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Behavior Analyst Workforce-Demand Report Available

Growth of the behavior analysis profession in recent years has been evident in a number of ways, from the increasing numbers of BACB certificants and Approved Course Sequences to the development of new professional associations and journals, among other indicators. An additional metric of growth is the employment demand for behavior analysts. Over the years, the BACB has received numerous requests for data illustrating this demand, but the data were unavailable.

Burning Glass, a firm that specializes in workforce-demand analysis



developed a report on the behavior analyst workforce in consultation with BACB staff. The report includes an analysis of the employment demand for behavior analysts in the US for the years 2012 to 2014 (a non-US analysis was precluded by a lack of available data). Not surprisingly, the report reveals strong and increasing demand for behavior analysts in a variety of employee sectors, which should be useful for behavior analysts in their communications with various stakeholders about legislation, funding, and new service and higher-education programs. The [Burning Glass report](#) is now available and may be freely distributed for informational and educational purposes.



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BCBA & BCaBA Examinations to be Translated into Additional Languages

The BACB's Global Mission is to protect consumers of behavior analysis services worldwide by systematically establishing, promoting, and disseminating professional standards, which it accomplishes primarily through its professional certification programs. However, one barrier to making the BACB's certification credentials accessible to as many individuals as possible is the language in which the examinations are written. Currently, the BCBA and BCaBA examinations are available in English, Hebrew, Italian, and Modern Spanish; the BCaBA examination is also available in Chinese. In addition, both examinations are in the process of being translated into Brazilian Portuguese and Korean. At its recent annual meeting, the BACB Board of Directors voted to have the BCBA and BCaBA examinations translated into six additional languages over the next few years. The translation schedule is shown in the following table. Given the resources required for each translation and the BACB's efforts to make other materials available in the examination languages, these will be the final translations for the foreseeable future.

Language	Availability
Brazilian Portuguese	February 2016
Russian	August 2016
Korean	February 2017
Chinese (BCBA)	February 2017
Polish	August 2017
Japanese	February 2018
French	August 2018
Arabic	February 2019
Hindi	August 2019

Option 3 BCBA Alternative Eligibility Standards Phased-In for Non-English Speaking Applicants

In the [November 2014](#) issue of the BACB Newsletter, changes to BCBA alternative eligibility requirements (Options 2 & 3) were announced, which go into effect on January 1, 2016. The changes to Option 3, specifically designed for senior-level practitioners, will be phased-in over a longer period of time for applicants in non-English speaking countries who may only be able to sit for the BCBA examination when it is available in their language.

Non-English speaking individuals, for whom a translation of the examination is already available (i.e., Italian, Hebrew, and Spanish), will have until September 30, 2017 to apply for BCBA eligibility under the current Option 3 standards. Those who wish to take the examination in a language scheduled to be available in the future (as announced earlier in this newsletter) will have two years after the first available administration of that examination to apply and become eligible through the current Option 3 standards. For example, when the Chinese BCBA examination becomes available in February 2017, Chinese-speaking applicants will have until February 28, 2019 to apply and become eligible for the examination under the current Option 3 standards. After February 28, 2019, Chinese-speaking applicants must meet the new version (January 1, 2016) of the standards in order to qualify under Option 3.

The BACB Experience Standards training module (accessible in the BACB Gateway) is now available in English, Russian, Chinese, and Italian. Hebrew and Spanish versions are in development.



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Notes from the Legal Department

Multiple Relationships

Ethical compliance requires the ongoing monitoring of professional boundaries. One of the more common mistakes behavior analysts make is to stretch those boundaries for clients who seem sophisticated or well educated about the profession. Unfortunately, boundary stretching is often the precursor to a multiple relationship, which is the basis of 1.06 of the [Professional and Ethical Compliance Code for Behavior Analysts](#). This article will illustrate several examples of multiple relationships and why they should be avoided.

The first example is when a behavior analyst delivering services to a client also provides supervision or training to the client's parent (e.g., who is pursuing the BCBA credential) beyond the scope of training the parent would normally require for implementation of their child's plan. In this example the multiple roles are: (1) clinician for the client, and (2) supervisor or trainer of the parent. This is a multiple relationship in violation of the following *Compliance Code* section:

1.06 Multiple Relationships and Conflicts of Interest.

- a. Due to the potentially harmful effects of multiple relationships, behavior analysts avoid multiple relationships.
- b. Behavior analysts must always be sensitive to the potentially harmful effects of multiple relationships. If behavior analysts find that, due to unforeseen factors, a multiple relationship has arisen, they seek to resolve it.
- c. Behavior analysts recognize and inform clients and supervisees about the potential harmful effects of multiple relationships.

