



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.

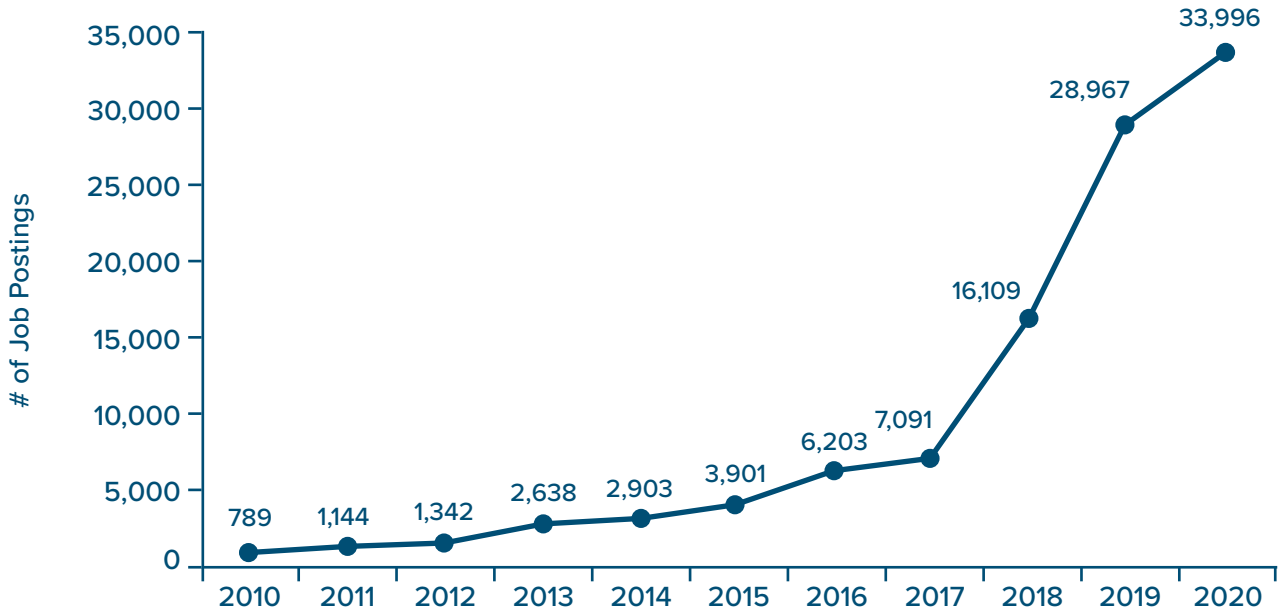
Key Findings

- **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

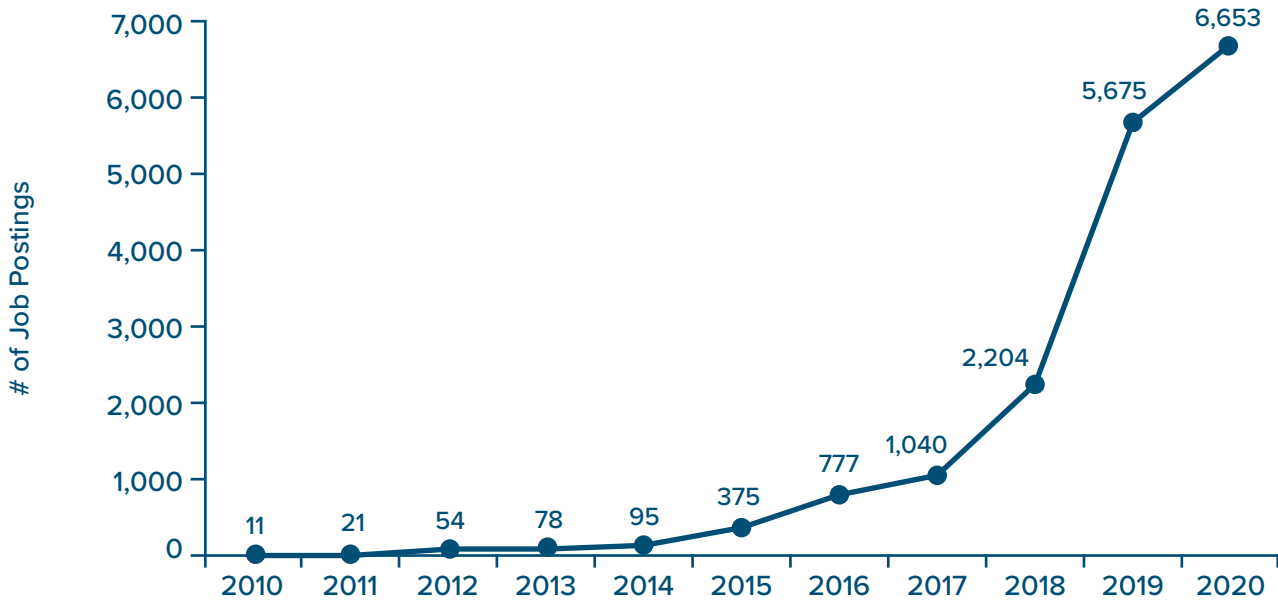
The following graph depicts the annual number of job postings over the past 11 years (2010–2020) that either required or preferred BCBA/BCBA-D certification.

