

Registered Behavior Technicians

Labor Market Analysis: San Diego County

November 2018

Summary

According to available labor market information, there is a very small demand for more *Registered Behavior Technicians*. While it appears that no community college in San Diego County offers a program specific to *Registered Behavior Technicians*, there are several online options for students, including free training. A list of those online options are provided at the end of this study. This brief, however, does not validate the quality of those training programs.

The following list summarizes findings from the labor market analysis for *Registered Behavior Technicians*:

- The Registered Behavior Technicians credential program was developed by the Behavioral Analyst Certification Board (BACB) to create a set of standards, established practices, eligibility standards, renewal requirements and disciplinary procedures.
- According to Applied Behavior Analysis Programs Guide, California, Massachusetts and New Jersey have the highest employment of *Registered Behavior Technicians*. Expected job growth nationwide for this occupation is 257,700 jobs or 10 percent between 2014 and 2024.
- Between August 2014 and August 2018, there was an average of 21 online job posting per year for jobs with the keywords “Registered Behavior Technician” or “RBT” in San Diego County.
- *Registered Behavior Technicians* earn median hourly earnings of \$17.50; this is higher than the Self-Sufficiency Standard for a single adult in San Diego County, which is \$15.99 per hour.
- Certification for *Registered Behavior Technicians* is allowed to be completed online. There are 26 online registered behavior technician training providers that have a tuition ranging from free to \$1,175.
- As of August 2018, there were 1,293 *Registered Behavior Technicians* residing in San Diego County.
- Between January 1, 2015, and December 31, 2017, the top employers that posted online job postings in San Diego County for “Registered Behavior Technician” and “RBT” were Butterfly Effects, Home Guiding Hands and Center for Autism and Related Disorders.

Introduction

This report provides labor market information in San Diego County for *Registered Behavior Technicians (RBT)*. The Registered Behavior Technician™ (RBT®) is a paraprofessional who practices under the close, ongoing supervision of a Board Certified Behavior Analyst (BCBA), Board Certified Assistant Behavior Analyst (BcaBA), or Florida Certified Behavior Analyst (FL-CBA). The RBT is primarily responsible for the direct implementation of behavior-analytic services. The RBT does not design intervention or assessment plans. It is the responsibility of the RBT supervisor to determine which tasks an RBT may perform as a function of his or her training, experience and competence.

The *Registered Behavior Technicians* credential program was developed by the Behavioral Analyst Certification Board (BACB) to create a set of standards, established practices, eligibility standards, renewal requirements and disciplinary procedures. A task list was also created to encompass the likely duties a *Registered Behavior Technician* will perform in the areas of Measurement, Assessment, Skill Acquisition, Behavior Reduction, Documentation and Reporting.¹ The credential program for *Registered Behavior Technicians* was launched in August 2014 and by April 2015, 1,777 behavior technicians were certified as *Registered Behavior Technicians* nationwide.²

¹ Purpose of the Registered Behavior Technician program. bacb.com/wp-content/uploads/BACB_Newsletter_12-13.pdf

² Creation of Registered Behavior Technician program. bacb.com/wp-content/uploads/BACB_Newsletter_05-15.pdf

Projected Occupational Demand

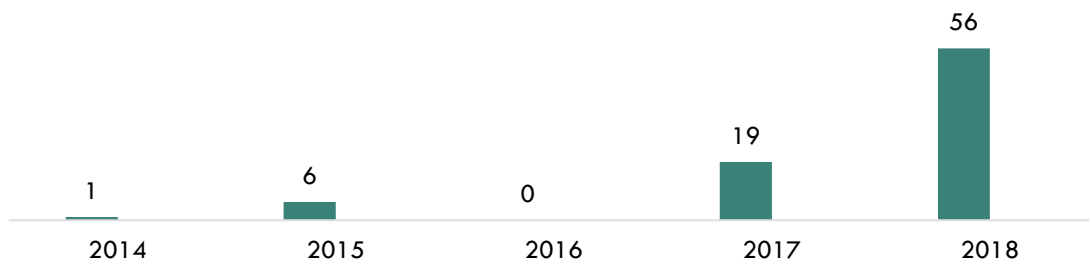
Typically, labor market demand for an occupation could be projected if the occupation has a code within the Standard Occupational Classification (SOC) system. The SOC system is a federal standard to classify workers in occupational categories. Because there is no SOC code associated with *Registered Behavior Technicians*, no projected occupational demand is provided in this report. The closest SOC code with projected occupational demand is *Psychiatric Technicians* (SOC 29-2053.00), which can be found on the Centers of Excellence for Labor Market Research (COE) website, coeccc.net.³

However, according to Applied Behavior Analysis Programs Guide, California, Massachusetts and New Jersey have the highest employment of *Registered Behavior Technicians*. Expected job growth nationwide for this occupation is 257,700 jobs or 10 percent between 2014 and 2024.

