



US Employment Demand for Behavior Analysts:

2010–2021



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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. 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 12 years (2010–2021) and the demand by state from the past 12 months.

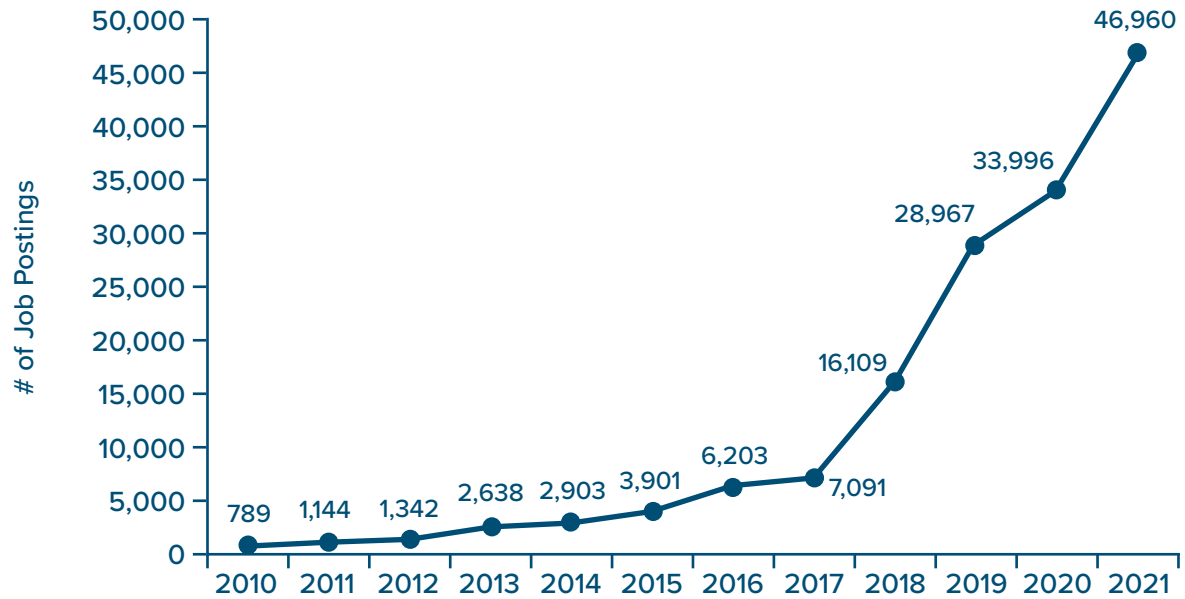
Key Findings

- **Demand for behavior analysts is increasing:** Over the past 12 years, demand for behavior analysts holding BCBA or BCBA-D certification has increased by 5,852%. Annual nationwide demand for individuals holding BCBA/BCBA-D certification has increased each year since 2010, with a 38% increase from 2020 to 2021. Demand was highest in 5 states in 2021 (ordered from most to least): California, Massachusetts, Texas, Florida, and Illinois. These 5 states account for 48% of the recent demand for behavior analysts, with California alone accounting for 24% of the 2021 demand.
- **Demand for assistant behavior analysts is increasing:** Over the past 12 years, demand for assistant behavior analysts holding BCaBA certification has increased by 64,382%. Annual nationwide demand for individuals holding BCaBA certification has increased each year since 2010, with a 7% increase from 2020 to 2021. Demand was highest in 5 states in 2021 (ordered from most to least): California, Pennsylvania, Florida, Virginia, and Texas. These 5 states account for 60% of the recent demand for assistant behavior analysts, with California alone accounting for 32% of the 2021 demand.

