



# US Employment Demand for Behavior Analysts:

## 2010–2022



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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 [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 13 years (2010–2022) and the demand by state from the past 12 months.

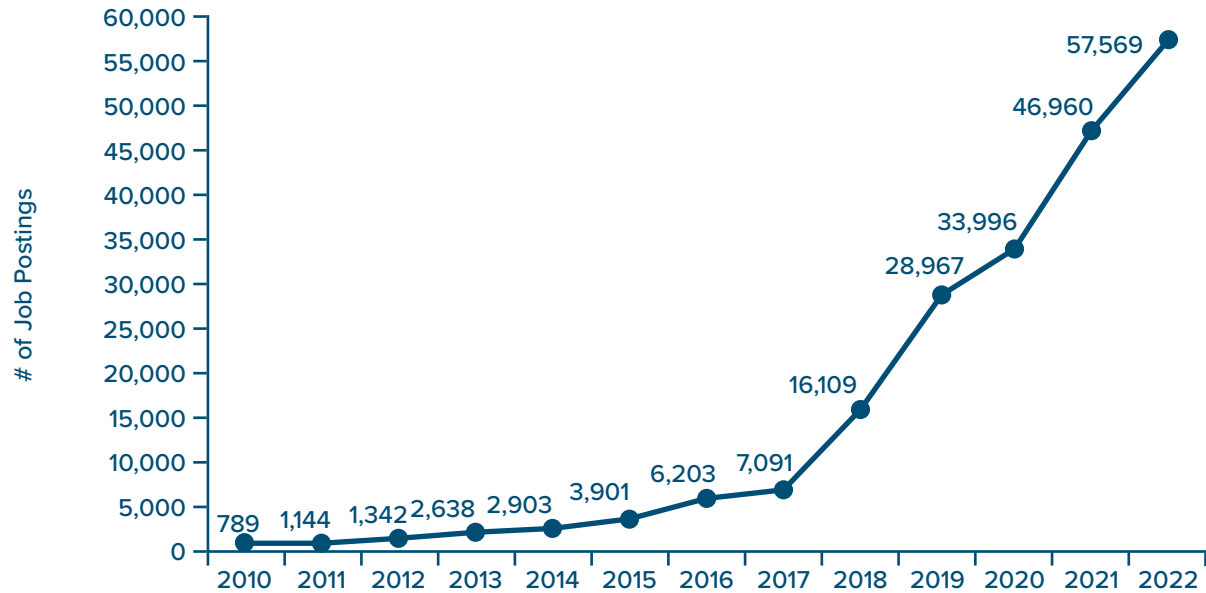
## Key Findings

- **Demand for behavior analysts is increasing:** Annual nationwide demand for individuals holding BCBA/BCBA-D certification has increased each year since 2010, with a 23% increase from 2021 to 2022. Demand was highest in 5 states in 2022 (ordered from most to least): California, Massachusetts, Texas, Florida, and New Jersey. These 5 states account for 48% of the recent demand for behavior analysts, with California alone accounting for 23% of the 2022 demand.
- **Demand for assistant behavior analysts has decreased slightly in the past year:** The year 2022 was the first year since 2010 that there has been a decrease in demand for individuals holding BCaBA certification, although demand remains high. Demand was highest in 5 states in 2022 (ordered from most to least): California, Florida, Pennsylvania, Texas, and Virginia. These 5 states account for 58% of the recent demand for assistant behavior analysts, with California alone accounting for 27% of the 2022 demand.