Online Job Postings

Between August 2014 and August 2018, there was an average of 21 online job posting per year for jobs with the keywords “Registered Behavior Technician” or “RBT” in San Diego County (Exhibit 1). Between January 1, and August 30, 2018, there have been 56 online job postings.

Exhibit 1: Number of Online Job Postings with Keyword *Registered Behavior Technician* or *RBT* in San Diego County (2014-2017)⁴



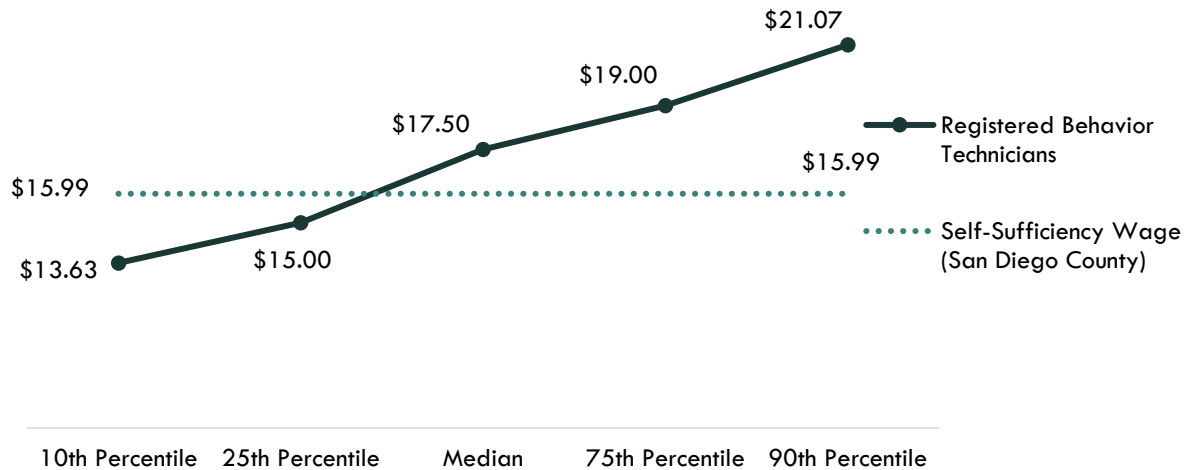
³ Registered Behavior Technician Hiring Outlook. appliedbehavioranalysisprograms.com/certification/rbt/.

⁴ Burning Glass Technologies. San Diego, CA. Full years 2010-2017.

Earnings

Registered Behavior Technicians earn median hourly earnings of \$17.50; this is higher than the Self-Sufficiency Standard for a single adult in San Diego County, which is \$15.99 per hour (Exhibit 2).⁵

Exhibit 2: Hourly Earnings for Registered Behavior Technicians in San Diego⁶



Supply

Educational supply for an occupation can be estimated by analyzing the number of related program completers/graduates/awards in San Diego County. According to the California Community Colleges Chancellor's Office Management Information System (MIS) Data Mart, there are no TOP codes associated with the job title *Registered Behavior Technicians*; however, there is one Taxonomy of Programs (TOP) code associated with the general occupation, *Psychiatric Technicians: 123900 – Psychiatric Technician*.

Certification for *Registered Behavior Technicians* is allowed to be completed online. There are 26 online registered behavior technician training providers, with tuition ranging from free to \$1,175. Refer to Appendix A for more information on online registered behavior technician training providers and their respective costs.

As of August 2018, there were 1,293 Registered Behavior Technicians residing in San Diego County.⁷

⁵ The self-sufficient wage in San Diego for one adult is \$15.99 (<https://insightccd.org/2018-self-sufficiency-standard>).

⁶ PayScale Registered Behavior Technician salary in San Diego (payscale.com/research/US/Job=Registered_Behavior_Technician/Hourly_Rate/d72ff562/San-Diego-CA).

⁷ Registered Behavior Technician registry. info.bacb.com/o.php?page=101127.

Demand vs. Supply

A complete labor market demand and supply analysis could not be completed for this report due to lack of data. However, based on online job postings, San Diego County saw an average of 21 online job postings per year since 2014; therefore, it could be estimated that employers have a labor market demand of 21 *Registered Behavior Technicians* per year.

Additionally, because the BACB requires that *Registered Behavior Technicians* register with the Behavior Analyst Certification Board, it could be estimated that 1,293 registered individuals constitute the supply for *Registered Behavior Technicians*. With only 21 job postings per year and 1,293 *Registered Behavior Technicians*, it could be argued that there is an oversupply for the occupation. However, the available labor market data does not indicate how many of these *Registered Behavior Technicians* are currently employed.

