

Recruiting Workers Displaced by COVID-19 for Careers as Direct Support Professionals

DSP Careers Provider Toolkit

The COVID-19 crisis has created unprecedented uncertainty for a community of providers that already faced significant workforce shortages. At the same time, the skyrocketing numbers of people who find themselves suddenly unemployed may represent an opportunity to engage displaced workers to consider careers as direct support professionals.

Here are some things you may want to consider as you work to meet your urgent need by tapping into recently laid-off workers in light of the COVID-19 pandemic.

- **What are the creative ways you may reach recently laid-off workers in your community?** Local job boards, job search apps like Monster or Indeed, state unemployment offices, one-stop career centers and their related American Job Center networks, local departments of labor and training, and other resources can all be great places to look.
- **Which of the appealing aspects of direct support work might you be able to emphasize?** Careers in direct support often offer flexible schedules, meet an important community need and can be personally fulfilling.
- **How can you best screen potential employees?** [Our Realistic Job Preview](#) is a fantastic resource currently being offered free for a limited time, and our [DSP Toolkit](#) offers a series of other great tools. (Special thanks to the University of Minnesota's Institute for Community Inclusion, with which ANCOR partnered to develop these resources.)
- **How might you expedite the orientation and training process?** The National Alliance for Direct Support Professionals, or NADSP, offers [this helpful onboarding toolkit](#), while [this slide deck](#) from ANCOR Gold Partner MITC is another great resource.



With so many finding themselves laid off or unemployed due to COVID-19 closures, there are major opportunities for providers to recruit new staff—and these currently displaced workers may just find their new passion in our profession.

For additional COVID-19 resources, visit [ancor.org/covid-19](https://www.ancor.org/covid-19). For additional DSP recruiting resources, visit [ancor.org/toolkit](https://www.ancor.org/toolkit).