

INTENSIVE BEHAVIORAL HEALTH SERVICES AND THE SERVICE DELIVERY **FOR OPTIMAL CLIENT OUTCOMES**

Pennsylvania Mandated Trainings for ABA Services

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Outline and Objectives

- Current landscape and impact of Pennsylvania's Training Requirements for ABA Providers in PA.
- Mandated Trainings Set-forth by PA per Service Provider Level (overview)
- ABA Business Growth, a Special Learning Company's program to support ABA Providers in PA during this State Mandated Transition.
- Recommend Training Sequence for 3-year training program (effective in 2020 and 2022)

PA Mandated Training Elements

- ✓ Initial Training
- ✓ Additional Initial Training for practitioners without previous experience
- ✓ 6-month Training for practitioners without previous experience
- ✓ ABA Specific Training for practitioners without BACB® Credential
- ✓ Annual Ongoing Trainings for year 2 and 3
 - **Clinical Director**
 - **BCBA®, BCaBA®, BCAT, Licensed Behavior Specialists**
(aka Behavior Consultation, Mobile Therapy, or Behavior Analytic Services)
 - **RBT®, BCAT**
(aka Behavior Health Therapist (BHT) - Assistant Behavior Consultation and Services provider)

Current Landscape for ABA Agencies in PA

New Requirement/Landscape

The state of Pennsylvania has put in place new mandates that require providers of ABA services to provide additional staff training

- Providers (clinicians) of ABA services categorized into different levels based upon their background, qualifications and experiences.
- Different training paths with staggered effective dates (i.e. January 17, 2020; July 1, 2020; July 1, 2022)

Every individual provider of clinical services (employee or contractor) must have an individualized ongoing training plan (developed and assessed annually) that addresses the professional development of the clinician to provide the most effective ABA services to his/her consumer

Trainings required to comply with new PA rules must be provided by

1. State-approved Training Provider Organizations
2. Approved ACE CE Training Organization (BACB®)
3. Higher-Education Institute approved through the Department of Education

State of PA Mandated Trainings Matrix

(at Clinician Provider Level)

Staffing Title/Level	Required Initial Training(s) 5240.73 (w/BACB® credential)	Required Initial Training(s) 5240.73 (w/o BACB® credential)	Required Additional Initial ABA Training (w/o BACB® credential)	Additional Job-specific Training (Staff with NO HISTORY)	Annual Maintenance Hours
	Upon Hire			Within 6 months	Annual
Clinical Director	None	30 hours of PA Mandated Trainings	40 hours of ABA Training	24 hours (no history)	16 hours*
Behavior Consultation, Mobile Therapy, and/or Behavior Analytic Services	None	20 hours of PA Mandated Trainings	20 hours of ABA Training	24 hours (no history of providing services)	16 hours*
BHTs - Assistant Behavior Consultation (RBT®s etc.)	24 hours	30 hours of PA Mandated Trainings	40 hours (must be based on BACB®'s 2 nd Edition RBT® Task List)	24 hours (no history of providing services)	20 hours**

*Can substitute CE related trainings to meet requirement

** Can substitute College level coursework to meet requirement

***If the person holds a BCBA-D, BCBA, or BCaBA credential only need Ongoing Annual Training (CEU activities)

State of PA Mandated Trainings Example

(Initial Training Hours)

Supervisor and/or Direct Care Services Provider by Role (Common Used Industry Job Titles) Behavior Consultation, Mobile Therapy, and/or Behavior Analytic Services

Staffing Title/Level	Common Industry Job Title / Credential	Total Initial Training Hours	Required Initial Training(s) (if BACB® credentialed)	Required Initial Training (non-ABA 5240.73)	Required Initial ABA Training	Additional Job-specific Training (w/in 6 mos.)
				No BCBA Credential and/or Licensure		No History
No Credential (No history)	Non-BCBA w/o Experience	74	N/A	30	20	24
No Credential (with history)	Non-BCBA with Experience	50	N/A	30	20	--
BACB Credentialed and/or State Licensed (No history)	With BCBA or Licensure w/o Experience	0	None	None	--	--
BACB Credentialed and/or state licensed (with history)	With BCBA or Licensure with Experience	0	None	None	--	--

Assumption: Position requires Masters Degree

State of PA Mandated Trainings Example (Who requires what?)