Annual Demand for BCBA Certification

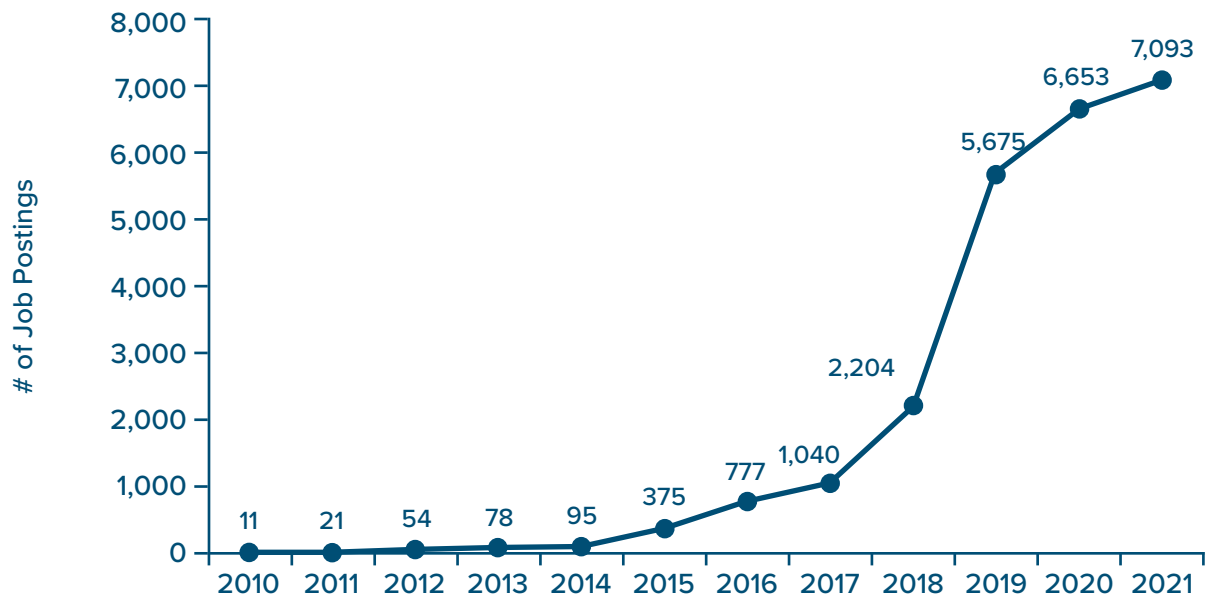
The following graph depicts the annual number of job postings nationwide over the past 12 years (2010–2021) that either required or preferred BCBA/BCBA-D certification.

Note: There are currently 33 states that license behavior analysts and 1,092 job postings in 2021 that either required or preferred a license to practice behavior analysis.



Annual Demand for BCaBA Certification

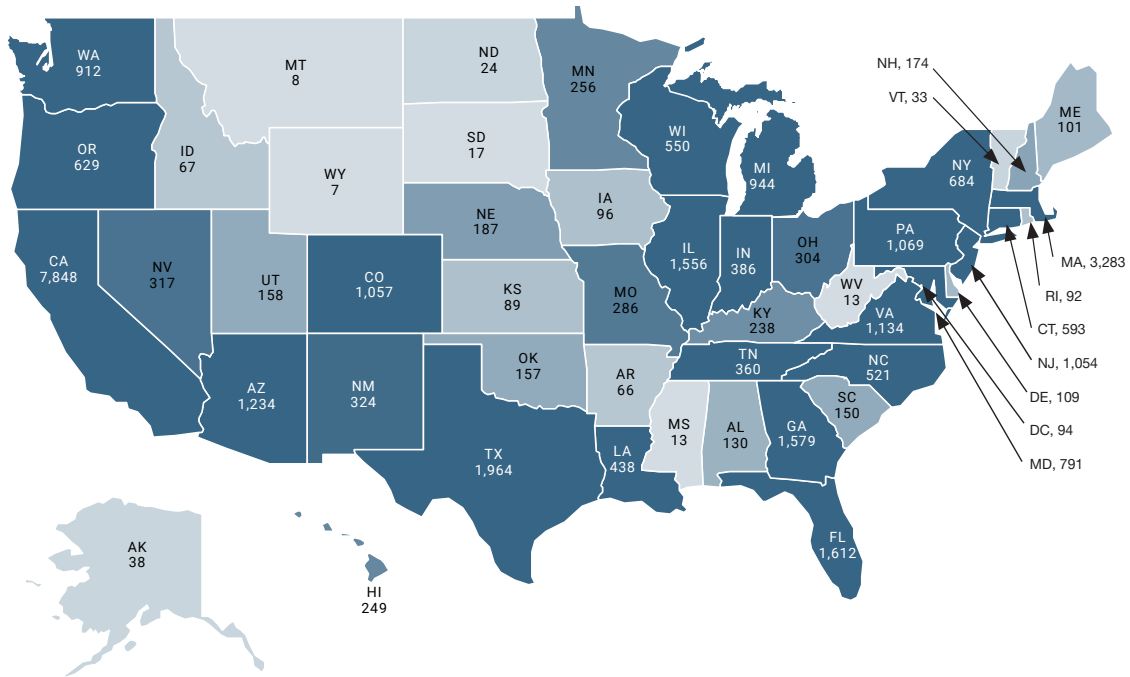
The following graph depicts the annual number of job postings over the past 12 years (2010–2021) that either required or preferred BCaBA certification.



