

Who am I looking for? (e.g., Qualifications & characteristics in candidates)

1. Education:

- Prime candidates will hold a BA degree in Applied Behavior Analysis, Psychology, Child Development, Education, or some other related field
- BCABA's (individuals with certification for taking ABA coursework at the undergraduate level)
- Graduate students seeking hands-on experience
- College students currently studying a related field as noted above also make great candidates (e.g., juniors & seniors)

2. Experience

- Prime candidates will have previous experience with both ABA and working with children with autism.
- Previous work experience with typically developing children is beneficial (e.g., preschool settings)
- Experience with children similar in age to your child
- Those wanting to gain hands-on experience because they are interested in working professionally in the field

3. Personality Characteristics

- Prime candidates will enjoy working with children
- Will be energetic or "high-energy"
- Able to work independently
- Able to take direction from others
- Able to take constructive feedback positively
- Are described as being "patient"
- Described as "always drawn to working with children"
- Must enjoy playing with children (e.g., can you picture this individual on the floor teaching your child various play skills such as pretend play? Can you picture them running around teaching gross motor skills and possibly jumping on a trampoline with your child?)
- Must be a responsible & reliable (e.g., no excessive cancellations)

Notes to Remember:

There are many skills that can be trained to ensure an individual can effectively implement an ABA program. The qualities listed in this category are skills that can NOT be trained and must be inherent in the individual. For example, an individual can be trained to effectively implement discrete trials and take data, but they cannot be trained to enjoy working with children.

4. Other Miscellaneous Considerations

- Do they have reliable transportation?
- Do they have too many schedule conflicts that may limit the time they have available for your child?
- Is it possible they will have to cancel excessively due to other conflicts?
- Can they make a 1 year commitment?
- Do they anticipate having to relocate in the near future? (e.g., do they leave for the summer months?)
- Can they commit at least 8-10 hours per week with your child? All therapists working with your child should have at minimum 3 scheduled shifts per weeks so that each therapist has the opportunity to build a rapport with your child & be effective in implementing each of their programs.



Parent Handout Recruiting ABA Therapists

Where do I Find potential candidates?

1. Universities & local junior colleges

- Post Recruitment flyers in related departments (e.g., ABA, psychology, special education, etc.)
- Ask professors teaching senior & junior level courses in related fields to distribute recruitment flyers in their classes (*Tip: often class schedules can be found online*)
- Post a flyer in the university “Career Center”
- Place an ad in the campus college paper

2. Local Postings

- Craigslist (<http://austin.craigslist.org/>)
- Craigslist is a well known resource in major cities that has many functions, one of which is posting job ads. Here you can place an ad for a behavior therapist in the Austin area (free of charge at the time this document was drafted).

What is the expected pay rate for an ABA therapist?

The expected pay for an ABA therapist will depend on previous training & experience. The following is a guideline that may be used and adjusted to your own likings. In general the more experience & education an individual possesses the more you can expect to pay per hour.

Level of Educations & Training	Starting Rate
MA Degree in ABA &/or Special Education AND ABA Experience or No MA, but 2+ years ABA experience under BCBA	\$18-20 per hour
MA Degree or enrolled in MA program (Special Education and/or ABA program) NO ABA Experience	\$16-\$18 per hour
BA Degree (related field) AND ABA experience	\$15-\$16 per hour
No Degree (College Sr./Jr.) & ABA experience	\$13-\$14 per hour
BA Degree (related field), No ABA experience	\$13-\$14 per hour
No Degree (College Sr./Jr.), No ABA experience	\$10-\$12 per hour
No Degree, No ABA exp., Not within last 2 years of graduating from college in a related field	\$10-\$12 per hour



Parent Handout Recruiting ABA Therapists

General Job Description & Responsibilities

The following is a sample job description for a behavior therapists position. The description can be adjusted to best suit your needs and individual situation and then used to place ads in places such as craigslist.

“Therapists provide one-to-one behaviorally based treatment to children diagnosed with autism in their home and possibly school settings. Therapists implement structured and individualized treatment programs designed by a qualified behavioral consultant and are not responsible for any curriculum development or design of behavior intervention plans. Rather, therapists are responsible for implementing skill acquisition programs and behavior plans designed by a qualified consultant to teach children with autism language, play, social, self-help, and academic skills while replacing the occurrence of challenging behaviors with these new adaptive behaviors. Behavior therapists will be required to work a minimum of 10 hours per week, and attend & participate in regularly scheduled team meetings. Therapists are typically scheduled to work in 2-3 hours blocks of time with a child.”

Sample College Flyer for Recruiting Behavior Therapists

Gain Invaluable Training & Experience Teaching a Young Child with Autism

We are currently seeking a motivated and enthusiastic individual to work to work as a behavior therapist providing one-to-one intensive intervention for a child diagnosed with autism.

Job Description:

- Provide 1:1 behaviorally based treatment to young children with autism
- Work in the home and possibly school settings
- Implement a structured curriculum designed by a qualified consultant to teach Language, Social, Play, Self-help and other skills typically deficient with children with autism
- Work under the supervision of a Board Certified Behavior Analyst (BCBA)
- Receive ongoing training opportunities & attend supervision meetings for each child

Job Requirements:

- Ideal candidates will be a junior or senior in a related field such as Psychology, ABA, Child Development, etc.
- Ideal candidates will have previous experience with typically developing children and/or children with special needs
- Candidates must have reliable transportation

Compensations:

- \$15-\$20 per hour based on previous experience and education levels

Please send resumes to (Enter EMAIL ADDRESS/FAX or other contact information here).