



Frequently Asked Questions (FAQs)

- 1) What are the work shifts available at The Arc Central Chesapeake for Direct Support Professional?
Shifts vary based on location and the needs of the people we serve.
Tell us your availability; we have hours to fit your schedule.
Typical shifts may include:
 - Day 8am -4pm
 - Evening 3pm -10pm
 - Night 10pm – 7am

- 2) What if I already possess the certifications (e.g First Aid, CPR, CMT, BPS etc.) required by The Arc CCR, will I be required to take the class?
All Arc CCR employees participate in an Onboarding program customized to their position and experience. The Arc CCR will provide all necessary training however if you already possess certain certifications & trainings and you provide documentation The Arc CCR will modify your Onboarding program.

- 3) Is there room for career growth at The Arc Central Chesapeake Region?
The Arc CCR is committed to providing training and advancement opportunities for staff. The Arc CCR asks that an employee be in the position they were hired to for a minimum of 6 months before making a transfer or advancement move.

- 4) What if I already possess years of experience working as a DSP, will I still be offered the payrate of \$11.50/hr?
The payrate for our Direct Support Professional Positions is \$11.50/hour. The Arc CCR is committed to equal pay across the same position.

- 5) Will I be entitled to health insurance as a Direct Support Professional working with The Arc Central Chesapeake Region?
The Arc offers a comprehensive benefits package to all Full-Time employees who work 30 hours or more per week.

- 6) Will I be allowed to work overtime as a Direct Support Professional?
All non-exempt (hourly) employees at the Arc CCR are paid overtime. Overtime is approved in advance/scheduled based on availability of work. Overtime is paid at 1.5 times your hourly rate.

7) Can I work as a PRN (Pro Re Nata) with The Arc CCR?

We have floater and a variety of part-time positions starting with as few as 5 hours.

8) Is it mandatory that I switch my out of state driver's license to Maryland for me to work as a Direct Support Professional with The Arc?

For employment your driver's license must match your permanent residence. If your permanent residence is in Maryland, the state requires you to obtain a MD driver's license within 60 days.

9) Where are your residential houses located?

We have residential houses in Anne Arundel, Talbot, Queen Anne and Caroline Counties.

10) Will the company pay for my car insurance if I use my personal vehicle to transport the individuals served at The Arc?

If you transport people we serve in your personal vehicle you will be reimbursed for mileage. All employees using their personal vehicles for transport are required by law to meet requirements for operating a vehicle in the state of Maryland which includes valid insurance policy. The Arc CCR does not provide personal vehicle insurance and does not require a certain policy only that you have a valid insurance plan.

11) Can I refer a candidate to work with The Arc? Yes

12) Is the payrate for Direct Support Professional working overnight higher/different from the payrate of those working during the day?

The Arc is committed to equal pay across the same position. Direct Support Professionals are paid \$11.50/ hour.