



US Employment Demand for Behavior Analysts:

2010–2023



Copyright © 2024 Behavior Analyst Certification Board®, BACB®. All rights reserved.
Board Certified Behavior Analyst®, BCBA®, Board Certified Behavior Analyst-Doctoral®, BCBA-D®, Board Certified Assistant Behavior Analyst®, and BCaBA® are owned by the Behavior Analyst Certification Board.

Electronic and/or paper copies of part or all of this work may be made for personal, educational, or policymaking purposes, provided such copies are not made or distributed for profit or commercial advantage. All copies, regardless of medium, must include this notice on the first page. Abstracting with proper credit is permitted.

This document should be referenced as follows:
Behavior Analyst Certification Board. (2024). *US employment demand for behavior analysts: 2010–2023*.
Littleton, CO: Author.

Summary

[Lightcast](#)[®] is a software company that collects and analyzes labor market data in the United States. These data are aggregated in the [Developer](#)[™] database, which includes online job postings collected from over 65,000 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 Developer search results.

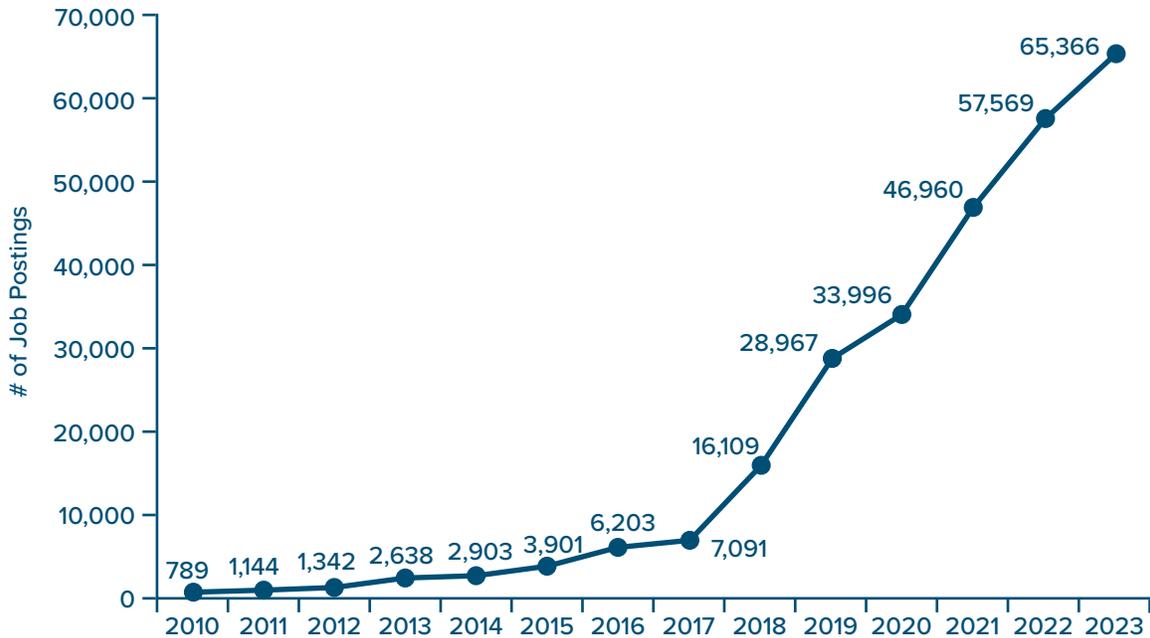
The Developer database was used to assess the national employment demand for behavior analysts from the past 14 years (2010–2023) and the demand by state from the past 12 months.

Key Findings

- **Demand for behavior analysts is increasing.** Annual nationwide demand for individuals holding BCBA or BCBA-D certification has increased each year since 2010, with a 14% increase from 2022 to 2023. Demand was highest in 5 states in 2023 (ordered from most to least): California, Massachusetts, Texas, Florida, and Georgia. These 5 states account for 40% of the recent demand for behavior analysts, with California alone accounting for 18% of the 2023 demand.
- **The demand for assistant behavior analysts was 3% lower in 2023 compared to 2022, although overall demand still remains high.** Demand was highest in 5 states in 2023 (ordered from most to least): California, Florida, Virginia, Texas, and Michigan. These 5 states account for 52% of the recent demand for assistant behavior analysts, with California alone accounting for 17% of the 2023 demand.

