What are the Ontario BACB Alternative Pathways?

- A means to apply for BACB certification outside of the typical procedures and qualifications for BACB for individuals working in Ontario.

- Negotiated by the ONTABA Board of Directors with BACB and went into effect in 2006.

- Renegotiated by the Board and BACB in 2008 and extended until July 2010/July 2011
Why were the Pathways established in Ontario?

• To provide the opportunity for certification of Behaviour Analysts in Ontario while educational programs are being developed to provide the qualifications necessary for more traditional routes of certification through BACB (i.e., “approved course sequence”).

Difference between “certification” and “registration” in the Province of Ontario

• It is important to make the distinction between these two designations:

• Certification: A process by which a credential is provided by an organization (e.g., BACB), which outlines standards, best practices, and disciplinary measures for its certificants.

  – Behaviour Analysis, and the use of the BACB credentials are not recognized in Ontario as a “health profession.”
• Registration: A process by which governing bodies, called "Colleges", are legislated to oversee members of a profession. These Colleges outline standards, best practices, and disciplinary measures for their members.

-The titles used by clinicians in these professions are protected by law (e.g., in Ontario, you cannot call yourself a Psychologist unless you are Registered with the College of Psychologists).

-The legislation that covers most health/social services professions in Ontario are:

-Regulated Health Professions Act (1991): Includes Psychologists, Physicians and Surgeons, Occupational Therapists, Speech and Language Pathologists, etc.

Difference between Ontario Alternative Pathways and the "standard" BACB application process

• Note that while the criteria are different for the Ontario Pathways, individuals receiving their BACB certification through this route have the same credential (BCaBA, BCBA) as someone who applies through the standard BACB process.

• Within the Ontario Alternative Pathways, there are two options you can use to apply, based on your educational background:
-Portfolio and Experience Option: For individuals who do not have any behaviour analytic coursework. Requires three case studies. This option expires July 2010.
-Portfolio, Courses, and Experience Option: For individuals who have some coursework in behaviour analysis (45 hours for BCaBA and 90 hours for BCBA). Requires one case study. This option expires July 2011.
# Differences between Ontario BACB Alternative Pathway and standard BACB application process

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<tr>
<th>ONTARIO BACB ALTERNATIVE PATHWAYS</th>
<th>“STANDARD” BACB APPLICATION PROCESS</th>
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<tbody>
<tr>
<td><strong>Degree:</strong> Undergraduate degree or College diploma (BCaBA); MA or PhD (BCBA)</td>
<td><strong>Degree:</strong> Undergraduate degree (BCaBA); MA (BCBA); Ph.D (BCBA-D)</td>
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<tr>
<td><strong>Training/education:</strong> 0 to 90 hours of behaviour analysis coursework, depending on option you are applying under</td>
<td><strong>Training/education:</strong> 135 hours of behaviour analysis coursework (BCaBA); 225 hours of graduate level courses in behaviour analysis (BCBA and BCBA-D), as specified by BACB* (*Note, there are additional options around College Teaching and PhD. Review, which can be found at <a href="http://www.bacb.com">www.bacb.com</a>)</td>
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<td><strong>Experience:</strong> 36 months mentored or 18 months supervised experience by BCBA, or other qualified individual, as indicated by Pathways. Experience Review Alternative may also be used in lieu of supervision/mentorship.</td>
<td><strong>Experience:</strong> 1000 (BCaBA) to 1500 (BCBA and BCBA-D) supervised hours by a BCBA or BCBA-D</td>
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<tr>
<td><strong>Portfolio:</strong> 1 to 3 case studies, depending on option you are applying under.</td>
<td><strong>Portfolio:</strong> Not required.</td>
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Additions to Ontario Alternative Pathways

- In July, 2008 ONTABA announced that the Board of Directors negotiated an agreement with BACB regarding the use of the Alternative Pathways Supervision Requirements until July 2011 for individuals who were completing pre-approved course sequences in Ontario.

- This means individuals who are completing their BCBA certification from a pre-approved course sequence in Ontario until 2011 (currently, Brock University’s Master’s in Applied Disabilities Studies program is the only program that meets these criteria) will be able to use the following supervision requirements:

Ontario BACB Alternative Qualification Supervision Requirements:

- Board Certified Behavior Analyst (BCBA) or Board Certified Behavior Analyst-Doctoral (BCBA-D),
- Approved by the BACB as a faculty member in a BACB approved course sequence,
- A behaviour analyst who meets the US requirements to take the BCBA examination,
- A registered psychologist with demonstrated training, supervision, and experience in the application of applied behaviour analysis as recommended by ONTABA,
- An individual who has applied for and been approved by the BACB to take the Board Certified Behavior Analyst (BCBA) examination under the ONTABA standards.

(for detailed information, read page 7 of the Ontario Alternative Pathways BCBA application at www.ontaba.org)
Eligibility for Ontario Alternative Pathway for BCaBA (Board Certified Assistant Behavior Analyst)

- **Degree**: Undergraduate degree (3 or 4 year) in behaviour analysis or a related field; or college diploma in behaviour analysis or a related field. Approved diploma’s include:
  - Behaviour Science and Technology (BST)-3 year or Intensive
  - Child and Youth Worker (CYW)
  - Early Childhood Educator (ECE)
  - Developmental Service Worker (DSW)-formally MR Counselor Certificate

- Note that “related field” refers to a degree related to behaviour analysis. It is the responsibility of the applicant to make a case to the BACB whether or not their degree is related.