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

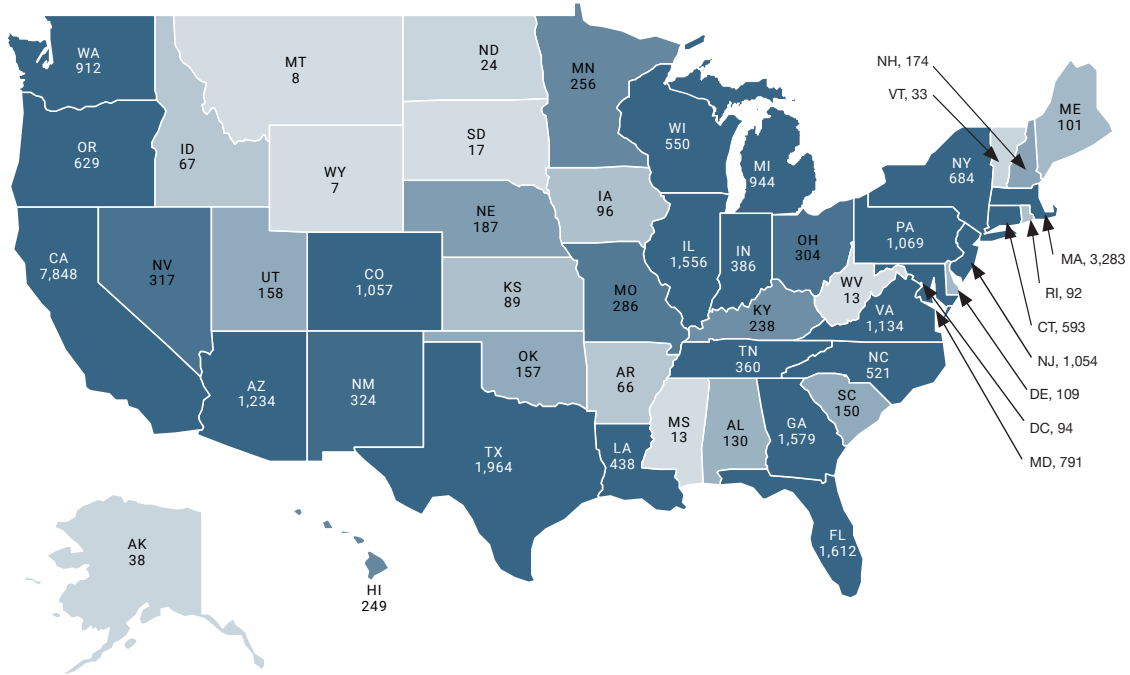
The following graph depicts the annual number of job postings over the past 11 years (2010–2020) that either required or preferred BCaBA certification.



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

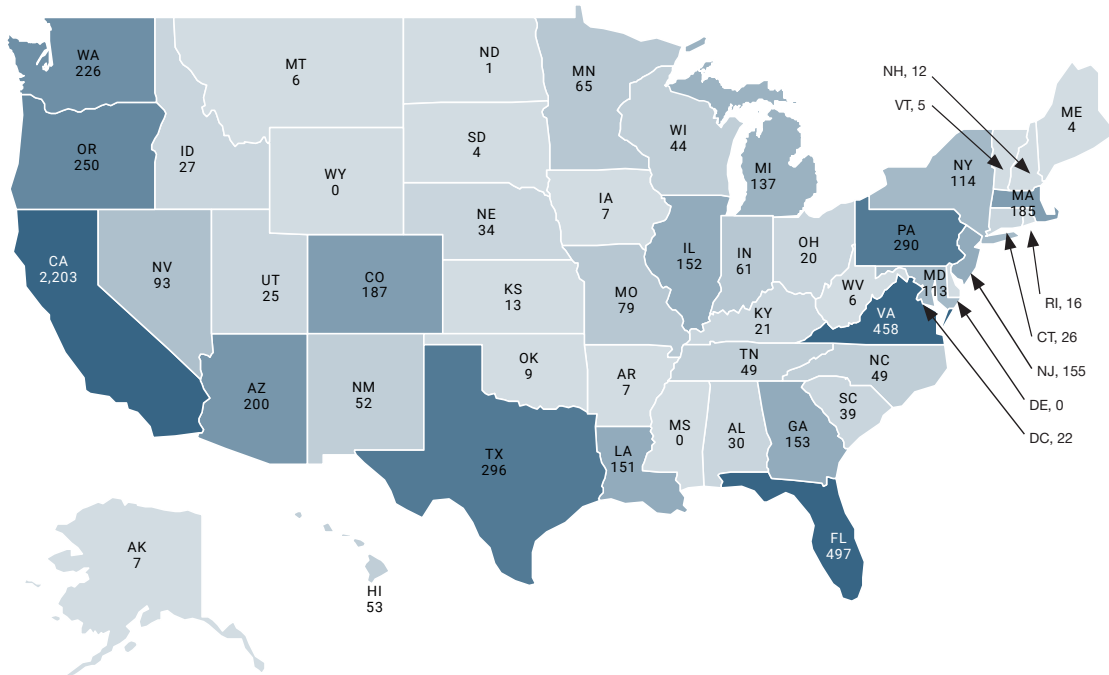


| State | 2019 Postings | 2020 Postings | % Increase from 2019 |
|---------------|---------------|---------------|----------------------|
| California | 8,884 | 7,848 | -12% |
| Massachusetts | 2,378 | 3,283 | 38% |
| Texas | 1,535 | 1,964 | 28% |
| Florida | 958 | 1,612 | 68% |
| Georgia | 783 | 1,579 | 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% |