Credential/Licensure	Does this staff Require Initial Training(s)?	Does this staff Require Additional ABA (i.e. RBT®) Training?	Does this staff Require Additional PA Training that must be completed within 6 months of hire?	# of Required Maintenance (Annual)
BCBA-D®, BCBA®, or BCBA® (with or without experience)	No	No	No	16
Licensed Behavior Analyst, Licensed Psychologist etc. (without BACB credential) (With prior experience)	Yes*	Yes*	No	16
Licensed Behavior Analyst, Licensed Psychologist etc. (without BACB credential) (NO Previous Experience)	Yes*	Yes*	Yes*	16
RBT® (with or without experience)	Yes	No	Yes	20
Behavior Tech (with or without experience)	Yes	Yes**	Yes	20

NOTE: Effective July 1, 2020, Position will require a minimum of an RBT or Equivalent (BCAT)

*Can substitute university course work for requirement

**Must be the RBT Task List 2nd Edition

Downloadable Tool: PA Training Staff Tracking

- PA New Training Identification Sheet

	Last Name	First Name	Hire Date	Role/Service Provided	Has Credential/License	Has History/experience of providing services	Requires Initial PA Mandated Training	Requires 2nd portion of Initial PA Mandated Training (within 6 months of hire)	Date to complete 2nd Portion of PA Mandated Training (if required)	Required to Complete RBT Course or Additional ABA Training
1				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
2				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
3				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
4				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
5				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
6				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
7	Select Role					Automatic population of required (and recommended) PA Mandated Trainings				
8				Select Staff's Role	Behavior Tech	Yes				
9				Select Staff's Role	Behavior Tech	Yes				
10				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
11				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
12				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
13				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
14				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
15				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
16				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
17				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
18				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
19				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
20				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
21				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
22				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
23				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes
24				Select Staff's Role	Behavior Tech	Yes	Yes	Yes	6/28/1900	Yes

Required Initial Training for New Hires (By Role)

(Effective January 17, 2020)

- Licensed Behavior Analyst, Licensed Psychologist etc. (without BACB credential) **WITH** Experience
- Licensed Behavior Analyst, Licensed Psychologist etc. (without BACB credential) **WITHOUT** Experience
- RBT® (with or without experience)
- Behavior Tech (with or without experience)



Initial Training To Cover the Following Topics:

Training Content Requirement § 5240.73 and § 5240.83	Approved Training Providers	Website to find training provider
(1) Sections 6301—6386 of 23 Pa.C.S. (relating to Child Protective Services Law) and mandated reporting requirements.	I. <i>Act 31 On-line Training</i> provided by University of Pittsburgh School of Social Work (3 hours)	https://www.socialwork.pitt.edu/researchtraining/child-welfare-programs/act-31-line-training
(7) First aid, universal precautions and safety.	I. Must be completed through an approved Provider as this requires hands-on training (3 hours)	<ul style="list-style-type: none"> Red Cross
(2) Crisis intervention skills, including risk management, de-escalation techniques and safety planning.	I. <i>Approved Crisis Management Training Provider (for hands on training)</i>	
(3) Behavior management skills and coaching.		<ul style="list-style-type: none"> www.ABA-BusinessGrowth.com
(4) Child and adolescent development.		
(5) Overview of serious emotional disturbance and other behavioral and psychosocial needs of the children, youth and young adults	I. BACB® ACE Approved Training Organization II. PA State Approved Training Organization	<ul style="list-style-type: none"> www.Special-Learning.com Find an ACE provider here: https://www.bacb.com/services/o.php?page=100157
(6) Professional ethics, conduct and confidentiality.		
(8) Psychotropic medications, including common side effects		

**Additional Initial Training Required for New Hires
WITHOUT EXPERIENCE and Behavior Techs/RBT®**

(must be completed within 6 months of hire)

- Licensed Behavior Analyst, Licensed Psychologist etc. (without BACB credential) and NO Experience
- RBT® (with or without experience)
- Behavior Tech (with or without experience)



2nd Initial Training To Cover the Following Topics:

