

BACB Newsletter



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Supporting the RBT Workforce: Insights from a BACB Exit Survey

Previous research on turnover among behavior technicians has identified compensation, workload, and inadequate organizational support (e.g., supervision, culture) as key drivers of attrition (e.g., Gibson et al., 2009; Gravina et al., 2021; Kazemi et al., 2015; Novack & Dixon, 2019). These studies underscore that job satisfaction and retention in behavior-analytic service delivery are closely tied to workplace conditions, the quality of supervision, and dissatisfaction with pay and benefits. Building on existing literature, the BACB® sought to better understand why former Registered Behavior Technicians® (RBTs®) left the profession and what factors might encourage them to return.

The BACB distributed a survey in February and March 2025 to individuals whose RBT certification had expired in 2024 and who held no other BACB credentials. The survey was distributed to 30,018 RBTs across the United States. The individuals invited to participate represented all 50 states, with the highest proportions residing in California (15%), Texas (12%), and Florida (10%). According to information in their BACB accounts, the majority identified as female (83%) and White (50%), with additional representation from those identifying as Hispanic/Latinx (20%), Black (16%), and Asian (6%). Most respondents (54%) reported “practitioner” as their primary professional role. Nearly three-quarters (75%) indicated autism spectrum disorders as their primary area of professional emphasis, and most (75%) reported serving children between the ages of 3 and 12. On average, this group was approximately 30 years old, with most individuals falling within the late-twenties to early-thirties age range. There were 1,386 respondents, representing a 4.6% response rate.

Across four domains, the survey asked, “Which of the following reasons influenced your decision to stop working as an RBT? Select all that apply.” The following table summarizes the findings in each domain for options endorsed by at least 25% of respondents.

Domain and Top-Endorsed Items	% of Respondents
Compensation and Workload	
Inadequate pay	57%
High work demands with clients	38%
Unpredictable pay	34%
Organizational Factors	
Concerning issues in the workplace	42%
Limited opportunities for professional growth	41%
Number of hours worked per week (too many or too few)	41%
Unpredictable schedule	38%
Travel between work sites or commute time/distance	26%
Workplace Culture	
Poor treatment by my company	44%
Lack of supervisor support	41%
Not applicable	34%
Isolation in the workplace	27%
Personal Circumstances	
I like the work, but life took me in a different direction	58%

Respondents were also asked, “What, if anything, would encourage you to consider working as an RBT again?” in a free-response format. The primary factors that would encourage former RBTs to return to the profession center overwhelmingly on improved compensation, consistent and predictable scheduling, and greater professional support. Many cited low pay, burnout, and insufficient supervision or guidance as key reasons for leaving, emphasizing the need for livable wages and more balanced workloads. Respondents also expressed a desire for ethical and supportive work environments, better supervisor training, and greater respect for RBTs’ roles and contributions, noting that they often felt undervalued despite being central to service delivery.

Overall, the findings align with previous research, which shows that challenges related to compensation, workload, and organizational culture remain central to RBT turnover. These data may be valuable information for certifiants and organizations who employ or supervise RBTs, as they suggest that improving pay, scheduling predictability, and supervisor support may enhance retention and re-engagement within this essential segment of the behavior-analytic workforce.

Moreover, providing opportunities for RBT professional growth would be worthwhile. Although the BACB has limited ability to impact any of these issues, the upcoming requirement for RBTs to complete 12 hours of professional development units during their two-year recertification cycle may help to address this latter issue. Continued attention to these systemic issues will be crucial for maintaining the quality and stability of behavior-analytic services.

