

# *Your Roadmap to Becoming a Behaviour Support Practitioner*



**Practical steps, real world  
advice, and honest answers  
from people who've been there.**



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# Our Vision

*A world which upholds each person's right to be understood, connected, and supported to live a life of meaning and joy.*

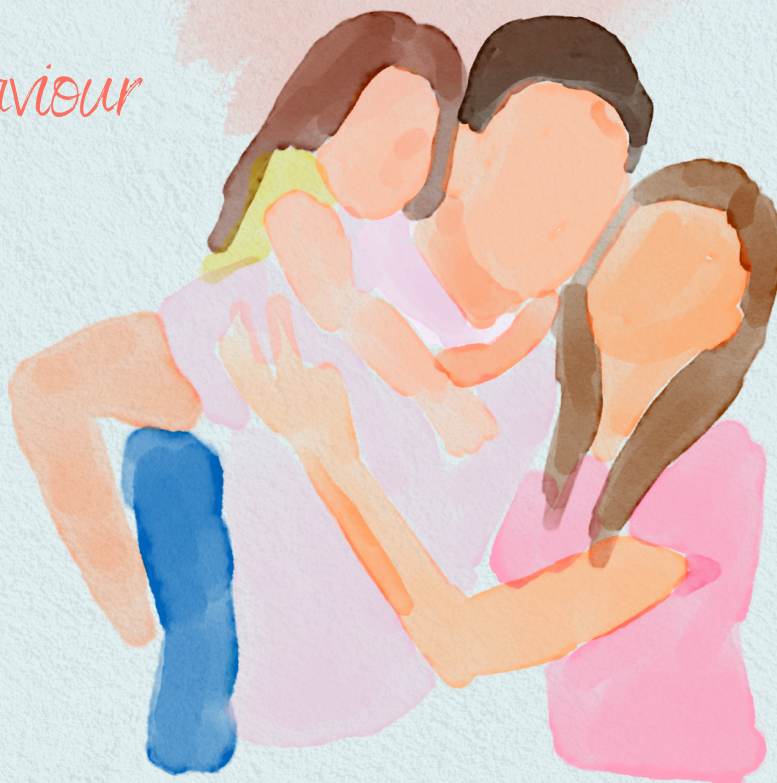
*Where strengths are nurtured, rights are respected, and quality of life is the true measure of success.*

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**This is the world we believe in.  
Join us in shaping it.**



# What Does a Behaviour Support Practitioner Actually Do?



## Spoiler: It's not just writing plans.

Behaviour Support Practitioners create positive, practical change by understanding behaviour, reducing harm, and building skills—always with the person's rights, preferences, and quality of life at the centre.



### Understand why behaviours happen

Explore environmental factors, learning histories, and unmet needs.



### Advocate for rights and safety

Ensure that restrictive practices are reduced, replaced, and eventually removed.



### Collaborate with the person, their family, and support team

Co-create practical, respectful strategies that work in real life.



### Coach and support stakeholders

Teach how to use strategies consistently, kindly, and effectively in everyday environments.



### Conduct functional behaviour assessments

Plan observations, interviews and data systems to guide meaningful support.



### Document clearly and ethically

Make sure plans are accessible and meet NDIS requirements.



### Develop behaviour support plans

Reduce behaviours of concern while improving quality of life, choice, and control.



### Teach new skills

Focus on communication, independence, and connection.





# Step-by-Step

## DIRECT ENTRY PATHWAY

For practitioners with experience and ready-to-go evidence

Assemble portfolio documentation

Self-assessment & capability mapping

Engage with a supervisor

Supervisor portfolio review

Supervisor endorsement

## ALTERNATIVE PATHWAY

For those still building experience or transitioning fields

Engage with a supervisor & complete supervision agreement

Meet with supervisor to create professional development plan

Gather CV and certified copies of qualifications

Submission to NDIS Commission

Suitability Decision

Supervised practice  
(weekly 1:1 & group)

6-12  
weeks

*Which pathway is right for me?*

Consider the self-assessment pathway only if you have met all 3 of the following:

- ✓ Practiced as a behaviour support practitioner outside of the NDIS
- ✓ Conducted a functional behaviour assessment, and
- ✓ Written a behaviour support plan



# Behaviour Support Practitioner CAREER PATHWAY

## Core Practitioner

- Developing foundational knowledge and skills
- Must work under the supervision of a Proficient or higher-level practitioner
- Cannot submit plans with restrictive practices without supervisor sign-off



## Proficient Practitioner

- Confident in conducting assessments and writing plans independently
- Can supervise Core-level practitioners
- Can submit and implement behaviour support plans with restrictive practices



## Advanced Practitioner

- Experienced in complex casework and multidisciplinary collaboration
- Leads teams or supervises multiple practitioners
- Provides training and guidance on best practice



## Specialist Practitioner

- Highly experienced and may hold multiple qualifications/degrees
- Works with people with very complex support needs
- Often contributes to policy, research, or sector leadership



# What to look for in a behaviour support supervisor?

## Knowledgeable

Understands behaviour support and the NDIS Capability Framework deeply.

## Supportive

Creates a safe, encouraging space for asking questions and making mistakes.

## Ethical

Prioritises rights, safety, and dignity in every decision.

