



Recruit. Retain. Reward.

Feb. 1, 2024 - Jan. 31, 2025



OKLAHOMA Human Services

Developmental Disabilities Services  
Community Living, Aging & Protective Services  
Oklahoma Health Care Authority



# Enroll in DSP+ and Earn Rewards

To address the statewide shortage of Direct Support Professionals (DSPs), Oklahoma Human Services has launched an initiative called DSP+. The goal is to recruit new DSPs, retain current DSPs and reward employees for their dedication and tenure — plus, provider agencies will receive an administrative incentive for participating. **After enrolling in the DSP+ initiative, DSPs can earn up to \$3,000 in incentives.**

## How It Works



DSPs employed by participating provider agencies enroll in DSP+



Work a full calendar month to become eligible for the incentive



Agencies provide incentive payments to DSPs

# DIRECT SUPPORT PROFESSIONALS

## Key Details

- DSPs must be employed by a participating provider agency to be eligible and enroll in DSP+
- DSPs employed on or before Jan. 31, 2024, must enroll in DSP+ by Feb. 1, 2024, to receive a \$1,000 incentive by March 31, 2024
- DSPs who enroll after Feb. 1 will still be eligible for \$1,000 incentive but would not receive it until mid 2024
- DSPs will receive additional \$1,000 retention incentives for maintaining employment with their current provider agency every 6 months until the program ends on Jan. 31, 2025
- DSPs will receive the incentives by the last day of the qualifying month
- Employee is responsible for paying 7.65% in employment taxes, as well as federal and state withholding taxes, on the incentive
- Receiving incentive payments from the DSP+ program may cause an employee to be ineligible for state-sponsored programs such as SNAP, WIC and Child Care. Employees are encouraged to contact their case workers before enrolling in DSP+



# Frequently Asked Questions

## How do I enroll in DSP+?

Visit [oklahoma.gov/dsp](http://oklahoma.gov/dsp) to enroll.

## When do I become eligible for incentive payments?

Recruitment incentives require DSPs work a full calendar month at the participating provider agency to be eligible. For example, if a DSP starts on Feb. 5, they must stay employed throughout February and the full month of March before becoming eligible.

## Which provider agencies are participating?

Please visit [oklahoma.gov/dsp](http://oklahoma.gov/dsp) to view a list of provider agencies enrolled in DSP+.



## What if a DSP switches employers during the program?

If you leave your current position before serving a full calendar month, you will not receive the recruitment incentive (you will still receive the recruitment incentive if you served longer than a full calendar month). If you leave your current employer and start with a new one, your time will start again with the new employer.

## What if a DSP is employed through self-directed service options?

These DSPs will participate through the financial intermediary Acumen and still need to enroll in DSP+.



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