay in this position, which is unfortunate because I love what I do. I love my job and the people I get to work with. I would be heartbroken to leave this important work simply because I can’t support myself financially. I don’t see my employment at Envision as a job, but as a career. As with any career, a livable wage is a factor you have to consider. I know there’s no way to put a monetary value on the daily accomplishments I see with the people I support, but it does impact my ability to work at Envision long-term. I really hope some improvement can be made so I can continue in this career that I so love.”

- Breanna Garcia, Direct Support Professional

Please contact Emma Hudson, Alliance’s Director of Government & Community Relations, for more information or with questions:
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