- d. Behavior analysts do not accept any gifts from or give any gifts to clients because this constitutes a multiple relationship.

In the scenario identified above it would be impossible to ensure that the supervisory relationship would not impact the clinical relationship. For example, a parent dissatisfied with their child's progress might not be inclined to speak up, fearing retaliation in their BCBA supervision. It is also possible that the clinical relationship could negatively impact the BCBA supervision if the behavior analyst withheld corrective feedback due to concerns about retaining the clinical relationship.

The next example involves entering into business relationships with clients and supervisees. In addition to violating 1.06 above, the business scenario also likely violates the following *Compliance Code* section:

1.07 Exploitative Relationships.

- a. Behavior analysts do not exploit persons over whom they have supervisory, evaluative, or other authority such as students, supervisees, employees, research participants, and clients.

It would be difficult, if not impossible, for a behavior analyst to defend a business relationship (e.g., partnership, corporation, service affiliation) with a client or client's family. In this example, we are referring to scenarios where the behavior analyst enters into a separate business endeavor with the client that is beyond the delivery of direct services to the client. For example, clients may feel compelled to agree to unfavorable business terms so as not to negatively impact their child's services. These arrangements would also apply to supervisory relationships: the roles of supervisor and business partner, for example, constitute a multiple relationship.



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In summary, ethical and professional boundaries require ongoing monitoring to ensure that the behavior analyst's professional delivery of services is not in any way impacted by multiple roles or agendas. Although this article focused on two primary examples (supervision and business endeavors), there are a number of multiple relationships and precursors to the relationships that may adversely impact service delivery. These include, but are not limited to:

- Initiating or accepting invitations to non-ABA family functions and events (e.g., family dinners, holidays, weddings)
- Serving as both the employer and the client of the behavior analyst
- Supervising or hiring close friends or family to provide client services
- Supervising an employer
- Hiring a client to work in the behavior analyst's business or a family member's business

Such relationships should be avoided so that the delivery of behavior-analytic services is unencumbered and free of external influences that otherwise would not exist. Feel free to contact bacblegal@bacb.com with any questions about multiple relationships or concerns regarding professional boundaries.

RBT Credential Updates

Supervision

Meeting Requirements. Two descriptive clarifications have been made to the nature of the "2 face-to-face, synchronous contacts per month" requirement for the supervision of an RBT. The two clarifications are: (a) only one of the supervisory contacts must be one-on-one, the other can occur in a small-group meeting, and (b) only one of the supervisory contacts must involve direct observation of the RBT providing services.

Public Accountability. The RBT registry provides a comprehensive list of every credentialed RBT and the certificant(s) accountable for oversight and/or supervision, as an additional source of consumer protection. Due to the nature of a behavior technician's work circumstances, it is likely that an RBT could have several certificants participating in their supervision. As a way of providing flexibility to organizations that have multiple RBT supervisors overseeing a number of RBTs, we have changed the public accountability language from Designated Supervisor to Responsible Certificant. The Responsible Certificant may or may not be the direct supervisor of the RBT, but is nevertheless (a) accountable for ensuring that the RBT is receiving supervision according to the BACB's requirements and (b) is responsible for managing communications with the BACB regarding the RBT(s). There is no limit to the number of RBT Registry entries to which a Responsible Certificant can be attached; the aforementioned responsibilities must be met regardless of the number. Additional information on the Responsible Certificant role can be found [here](#).

Documentation

Competency Assessment. An updated version of the RBT Competency Assessment is now available, which includes the option for multiple assessors to participate in a single technician's assessment. In addition, we have added the option for assessors to create and submit their own custom documentation if they do not wish to use the BACB document. Custom assessment forms must include all of the information from the RBT Competency Assessment, including:

- All content areas
- Indication of how the competency was demonstrated (interview/observation [role play])
- Assessor's name, signature, and date of signing
- Technician candidate's name, signature, and date of signing



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- Statement of purpose: *This document was created to demonstrate completion of the RBT Competency Assessment requirement for the RBT application*

Additional information about documentation is available on the [RBT webpage](#).