References

- Gibson, J. A., Grey, I. M., & Hastings, R. P. (2009). Supervisor support as a predictor of burnout and therapeutic self-efficacy in therapists working in ABA schools. *Journal of Autism and Developmental Disorders*, 39(7), 1024–1030. <https://doi.org/10.1007/s10803-009-0709-4>
- Kazemi, E., Shapiro, M., & Kavner, A. (2015). Predictors of intention to turnover in behavior technicians working with individuals with autism spectrum disorder. *Research in Autism Spectrum Disorders*, 17, 106–115. <https://doi.org/10.1016/j.rasd.2015.06.012>

Nastasi, J. A., McGarry, K. M., Peters, K. P., León, Y., Bacotti, J. K., & Gravina, N. (2024). A qualitative analysis of variables contributing to Registered Behavior Technicians' burnout and turnover in Florida. *Behavior Analysis in Practice*. Advance online publication. <https://doi.org/10.1007/s40617-024-01033-w>

Novack, M. N., & Dixon, D. R. (2019). Predictors of burnout, job satisfaction, and turnover in behavior technicians working with individuals with autism spectrum disorder. *Review Journal of Autism and Developmental Disorders*, 6(4), 413–421. <https://link.springer.com/article/10.1007/s40489-019-00171-0>

Are You Ready for Upcoming Requirements Changes?

Important changes to RBT, BCaBA®, and BCBA® requirements are coming up. If you are certified, plan to become certified, or are supervising/training those who are, be sure to review Recent & Upcoming Changes to BACB Requirements on [page 9](#). This article highlights the most significant upcoming changes and relevant resources so individuals can prepare accordingly.

2026 RBT Changes

Starting **January 1, 2026**, the following updates will affect individuals pursuing or holding RBT certification.

Individuals applying for RBT certification:

- **New Eligibility Requirements:** Applications submitted on or after January 1 must meet the new RBT eligibility requirements, including completion of a 40-hour training that meets updated training requirements.
- **Updated Examination Content:** The RBT examination content will align with the new [RBT Test Content Outline \(3rd ed.\)](#). Anyone testing on or after January 1 will see the updated examination content, even if their application was approved before January.
- **Recertification* Requirements:** If you pass the examination on or after January 1, you will have two years before you need to recertify. You will need to meet the maintenance requirements, including the new requirement to earn 12 professional development units (PDUs) during each two-year recertification cycle.

Current RBTs as of January 1, 2026, and those who become certified before that date:

- **2026 Recertification*:** You will complete your 2026 RBT recertification as usual, including completing a [Recertification Competency Assessment](#).
- **Post-2026 Recertification:** After recertifying in 2026, your next recertification due date will occur two years later. You will have two years to complete 12 PDUs and recertify by your next recertification date. For example, if your next recertification date is March 1, 2026, you must complete a Recertification Competency Assessment and recertify by March 1, 2026. After recertifying, your next recertification date will be March 1, 2028. Before March 1, 2028, you will need to complete 12 PDUs and then submit a recertification application.

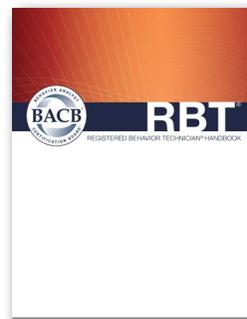
With the shift to a two-year recertification cycle, fees have been adjusted while remaining affordable:

- Certification application: \$65
- Recertification application: \$50 (every two years)

For more information about these changes, please refer to the following resources:



The [Guidance for Meeting RBT Requirements During the 2026 Transition](#) document will help you navigate the changes.



As always, check the [RBT Handbook](#) for all of the requirements.

* Note: "Renewal" is now called "recertification" to align with BCBA and BCaBA terminology.

2026 and 2027 BCBA & BCaBA Changes

The following updates will affect individuals who are applying for BCBA or BCaBA certification in 2026 and 2027.

Individuals applying through **pathway 2** (i.e., those completing coursework outside of an Association for Professional Behavior Analysts accredited program or an Association for Behavior Analysis International (ABAI) accredited or Tier 1, 2a, or 2b recognized behavior analysis master's or doctoral degree program):

- Starting **January 1, 2026**: With the discontinuation of ABAI's Verified Course Sequence (VCS) system, you may still apply for certification through pathway 2. However, you may only do so if your university has a faculty member designated as a Pathway 2 Program Contact who is willing to submit a coursework attestation on your behalf. Therefore, if you plan to apply on or after **January 1, 2026**, you will need to ensure that either:
 - your VCS Coordinator has submitted a VCS Coordinator Coursework Attestation indicating that you have met all BCBA or BCaBA coursework requirements by **December 31, 2025**, OR
 - your university program has a designated Pathway 2 Program Contact with the BACB who will attest when you have met all coursework requirements.
- On or after **January 1, 2027**: Your behavior-analytic coursework must meet the 2027 coursework requirements. Your university's Pathway 2 Program Contact must submit an attestation on your behalf indicating that you meet these new requirements.