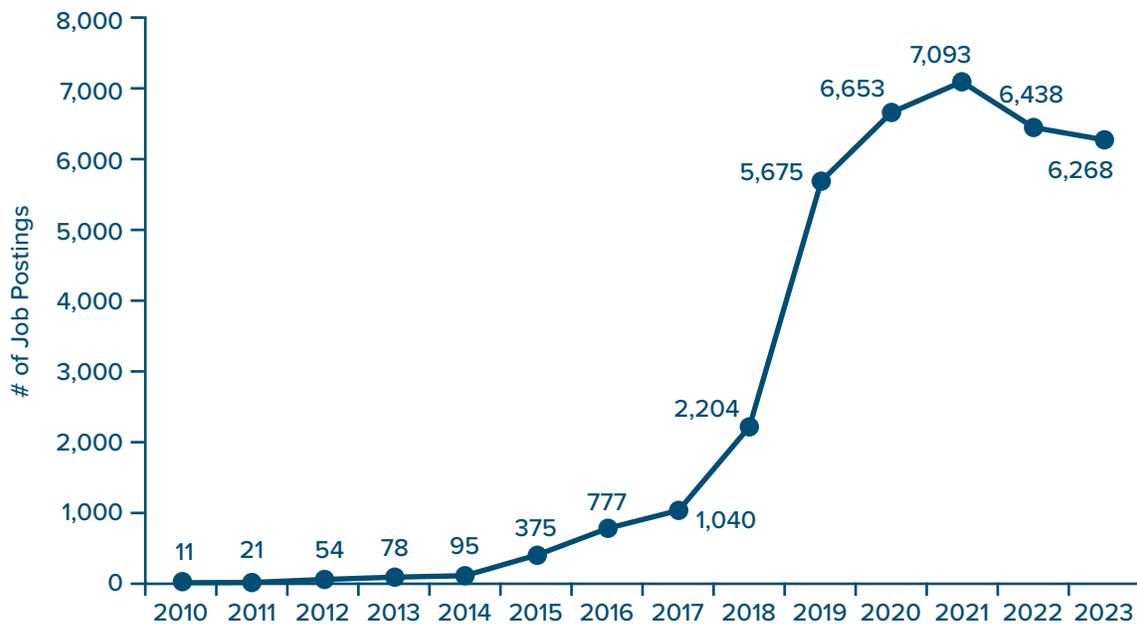
Annual Demand for BCBA Certification

The following graph depicts the annual number of job postings nationwide over the past 14 years (2010–2023) that either required or preferred BCBA/BCBA-D certification.



Annual Demand for BCaBA Certification

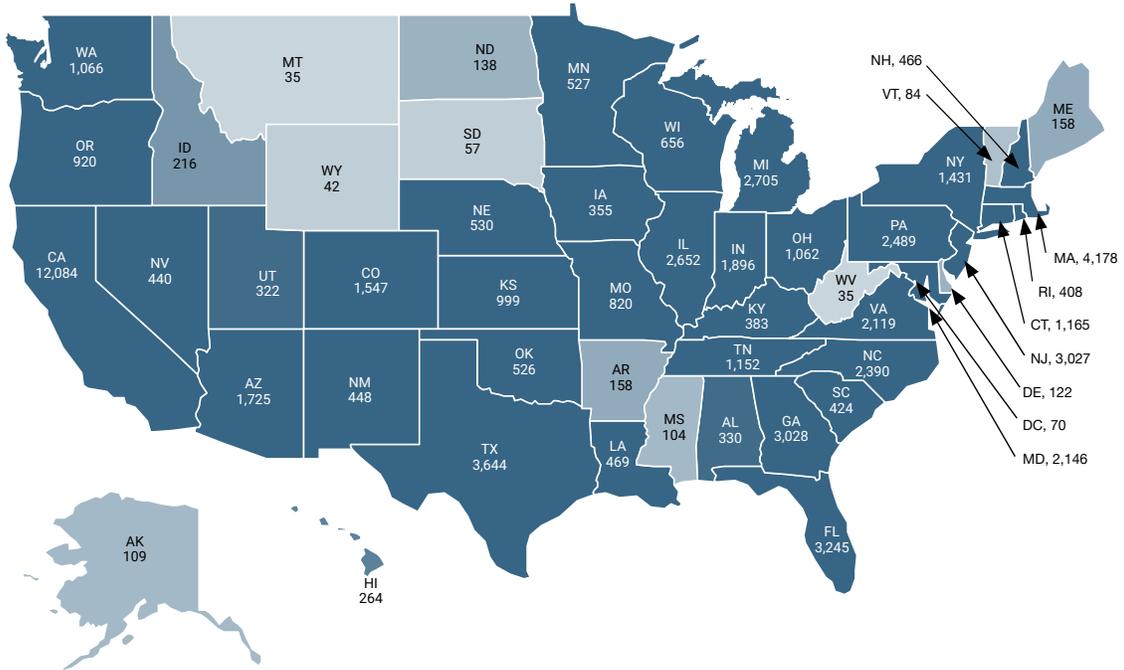
The following graph depicts the annual number of job postings over the past 14 years (2010–2023) that either required or preferred BCaBA certification.



