

Labor Market Assessment:
Registered Behavior Technicians
(TOP 2104.00 Human Services)
(CIP 19.0710 Developmental Services Worker)
Inland Empire/Desert Center of Excellence, Aug 2026
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Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	☐	☒	☐

Program LMI Endorsement Criteria		
Supply Gap	Yes ☒	No ☐
	<i>Comments:</i> There are projected to be 3,822 annual job openings throughout the Inland Empire/Desert region, which is more than the 74 annual average awards conferred by educational institutions over the last 3 years . Supply data includes both community college awards (74) and non-community college awards (0).	
Living Wage	Yes ☐	No ☒
	<i>Comments:</i> One of two occupations has entry-level hourly wages above the IE/D living wage of 20.42¹ , which accounts for the minority (3%) of annual job openings .	
Education	Yes ☒	No ☐
	<i>Comments:</i> Neither of the two occupations have some college or postsecondary degree or associate degree as their typical entry-level education level . However, <more than 33% of all workers in the field (36%) have completed some college or an associate degree as their highest level of education . See Exhibit 9 for more details.	

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:

- Below Middle-Skill (typically require training/education at or below a HS diploma)
 - Social and Human Service Assistants (21-1093)
 - Home Health and Personal Care Aides (31-1128)

Summary of findings

Demand

- The number of jobs related to the assessed occupations is projected to increase 20% through 2030, with 3,822 annual job openings (new and replacement jobs).
- Hourly entry-level wages for one of the two occupations are above living wage at the 25th percentile hourly wage ranging from \$16.54 to \$21.29 in IE/D.
- There were 1,106 online job postings from 76 employers over the past 12 months with the highest postings for behavior technicians and registered behavior technicians.
- Most job postings for target occupations require a high school diploma or equivalent (75%), followed by an associate degree (14%), bachelor's degree (10%), and above a bachelor's degree (2%).

Supply

- On average, there were 74 annual awards conferred by educational institutions over the last 3 years in related fields: 74 from community colleges and 0 from other institutions (e.g., 4-year universities, private schools).
- IE/D community college students that exited these programs in the 2023-24 academic year earned a median annual wage of \$46,396 (\$22.31 per hour).
- 55% of students that exited their program in 2023-24 reported that they are now earning a living wage.

¹ The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024.

Introduction

California Community College Human Services (TOP 2104.00) programs prepare students for employment using theory and practice in providing human and social services to individuals and communities. Preparation for work in public and private human services organizations (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Human Services programs lead to employment in registered behavior technicians.

Special Note: The purpose of this report is to measure the labor market in the Inland Empire-Desert region for workers with the Registered Behavior Technician (RBT) certification in the Human Services field. The occupations included in this grouping would include positions unrelated to this specific field if left unadjusted. Therefore, to appropriately adjust the occupational estimates, this report is using the following methodology:

- Regional job posting data for all occupations listed above was generated for the past 12 months, unfiltered, with **6,767** total unique job postings.
- Regional job posting data for all occupations listed above was generated for the past 12 months, filtered to only include postings which include the RBT certification, with **1,106** total unique job postings.
- The certification list includes:
 - o Registered Behavior Technician (RBT)
- Using the two totals, it appears that in the past 12 months 1,106 out of 6,767 unique job postings (16%) required or preferred having the RBT certification.
- This report will use that 16.3% ratio to estimate occupational demand for the listed occupations with the intended skills and training.

Finally, analysis displayed from job posting data will be generated using the filtered dataset of 1,106 unique postings associated with the above curated list of specialized skills.

Job Demand

In 2025, there were 23,451 jobs for behavior technicians in the IE/D region. Regional employment for this occupation group is projected to increase by 20% through 2030 with 23,451 job openings projected annually. Exhibit 1a displays the job count, five-year projected job growth, and job openings in the region.

Exhibit 1a. Unadjusted five-year projections for registered behavior technicians, IE/D Region, 2025-2030

Occupation	SOC	2025 Jobs	2030 Jobs	2025-2030 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Home Health and Personal Care Aides	31-1128	111,455	134,708	21%	113,603	22,721
Social and Human Service Assistants	21-1093	5,402	6,093	13%	3,649	730
Total		116,857	140,802	20%	117,252	23,451

SOURCE: LIGHTCAST 2026.3

However, when the 16.3% adjustment is made the above figures are revised downwards. Now, in 2025, there were 19,048 jobs for registered behavior technicians in the IE/D region. Regional employment for this occupation group is projected to increase by 20% through 2030 with 3,822 job openings projected annually. Exhibit 1b displays the adjusted job count, five-year projected job growth, and job openings in the region.

