



US Employment Demand for Behavior Analysts:

2010–2024



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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.

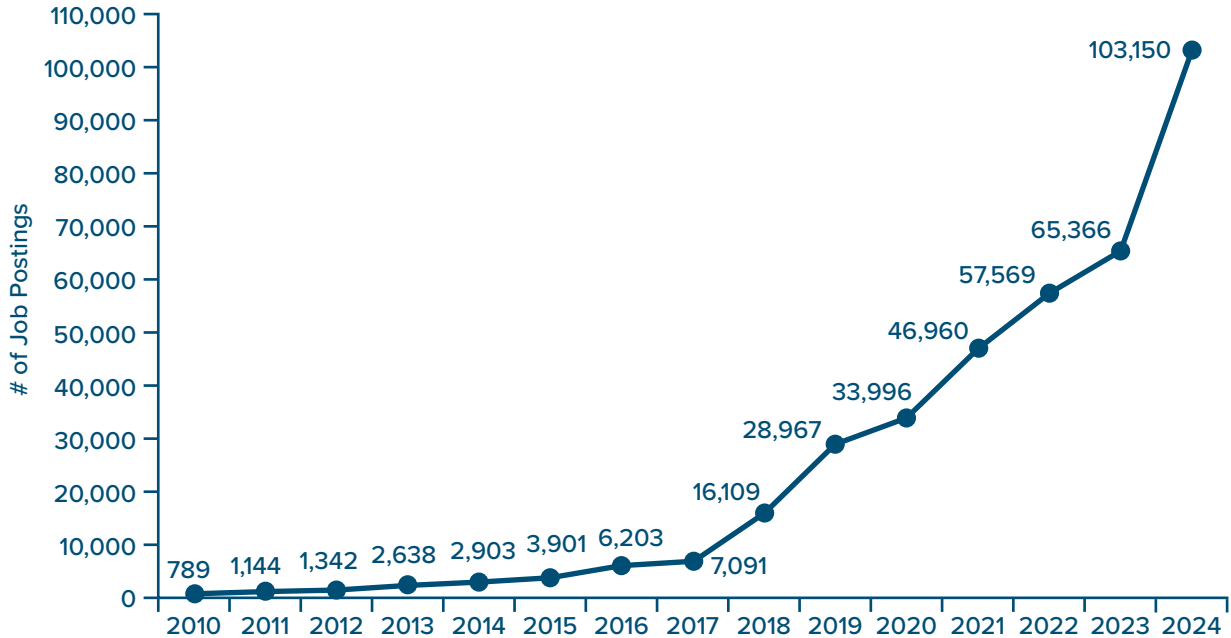
The Developer database was used to assess the national employment demand for behavior analysts from the past 15 years (2010–2024) and the demand by state from the past 12 months.

Key Findings

- **Demand for behavior analysts is greater than ever.** Annual nationwide demand for individuals holding BCBA or BCBA-D certification has increased each year since 2010, with a striking 58% increase from 2023 to 2024. Demand was highest in 5 states in 2024 (ordered from most to least): California, Massachusetts, Texas, New Jersey, and Florida. These 5 states account for 40% of the recent demand for behavior analysts, with California alone accounting for 19% of the 2024 demand.
- **The demand for assistant behavior analysts has increased.** Aside from two years, demand for individuals holding BCaBA certification has increased each year since 2010, with a striking 131% increase in 2024 compared to 2023. Demand was highest in 5 states in 2024 (ordered from most to least): California, Florida, Texas, Virginia, and Michigan. These 5 states account for 49% of the recent demand for assistant behavior analysts, with California alone accounting for 18% of the 2024 demand.