Individuals applying through **pathways 3 or 4**:

- Starting **January 1, 2027**: Eligibility pathways 3 and 4 will no longer be available. If you want to apply under one of these pathways, you must submit an approvable application by December 31, 2026.

For more information about these changes, please refer to the following resources:



The Guidance for Meeting the [BCaBA](#) and [BCBA](#) Requirements During the 2027 Transition documents will help you navigate the 2027 changes.

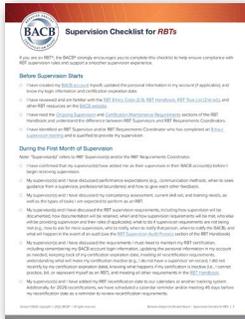


The 2027 [BCBA](#) and [BCaBA](#) Requirements documents describe the requirements that go into effect in 2027.

BACB Resource Corner: RBT Supervision

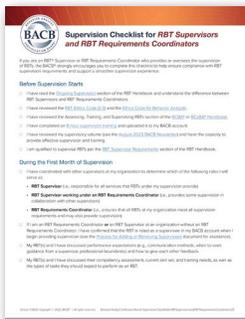
We have heard from many of you that you have found various BACB resources helpful and wish you had known about them earlier. To make sure you don't miss out, we're excited to introduce the BACB Resource Corner—a dedicated space in the BACB Newsletter to highlight BACB resources and information that can support your success.

In this edition, we are focusing on resources for supervising RBTs. Explore these featured resources to help you navigate supervision while continuing to meet the BACB's requirements.



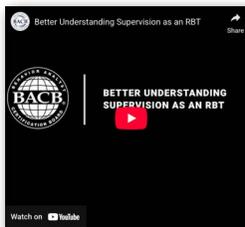
[Supervision Checklist for RBTs](#)

RBTs can use this checklist to ensure compliance with RBT supervision requirements and support a smoother supervision experience.



[Supervision Checklist for RBT Supervisors and RBT Requirements Coordinators](#)

RBT Supervisors and RBT Requirements Coordinators can regularly consult this checklist to ensure they are meeting all supervision requirements and fostering an effective and rewarding supervision experience.



[Better Understanding Supervision as an RBT](#)

Do you have questions about supervision requirements? Check out this podcast episode for a better understanding of RBT supervision.



[When to Establish an RBT Requirements Coordinator Structure Within an Organization](#)

Do you work at a large organization? Need some assistance with supervising RBTs? This blog post explains when an RBT Requirements Coordinator structure may be helpful.



[When Supervising RBTs Doesn't Go as Planned](#)

Sometimes things don't go as planned. If that happens to you, check out our blog post on how to address unexpected issues in RBT supervision.

Guidance for Complying with State and Provincial Licensure Laws

Professional licensure and regulation involve a governmental agency setting and enforcing standards of practice for an occupation within a specific jurisdiction. Their primary purpose is to protect the public interest. The BACB is a certification body and is responsible for administering the BCBA, BCaBA, and RBT certification programs. The BACB can enforce its own certification and ethics requirements but does not regulate the ability to practice behavior analysis in any jurisdiction.

In the United States, 39 states regulate the profession of behavior analysis through title acts, practice acts, or both. Title acts are laws that regulate the use of a specific professional title (e.g., Licensed Behavior Analyst). Practice acts are laws that define what applied behavior analysis is and who is authorized to practice it. They may also include penalties for misconduct. Of the 39 states that regulate behavior analysts, 30 regulate assistant behavior analysts and three regulate behavior technicians. Behavior analysts are also regulated in Ontario, Canada.