### Annual Demand for BCBA Certification

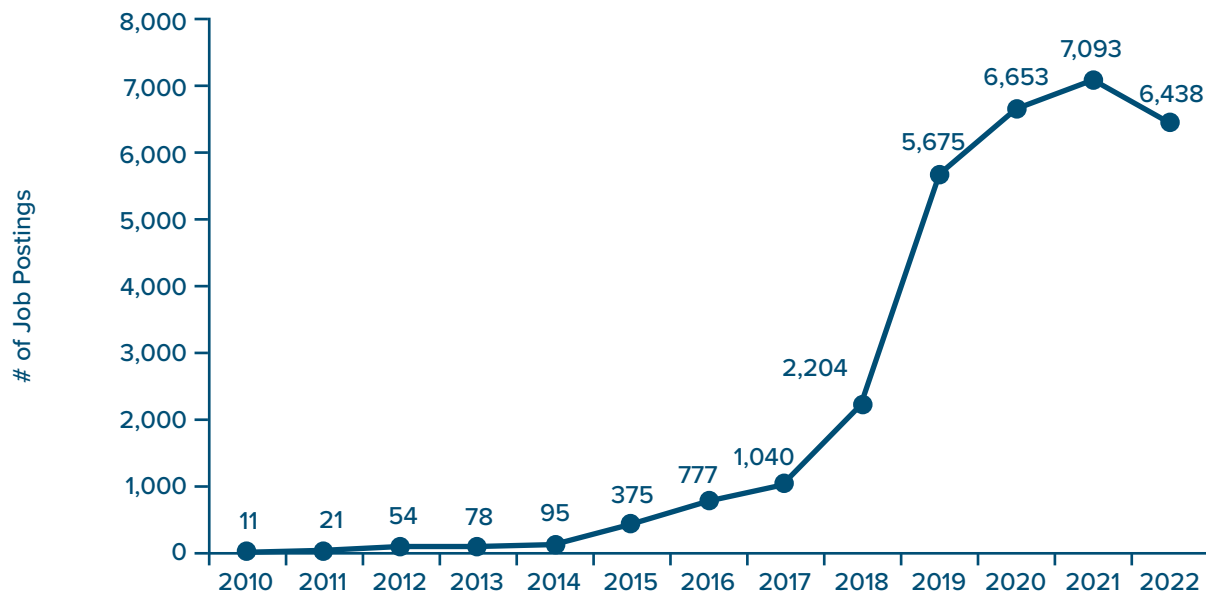
The following graph depicts the annual number of job postings nationwide over the past 13 years (2010–2022) that either required or preferred BCBA/BCBA-D certification.

Note: There are currently 36 states that license behavior analysts and 1,345 job postings in 2022 that either required or preferred a license to practice behavior analysis.



### Annual Demand for BCaBA Certification

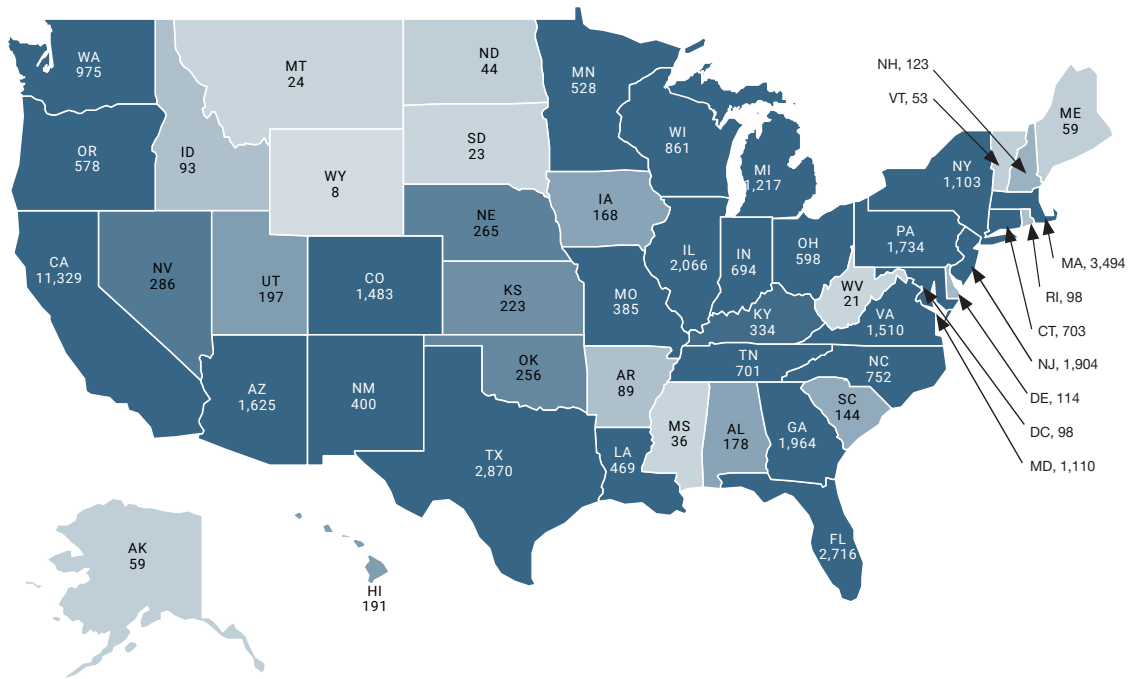
The following graph depicts the annual number of job postings over the past 13 years (2010–2022) that either required or preferred BCaBA certification.