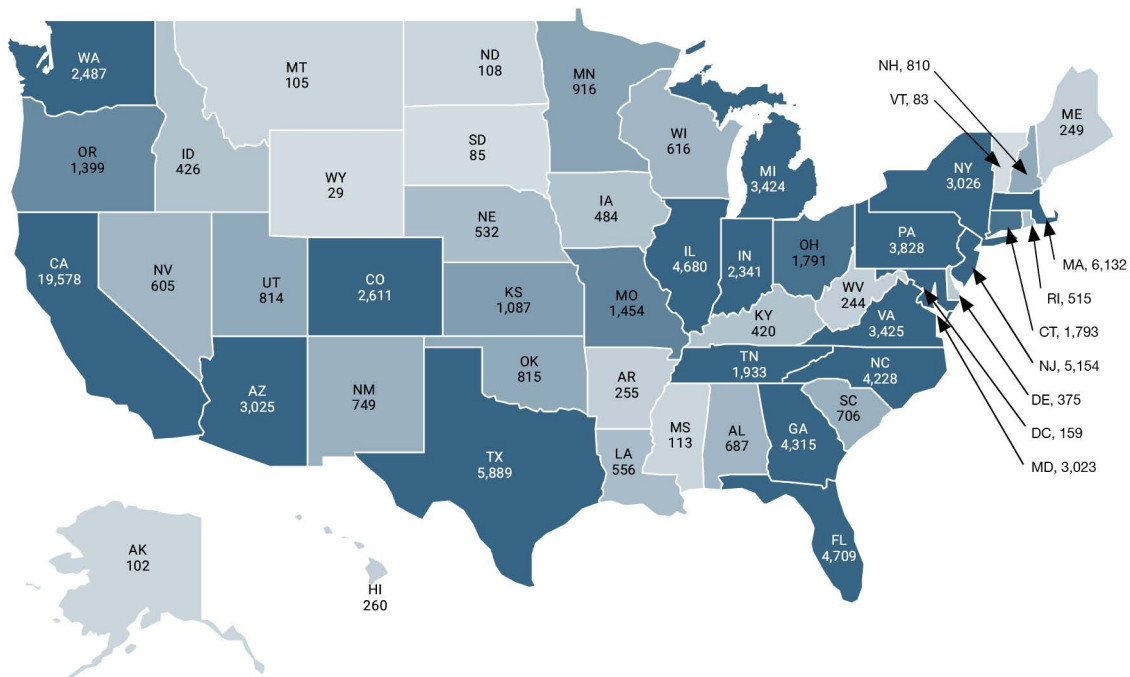
Annual Demand for BCBA/BCBA-D Certification

The following graph depicts the annual number of job postings nationwide over the past 15 years (2010–2024) that either required or preferred BCBA/BCBA-D certification.



Demand for BCBA/BCBA-D Certification by State

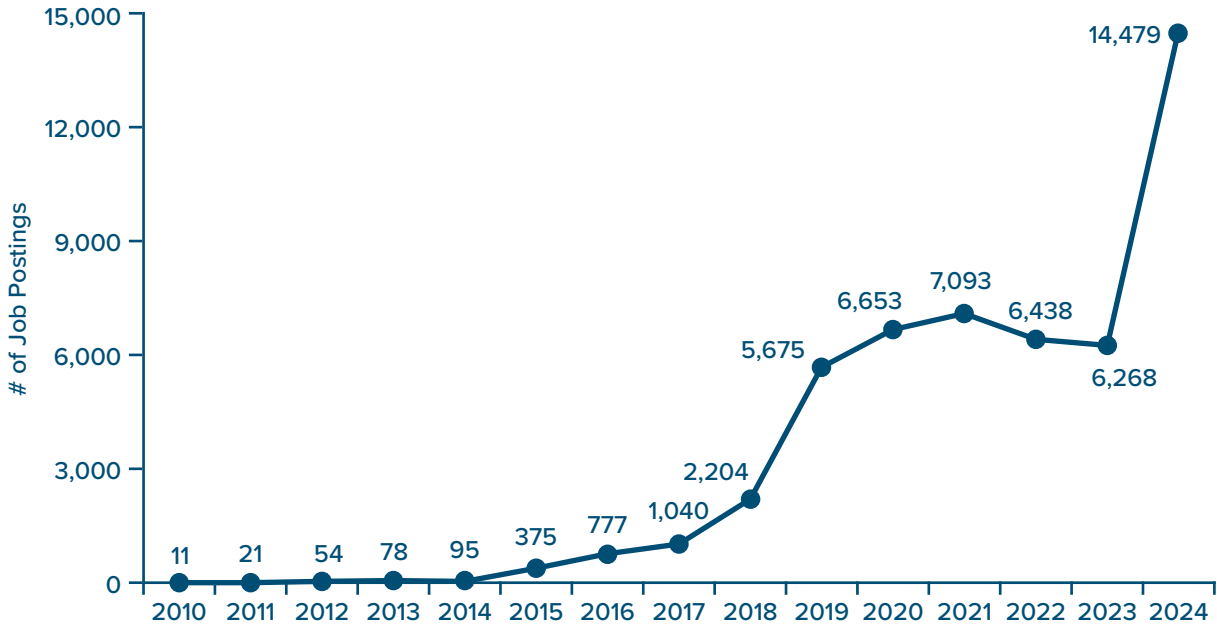
The following heat map depicts the number of job postings per state in 2024. Data from the top 30 states and their respective changes from 2023 to 2024 are depicted in the table on page 3.



