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/#Support 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").
    - The Skills System: Per the website: "The Skills System is a user-friendly set of emotion regulation skills, designed to help people of various ages and abilities, manage emotions. It helps us be aware of our current moment, think through the situation, and take goal-directed actions that align with our values." 5-6 hours of e-learning is $20/person. There is a discount for larger cohorts (25 or more staff). https://skillssystem.com/e-learning/
- Assistant house managers
    - The Skills System two-day instructor training. $475. https://skillssystem.com/training/
- House managers
    - The Skills System two-day instructor training
    - 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.
    - The Autism Partnership Foundation offers a FREE version of the 40-hour training. https://autismpartnershipfoundation.org/product/rbt/?srsltid=AfmBOoqyRUAmSZ2dzj7qVz1ngWuSeO2QgsRULN4nZeJxxCPTbj8eiuv6

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.