

THE INCREASING DEMAND FOR BOARD CERTIFIED BEHAVIORAL ANALYSTS

The demand for behavior analysts positions has doubled between 2012 (1,414) and 2014 (3,083). Within this growth, the largest increase has predominantly been for Board Certified Behavior Analysts (BCBA).



1 WHAT IS A BOARD CERTIFIED BEHAVIOR ANALYST

OVERVIEW

Behavior analysts study behaviors, their duties may include:

- Assessing individuals with challenging behaviors
 - Monitoring progress of individuals in their treatment
 - Evaluating treatment effectiveness
 - Providing training at the organizations they work in to better serve their populations
 - Formulating treatment plans grounded in behavior-analytic principles to address problematic behaviors for individuals across settings.
 - Consulting with parents, educational professionals and administrators to assess environmental factors that may influence behaviors.
- Behavior analysts often work for governmental agencies, community centers, schools, alternative school settings, or hospitals.
- In those settings, behavior analysts design, implement, and evaluate interventions designed to support individuals to address a variety of behavior and academic concerns.

QUALIFICATIONS

- EXPERIENCE:** Three levels of work experience are required to qualify for certification, 1,500 hours, 1,000 hours or 750 hours
- LICENSURE & CERTIFICATION:** State licensure varies from state to state; BCBA national certification required by many employers
- DEGREE LEVEL:** Master's degree
- KEY SKILLS:** Collaboration, program development, crisis intervention, data collection, case management, treatment planning
- BCBAs must recertify every 3 years by submitting evidence of completing 36 continuing education credits or retaking the certification exam
- DEGREE FIELD:** Applied behavior analysis or board approved course sequence

APPROVED CONTINUING EDUCATION OPTIONS INCLUDE:

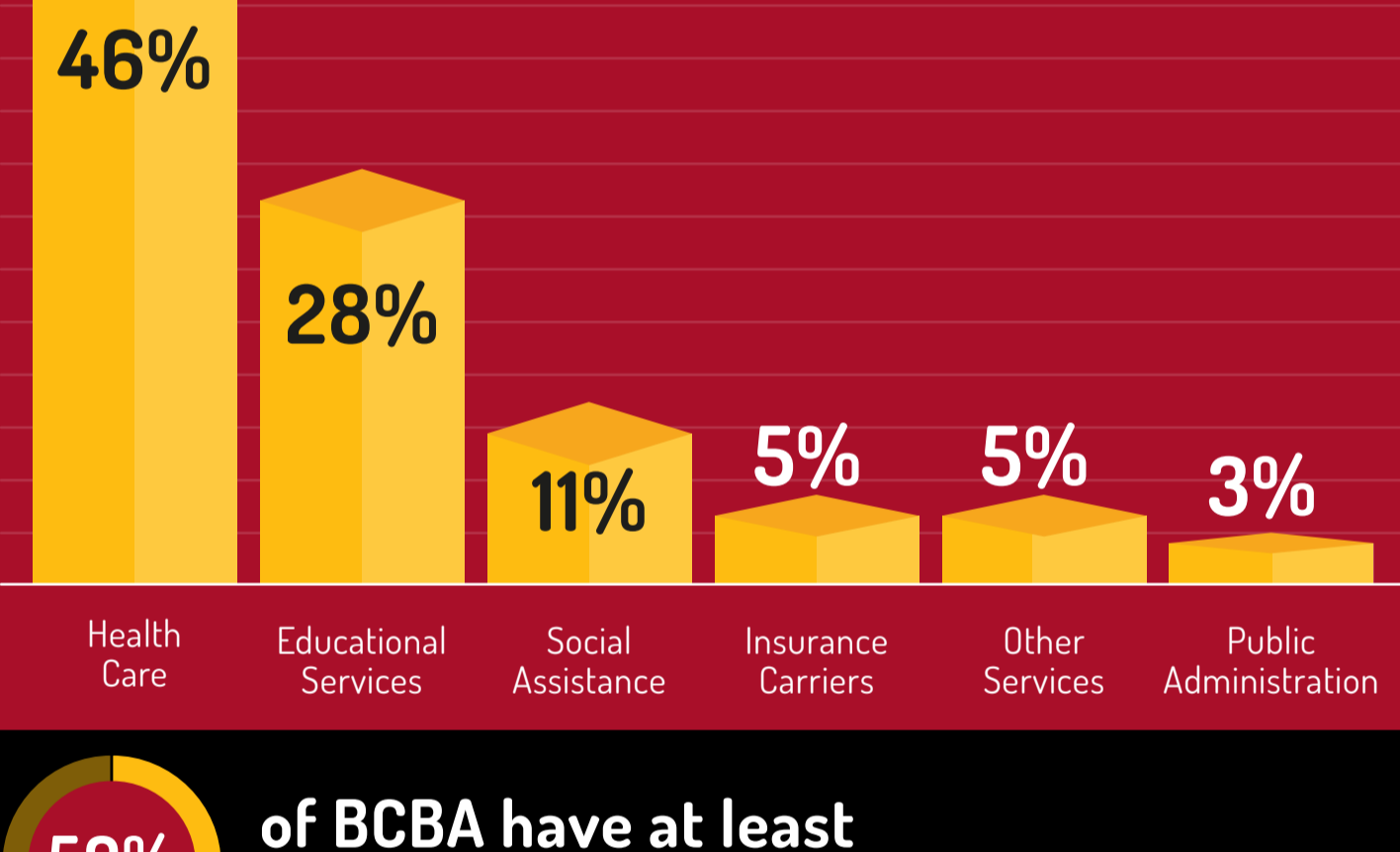
- Completing or instructing graduate-level university courses
- Participating in events sponsored by the Behavior Analyst Certification Board (BACB)
- Partaking or instructing professional conference presentations, seminars or workshops