BCBA/BCBA-D By State	2023 Postings	2024 Postings	% Change
California	12,084	19,578	62%
Massachusetts	4,178	6,132	47%
Texas	3,645	5,889	62%
New Jersey	3,027	5,154	70%
Florida	3,245	4,709	45%
Illinois	2,652	4,680	76%
Georgia	3,030	4,315	42%
North Carolina	2,390	4,228	77%
Pennsylvania	2,489	3,828	54%
Virginia	2,119	3,425	62%
Michigan	2,705	3,424	27%
New York	1,431	3,026	111%
Arizona	1,725	3,025	75%
Maryland	2,146	3,023	41%
Colorado	1,547	2,611	69%
Washington	1,066	2,487	133%
Indiana	1,896	2,341	23%
Tennessee	1,152	1,933	68%
Connecticut	1,165	1,793	54%
Ohio	1,062	1,791	69%
Missouri	820	1,454	77%
Oregon	920	1,399	52%
Kansas	999	1,087	9%
Minnesota	527	916	74%
Oklahoma	526	815	55%
Utah	322	814	153%
New Hampshire	466	810	74%
New Mexico	448	749	67%
South Carolina	424	706	67%
Alabama	330	687	108%

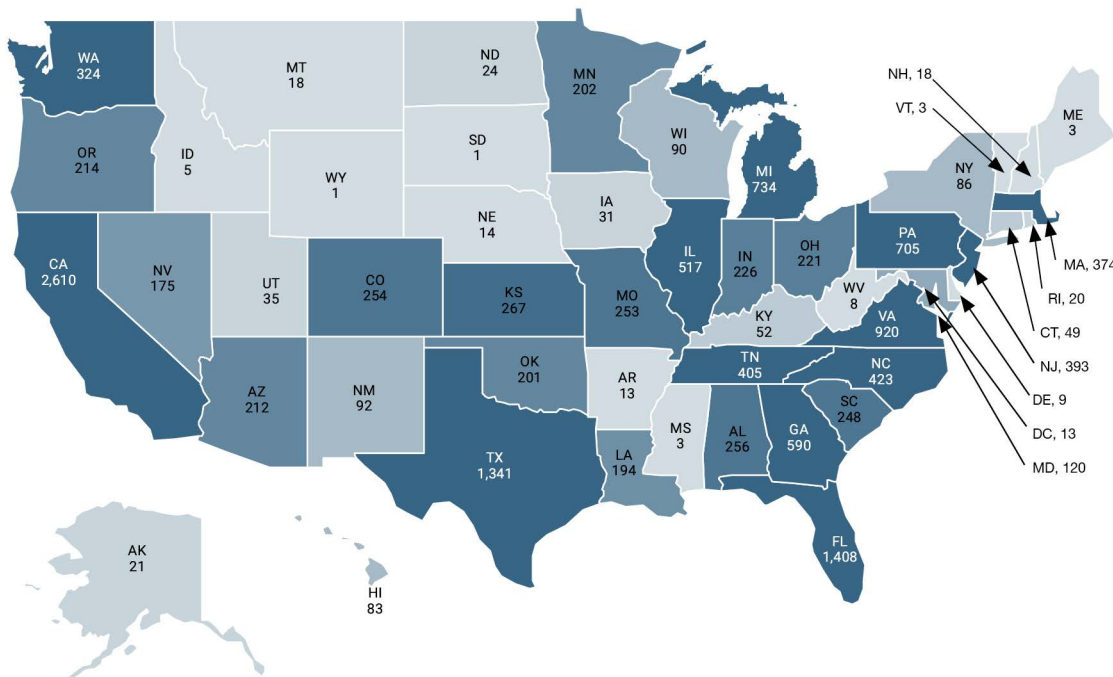
Annual Demand for BCaBA Certification

The following graph depicts the annual number of job postings over the past 15 years (2010–2024) that either required or preferred BCaBA certification.



Demand for BCaBA Certification by State

The following heat map depicts the number of job postings per state in 2024. Data from the top 30 states and their respective changes from 2023 to 2024 are depicted in the table on page 5.



BCaBA by State	2023 Postings	2024 Postings	% Change
California	1,037	2,610	152%
Florida	789	1,408	78%
Texas	409	1,341	228%
Virginia	639	920	44%
Michigan	402	734	83%
Pennsylvania	362	705	95%
Georgia	193	590	206%
Illinois	203	517	155%
North Carolina	139	423	204%
Tennessee	81	405	400%
New Jersey	210	393	87%
Massachusetts	141	374	165%
Washington	102	324	218%
Kansas	60	267	345%
Alabama	38	256	574%
Colorado	114	254	123%
Missouri	58	253	336%
South Carolina	82	248	202%
Indiana	90	226	151%
Ohio	85	221	160%
Oregon	15	214	1327%
Arizona	72	212	194%
Minnesota	149	202	36%
Oklahoma	64	201	214%
Louisiana	31	194	526%
Nevada	73	175	140%
Maryland	168	120	-29%
New Mexico	40	92	130%
Wisconsin	35	90	157%
New York	50	86	72%