



COVID-19 & New Hire Training:

Expectations and Accommodations for Training Purposes

At STAR of CA, our new hires' experience in training and preparation for fieldwork is very important to us. We continue to implement role play trainings and consider them to be a key component in preparing new staff for delivering in-person services. As such, there are a few COVID-19 guidelines specifically designed to support our interest of training these essential service providers. Through this method of training, staff will move closer than 6 feet distance of one another for short time periods and will touch the same materials. Below are some guidelines and procedures to be used for this type of in-vivo training:

Health/Safety procedures

- All staff will be required to attest to their Fitness for Service at the beginning of each training day.
- All staff are required to wear masks over their nose and mouth for the duration of the time spent in the office.
- As toys and surfaces are shared throughout training, they will be fully wiped down with sanitizing wipes after each training. Sanitizing wipes will also be available throughout training for staff to wipe down toys, commonly used materials (e.g. the remote, picture icons), and surfaces after each use and before passing that material on to another person or partner group using the work space.
- Staff are to make frequent use of hand sanitizer, i.e. before and after role plays, after breaks, etc.

Clinical considerations

- Physical prompting— Some of our role plays include prompting that would normally be done with hand-over-hand or some form of partial physical contact with the client. These methods will be explained but will be modified for the role play.
- Challenging behavior— Staff will be asked to practice challenging behaviors exhibited by clients such as attempts to strike another person, flop their body down, and/or run from a task. Strategies to block or prevent these behaviors may involve some physical contact but will be modeled at a distance and practiced without contact.
- Non-Crisis Prevention Intervention— This training does require the physical contact in order to achieve the certification, which is required for the safety of our clients and staff. As such, staff are provided with gloves in addition to the normal mask use and frequent sanitizing practices.

We appreciate your care and consideration as we prepare new staff for success in the field.

Please contact NHSupport@starofca.com with any questions or concerns.