

Staff training

There are a number of inexpensive, off-the-shelf trainings available, which are appropriate for different levels of employees, from new hires to house managers. Here is a listing of those Autism Housing Pathways feels would be appropriate for each level:

- New hires:
 - AHP's introductory videos, "Learning about reinforcement", "Learning about visual supports", and "Learning about sensory regulation", are available for free on line at <http://autismhousingpathways.org/services/training-and-outreach>, and has a multiple choice pre- and post-test. We will be developing one more video, on characteristics of autism.
- Direct staff (ideally this would be done with new hires, but absolutely should be done no later than 3 months after starting work):
 - Quality Behavioral Competencies, basic series, is a set of 8 self-paced modules on Applied Behavioral Analysis. It is designed to teach individuals who have only a GED to implement basic behavioral strategies under the supervision of a behaviorist. (There is also a 9 module Positive Behavioral Supports edition.) Materials are \$25 per person. QBC is taught by a coach, who has received a two day training. The cost to train the coach is \$525. QBC is available through Quality Behavioral Solutions in North Attleboro, https://www.qbscompanies.com/new_site_folder/Quality-Behavioral-Competencies.
 - Advocates, Inc. in Framingham has developed a 20 hour training program that incorporates a 4 hour introduction to autism and 16 hours on behavioral basics.
 - Autism Certification Center: The state of Ohio has developed an online video training program, <https://autismcertificationcenter.org/>, aimed at family members, paraprofessionals, and direct support staff. A 90 minute introductory module, "Many faces of autism", is free. The remaining curriculum is available for a subscription of \$90 for 6 months, or \$150 for a year. Group discounts are available.
- Assistant house managers:
 - Quality Behavioral Competencies, advanced series'.
- House managers:
 - QBC coach training, in both the basic and advanced series'.
 - Relias Registered Behavior Technician Series: This course is designed to meet the training requirement for the Behavior Analyst Certification Board's Registered Behavior Technician (RBT) credential. This course comprises online, interactive, video-based training. The cost for the 40 hour program is \$249 per employee for 180 days of unlimited access to training; additional pricing plans are available. <http://www.reliasacademy.com/browse/productDetailSingleSku.jsp?productId=p91923>.

Staff who have received the above trainings, and are working under a clinician who is a Board Certified Behavior Analyst, would be well-qualified to implement positive behavioral supports, and have a basic understanding of sensory regulation and the use of visual supports. AHP has reviewed a number of other trainings, but feels these are the trainings best suited to staff who may speak English as a second language, and are working with adults in a residential setting.

To find a BCBA in Massachusetts, go to <http://info.bacb.com/o.php?page=100155>.

For those interested in Higashi's Daily Life Therapy, NuPath and the Charles River Center are vendors that work with Higashi on training.