When a jurisdiction has passed a title or practice act for a profession, anyone who practices that occupation in the jurisdiction is required to adhere to the newly established laws and regulations. Failure to do so can have serious consequences. Given the expansion of behavior analyst licensure over the past decade, it is critical that practicing behavior analysts and technicians (“behavior analysts”) are familiar with the laws and regulations of the state(s) or province(s) where they practice.

The BACB’s [US Licensure of Behavior Analysts](#) web page contains a list of all US states with some form of licensure for behavior analysts, as well as links to the relevant licensure web pages. Some key considerations related to licensure are described below.

It’s not just about where behavior analysts live—it’s also where they practice

As professionals, behavior analysts are responsible for knowing the relevant licensure laws in each jurisdiction (i.e., state, province) where they deliver services, including direct service delivery to clients and supervision. The ability to use telehealth in supervision and client care has created many opportunities for behavior analysts to provide services in areas that may have historically had limited access (e.g., rural areas). When providing supervision or services to supervisees/trainees or clients in other states, behavior analysts must familiarize themselves with the laws and regulations of the jurisdiction(s) where their supervisees, trainees, and clients are providing or receiving services.

Providing supervision or services to someone who resides in another jurisdiction may require a behavior analyst to be licensed in that jurisdiction. As a reminder, fieldwork requires oversight of services being provided to clients. Therefore, in providing that oversight, behavior analysts provide services that may require a license.

Considerations regarding supervision

While remote supervision is permissible, it may require that the supervisor be licensed in the state where the trainee or supervisee is providing services, as oversight of client programming by the supervisor may constitute service provision.

This requirement may also apply when serving as the responsible assessor on an RBT Competency Assessment, which involves direct interactions between the applicant and a client as well as a contractual agreement between the responsible assessor and the applicant and client(s) participating in the assessment (if the responsible assessor is not employed by the same agency as the applicant).

Supervisors are responsible for ensuring that they are knowledgeable about and comply with all applicable supervisory requirements, including those of the BACB, licensure board, employer, and funder (see code standard 4.01 of the [Ethics Code for Behavior Analysts](#)). Additionally, they are responsible for the professional activities of their supervisees and trainees that occur as part of the supervisory relationship (see code standard 4.02 of the Ethics Code for Behavior Analysts), which extends to ensuring that any RBTs, BCaBAs, or trainees under their supervision are appropriately registered or licensed with any relevant regulatory agencies.

The implications of practicing or supervising without a license

Providing services, including supervision, without being appropriately licensed is a serious offense and may result in action against a certificant's BACB certification and/or their future ability to become licensed in that state. In some states, practicing without a license could result in criminal charges.

In addition to being a violation of state/provincial law, failure to comply with licensing requirements is a violation of 1.01 of the [Ethics Code for Behavior Analysts](#) and 1.02 of the [RBT Ethics Code 2.0](#).

Providing supervision without being appropriately licensed may also have serious implications for supervisees and trainees. For example, an assistant behavior analyst who is supervised by an individual who was not properly licensed could have actions taken against their license by the licensure board. Additionally, a trainee who later applies for licensure in a jurisdiction where the individual supervising their fieldwork experience was required to be licensed may experience barriers in obtaining a license in that jurisdiction.

Certificants are responsible for their licensure applications

Licensure applicants are responsible for ensuring the accuracy and truthfulness of all information that is provided in their applications. Allowing another person or entity (e.g., automated credentialing services) to complete an application on their behalf may be a violation of state law and could impact their ability to obtain a license in that jurisdiction.

The above-described examples are general and not reflective of any particular jurisdiction. Because each jurisdiction has its own statutes and regulations, it is the responsibility of the professional to ensure they are knowledgeable about and in compliance with the laws and regulations of the jurisdiction(s) in which they practice. The [US Licensure of Behavior Analysts](#) page is a helpful resource for learning more about licensure requirements in various jurisdictions.