Signatures. We now accept electronic signatures on all documents as part of the online RBT application process.

Annual Renewals

RBTs will have 30 days from the date of expiration to renew their credential and submit required documentation. After 30 days, they will be required to reapply and meet the current eligibility requirements.

News & Notes

BACB Experience Standards Update

The Experience Standards have been revised to reflect that supervisors are responsible for ensuring that their supervisees have completed the online Experience Standards training module prior to providing supervision of experience. Although the requirement has been in place for supervisees, we are reminding supervisors of their responsibility for ensuring that this requirement is met. In cases where a supervisee submits experience hours but has not completed this requirement, the supervisor will be held responsible. Completion of this module can be verified by simply viewing the supervisee's BACB gateway account.

2014 Approved Course Sequence Pass Rates Now Available

The pass-rate data for graduates of Approved Course Sequences have been updated to include 2014 (along with 2013). These data are available for both BCBA and BCaBA examinations and are

sorted both alphabetically by institution and by percentage passing. The pass-rate reports are available [here](#).

Board of Directors Update

Dr. Jane Howard's tenure on the BACB Board of Directors has ended after an impressive 7 years of outstanding service, including the three most recent years as President. Dr. Howard was instrumental in helping shape and oversee the BACB's growth in recent years and representing the organization in numerous important developments around the world. We will miss you, Jane!

Dr. Iser "Willie" DeLeon has been elected by the Board to serve as its President. Dr. DeLeon, along with the BACB's CEO (Dr. Jim Carr), will serve as the official spokespersons for the organization for the immediate future.

As a result of the spring director elections, Dr. Howard's seat on the Board has been filled by Dr. Javier Virués-Ortega from University of Auckland (New Zealand). Dr. Virués-Ortega is the Board's second official international director and we greatly look forward to his input and participation in the BACB's numerous upcoming initiatives.

We are pleased to announce that Dianna Varady (Arkansas, USA) has been appointed to serve a three-year term as the Board's new Consumer Representative. Dianna is the Director of the Arkansas Autism Resource and Outreach Center at the University of Arkansas. We look forward to her input and involvement in a variety of important BACB matters in the years to come.

We wish to sincerely thank our outgoing Consumer Representative, Barb Byers, for her three years of dedicated service to the Board of Directors. Barb brought an important consumer-level perspective to numerous BACB decisions and activities and her contributions will be missed.



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A Summary of Recent and Upcoming Changes to BACB Standards

Recent issues of *BACB Newsletter* have described a number of impending changes to BACB standards. In an effort to help certificants keep track of these many changes, we have provided the following table that includes the changes, their effective dates, and their original published source. We plan to publish this table and other reminders in future newsletters until the majority of the changes have been enacted.

Effective Date	Area	Change	Newsletter
January 1, 2015	Supervisor Requirements	Pass an 8-hr, post-certification, competency-based training on supervising pre-certification individuals	September 2012
January 1, 2015	Supervisor Requirements	Pass an online, competency-based training module on BACB experience standards at www.BACB.com	September 2012
January 1, 2015	Supervisee Requirements	Pass an online, competency-based training module on BACB experience standards at www.BACB.com	September 2012
January 1, 2015	Distribution of Experience	The start-date and end-date of experience may not be more than five years apart	September 2012
Recertification cycles that begin on or after January 1, 2015	Continuing Education	Changes to recertification cycle duration, # of required CEUs, ethics CE, and new CE categories	February 2013
January 1, 2016	BCBA Degree Requirement	Possession of a minimum of a master's degree from an accredited university that was (a) conferred in behavior analysis, education, or psychology, or (b) conferred in a degree program in which the candidate completed a BACB approved course sequence	February 2013
January 1, 2016	Ethics and Discipline	The Professional and Ethical Compliance Code for Behavior Analysts will be enforced. Revisions to the disciplinary system will take effect.	September 2014
January 1, 2016*	BCBA Eligibility Requirements	Changes to eligibility requirements for Options 2 (College Teaching) and 3 (Postdoctoral Experience) *See also page 2 of this newsletter.	November 2014
January 1, 2017	BCaBA Supervision	Changes made to supervisor responsibilities and qualifications, supervision amount and structure, group supervision, and documentation of supervision	December 2014