US Employment Demand for Behavior Analysts:

2010-2019

This document should be referenced as follows:
Behavior Analyst Certification Board. (2020). *US employment demand for behavior analysts: 2010-2019*. Littleton, CO: Author.

Summary

[Burning Glass Technologies®](#) is a software company that collects and analyzes labor market data in the United States. These data are aggregated in the [Labor Insight](#)™ database, which includes online job postings collected from over 50,000 sources. The database allows advanced searches of over 70 data fields that are extracted from each posting, including job title, occupation, employer, industry, required skills, credentials, and salary. Duplicate job postings are excluded from Labor Insight search results.
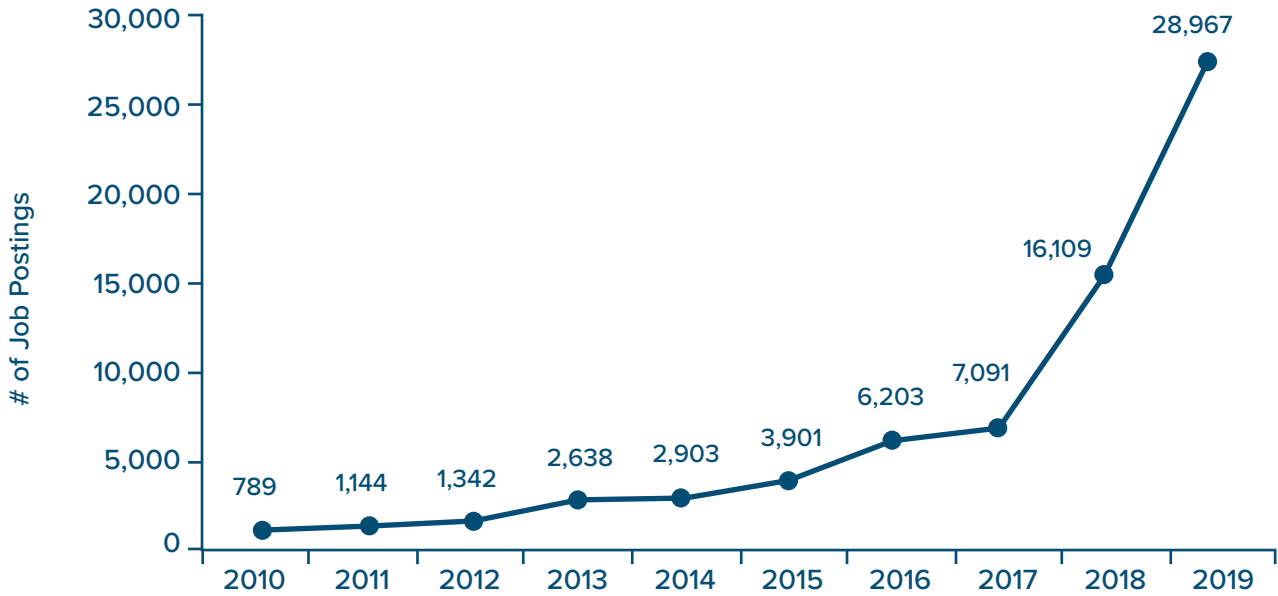
The Labor Insight database was used to assess the national employment demand for behavior analysts from 2010 to 2019 and the demand by state for the past 12 months.

Key Findings

- **Demand for behavior analysts is increasing:** Annual demand for individuals holding BCBA/ BCBA-D certification has increased each year since 2010, with an 80% increase from 2018 to 2019. In addition, increases in demand occurred in every state since 2010. Demand in 2019 was highest in 5 states (ordered from highest to lowest): California, Massachusetts, Texas, Illinois, and Florida. These 5 states account for 48% of the demand for behavior analysts, with California alone accounting for 31%.