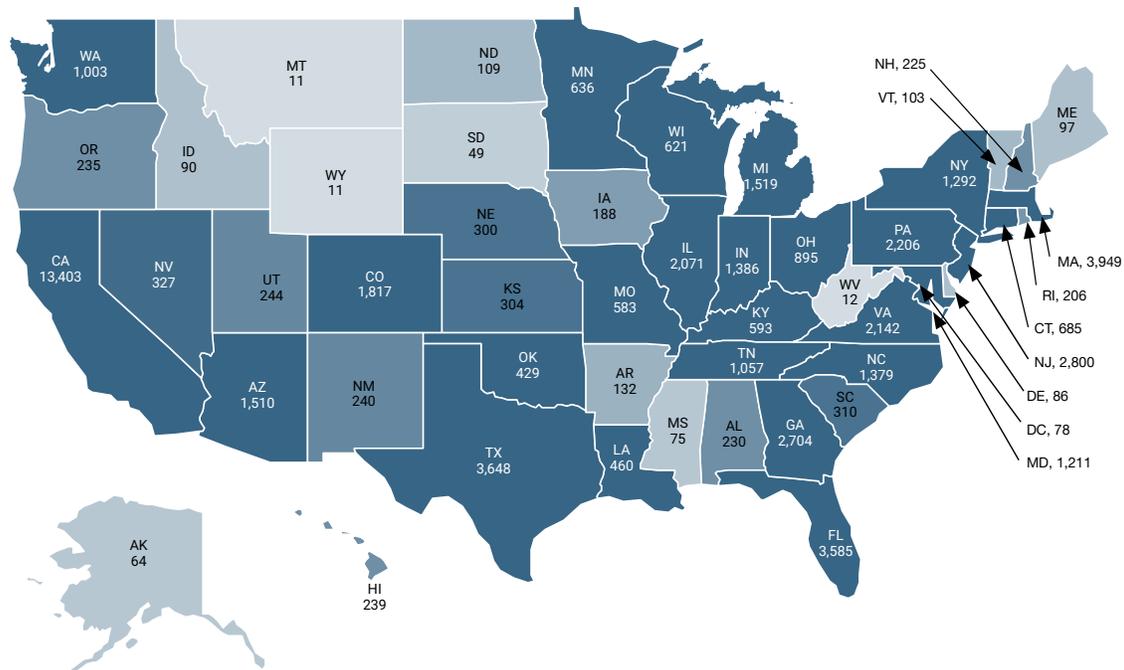
Demand for BCBA/BCBA-D Certification by State

The following heat maps depict the number of job postings per state in 2022 and 2023. The 2022 figure is included to provide a visual demonstration of the increase in demand. Data from the top 30 states and their respective changes from 2022 to 2023 are depicted in the table on page 4.

