**Introduction**

- Researchers have found that efficient and effective training may increase the retention rate of entry level employees in human care services (Kazemi, Shapiro, & Kavner, 2015).
- There is a need to transition to efficient evidence-based training.
- Combing observer effects with video training may decrease total training time (Field, Frieder, Mcgee, Peterson, & Duinkerken, 2015; Dempsey, Carrie, Iwata, & Fritz, 2012).

**Purpose:** To assess if a video training on rating procedural accuracy of a Paired Stimulus Preference Assessment could also affect participants’ implementation skills.

**Independent Variables:**
- Written Instructions
- Video Examples (VE)
- Performance Checklist (PC)
- Video Training Package (VTP)
- Observe and Rate
- Verbal Feedback

**Method**

**Results**

<table>
<thead>
<tr>
<th>Written Instructions</th>
<th>Video Example</th>
<th>Performance Checklist</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Percentage of Correct Responses</strong></td>
<td><strong>Mean Accuracy (%) for Specific Target Responses</strong></td>
<td></td>
</tr>
<tr>
<td>1. Stimulus Presentation</td>
<td>VE and PC</td>
<td>VTP</td>
</tr>
<tr>
<td>2. Stimulus Placement</td>
<td>90</td>
<td>100</td>
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<tr>
<td>3. Post Selection Response</td>
<td>53</td>
<td>92</td>
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<tr>
<td>4. Blocking</td>
<td>9</td>
<td>96</td>
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<tr>
<td>5. Trial Termination</td>
<td>2</td>
<td>75</td>
</tr>
<tr>
<td>6.</td>
<td>40</td>
<td>79</td>
</tr>
</tbody>
</table>

**Discussion & Future Research**

**Summary Findings**
- 4 participants met performance criteria after video training
- 1 required additional observing and rating sessions

**Limitations**
- Participants were observed throughout the experiment
- Amount of time participants spent in each condition

**Future Research**
- Replicate with additional participants
- Are video trainings cost-efficient?
- Examine the effect on large amount of learners
- Online training instead of traditional face-to-face

**References**

