

Compare ABA Training Offers

Side-by-side worksheet for paid training, certification support, schedule, and supervision

Use the exact job posting and written offer. Record who confirmed each term and when. If a term is unclear, leave it blank and ask before you accept.

Identify the openings

Details	Employer A	Employer B
Employer and job title		
Location and posting link		
Posting checked on		
Contact and date confirmed		

Compare the training terms

Term	Employer A	Employer B
Experience and credential required at hire		
Orientation hours and pay rate		
40-hour course provider, schedule, and payer		
Competency assessment and exam costs		
Shadowing hours and pay rate		
Certification deadline after hire		
Repayment or reimbursement terms		

Compare the job, not just the training

Write the words from the offer or posting. Ask when an answer depends on location, client schedule, or role.

Question	Employer A	Employer B
Expected weekly hours and typical shift times		
Setting, commute, and travel between sessions		
Cancellation policy and pay when a session cancels		
Supervisor name and how to reach them during work		

Decide What You Need in Writing

Finish the comparison after you speak with each recruiter. Keep a copy of the posting and written offer.

Check the details

Confirm each point before you accept	A	B	Notes or source
I know which training hours the employer pays.	☐	☐	
I know who pays the course, assessment, and exam costs.	☐	☐	
I read any repayment or reimbursement term.	☐	☐	
I know the expected schedule, travel, and cancellation rules.	☐	☐	
I know who supervises me and how to ask for help.	☐	☐	

Questions still unanswered

Question 1

Question 2

Question 3

Compare the trade-offs

Employer A - strongest fit

Employer A - concern

Employer B - strongest fit

Employer B - concern

What would change my choice

My next step

Person to contact and date

Information to request

RBT training and certification steps can change. Check the current BACB handbook at bacb.com/rbt. U.S. wage rules depend on the facts; see Department of Labor Fact Sheet #22 at dol.gov/agencies/whd/fact-sheets/22-flsa-hours-worked or contact the relevant labor agency for your situation.