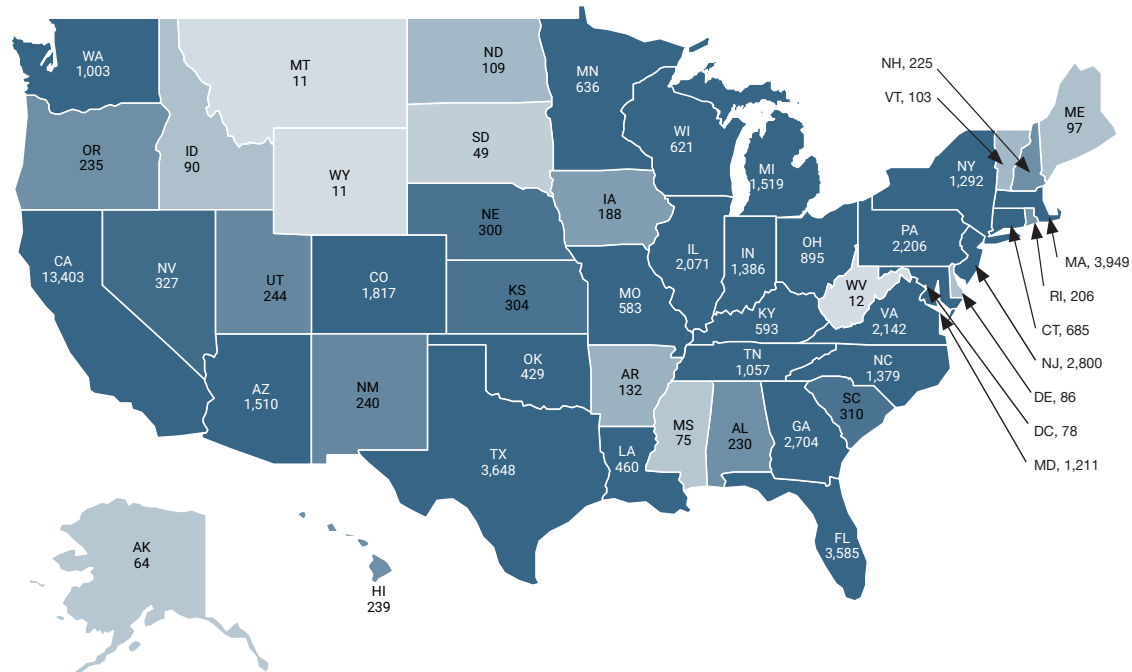
### Demand for BCBA/BCBA-D Certification by State

The following heat maps depict the number of job postings per state in 2021 and 2022. The 2021 figure is included to provide a visual demonstration of the increase in demand. The 2022 data include job postings that either required or preferred BCBA/BCBA-D certification. Data from the top 30 states and their respective changes from 2021 to 2022 are depicted in the table that follows.

