

## 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 online at <http://autismhousingpathways.org/services/training-and-outreach>, along with links to multiple choice pre-and post-tests.
- Direct support staff (ideally this would be done with new hires, but absolutely should be done no later than 3 months after starting work):
  - Autism Certification Center: The state of Ohio has developed a free online video training program, <https://autismcertificationcenter.org/>, aimed at family members, paraprofessionals, and direct support staff. It comprises
    - A 90-minute introductory module, "Many faces of autism", and
    - An additional 10.5 hours, "Foundations of Evidence-Based Strategies" (select "transition age").
  - Quality Behavioral Competencies, basic series: 8 self-paced modules on Applied Behavioral Analysis, designed to teach individuals with only a GED to implement basic behavioral strategies under the supervision of a behaviorist. QBC is taught to staff by a coach, who has received a two-day training. QBC is available through Quality Behavioral Solutions in North Attleboro. <https://qbs.com/quality-behavioral-competencies/>
- Assistant house managers
  - Quality Behavioral Competencies' Advanced Series
- House managers
  - QBC's Basic and Advanced Series
  - Behavior Assessment and Planning with Evidence-Based Interventions from the Autism Certification Center: 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, video-based training. The cost for the 40-hour program is \$125 per employee for 6 months of access: <http://autismcertificationcenter.org/coursework/bap>.

Staff who have received the off-the-shelf 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. To find a BCBA in Massachusetts, go to: <https://www.bacb.com/services/o.php?page=101135>.

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.

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