Exhibit 1b. Adjusted five-year projections for registered behavior technicians, IE/D Region, 2025-2030

Occupation	SOC	2025 Jobs	2030 Jobs	2025-2030 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Home Health and Personal Care Aides	31-1128	18,167	21,957	21%	18,517	3,703
Social and Human Service Assistants	21-1093	881	993	13%	595	119
Total		19,048	22,951	20%	19,112	3,822

SOURCE: LIGHTCAST 2026.3

Job Postings

The following analysis for registered behavior technicians uses online job posting data.

Important note: The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.² While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, de-duplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for registered behavior technicians over the last 12 months and the median posting duration. Over the previous 12 months, there were 1,106 unique job postings for registered behavior technicians in the region from 76 employers.

Exhibit 2. Job ads and posting duration, IE/D Region, Aug 2025 – Jul 2026

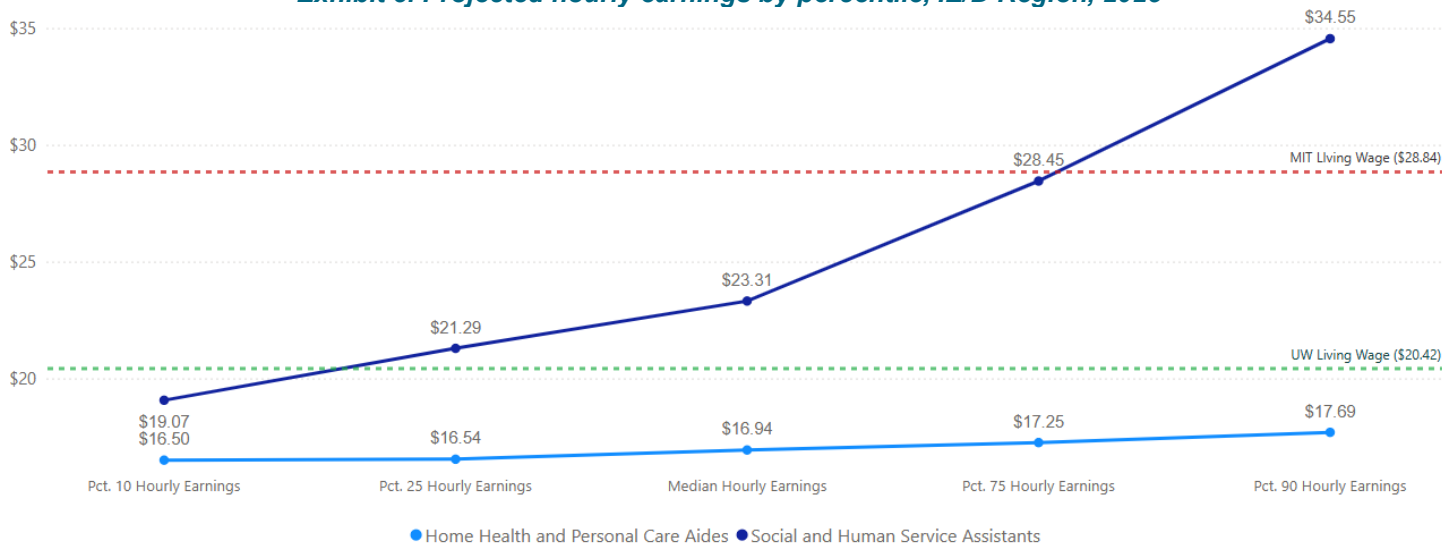
Job Title	Job Ads	Median Posting Duration
Home Health and Personal Care Aides	1,106	18 days

SOURCE: LIGHTCAST 2026.3

Earnings

Exhibit 3 displays the hourly earnings for registered behavior technicians compared to both the UW Self-Sufficiency Standard for the IE/D of \$20.42³ and the MIT IE/D living wage of \$28.84.⁴

Exhibit 3. Projected hourly earnings by percentile, IE/D Region, 2025



Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
Home Health and Personal Care Aides	\$16.50	\$16.54	\$16.94	\$17.25	\$17.69
Social and Human Service Assistants	\$19.07	\$21.29	\$23.31	\$28.45	\$34.55

SOURCE: 2026.3

² "Job Posting Analytics (JPA) Methodology." Lightcast Knowledge Base, <https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology>

