

Behaviour Analyst

Design and run behaviour programs, most often for autistic kids. A master's degree, supervised hours and an exam, then you lead a team of therapists.

TYPICAL PAY

\$71,000

a year, full time

PAY RANGE

\$48k to \$104k

starting to experienced

TIME TO QUALIFY

6 to 8 years

after high school

DEMAND

Good

job outlook

LICENCE NEEDED

Yes

regulated job

WHERE YOU WORK

Autism clinics, schools, hospitals, private practice

How you get there

- 1 High school** Grade 12
Strong marks in English, biology and psychology. Volunteer with kids with disabilities.
- 2 Bachelor's degree** 4 years
Psychology is the usual route. Seneca and other Ontario colleges run 4-year honours degrees in behavioural psychology built for this career.
- 3 Work as a therapist** 1 to 2 years
Instructor therapist or behaviour technician jobs in autism programs. Real experience before, or during, the master's.
- 4 Master's degree with behaviour analysis coursework** 2 years
A master's that includes the verified course sequence set by the BACB (Behavior Analyst Certification Board). Brock, Seneca and several other schools offer it.
- 5 Supervised fieldwork, exam, registration** 1 to 2 years
Roughly 1,500 to 2,000 supervised hours, then the certification exam. In Ontario you also register with the CPBAO (College of Psychologists and Behaviour Analysts of Ontario), which runs its own entry exam and a period of supervised practice.

Pros and cons

- + Measurable progress: you can see the graph go the right way
- + Strong demand from provincial autism programs
- + Clear path from therapist to analyst to supervisor
- Six to eight years of school and supervised hours
- Front-line therapist years are low paid and tiring
- The field is debated: some autistic adults are critical of behaviour therapy

Optional boosts

Clinical supervisor. Doctorate. Adults and dual diagnosis. School consulting.

Good to know

Ontario went first

On July 1, 2024 Ontario became the first province in Canada to regulate behaviour analysts, folding them into what is now the College of Psychologists and Behaviour Analysts of Ontario. Other provinces...

The credential is American

Outside Ontario, the standard credential is the BCBA (Board Certified Behavior Analyst), issued by a US board. Canadian analysts write the same exam as their American colleagues, and the board is changing i...

Where these numbers come from

Job Bank: Behavioural therapist, wages (updated Nov 2025)
College of Psychologists and Behaviour Analysts of Ontario
CPBAO: Applied behaviour analysis registration
BACB (Behavior Analyst Certification Board): BCBA certification

Numbers checked September 2026. Pay figures are typical full-time annual amounts in Canadian dollars, based on Government of Canada Job Bank wage data and published salary grids. They vary by province, employer and experience. Tuition is for domestic students. Sources, links and the click-through version: <https://career.help/ca/careers/behaviour-analyst>



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