- **Demand for assistant behavior analysts is increasing:** Annual demand for individuals holding BCaBA certification has increased each year since 2010, with a 157% increase from 2018 to 2019. In addition, increases in demand occurred in every state since 2010. Demand in 2019 was highest in 5 states (ordered from highest to lowest): California, Florida, Virginia, Texas, and Arizona. These 5 states account for 56% of the demand for assistant behavior analysts, with California alone accounting for 36%.
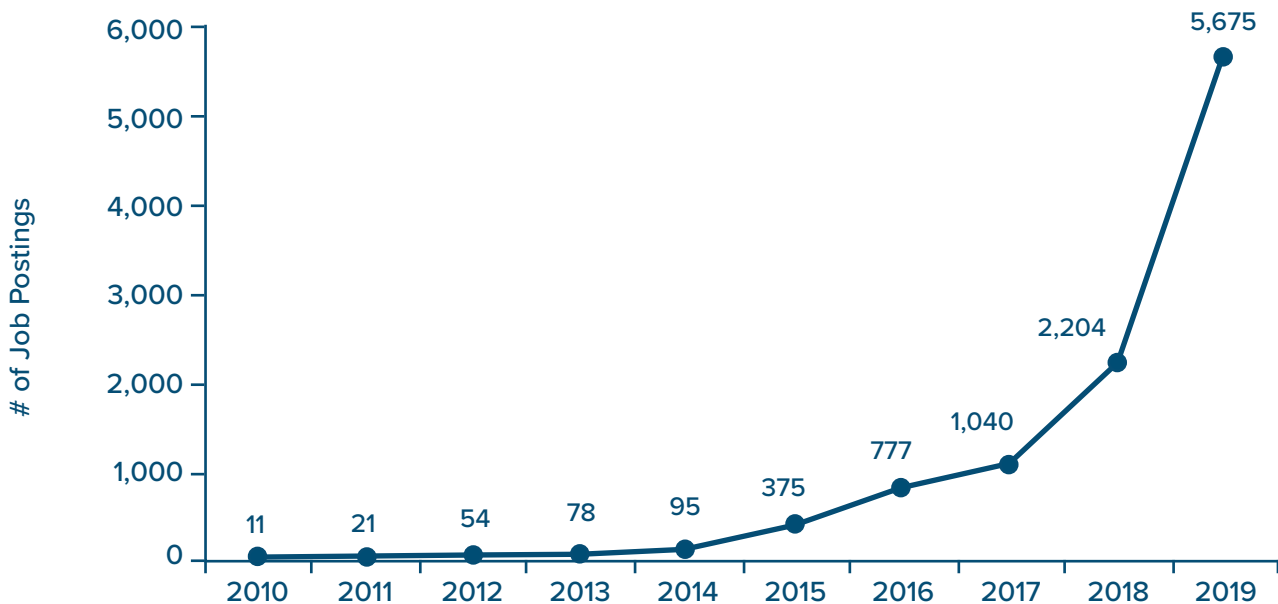
Annual Demand for BCBA Certification in 2019

The graph below depicts the annual number of job postings in which a BCBA/BCBA-D certification was required or preferred. Note: There are 31 states that license behavior analysts and 761 job postings in which a license to practice behavior analysis was required or preferred.
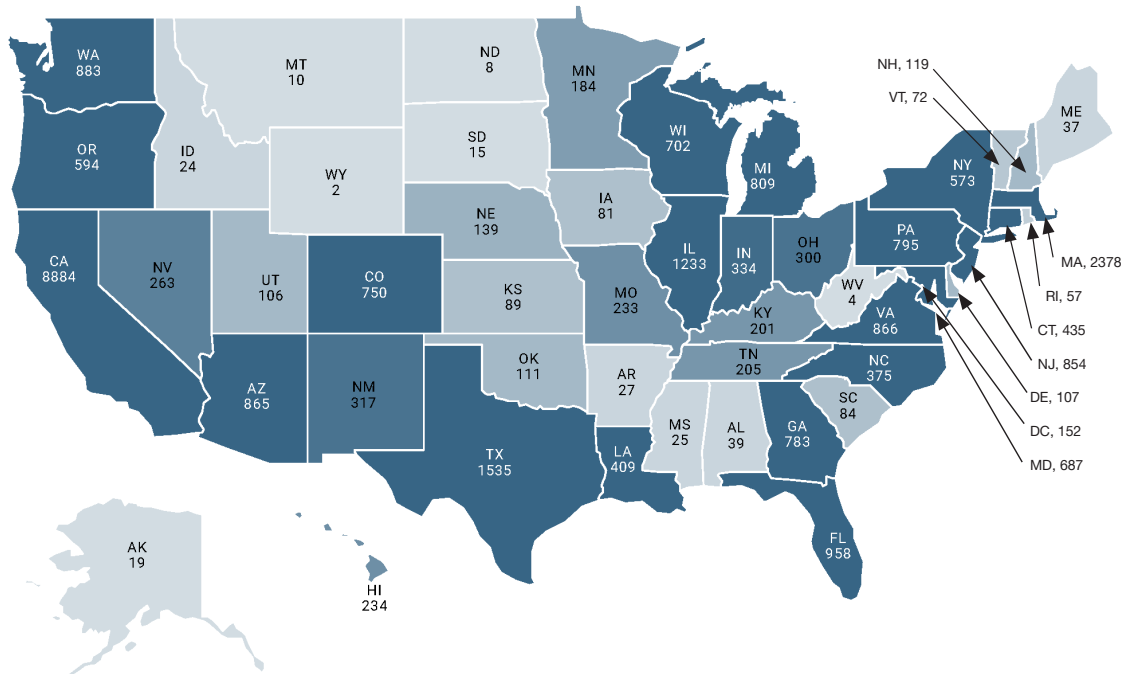

Annual Demand for BCaBA Certification in 2019

The graph below depicts the annual number of job postings in which a BCaBA certification was required or preferred.