Top Employers and Work Locations

Between January 1, 2015, and December 31, 2017, the top employers that posted online job postings in San Diego County for “Registered Behavior Technician” and “RBT” were [Butterfly Effects](#), [Home Guiding Hands](#) and [Center for Autism and Related Disorders](#) (Exhibit 3).⁸

Exhibit 3: Top Employers in San Diego County for Registered Behavior Technician and RBT

Top Employers

- Butterfly Effects
- Home Guiding Hands
- Center for Autism and Related Disorders

Skills, Education and Certifications

Because there is no SOC code associated with *Registered Behavior Technicians*, no national educational attainment data was provided in this report.⁹ National educational attainment data illustrates the typical education obtained by individuals employed in a specific occupation. However, based on online job postings between January 1, 2016 and December 31, 2017, the top listed educational requirement for “Registered Behavior Technicians” and “RBT” is an associate degree (Exhibit 4).¹⁰

⁸ Burning Glass Technologies. San Diego, CA. Full years 2015-2017.

⁹ EMSI. San Diego (6073). 2018.02 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2017-2022.

¹⁰ Burning Glass Technologies. San Diego, CA. Full years 2015-2017.

Exhibit 4: Educational Requirements for Registered Behavior Technician and RBT in California¹¹

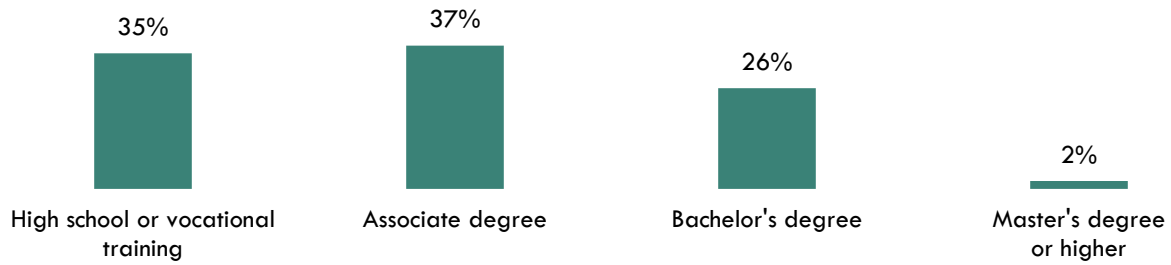


Exhibit 5 lists the top specialized, soft and software skills that appeared in online job postings for between January 1, 2015 and December 31, 2017.

Exhibit 5: Top Skills for Registered Behavior Technician and RBT in San Diego County¹²

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> • Autism Diagnosis / Treatment / Care • Behavior Analysis • Scheduling • Teaching • Customer Contact • Customer Service • Treatment Planning 	<ul style="list-style-type: none"> • Energetic • Teamwork / Collaboration • Computer Literacy • Planning • Communication Skills • English • Range of Motion 	<ul style="list-style-type: none"> • None listed

Tina Ngo Bartel, Director
 John Edwards, Research Analyst
 San Diego-Imperial Center of Excellence
tngobartel@miracosta.edu
jedwards@miracosta.edu



¹¹ Burning Glass Technologies. Occupational Deep Dive. San Diego, CA. Full year 2017.
¹² Labor Insight Jobs. Burning Glass Technologies. San Diego, CA. Full years 2015-2017.

Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

Appendix A: Online Training Providers, Cost and Website

Of the online training providers for *Registered Behavioral Technicians*, the following table lists the online provider, cost, and website used to determine the cost.

Online Training Provider	Cost	Site
ACCEPT Education Collaborative	\$480 for ACCEPT members \$550 for non-members	https://bit.ly/2PnXUZ3
Autism Therapy Career College	\$1,175	https://bit.ly/2Nz4Lhz
Behavior University	\$99	https://bit.ly/2LGDR5O
Butterfly Effects	Free	https://bit.ly/2LDIVZK
Cal State LA	\$900	https://bit.ly/2MDDFcW
CentralReach	\$149	https://bit.ly/2wtiDU6
Colorado Department of Education	Free	https://bit.ly/2wsn6Xh
The COR Behavioral Group	\$250	https://bit.ly/2wB7ccl
Eliademy	\$109	https://bit.ly/2C0kTrh
Florida Institute of Technology	\$149	https://bit.ly/2oolJUY
Innovative Learning LLC	\$200	https://bit.ly/2C4jwl4
Institute for Behavioral Training	\$300	https://bit.ly/2wxaAVu
New Way Day Services	\$600	https://bit.ly/2C4USac
Positive Behavior Supports Corporation	\$300	https://bit.ly/2wuRHTa
Project Optimal	\$395	https://bit.ly/2NE2P7K
Relias	\$249	https://bit.ly/2MXGyoj
Rethink Autism	N/A	https://bit.ly/2wz0Vhi
Special Learning, Inc.	\$299	https://bit.ly/2NweNzZ
TeachTown	\$799	https://bit.ly/2NAddwY
Truman State University	\$630	https://bit.ly/2C3nu3H
University of Central Missouri	N/A	https://bit.ly/2MGBMHn
University of Central Florida	\$549	https://bit.ly/2PjlaWM
University of Kansas	\$149	https://bit.ly/2MXHljE
University of North Florida	\$325	https://bit.ly/2C3pPeT
University of Oklahoma	\$345	https://bit.ly/2N9IUBo
Verbal Behavior Institute	\$99	https://bit.ly/2C2bAHh