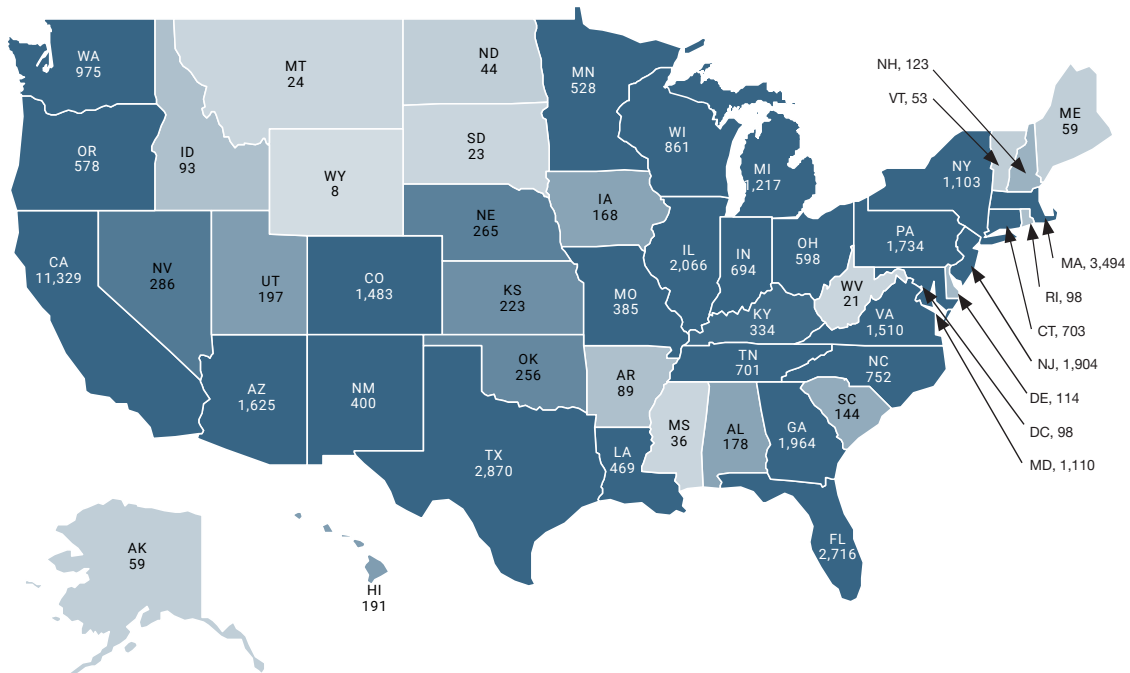
Demand for BCBA/BCBA-D Certification by State

The following heat maps depict the number of job postings per state in 2020 and 2021. The 2020 figure is included to provide a visual demonstration of the increase in demand. The 2021 data include job postings that either required or preferred BCBA/BCBA-D certification. Data from the top 30 states and their respective changes from 2020 to 2021 are depicted in the table that follows.