#### 2021



#### 2022

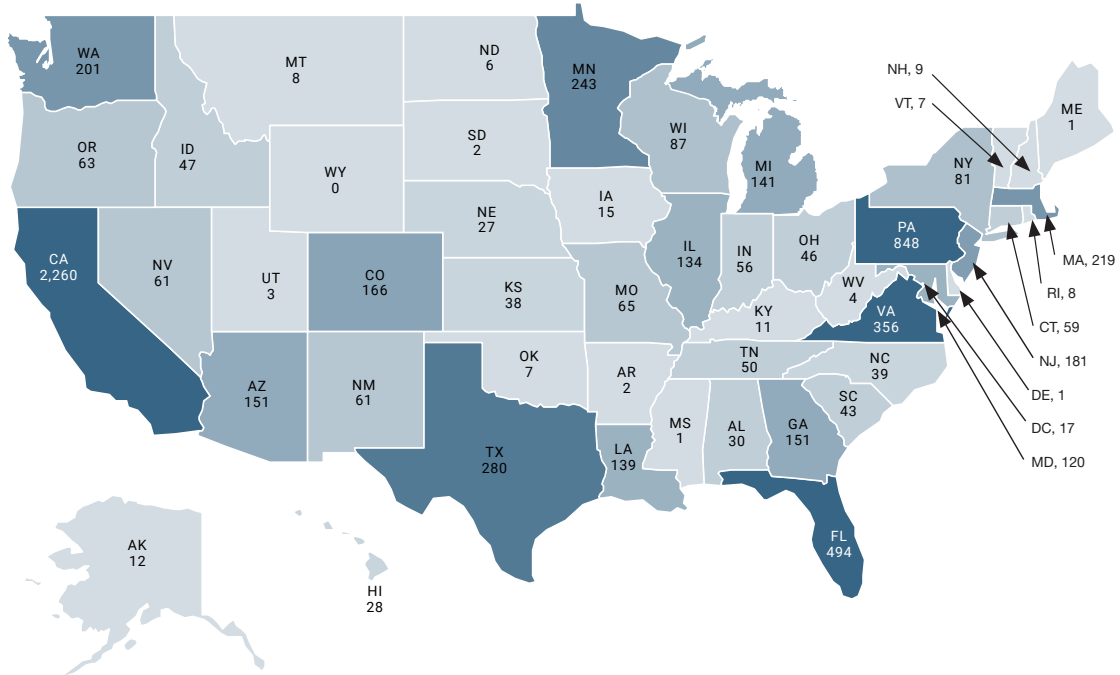


State	2021 Postings	2022 Postings	% Increase from 2021
California	11,329	13,403	18%
Massachusetts	3,494	3,949	13%
Texas	2,870	3,648	27%
Florida	2,716	3,585	32%
New Jersey	1,904	2,800	47%
Georgia	1,964	2,704	38%
Pennsylvania	1,734	2,206	27%
Virginia	1,510	2,142	42%
Illinois	2,066	2,071	0%
Colorado	1,483	1,817	23%
Michigan	1,217	1,519	25%
Arizona	1,625	1,510	-7%
Indiana	694	1,386	100%
North Carolina	752	1,379	83%
New York	1,103	1,292	17%
Maryland	1,110	1,211	9%
Tennessee	701	1,057	51%
Washington	975	1,003	3%
Ohio	598	895	50%
Connecticut	703	685	-3%
Minnesota	528	636	20%
Wisconsin	861	621	-28%
Kentucky	334	593	78%
Missouri	385	583	51%
Louisiana	469	460	-2%
Oklahoma	256	429	68%
Nevada	286	327	14%
South Carolina	144	310	115%
Kansas	223	304	36%
Nebraska	265	300	13%

### Demand for BCaBA Certification by State

The following heat maps depict the number of job postings per state in 2021 and 2022. The 2021 figure is included to provide a visual demonstration of the increase in demand. The 2022 data include job postings that either required or preferred BCaBA certification. Data from the top 30 states and their respective changes from 2021 to 2022 are depicted in the table that follows.

**2021**



State	2021 Postings	2022 Postings	% Increase from 2021
California	2,260	1,718	-24%
Florida	494	704	43%
Pennsylvania	848	594	-30%
Texas	280	366	31%
Virginia	356	320	-10%
Minnesota	243	305	26%
Georgia	151	237	57%
Michigan	141	233	65%
New Jersey	181	216	19%
Colorado	166	176	6%
Illinois	134	167	25%
Washington	201	146	-27%
Massachusetts	219	138	-37%
Maryland	120	110	-8%
Ohio	46	85	85%
Missouri	65	79	22%
Arizona	151	72	-52%
Tennessee	50	70	40%
Hawaii	28	63	125%
South Carolina	43	62	44%
Indiana	56	55	-2%
New York	81	49	-40%
Kansas	38	39	3%
Louisiana	139	39	-72%
Nebraska	27	39	44%
Nevada	61	36	-41%
North Carolina	39	36	-8%
North Dakota	6	30	400%
Wisconsin	87	28	-68%
Alabama	43	25	-42%