An Important Resource for Consumer Protection: The Falsified Credentials Web Page

In recent years, the value of the BACB's certifications has grown significantly. BACB certification is now recognized by the majority of US funders and in the majority of US licensure laws. There are now over 300,000 certificants who have earned the right to use a certification mark issued by the BACB.

Due to the extraordinary value of BACB certification, we routinely encounter individuals who claim to be certified when, in fact, they are not. This misrepresentation is especially concerning because the majority of BACB certificants work with vulnerable populations.

As many of our readers are likely aware, the BACB's mission is to protect consumers of applied behavior analysis services by systematically establishing, promoting, and disseminating professional standards. In the interest of consumer protection, we have been refining our system for addressing instances of misrepresentation.

This system includes sending cease-and-desist letters, submitting takedown requests with social media and other platforms where misrepresentation often occurs, and using other tactics as needed. These efforts have not always been successful, and some individuals have continued to misrepresent BACB certification.

To address these situations, the BACB's Board of Directors approved a new resource in 2020—the [Falsified Credentials and/or Misrepresentation](#) web page ("falsified credentials web page"). This web page includes the names and locations of individuals who are known to have misrepresented BACB certification and have not complied with BACB demands. The falsified credentials web page has already led to positive outcomes, including the successful criminal prosecution of an individual with a history of persistent misrepresentation of BACB certification.

All BACB certificants have an interest in protecting the integrity of their certification marks. When hiring certificants, please consider checking the falsified credentials web page if a job applicant cannot be found in the [BACB Certificant Registry](#). The [Reporting Infringement or Misuse Form](#) on the falsified credentials web page may be used to notify the BACB of instances of misrepresentation, and we encourage certificants to report any perceived issues to the BACB. This form should not be used to report ethics matters; information about how to report ethics-related matters may be found on the [Reporting to the Ethics Department](#) web page.

Incorporating BACB Forms in Software Applications

As with all content on the BACB's website, BACB forms (e.g., Fieldwork Verification Form, RBT Professional Development: In-Service Event form) are included in the intellectual property portfolio owned by the BACB and are protected by US and international copyright laws.

We understand that using software applications to complete BACB forms digitally can streamline the process and reduce administrative burdens. If you would like to incorporate a BACB form in your software application, you must first receive explicit permission from the BACB.

To request permission, please go to Section 13 of the BACB [Terms of Use](#), and complete the Copyright and/or Trademark Permission Request Form. Your request will be reviewed, and if approved, you will receive a limited permission grant to replicate the forms in your software application.

Please note that the BACB will only accept official BACB forms, so the form you use in your software must be identical to the BACB's form (e.g., document date, branding, formatting). Additionally, it is the responsibility of the grant holder to ensure that the most current version of the form is always used.

New Article Alert

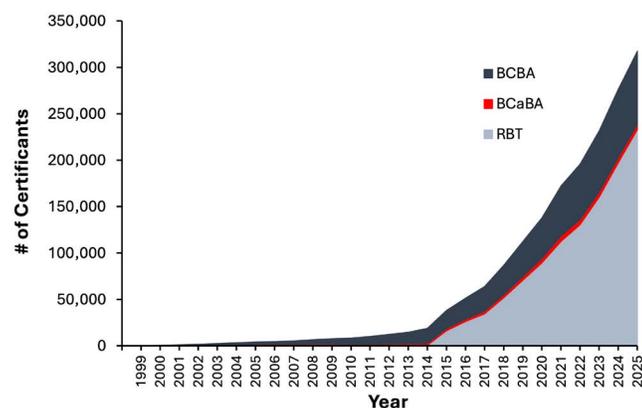
A new article on the history of the BACB's ethics codes, authored by BACB staff, is now available in the journal *Behavior Analysis in Practice*. The article is freely available [online](#).



Certificant Data Update

As of October 1, 2025, the total number of BACB certificants is 317,699. The area graph below depicts the number of BACB certificants each year since certifications were first awarded in 1999. The rapid growth our profession has experienced in the past decade is clear from the graph. In just the past decade, the BACB's certificant base has grown from 38,077 in 2015 to 317,699 today.