2 JOB DETAILS

JOB POSITIONS TYPICALLY HELD BY BCBAS

Board Certified Behavior Analysts serve in occupations such as:

- ✓ Licensed behavior analysts/ ABA therapist
- ✓ Speech and language pathologist
- ✓ Special Education Teachers
- ✓ School Psychologist
- ✓ Clinical supervisor
- ✓ Behavior clinician
- ✓ Counselor
- ✓ Others



50% of BCBA have at least 5 years experience

3 FUTURE PROJECTIONS AND INCREASING DEMAND

INCREASING DEMAND

- The demand for behavior analyst positions doubled between 2012 and 2014
 - From 1,414 positions in 2012 to 3,083 in 2014
 - An increase of 118% across the field

- In 2014, a total of 45% of demand was concentrated in three states:
 - California, Massachusetts, and New Jersey
 - Of these states, only Massachusetts has enacted regulation of behavior-analytic practice through licensure
 - Texas, Illinois, Virginia and Pennsylvania also have strong demand for these positions
 - However, 18 states had 40 or more job postings in 2014 – more than double the number of states as 2012

JOB DEMAND ACROSS THE PROFESSION

BCBA Counselors	Clinical, Counseling, & School Psychologists	Medical and Health Services Managers	Special Education Teachers
844 positions in 2014, up from 337 in 2012	425 positions in 2014, up from 146 in 2012	259 positions in 2014, up from 104 in 2012	204 positions in 2014, up from 57 in 2012
Increase of 150%	Increase of 191%	Increase of 149%	Increase of 258%
BCBA Teacher Assistants	Other Licensed BCBA Professionals	Educational, Guidance, School and Vocational Counselors	Education Administrators
169 positions in 2014, up from 79 in 2012	148 positions in 2014, up from 60 in 2012	58 positions in 2014, holding steady from the same in 2012	56 positions in 2014, up from 32 in 2012
Increase of 114%	Increase of 147%		Increase of 75%

FUTURE PROJECTIONS FOR DEMAND

- National employment of clinical, counseling, and school psychologists is projected to grow 20% from 2014 to 2024
- This is much faster than the average for all occupations (7%)

SKILLS IN DEMAND ARE



- Innovative or nontraditional positions or environments
- Demand for certified behavior analysts is spreading to non traditional industries such as:
 - Professional sports organizations
 - Insurance carriers
 - And in industries across all sectors, to help provide training and programs to best serve their customers and employees