



US Employment Demand for Behavior Analysts:

2010-2020



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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. This 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 the past 11 years (2010–2020) and the demand by state from the past 12 months.

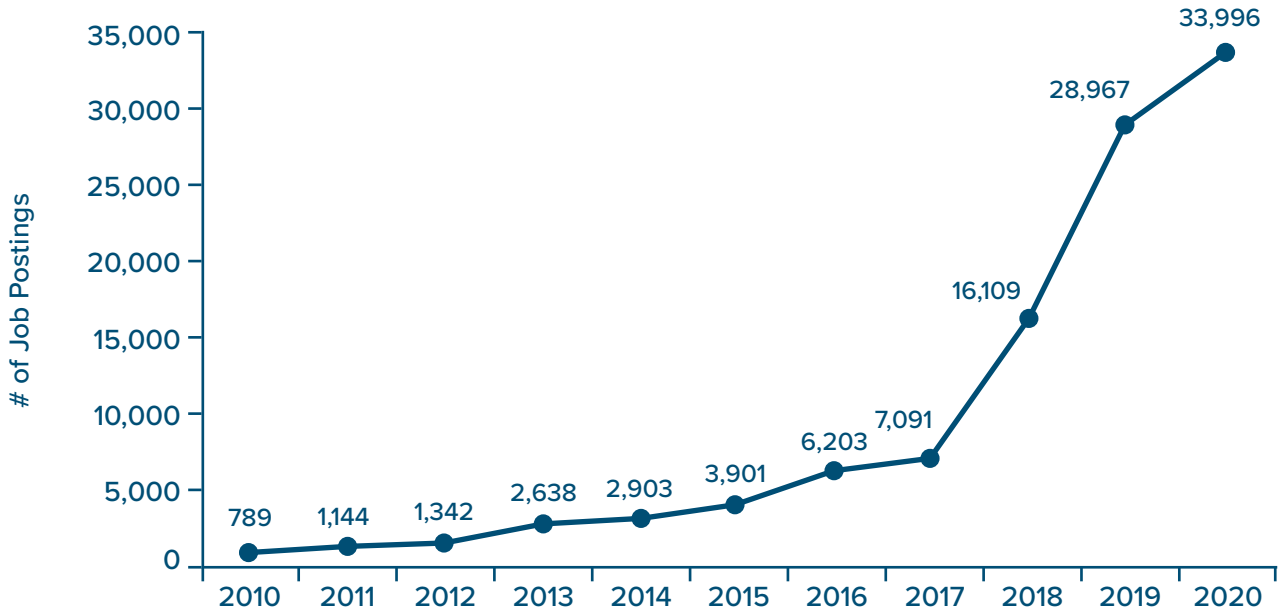
Key Findings

- **Demand for behavior analysts is increasing:** Over the past 11 years, demand for behavior analysts holding BCBA or BCBA-D certification has increased by 4,209%. Annual demand for individuals holding BCBA/BCBA-D certification has increased each year since 2010, with a 17% increase from 2019 to 2020. In 2020, demand was highest in 5 states (beginning with the highest): California, Massachusetts, Texas, Florida, and Georgia. These 5 states account for 47% of the recent demand for behavior analysts, with California alone accounting for 23% of the 2020 demand.
- **Demand for assistant behavior analysts is increasing:** Annual demand for individuals holding BCaBA certification has increased each year since 2010, with a 17% increase from 2019 to 2020. In 2020, demand was highest in 5 states (beginning with the highest): California, Florida, Virginia, Texas, and Pennsylvania. These 5 states account for 56% of the recent demand for assistant behavior analysts, with California alone accounting for 36% of the 2020 demand.