Here at the BACB, we have had to quickly grow and adapt to support this growth, and we will continue to actively work to find ways to further improve and support our profession while fulfilling our mission in this era of rapid growth.



Recent & Upcoming Changes to BACB Requirements

The following table summarizes important changes to certification requirements that have been announced in BACB newsletters or other resources.

Effective Date	Area	Change	Source
January 1, 2024	BCBA and BCaBA Reinstatement Period	The BCBA and BCaBA reinstatement period for recertification will be reduced to 30 days.	September 2023 Newsletter
	BCBA and BCaBA Coursework Expiration Policy	A rolling 10-year expiration date will be placed on coursework submitted as part of a BCBA or BCaBA certification application.	March 2022 Newsletter
	RBT Initial Competency Assessment	The responsible assessor, assistant assessor(s), and RBT applicant must be employed at (or all have a contractual relationship with) the same organization where the client is receiving services. This requirement applies to the entire assessment.	September 2023 Newsletter
July 1, 2024	RBT and BCaBA Certification in Ontario	Ontario residents will no longer be able to apply for RBT or BCaBA certification. Those holding RBT and BCaBA certification in Ontario will have their certification placed on voluntary inactive status.	Upcoming Changes to BACB Certification in Ontario
October 1, 2024	RBT Supervision	New noncertified RBT Supervisor requests will no longer be accepted for review.	September 2024 Announcement
January 1, 2025	Multiple Certifications Policy	BACB certificants may only hold one BACB certification at a time.	September 2023 Newsletter March 2025 Newsletter
	BCBA Examinations	The BCBA examination will be based on the BCBA Test Content Outline (6th ed.).	February 2022 Newsletter
	BCaBA Examinations	The BCaBA examination will be based on the BCaBA Test Content Outline (6th ed.).	February 2022 Newsletter
January 2, 2025	RBT Certification Application	RBT certification application will be updated.	October 2024 Newsletter

Effective Date	Area	Change	Source
January 1, 2026	BCBA and BCaBA Verified Coursework	All pathway 2 certification applications will require that a Coursework Attestation is completed by a designated program contact.	January 2023 announcement to VCS Coordinators
	Noncertified RBT Supervisors	Noncertified RBT Supervisor role eliminated. RBT Supervisors must hold BCaBA or BCBA certification.	September 2023 Newsletter
	RBT Eligibility and Maintenance Requirements	Revisions to core RBT eligibility and maintenance requirements, including training, competency assessments, and professional development. Recertification cycles will change from 1 to 2 years.	December 2023 Newsletter
	RBT Examination	The RBT examination will be based on the RBT Test Content Outline (3rd ed.).	December 2023 Newsletter
	BACB Certification in the UK	Residents of the United Kingdom (UK) will no longer be able to apply for BACB certification. Those holding BACB certifications in the UK will be able to maintain their certification.	International Development and Support
July 1, 2026	BCBA Certification in Ontario	Ontario residents will no longer be able to apply for BCBA/BCBA-D certification. Those holding BCBA/BCBA-D certification in Ontario will be able to maintain their certification.	Upcoming Changes to BACB Certification in Ontario
January 1, 2027	BCBA Eligibility and Maintenance Requirements	Revisions to core certification requirements, including degree, coursework, supervised fieldwork, continuing education, and ongoing supervision. Pathways 3 and 4 discontinued.	2027 BCBA Requirements March 2025 Newsletter March 2022 Newsletter
	BCaBA Eligibility and Maintenance Requirements	Revisions to core certification requirements, including degree, coursework, supervised fieldwork, continuing education, and ongoing supervision.	2027 BCaBA Requirements March 2025 Newsletter March 2022 Newsletter
	BACB Certification in Australia	Residents of Australia will no longer be able to apply for BACB certification. Those holding BACB certifications in Australia will be able to maintain their certification.	July 2024 Newsletter
January 1, 2032	BCBA Eligibility Pathways	Pathway 1, which requires a degree from an accredited university training program, will be the only eligibility pathway for BCBA certification.	September 2023 Newsletter March 2022 Newsletter