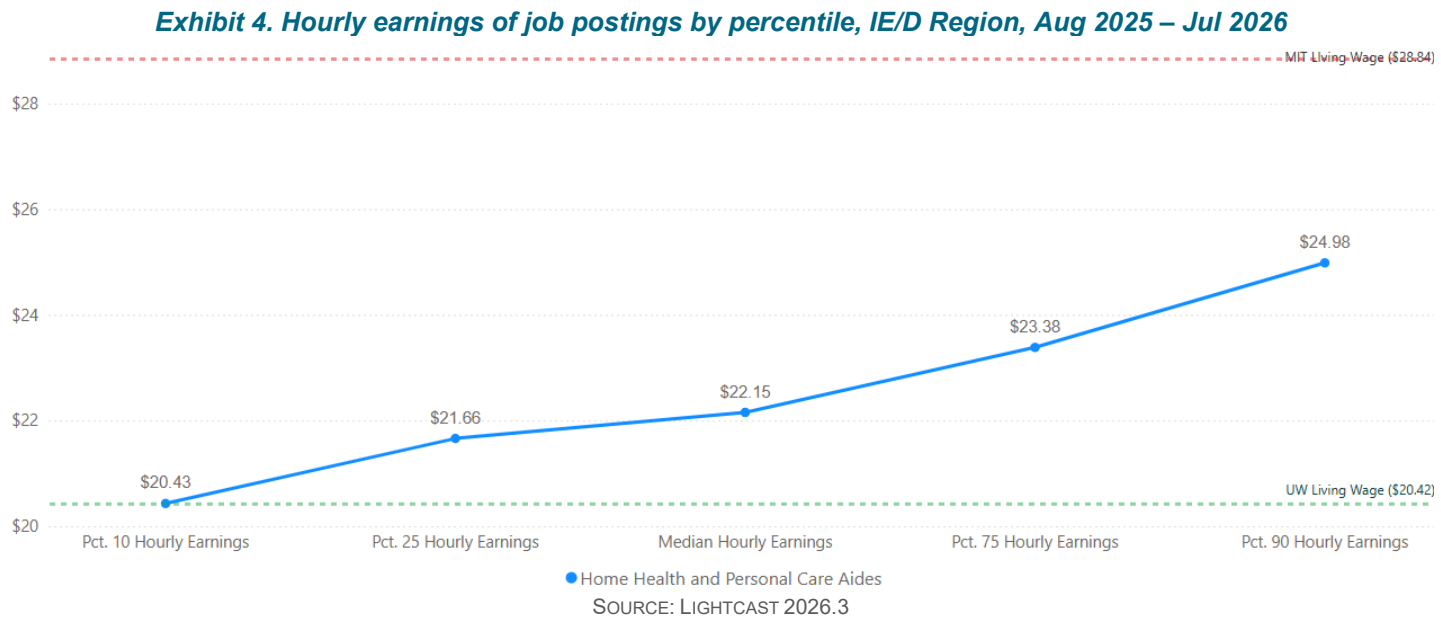
³ The UW self-sufficiency standard is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$28.84 in Riverside County and \$27.60 in San Bernadino County.

⁴ *ibid.*

The projected entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) for one of the two occupations were above the UW Self-Sufficiency Standard for the IE/D (see Exhibit 3). However, neither of the two occupations were above the MIT living wage for an adult with no children (\$28.84) in projected entry-level earnings (see Exhibit 3).

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the registered behavior technicians over the last 12 months. The salary information of online job ad data suggests employers advertise entry level hourly wages of \$21.66 (estimated to be equal to an annual salary of \$45,053).



Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for the registered behavior technicians over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 5. Job titles most frequently used in job ads, IE/D Region, Aug 2025 – Jul 2026

Job Title	Unique Postings
Behavior Technicians	724
Registered Behavior Technicians	272
Direct Support Professionals	56
Life Skills Teachers	16
ABA Behavioral Technicians	10
Behavioral Technicians	7
Behavior Support Specialists	5

SOURCE: LIGHTCAST 2026.3

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. ABS Kids and Autism Spectrum Therapies had the highest unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are de-duplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast's Job Posting Analytics dashboard.