Annual Demand for BCBA Certification

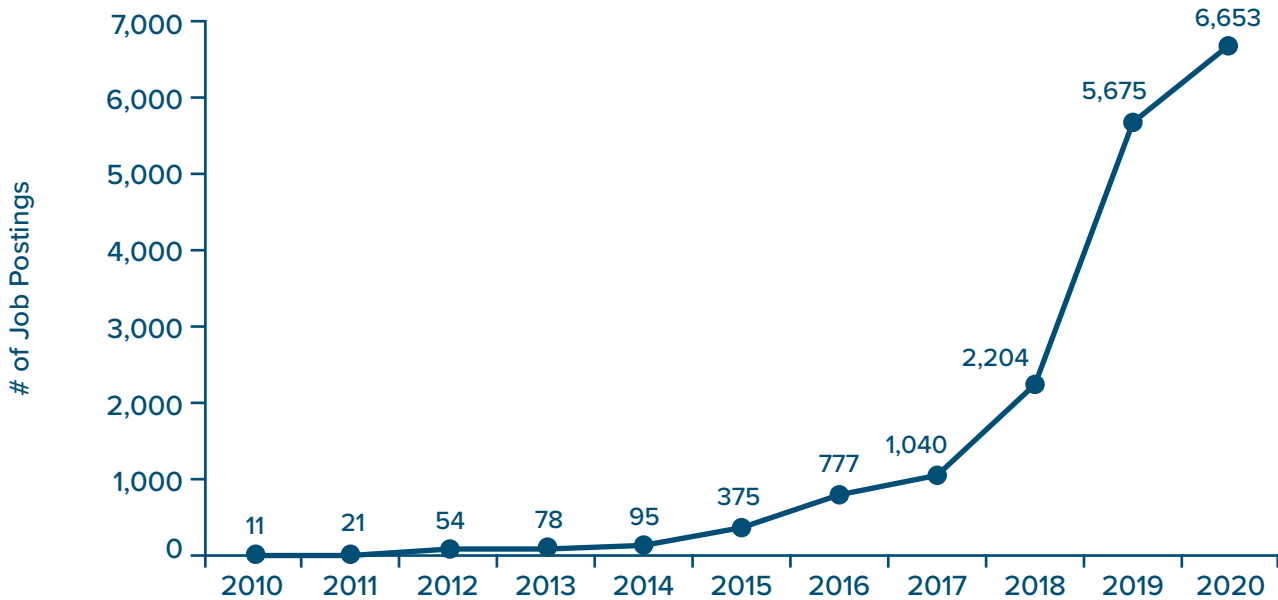
The following graph depicts the annual number of job postings over the past 11 years (2010–2020) that either required or preferred BCBA/BCBA-D certification.

Note: There are currently 31 states that license behavior analysts, and 1,054 job postings in 2020 either required or preferred a license to practice behavior analysis.



Annual Demand for BCaBA Certification

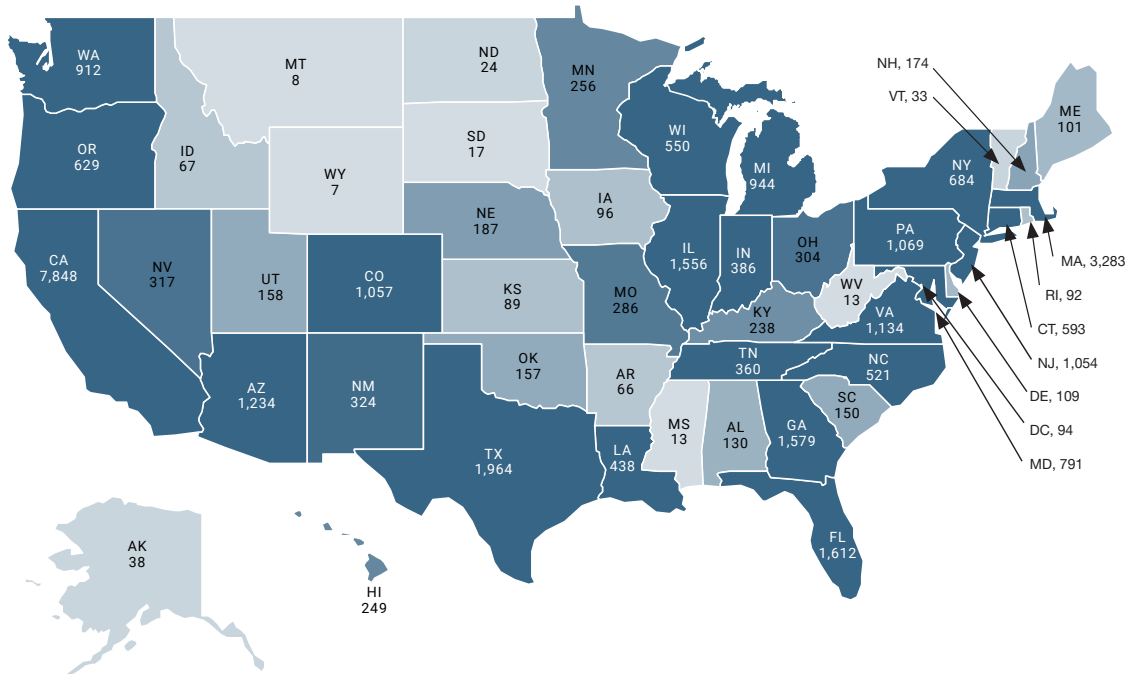
The following graph depicts the annual number of job postings over the past 11 years (2010–2020) that either required or preferred BCaBA certification.