Training Content Requirement § 5240.73 and § 5240.83	Approved Training Providers	Website to Find Training Providers
(1) Documentation Skills	I. BACB® ACE Approved Training Organization II. PA State Approved Training Organization	<ul style="list-style-type: none"> • www.ABA-BusinessGrowth.com • www.Special-Learning.com • Other ACE providers here: https://www.bacb.com/services/o.php?page=100157
(2) Systems of care principles		
(3) Overview of functional behavioral assessment		
(4) Ethnic, cultural and linguistic considerations of the community served.		
(5) Strategies and interventions to engage children, youth or young adults and parents, legal guardians or caregivers in services, including family systems theory.		
(6) Skills and techniques for working with families.		
(7) Overview of community resources and child and youth-serving systems and processes		
(8) Cross-systems collaboration		
(9) Communication and conflict resolution skills		
(10) Basic individual education plan and special education information.		
(11) Safe use of restrictive procedures in accordance with § 5240.6 (relating to restrictive procedures).		

Ongoing (Maintenance) Annual Trainings for Clinicians

(Effective date 1/17/2020)

- *Clinical Directors*
- *Individual or Group Providers*
- *Behavior Consultation*
- *Mobile Therapy*
- *Behavior Analytic Services*
- *BHT or Assistant Behavior Consultation
and Services*



Annually Ongoing Professional Development Content (1st year of Service Delivery)

Ongoing Training Falls Under § 5240.73 and § 5240.83 FIRST YEAR of ONGOING TRAINING	Clinical Director (16 hrs)	Behavior Consultant et al. /Clinic (16 hrs)	Behavior Consultant et al. -Home/ School- (16 hrs)	BHT/Asst. Behavior Consultant -Clinic- (20 hrs)	BHT/Asst. Behavior Consultant -Home/ School- (20 hrs)
(2) Crisis intervention skills, including risk management, de-escalation techniques and safety planning.	✓	✓	✓	✓	✓
(3) Behavior management skills and coaching.	✓	✓	✓	✓	✓
(4) Child and adolescent development.				✓	✓
(5) Overview of serious emotional disturbance and other behavioral and psychosocial needs of the children, youth and young adults with whom the individual works.	✓	✓	✓	✓	✓
(6) Professional ethics, conduct and confidentiality.	✓	✓	✓	✓	✓
(8) Psychotropic medications, including common side effects.					
(1) Documentation skills.	✓	✓	✓	✓	✓
(2) Systems of care principles.					
(3) Overview of functional behavioral assessment.				✓	✓
(4) Ethnic, cultural and linguistic considerations of the community served.	✓	✓	✓		
(6) Skills and techniques for working with families.					
(8) Cross-systems collaboration.	✓	✓	✓	✓	✓
(9) Communication and conflict resolution skills.					
(10) Basic individual education plan and special education information.				✓	✓
(11) Safe use of restrictive procedures in accordance with § 5240.6 (relating to restrictive procedures).					

ABA Support Services / Special Learning's Solutions

PA Mandate	ABA Support Services / Special Learning Solutions
<p>The state of Pennsylvania has created new mandates that require providers of ABA services to obtain additional trainings that meet these new requirements</p>	<p>Cost effective, comprehensive online training to meet 100% of State of PA Mandated trainings</p> <p>Created PA Training Program (multidisciplinary instructors) within 45 days</p>
<p>Each level of provider of ABA services has its own training requirements with staggered effective dates (i.e. January 17, 2020; July 1, 2020; July 1, 2022)</p>	<p>Created training sequence for each provider (clinician) with effective dates.</p>
<p>Each provider must have an individualized ongoing (annually) training program that addresses the professional development of the provider to provide the most effective ABA services to his/her consumer</p>	<p>Created recommended 3-year training programs (by provider level and settings).</p>
<p>Trainings required to comply with new PA rules must be provided by state-approved organization, Higher-Education Institute approved through the Department of Education , and/or an approved Continuing Education Provider by the Behavior Analyst Certification Board® (BACB®)</p>	<p>Approved ACE® provider for the BACB® (since 2010)</p> <p>Approved CE sponsor for APA® (since 2019)</p> <p>Approved CE Provider for QABA® (since 2019)</p> <p>Approved State of PA Training Provider (since 2019)</p>



Questions?

