



*ARRM leads the advancement of
community-based services that
support people with disabilities in
their pursuit of meaningful lives.*

1185 N. CONCORD ST.
SUITE NUMBER 424
SOUTH SAINT PAUL
MINNESOTA 55075

TEL 651.291.1086
TOLL 800.551.2211
FAX 651.293.9389
WEB ARRM.ORG

General positions in HCBS disability services

In descending order according to number of employees:

- Direct Support Professionals (DSPs) - provide most of the direct support to individuals in group settings or individual homes.
- Lead staff- some titles include Household Coordinator, Program Coordinator. This is usually a position that devotes 50%-90% of their time in direct care and the remainder on administrative functions or meeting day-to-day needs, such as making medical appointments, writing reports, shopping for supplies.
- Middle management- some titles include Program Director, Program Manager- this is usually a position that does little to no direct care. They normally supervise the lead staff and DSPs in 1-5 programs and have some on-call expectations on nights and weekends.
- Upper management- these positions normally supervise the middle managers and are often a back-up for on call nights and weekends. These positions normally have some involvement in budget development/management and policy implantation.
- Executive- these positions include CEO, President, Owner.
- Nursing- Many residential services utilize nursing services for training of staff as well as for direct nursing to individuals. Due to high medical needs, some individuals require LPN/RN levels of service for their direct care needs. Training and other direct nursing services are done with a combination of LPNs and RNs.

Contacts:

Barb Turner, ARRM Chief Operating Officer
651-291-1086 Ext. 3 bturner@arrm.org

Bruce Nelson, ARRM Chief Executive Officer
651-291-1086 Ext. 1 bnelson@arrm.org