**Exhibit 6. Employers posting the most job ads,
IE/D Region, Aug 2025 – Jul 2026**

Company	Total/Unique (Aug 2025 - Jul 2026)	Posting Intensity	Median Posting Duration
ABS Kids	1,323 / 461	3 : 1	17 days
Autism Spectrum Therapies	121 / 61	2 : 1	n/a
Redwood Family Care Network	137 / 48	3 : 1	17 days
Positive Behavior Supports Corp.	40 / 29	1 : 1	19 days
Mountain Top Health Care Consultant	39 / 28	1 : 1	34 days
Behavioral Health Works	85 / 24	4 : 1	29 days
United Therapy Center	67 / 23	3 : 1	29 days
Behavior Frontiers	62 / 19	3 : 1	33 days
BrightSpring Health Services	32 / 18	2 : 1	17 days
The Perfect Child	33 / 15	2 : 1	11 days

SOURCE: LIGHTCAST 2026.3

Exhibit 7 displays the top common, specialized and computer skills that were included in the job postings over the last 12 months. Today's demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand at a faster rate than the market as a whole.⁵

**Exhibit 7. Top 10 in-demand skills from employer job ads,
IE/D Region, Aug 2025 – Jul 2026**

Common skills	Total Postings	Skill Growth Relative to Market
Communication	553	Stable
Technical Acumen	485	Growing
Microsoft Outlook	408	Rapidly Growing
Microsoft Excel	406	Growing
Willingness To Learn	346	Growing
Social Skills	240	Growing
Teaching	193	Growing
Confidentiality	111	Stable
Interpersonal Communications	103	Growing
Multilingualism	103	Growing
Ethical Standards And Conduct	92	Growing

⁵ "What are Lightcast Skill Projects", Lightcast Knowledge base, <https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections>

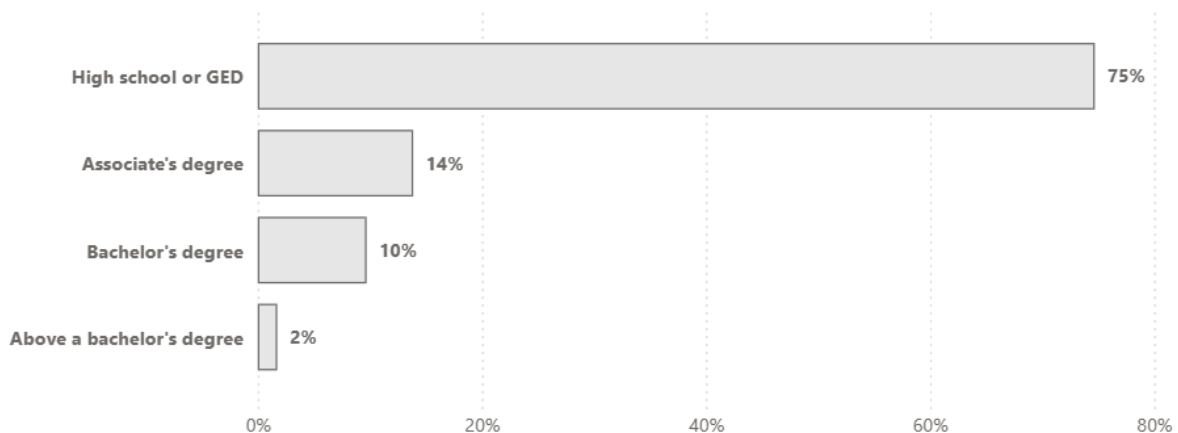
Specialized skills	Total Postings	Skill Growth Relative to Market
Autism Spectrum Disorders	535	Rapidly Growing
Microsoft 365	405	Growing
Data Collection	343	Rapidly Growing
Psychology	309	Growing
Life Skills Development	288	Growing
Developmental Disabilities	269	Rapidly Growing
Applied Behavior Analysis	264	Growing
Treatment Planning	264	Growing
Mental Health	248	Growing
Working With Children	185	Growing
Behavioral Health	159	Growing
Behaviour Therapy	159	Growing
Caregiving	159	Rapidly Growing

Computer Skills	Total Postings	Skill Growth Relative to Market
Microsoft Outlook	408	Rapidly Growing
Microsoft Excel	406	Growing
Microsoft 365	405	Growing
Microsoft Teams	21	Growing
Visual Basic (Programming Language)	19	Stable
Microsoft Office	14	Growing
Student Information Systems	4	Growing
Microsoft Word	2	Stable
Spreadsheets	1	Growing

SOURCE: LIGHTCAST 2026.3

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with high school diploma or equivalent (75%) significantly greater than associate degree (14%) or bachelor's degree (10%) or above a bachelor's degree (2%).