2020



2021

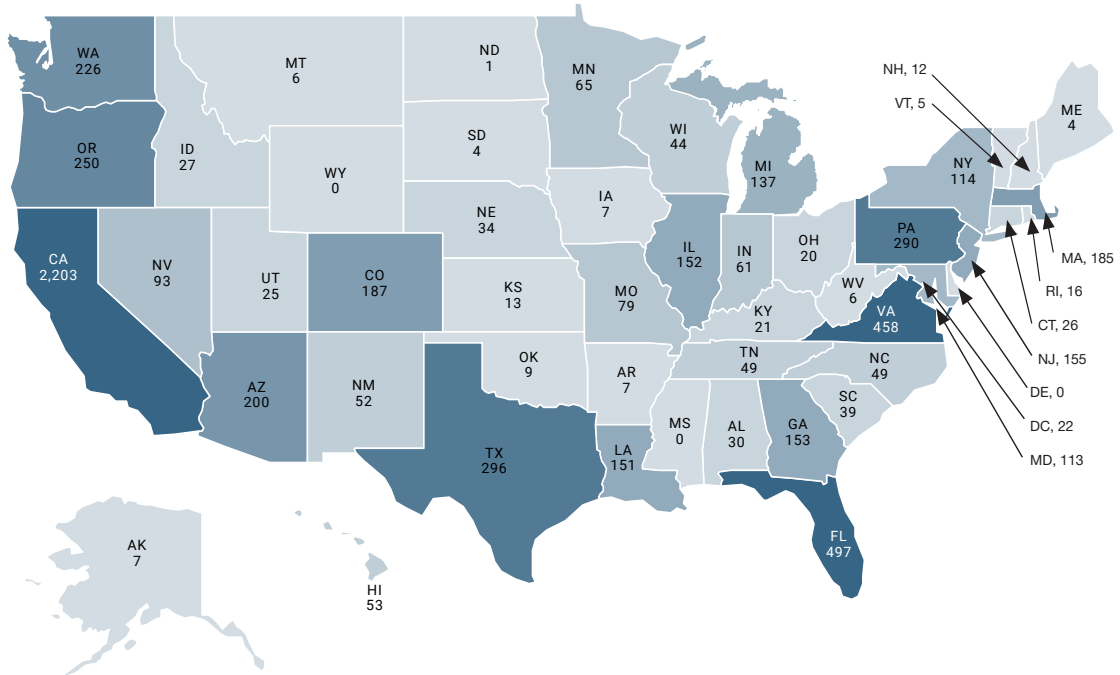


State	2020 Postings	2021 Postings	% Increase from 2020
California	7,848	11,329	44%
Massachusetts	3,283	3,494	6%
Texas	1,964	2,870	46%
Florida	1,612	2,716	68%
Illinois	1,556	2,066	26%
Georgia	1,579	1,964	21%
New Jersey	1,054	1,904	81%
Pennsylvania	1,069	1,734	62%
Arizona	1,234	1,625	32%
Virginia	1,134	1,510	33%
Colorado	1,057	1,483	40%
Michigan	944	1,217	29%
Maryland	791	1,110	40%
New York	684	1,103	61%
Washington	912	975	7%
Wisconsin	550	861	57%
North Carolina	521	752	44%
Connecticut	593	703	19%
Tennessee	360	701	95%
Indiana	386	694	80%
Ohio	304	598	97%
Oregon	629	578	-8%
Minnesota	256	528	106%
Louisiana	438	469	7%
New Mexico	324	400	23%
Missouri	286	385	35%
Kentucky	238	334	40%
Nevada	317	286	-10%
Nebraska	187	265	42%
Oklahoma	157	256	63%

