



Career Ladders Bulletin: Open Enrollment 2023

Thanks to the Penn-Mar Foundation, we are excited to announce our next open enrollment period for Penn-Mar's Career Ladders program! Career Ladders is a program that was created to give DSPs an opportunity to prosper in their role, offering a ladder for them to grow their skills and abilities in the field of human services. Certification can also add to your advancement opportunities and increase your circle of influence within the organization!

In partnership with the National Alliance for Direct Support Professionals (NADSP), Career Ladders offers a 3-tiered, online certification program called E-Badge Academy. Through this program you will earn credit for training hours that focus on person-centered approaches and self-reflection on your role as a DSP. You will earn badges where you will describe the ways in which you have implemented what you have learned through various aspects of direct support work.

As you move through the 3 levels of certification, you will also earn monetary benefits! Here is what you'll be eligible to earn broken down by level:

- DSP-I: 50. premium on all hours worked, \$1,500 certification bonus, \$500 annual bonus
- DSP-II: \$2,000 certification bonus, \$750 annual bonus
- DSP-III: \$3,000 certification bonus, \$1,000 annual bonus

Open enrollment for our next Career Ladders class will be January 23rd – February 13th.

To apply, you must meet the following criteria:

- Provide direct support as a main function of your job responsibility.
- Be employed at Penn-Mar as a Full or Part-Time (Part-Time Casuals are eligible, Substitutes are ineligible) team member for at least 6 months.
- Last evaluation score of at least Fully Competent and up to date on all required trainings.
- Must be an employee in good standing and cannot be on a final written warning.

We are excited for our next Career Ladders class to begin! On January 23rd, the application will be emailed to everyone so please keep an eye out for that communication.