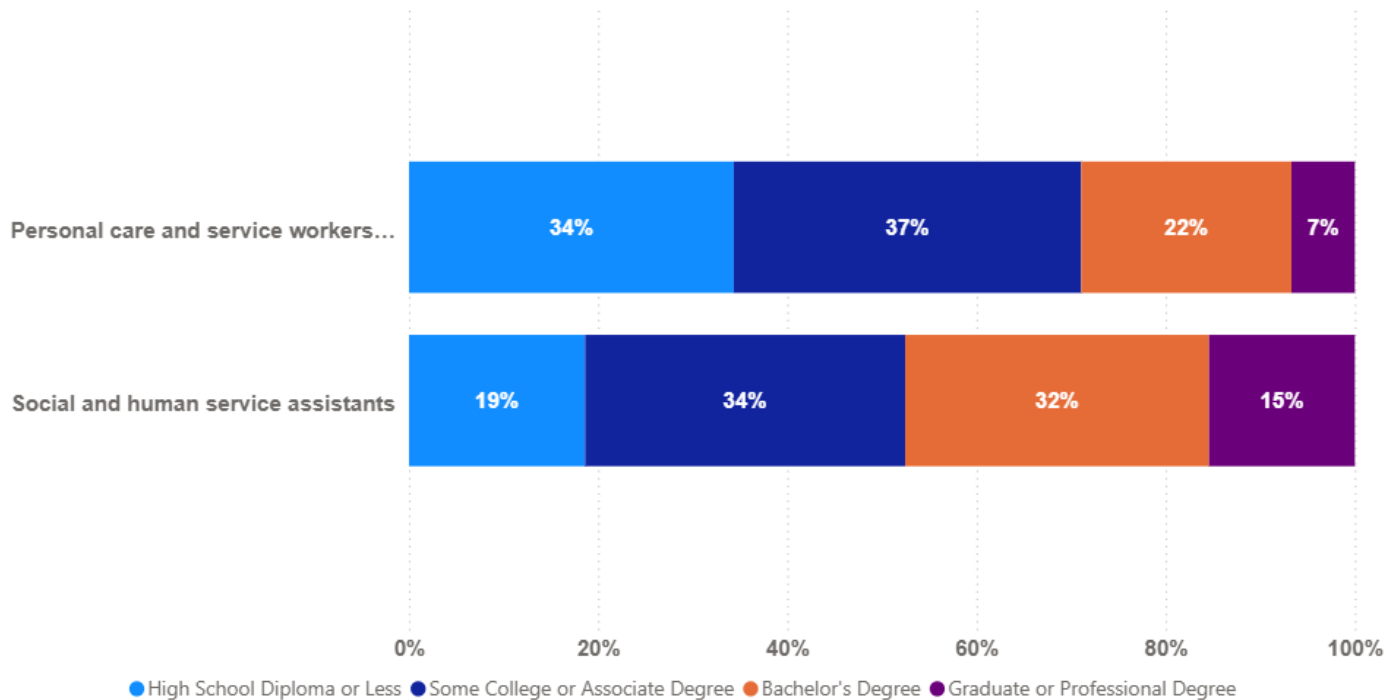
Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, Aug 2025 – Jul 2026



SOURCE: LIGHTCAST 2026.3

For the assessed occupations, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that between 34% and 37% of workers have completed some college or an associate degree as their highest level of education.

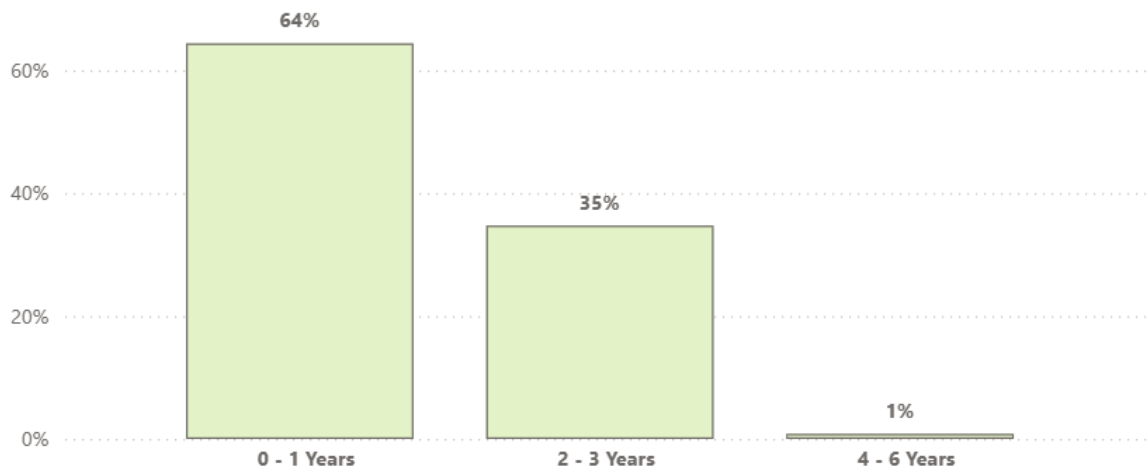
Exhibit 9 National-level Education Attainment for the Occupational Group



SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The majority (64%) of employers listing minimum experience requirements sought candidates with 0-1 years of previous work experience.

Exhibit 10 Work experience requirements, IE/D Region, Aug 2025 – Jul 2026



SOURCE: LIGHTCAST 2026.3

Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Human Services (TOP 2104.00) programs over the last three academic years (2022-2025). In the previous three academic years, two regional community colleges issued an average of 74 awards in relevant programs.

Exhibit 11 Annual average community college awards for Human Services (TOP 2104.00), IE/D, 2022-2025

Top Code	Program	College	2022-2023 Awards	2023-2024 Awards	2024-2025 Awards	3-Year Award Average
2104.00	Human Services	Moreno Valley	37	39	61	46
2104.00	Human Services	San Bernardino	24	34	27	28
Total			61	73	88	74

SOURCE: MIS DATA MART

Non-Community College Supply

Student award completion data was not found in the IE/D for other related non-community college programs: Social Work (CIP 44.0701), Trauma Counseling (CIP 51.1513), Rehabilitation and Therapeutic Professions, General (CIP 51.2300), Developmental Services Worker (CIP 19.0710), Human Services, General (CIP 44.0000).

In the previous three academic years, 0 regional non-community college institutions issued an average of 0 awards in relevant programs.

Strong Workforce Program Outcomes

California SWP program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 13.

Exhibit 13 Human Services strong workforce program outcomes, IE/D & California, AY 2023-24

Program Metric Title	Inland Empire	Statewide
Students	780	10,188
Earned 9+ Career Education Units	28%	22%
Completed Noncredit Workforce Preparation Milestone	-	79%
Earned an Award: Degree or Cert or Attained Appren. Journey Level Status	6%	8%
Transferred to a Four-Year Institution: Four-Year Postsecondary Institution	8%	7%
Median Annual Earnings	\$46,396	\$43,168
Median Change in Earnings	46%	25%
Attained Living Wage	55%	44%

SOURCE: DATAVISTA

Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2022 and 2025 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from DataVista and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for DataVista's Strong Workforce Program Metrics Data Element Dictionary in the Resources section (DataVista, 2025).

Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. https://lightcast.io/
Living Wage (UW)	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. http://www.selfsufficiencystandard.org/California . The COE refers to the Self-Sufficiency Wage as a "living wage." This calculation measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. The living wage for one adult in San Bernardino County is \$20.07 per hour (\$57,408 annually). The living wage for one adult in Riverside County is \$20.76 per hour (\$43,854 annually). The average of the two, \$20.42 per hour (\$42,474 annually), is used to represent the Inland Empire/Desert living wage.
Living Wage (MIT)	<i>Living wage data sourced from the Living Wage Institute via</i> https://livingwage.mit.edu/counties/06065 ; https://livingwage.mit.edu/counties/06071 , Accessed on June 6, 2026. The living wage is derived from MIT's Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology . The living wage for one adult in San Bernardino County is \$27.60 per hour (\$52,353.60 annually). The living wage for one adult in Riverside County is \$28.84 per hour (\$59,987 annually). The higher of the two, \$28.84 per hour (\$59,987 annually), is used to represent the Inland Empire/Desert living wage.
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm

Educational Supply	The CCCC Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions
Student Metrics and Demographics	DataVista aims to provide up-to-date and useful information on students within the California Community Colleges and its Adult Education partners. DataVista is a modernization of the supporting architecture and visualization of metrics previously available on the LaunchBoard. DataVista is a collaboration between the California Community Colleges Chancellor's Office and WestEd, see: https://datavista.cccco.edu/data_views/swp_report