



Why did I choose this career?

The nursing supervisor I interviewed with was passionate and knew the individuals like the back of her hand. The residence was alive with activity! The whole point was to make sure people got what they needed: that individuals got great medical care and monitoring; that staff had the resources they needed. I wanted to be a part of that and have never looked back"

*Nurse*



The New York State Association of Community and Residential Agencies (NYSACRA) is a catalyst and leading advocate for people who have developmental disabilities and organizations that support them. Visit us at [www.nysacra.org](http://www.nysacra.org).

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**As a Licensed Practical or Registered Nurse**

*Come join us*



*and support individuals with developmental disabilities.*



## Careers in Developmental Disabilities Licensed Practical & Registered Nurses



*Licensed Practical Nurses (LPNs) and Registered Nurses (RNs) play critical roles in supporting individuals with developmental disabilities by serving as care givers, educators, and healthcare advocates.*

Individuals with developmental disabilities rely on community-based resources for their health and well-being. LPNs and RNs are their first line of assistance in living healthy lives and navigating the community-based healthcare system when needed.

LPNs and RNs work in teams with direct support professionals, service coordinators, other professionals, and the individuals they serve. They work in

residential and day programs, as well as medical clinics, operated by agencies specializing in developmental disability services.

Under the supervision of RNs, LPNs provide direct nursing services; document medically related activities and conditions; alert appropriate parties of changes in individuals' conditions; and educate individuals on health related matters.

Registered Nurses secure medical histories; develop healthcare plans; provide direct nursing services and supervise LPNs in such; educate and monitor staff on medication practices; provide on-call support to non-medical staff; ensure maintenance of appropriate healthcare records; act as liaisons with other providers; and serve as advocates for individuals on health related matters.

### REQUIREMENTS

Service agencies require that LPNs and RNs be licensed and currently registered with New York State. Prior nursing experience is not always necessary for LPNs. Agencies usually require that RNs have 1-3 years nursing experience (preferably in the field of developmental disabilities) and also require that nursing personnel be in good health and have no lifting restrictions. Many require a driver's license.

### SALARY & BENEFITS

Service agencies offer nursing personnel competitive salaries, which increase with experience; flexible hours; benefit packages which include insurance and retirement options; paid vacation, holiday, and sick leave; opportunities for continuing education; and career ladders.

### ADVANCEMENT OPPORTUNITIES

Working in residential facilities, day programs, and medical clinics, LPNs and RNs are afforded advancement opportunities. With additional experience and/or continuing training/education, which agencies actively promote, LPNs and RNs can advance to supervisory and administrative positions within their organizations.

### NEXT STEPS

For more information about careers as a LPN or RN supporting individuals with developmental disabilities, contact a service agency near you. For a directory of agencies supporting individuals with developmental disabilities visit: [www.cqcapd.state.ny.us/dddirectory/ddintro.htm](http://www.cqcapd.state.ny.us/dddirectory/ddintro.htm)