Demand for BCBA/BCBA-D Certification by State

The following heat map depicts the number of job postings per state in 2020. The map represents job postings that either required or preferred BCBA/BCBA-D certification. Data from the top 15 states and their respective changes from 2019 to 2020 are depicted in the table below.

2020

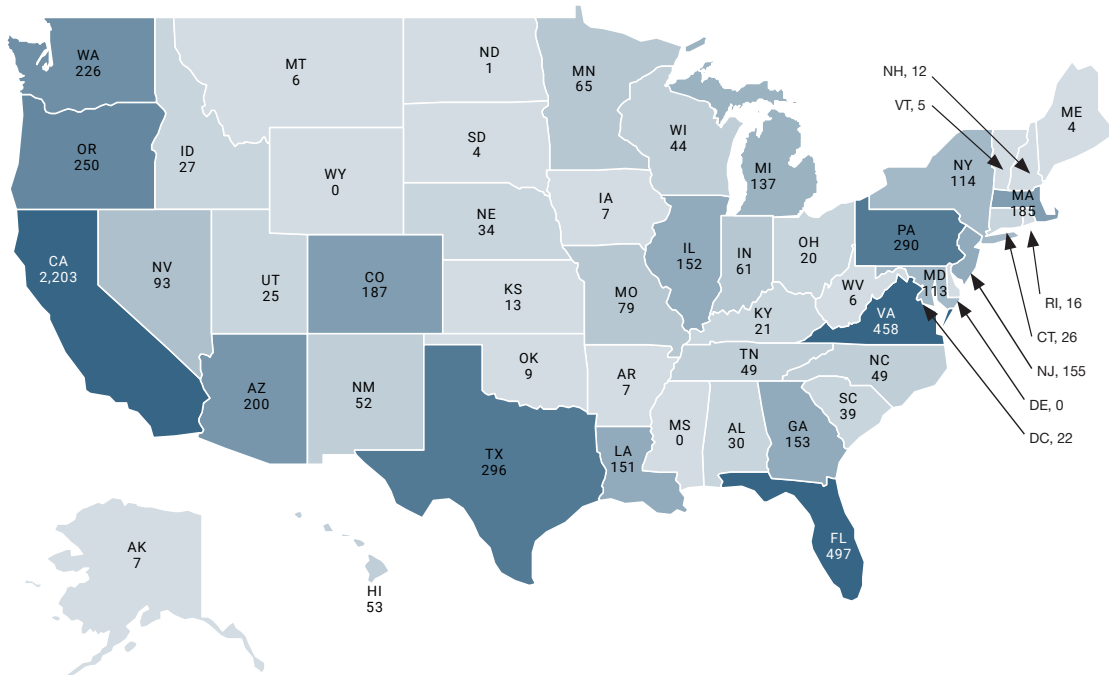


State	2019 Postings	2020 Postings	% Increase from 2019
California	8,884	7,848	-12%
Massachusetts	2,378	3,283	38%
Texas	1,535	1,964	28%
Florida	958	1,612	68%
Georgia	783	1,579	102%
Illinois	1,233	1,556	26%
Arizona	865	1,234	43%
Virginia	866	1,134	31%
Pennsylvania	795	1,069	34%
Colorado	750	1,057	41%
New Jersey	854	1,054	23%
Michigan	809	944	17%
Washington	883	912	3%
Maryland	687	791	15%
New York	573	684	19%

Demand for BCaBA Certification by State

The following heat map depicts the number of job postings per state in 2020. The map represents job postings that either required or preferred BCaBA certification. Data from the top 15 states and their respective changes from 2019 to 2020 are depicted in the table below.

2020



State	2019 Postings	2020 Postings	% Increase from 2019
California	2,048	2,203	8%
Florida	344	497	44%
Virginia	287	458	60%
Texas	264	296	12%
Pennsylvania	73	290	297%
Oregon	204	250	23%
Washington	221	226	2%
Arizona	229	200	-13%
Colorado	161	187	16%
Massachusetts	121	185	53%
New Jersey	177	155	-12%
Georgia	81	153	89%
Illinois	163	152	-7%
Louisiana	149	151	1%
Michigan	177	137	-23%