eMail klarsen@special-learning.com

PA Mandated Training Program Offering

Provider Type/Level	Training Delivery Format	# of Modules	PA Provider Introductory Pricing (Training Only/No CEs)	CE Add-On to Training Package Introductory Pricing
Initial Training (to be completed prior to providing services)				
Clinical Directors and/or Behavior Consultant (BCBA® et. al.) with Experience <i>(need a total of 20 hours)</i>	Course (web-based)	10 modules (17 hours)	\$120	\$25
Clinical Directors and/or Behavior Consultant (BCBA® et. al.) without Experience <i>(need a total of 30 hours)</i>	Course (web-based)	13 modules (21 hours)	\$120	\$25
ALL BHTs (RBT®s etc.)-with or without Experience <i>(need a total of 30 hours)</i>	Course (web-based)	13 modules (21 hours)	\$120	\$25
Additional Initial Training If Provider DOES NOT have BACB® Certification/Designation (must be completed prior to providing services independently)				
Clinical Directors without BCBA-D® or BCBA® credential <i>(need a total of 40 hours on ABA)</i>	Course (web-based)	23 modules (40 hours)	Training Course Included	Included with CE Add-On
Behavior Consultants without BCBA-D®, BCBA®, or BCaBA® credential <i>(need a total of 20 hours on ABA)</i>	Course (web-based)	14 modules (22 hours)	Training Course Included	Included with CE Add-On
BHTs without RBT® credential <i>(need a total of 40 hours on BACB® RBT Task List 2nd Edition by an approved provider)- Must be an RBT® etc. by 7/1/20 to provide services.</i>	Course (web-based)	21 modules (40 hours)	Training Course Included	Included with CE Add-On
Additional Training for Providers with no Previous Experience (must be completed within 6 months of hire)				
Clinical Directors, Behavior Consultants (BCBA® et. al.), and BHTs/RBT® <i>(need a total of 24 hours of additional training)</i>	Course (web-based)	12 modules (19 hours)	Training Course Included	Included with CE Add-On
Annual Ongoing Training				
Clinical Directors and/or Behavior Consultant (BCBA® et. al.) Ongoing Training <i>(need a total of 16 hours per year)</i>	Library (web-based)	1 year access (37+ hours)	Training Library Included	Included with CE Add-On
BHTs (RBT® et. al.) Ongoing Training <i>(need a total of 20 hours per year)</i>	Library (web-based)	1 year access (20+ hours)	Training Library Included	Included with CE Add-On

PA Training Modules and Pricing

Provider Type/Level	Training Delivery Format	Total Package (Introductory Pricing)	Cost per Module	CE Add-On
Initial Training (Human Services Content)	Web Based (with post-tests)	\$120 per staff (for All Modules) / Annually	\$10 per Staff / Annually	\$25 (All eligible training webinar)
ABA Trainings	Web Based (with post-tests)	Included in Above	\$10 per Staff / Annually	Included in above
Training for Clinicians without Experience	Web Based (with post-tests)	Included in Above	\$10 per Staff / Annually	Included in above
Annual Maintenance Training	Web Based Training Library	Included in Above	\$10 per Staff / Annually	Included in above

Introductory Pricing for Group Purchases

\$120 Introductory Price Includes 100% PA Mandated Training Modules

Each Pennsylvania Training Bundle includes:

1. Initial Mandatory State Statute Training (5240.73 & 5240.83)
2. Mandated RBT® 40-hour Training and ABA Coursework
3. Additional Mandatory State Statute Training for Providers with NO Experience (5240.73 & 5240.83)
4. Ongoing Continuing Education Training Library (Excluding CE Processing Fee)

** CE Add-on available for only \$25 per license.

** Each Pennsylvania Bundle unused licenses **NEVER EXPIRES**

Bulk License Discounts

- **1-50:** \$120 each
- **51-100:** Additional **5%** off (\$114.00/license)
- **101-250:** Additional **10%** off (\$108/license)
- **251+:** Additional **15%** off (\$102/license)

To Order Complete the following

[Pennsylvania Mandated Training Order Form](#)

and send it to:

DDiana@Special-Learning.com and

KLarsen@Special-Learning.com

EXCLUSIONS

- Mandated Reporter (counts for 3 hours) and must be provided through the University of Pittsburgh-
- First Aid and CPR (counts for 5 hours) must be provided through an approved Red Cross provider (includes hands-on)
- Annual HIPPA Training