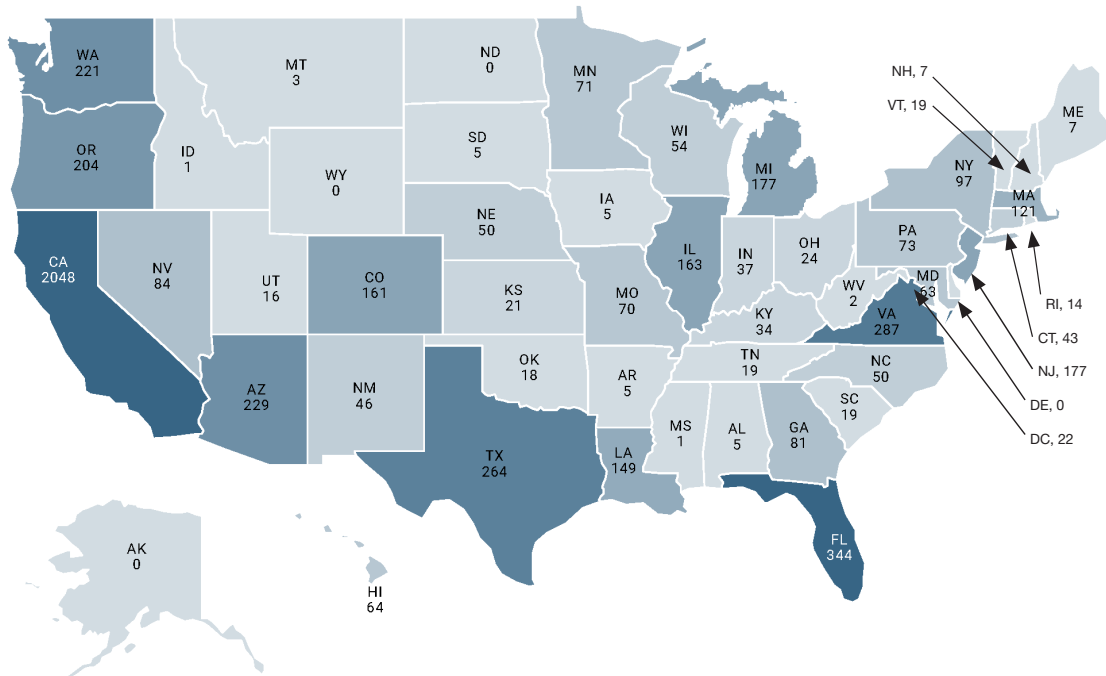## Demand for BCBA/BCBA-D Certification by State in 2019

The heat map below depicts the number of job postings per state in 2019. The 2019 data include job postings in which a BCBA/BCBA-D certification was required or preferred. There were 28,967 job postings in 2019 with the highest demand in the following 5 states (ordered from highest to lowest): California, Massachusetts, Texas, Illinois, and Florida. These 5 states account for 48% of the recent demand for behavior analysts, with California alone accounting for 31%.

State	2018 Postings	2019 Postings	% Increase from 2018
California	5,328	8,884	67%
Massachussetts	1,563	2,378	52%
Texas	1,048	1,535	46%
Illinois	1,064	1,233	16%
Florida	556	958	72%
Washington	553	883	60%
Virginia	566	866	53%
Arizona	626	865	38%
New Jersey	595	854	44%
Michigan	630	809	28%

Demand for BCaBA Certification by State in 2019

The heat map below depicts the number of job postings per state in 2019. The 2019 data include job postings in which a BCaBA certification was required or preferred. There were 5,675 job postings in 2019 with the highest demand in the following 5 states (ordered from highest to lowest): California, Florida, Virginia, Texas, and Arizona. These 5 states account for 56% of the recent demand for assistant behavior analysts, with California alone accounting for 36%.

State	2018 Postings	2019 Postings	% Increase from 2018
California	714	2,048	187%
Florida	230	344	50%
Virginia	123	287	133%
Texas	103	264	156%
Arizona	88	229	160%
Washington	49	221	351%
Oregon	35	204	483%
Michigan	85	177	108%
New Jersey	101	177	75%
Illinois	37	163	341%