## Challenging

Encourages critical thinking and pushes you to grow professionally.

## Available

Makes time for regular supervision and is responsive to your needs.

## Clear Communicator

Explains feedback, expectations, and complex concepts with clarity.

## Evidence-Based

Grounds their guidance in current research and best practice.

## Reflective

Acknowledges their own learning journey and invites mutual reflection.

## Organised

Keeps track of goals, competencies, and documentation .

## Respectful

Promotes respectful, person-centred practice that honours individual preferences and experiences.

## Invested in Your Development

Wants you to succeed—not just get signed off.



# Frequently Asked Questions

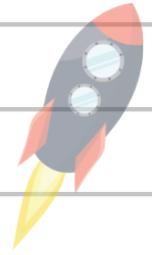
Starting your journey as a Behaviour Support Practitioner can feel overwhelming—we get it. Here are quick answers to the most common questions we hear from aspiring practitioners like you.

|   |  |  |
|---|--|--|
| 1 | <b>Do I need a specific qualification?</b>   | No, but relevant experience and knowledge of behaviour support are essential. Backgrounds in psychology, social work, behaviour analysis, mental health nursing, education, or disability support are common starting points.  |
| 2 | <b>Is monthly supervision enough?</b>  | Not for beginners. We recommend weekly supervision until you are a proficient practitioner. Proficient practitioners should still access regular supervision (at least monthly!) and make sure they are staying on top of research.  |
| 3 | <b>How long does registration take?</b>  | It varies, but allow 6-12 weeks to receive your suitability notification. The NDIS Commission allows 12 months for entry-level practitioners to reach Core level.  |
| 4 | <b>Can I work as a BSP while building my portfolio?</b>  | Yes, in fact, it's a requirement! You must be engaged by an NDIS registered organisation in order to work as a behaviour support practitioner.   |
| 5 | <b>Can't I just skip the self-assessment and ask a supervisor to sign me off?</b>  | No. It is a requirement of the NDIS legislation that each practitioner undergo the self-assessment process in order to be recognised at a Core or above practitioner level. Falsifying information could result in serious consequences.   |
| 6 | <b>Help! I'm stuck! I can't get a job because I'm not registered and I can't build my portfolio because I can't get a job!</b> | You're not alone - this is a common challenge. Consider starting with supervision to develop your skills & knowledge, while you continue to look for roles that support learning under supervision.  |
| 7 | <b>Can I start my own behaviour support business once I become a registered NDIS Behaviour Support Practitioner?</b>           | Not straight away.<br>Being a registered practitioner is the first step. To provide supports under your own business name, you'll also need to register your business as a provider of Specialist Behaviour Support. Many practitioners look for an employment role or subcontract to a registered provider while they build experience and systems. |



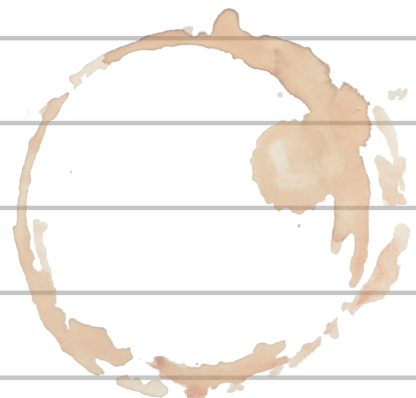
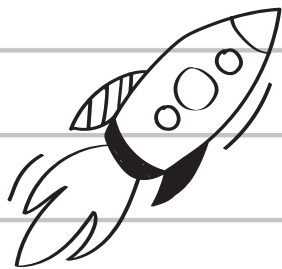


# THE NDIS LAUNCH FILES: YOUR BEHAVIOUR SUPPORT TO-DO LIST



- ☐ Read the NDIS Guide to Behaviour Support
- ☐ Explore the Behaviour Support Prac Pathways
- ☐ Download the PBS Self-Assessment Resource
- ☐ Check out PBS-Related Qualifications/Courses
- ☐ Learn about disability human rights
- ☐ Consider doing a short course in PBS

you'  
Got  
This!



# Take Your Career to New Heights



Explore an unparalleled learning experience with the Launch Supervision Program. Crafted for you by our highly experienced Board Certified Behaviour Analysts, Australian Certified Behaviour Analysts and NDIS Behaviour Support Practitioners, we will give you everything you need to launch yourself as a behaviour practitioner.



## Alternative Pathway Program

Want to become a Core Practitioner? We've got you covered with this comprehensive program including practical training, expert supervision, and real-world support.



## Support for Experienced Practitioners

Whether you're building confidence in your early career or refining your practice at the Proficient level and beyond, our tailored support is designed to grow with you.



## Independent Fieldwork Supervision (CBA/BCBA®)

Practical, supportive supervision designed to meet certification requirements while building your confidence and competence.



## Group Supervision

Connect with like-minded behaviour practitioners in supportive, facilitator-led sessions.



## Professional Development Events

Each session delivers practical, evidence-based learning and counts toward your Continuing Education. Stay current, connected, and inspired.



## Tailored Group Supervision for Teams/Organisations

We partner with providers to deliver structured, evidence-informed sessions that target your team's clinical challenges and support reflective practice.



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