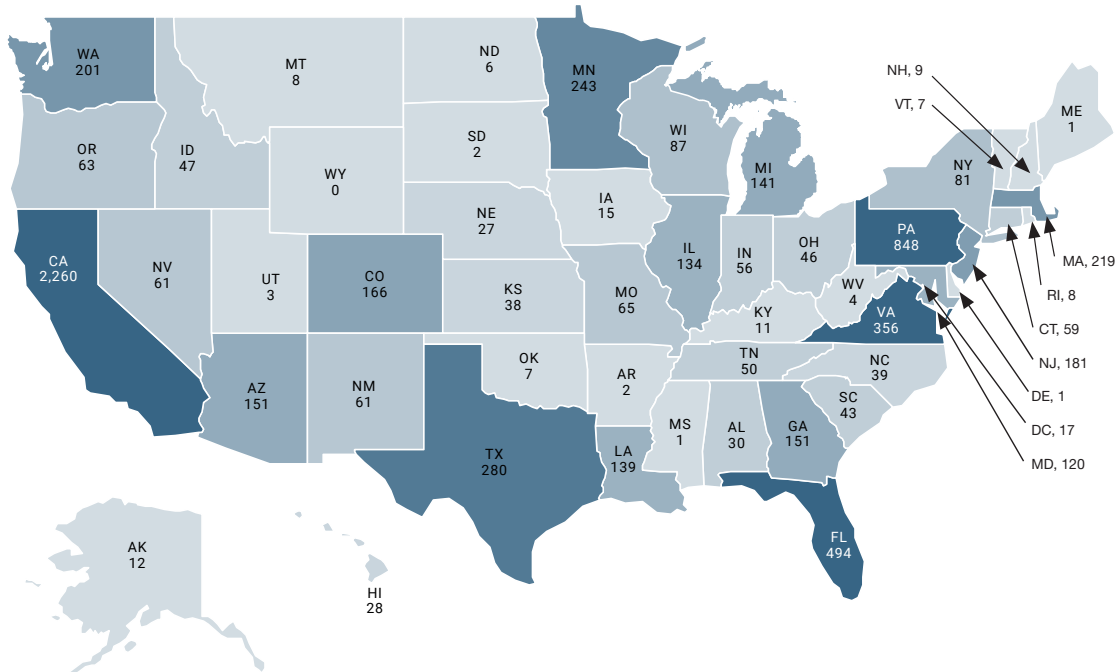
Demand for BCaBA Certification by State

The following heat maps depict the number of job postings per state in 2020 and 2021. The 2020 figure is included to provide a visual demonstration of the increase in demand. The 2021 data include job postings that either required or preferred BCaBA certification. Data from the top 30 states and their respective changes from 2020 to 2021 are depicted in the table that follows.

2020



2021



State	2020 Postings	2021 Postings	% Increase from 2020
California	2,203	2,260	3%
Pennsylvania	290	848	192%
Florida	497	494	-1%
Virginia	458	356	-22%
Texas	296	280	-5%
Minnesota	65	243	274%
Massachusetts	185	219	18%
Washington	226	201	-11%
New Jersey	155	181	17%
Colorado	187	166	-11%
Arizona	200	151	-25%
Georgia	153	151	-1%
Michigan	137	141	3%
Louisiana	151	139	-8%
Illinois	152	134	-12%
Maryland	113	120	6%
Wisconsin	44	87	98%
New York	114	81	-29%
Missouri	79	65	-18%
Oregon	250	63	-75%
Nevada	93	61	-34%
New Mexico	52	61	17%
Connecticut	26	59	127%
Indiana	61	56	-8%
Tennessee	49	50	2%
Idaho	27	47	74%
Ohio	20	46	130%
Alabama	30	43	43%
South Carolina	39	43	10%
North Carolina	49	39	-20%