

The **RBT Rise Program** is a career pathway for those interested in working in ABA Therapy. This pathway allows interested individuals with minimal experience to begin learning the skills and competencies to become a professional behavioral therapist. Below is a general outline for what Behavior Technicians can expect from the program as they achieve their RBT certification—Growing their skills, competencies, and knowledge along the way.

BT/RBT

Development Objectives

- · Complete RBT training.
- · Register/Pass RBT exam.

Competencies

- · Basic communication skills.
- · Takes initiative to learn.
- Demonstrates required clinical skills to perform RBT role.
- Maintains professionalism and respect among clients/ peers.
- Adheres to values of motivation, effort and collaboration.

Duties

- · Supports clients with needs that match BT/RBT skill set
- · Organizes and maintains cleanliness of Center.

RBT II

BT Experience: 6+ months

Development Objectives

 Complete extended training to support clients at advanced levels.

Competencies

- · Strong communication
- Accepts constructive feedback for further development.
- Demonstrates advanced clinical skills and knowledge.
- Exhibits teamwork by helping and assisting coworkers.
- Consistently demonstrates values of motivation, effort and collaboration.

Duties

- Supports clients with more advanced levels of need.
- Eligible to float within schedule.
- Organizes and maintains cleanliness of Center.
- Assists and supports new hires, passing on knowledge and skills.

Senior RBT

RBT Experience: 12+ months InBloom Experience: 6+ months

Development Objectives

- Master all skills and competencies in RBT/ RBT II.
- Advance knowledge and skills competencies of RBT.
- Add admin responsibilities to expand duties and Center support.

Competencies

- Exceptional communication skills.
- Seeks out continuous feedback and incorporates it into personal development planning.
- Demonstrates exceptional clinical skills and knowledge.
- Mentors new hires, passing on knowledge and skills.
- Promotes culture and teamwork among coworkers; assist in planning social activities/ events
- Maintains a positive influence and motivates team.
- Models values of motivation, effort, and collaboration.

Duties

- Supports clients at all levels of need.
- · Serves as Floater as needed.
- Assists with cleaning/ organizing.
- Serves as primary resource to training and orienting RBTs.
- Supports Lead RBT in developing training materials.
- Facilitates activities for circle times/social skills groups in collaboration with BCBAs/SCSs.
- · Up to 10% admin time (4-5 hours).

Lead RBT

RBT Experience: 24+ months InBloom Experience: 12+ months

Development Objectives

- Achieve expert knowledge and skills/ competencies of the RBT role.
- Partner with Center Director to support operations/admin responsibilities.
- Be accountable to leading the hiring, onboarding, and training of RBTs.

Competencies

- Exceptional communication skills.
- Seeks out continuous feedback and incorporates it into personal development planning.
- Demonstrates superior clinical skills and knowledge of RBT role.
- · Mentors new hires, passing on knowledge and skills.
- Champions culture and teamwork among coworkers; builds team engagement and retention.
- Leads as a positive influence and role model within Center.
- Creates enthusiasm and motivates.
- Serves as voice of RBTs (answering questions, concerns and guidance).
- Models values of motivation, effort, and collaboration.

Duties

- · Supports clients at all levels of need.
- Serves as Floater as needed.
- Leads all hiring, onboarding and training activities for RBTs.
- · Coordinates RBT RISE program.
- Leads activities for circle times/social skills groups/ Learning Readiness Program in collaboration with BCBAs/SCSs.
- · Up to 25% admin time (10-12 hours).