2023



2022

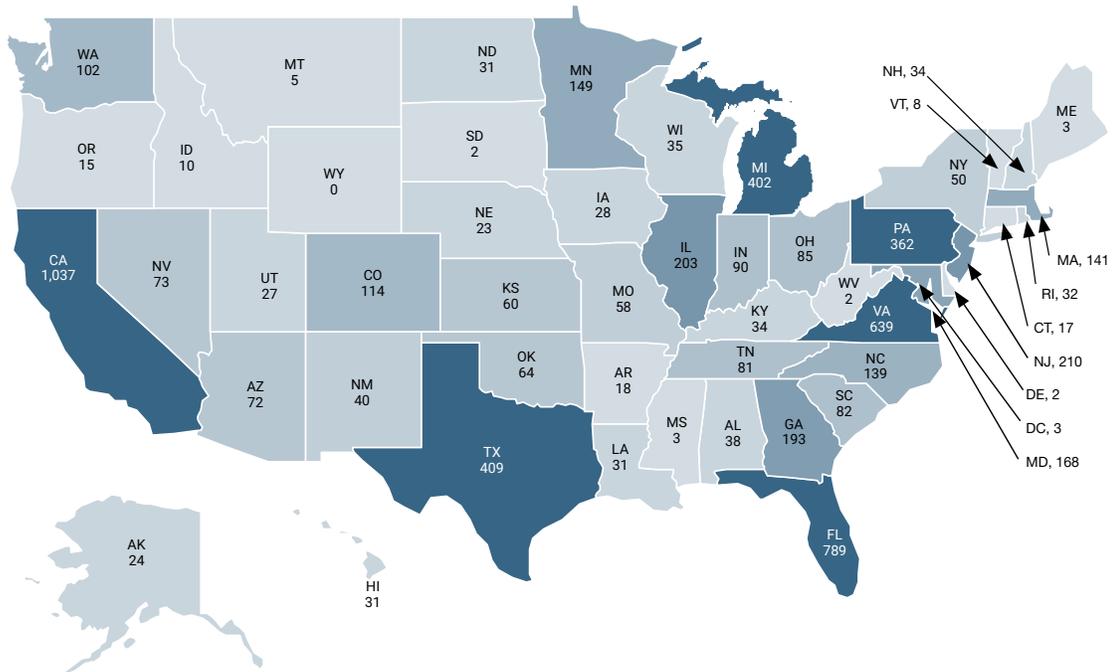


BCBA/BCBA-D By State	2022 Postings	2023 Postings	% Change
California	13,403	12,084	-9.8%
Massachusetts	3,949	4,178	5.8%
Texas	3,648	3,644	-0.1%
Florida	3,585	3,245	-9.5%
Georgia	2,704	3,028	12.0%
New Jersey	2,800	3,027	8.1%
Michigan	1,519	2,705	78.1%
Illinois	2,071	2,652	28.1%
Pennsylvania	2,206	2,489	12.8%
North Carolina	1,379	2,390	73.3%
Maryland	1,211	2,146	77.2%
Virginia	2,142	2,119	-1.1%
Indiana	1,386	1,896	36.8%
Arizona	1,510	1,725	14.2%
Colorado	1,817	1,547	-14.9%
New York	1,292	1,431	10.8%
Connecticut	685	1,165	70.1%
Tennessee	1,057	1,152	9.0%
Washington	1,003	1,066	6.3%
Ohio	895	1,062	18.7%
Kansas	304	999	228.6%
Oregon	235	920	291.5%
Missouri	583	820	40.7%
Wisconsin	621	656	5.6%
Nebraska	300	530	76.7%
Minnesota	636	527	-17.1%
Oklahoma	429	526	22.6%
Louisiana	460	469	2.0%
New Hampshire	225	466	107.1%
New Mexico	240	448	86.7%

Demand for BCaBA Certification by State

The following heat maps depict the number of job postings per state in 2022 and 2023. The 2022 figure is included to provide a visual demonstration of the increase in demand. Data from the top 30 states and their respective changes from 2022 to 2023 are depicted in the table on page 6.

2023



BCaBA by State	2022 Postings	2023 Postings	% Change
California	1,718	1,037	-39.64%
Florida	704	789	12.1%
Virginia	320	639	99.7%
Texas	366	409	11.7%
Michigan	233	402	72.5%
Pennsylvania	594	362	-39.1%
New Jersey	216	210	-2.8%
Illinois	167	203	21.6%
Georgia	237	193	-18.6%
Maryland	110	168	52.7%
Minnesota	305	149	-51.1%
Massachusetts	138	141	2.2%
North Carolina	36	139	286.1%
Colorado	176	114	-35.2%
Washington	146	102	-30.1%
Indiana	55	90	63.6%
Ohio	85	85	0.0%
South Carolina	62	82	32.3%
Tennessee	70	81	15.7%
Nevada	36	73	102.8%
Arizona	72	72	0.0%
Oklahoma	24	64	166.7%
Kansas	39	60	53.8%
Missouri	79	58	-26.6%
New York	49	50	2.0%
New Mexico	14	40	185.7%
Alabama	25	38	52.0%
Wisconsin	28	35	25.0%
Kentucky	12	34	183.3%
New Hampshire	8	34	325.0%