Eligibility for Ontario Alternative Pathway for BCaBA (Board Certified Assistant Behavior Analyst)

- **Training/education**:  
  - If applying under **Portfolio and Experience Option**, no acceptable coursework is required (this option ends July 2010).
  - If applying under **Portfolio, Courses, and Experience**, 45 hours of acceptable coursework is required (this option end July 2011)

- Acceptable coursework: College or university courses in behaviour analysis.
Eligibility for Ontario Alternative Pathway for BCaBA (Board Certified Assistant Behavior Analyst)

Experience:
- 36 months mentored or 18 months supervised experience by an approved supervisor/mentor, which includes an individual who:
  - meets requirements to take standard BCBA exam
  - Registered Psychologist with specific training/experience in Behaviour Analysis,
  - someone who has applied and been accepted to take BCBA under Ontario Pathways.
- Experience Review Alternative: In the event that an applicant’s experience cannot be verified by the individual who directly supervised it, the applicant may ask for an Ontario Sponsor to review their work and attest to their experience. This may be used in place of the mentored/supervised experience.

Portfolio:
- Each applicant must provide either one or three case studies with their application (depending on the option you apply under):
- Important notes about case studies:
  - BACB provides general guidelines in the application packages regarding what should be included in each case study (page 4).
  - The case studies must be designed by the applicant.
  - There are no templates that are available for reference for the case study.
  - When sending in the case study, all identifying information must be removed for confidentiality purposes.
  - The case studies must be completed during the experience period (during supervision/mentorship).
Eligibility for Ontario Alternative Pathway for BCBA (Board Certified Behavior Analyst)

• Degree: The applicant must hold a graduate level degree (master’s or doctorate level) in behaviour analysis or a related field, as recommended by ONTABA

• Training/education:
  - If applying under Portfolio and Experience Option, no coursework is required (this option ends July 2010).
  - If applying under Portfolio, Courses, and Experience, 90 hours of acceptable coursework is required (this option ends July 2011)

Eligibility for Ontario Alternative Pathway for BCBA (Board Certified Behavior Analyst)

Experience:
• 36 months mentored or 18 months supervised experience by an approved supervisor/mentor, which includes an individual who:
  – meets requirements to take standard BCBA exam
  – Registered Psychologist with specific training/experience/ in Behaviour Analysis,
  – someone who has applied and been accepted to take BCBA under Ontario Pathways.
• Experience Review Alternative: In the event that an applicant’s experience cannot be verified by the individual who directly supervised it, the applicant may ask for an Ontario Sponsor to review their work and attest to their experience. This may be used in place of the mentored/supervised experience.
Eligibility for Ontario Alternative Pathway for BCBA (Board Certified Behavior Analyst)

- **Portfolio:** Each applicant must provide either one or three case studies with their application (depending on the option you apply under):

- **Important notes about case studies:**
  - BACB provides general guidelines in the application packages regarding what should be included in each case study (page 4).
  - The case studies must be designed by the applicant.
  - There are no templates that are available for reference for the case study.
  - When sending in the case study, all identifying information must be removed for confidentiality purposes.
  - The case studies must be completed during the experience period (during supervision/mentorship).

What happens after Ontario Alternative Pathway ends?

- Pathways end July 2010/July 2011, depending on option.
- Use of Alternative Pathways Supervision requirements for BACB pre-approved course sequence programs ends July 2011.
- Once these are completed, the pathways will be closed and all individuals interested in BACB certification must apply through the standard BACB application process.
- Some notes on future directions:
  - BACB has indicated they are looking into certification at the “hands on” practitioner level.
  - ONTABA is exploring the possibility of a College for Behaviour Analysis, however, we are only in the initial stages.
Frequently Asked Questions regarding the Alternative Pathways

• Please note: ONTABA welcomes questions regarding the Pathways, however, it is highly recommended that you read the application package (located at www.ontaba.org) several times prior to asking questions, as most information is located within the application.

• Q: I’m not sure if I qualify for the Pathways given my education/experience. Can I email ONTABA my information and they can tell me if I qualify or not?

• A: ONTABA can provide clarification on the Alternative Pathways application, however, it cannot say if someone will qualify to be certified, as it is BACB who provides the approval for certification.

• Q: How do I know if my supervisor meets the criteria to provide supervision/mentorship hours?

• A: The requirements for supervisor/mentors are listed on page 7 of the BCBA and BCaBA Alternative Pathway applications. If based on this information you are still unsure if they qualify, the ONTABA Board of Directors can review their CV to determine if they meet criteria.
Frequently Asked Questions regarding the Alternative Pathways

- Q: I’m unsure if my degree is in a related field as indicated on the application. Can ONTABA approve my degree?
- A: ONTABA can review your degree information and provide input whether we feel the degree is related or not, however we cannot provide “approval.”

- Q: How do I know if my coursework is “behaviour analytic”?
- A: ONTABA recommends that if applicants are unsure about the behaviour analytic content of their courses, they review the specific course topics provided by BACB on their webpage as examples. Also, a course is only considered behaviour analytic if the primary focus is behaviour analysis.

Questions?
Sources:

• Behaviour Analysis Certification Board (www.bacb.com)
• Ontario Association for Behaviour Analysis (www.ontaba.org)
• Federation of Health Regulatory Colleges of Ontario (www.regulatedhealthprofessions.on.ca);
• College of Social Workers and Social Service Workers of Ontario (www.ocswssw.org);
• College of Early Childhood Educators of Ontario (www.collegeofece.on.ca);
• The Board of Directors of ONTABA

ONTABA’s email: contact@ontaba.org