

20 Years of Developing the People Behind the Outcomes 2006 – 2026

A Clinical Career & Development Report



BIERMAN
AUTISM CENTERS

Creating Progress and Possibilities®

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A Letter from Our CEO

To Clinicians Considering Bierman,

Twenty years ago, Courtney Bierman started this organization in her apartment. Autism had touched her family personally, and what she saw in the field as a behavior technician convinced her that children could not wait for care that was inconsistent, unmeasured, or built around anything other than their progress.

That conviction built two things at once. A standard of care for the children we serve, and a standard for the people who deliver it. From the start, Bierman was never only about treating children well. It was about developing the clinicians who could.

That is what a teaching hospital does. It holds itself to outcomes, and it builds the next generation of people capable of producing them. Twenty years in, that dual purpose is still the center of how we operate. We have served families across seven states, graduated more than 375 children, and delivered over three million hours of specialized therapy. And we built those outcomes with clinicians we trained, mentored, and promoted from within. Ninety percent of our Clinical Directors came up through Bierman. In 2025 alone, 150 team members advanced into new roles.

This report is for the clinicians deciding where to build a career. It is our record of what we ask of our people, and what we give them in return: structured mentorship, a defined path, caseloads capped to protect your work, and a culture that expects you to keep getting better and supports you while you do.

We are not looking for people who want to clock in. We are looking for people who want to build clinical judgment, see their work add up to something measurable, and grow into the clinicians and leaders this field needs. If that is the kind of work you want, we should talk.

With respect,

Ed Agarwal

Chief Executive Officer, Bierman Autism Centers

Most ABA providers deploy clinicians. We develop them.

Bierman is a teaching hospital for pediatric therapy. That means two missions run at the same time: exceptional outcomes for the children we serve, and exceptional development for the clinicians who serve them. The second is not a byproduct of the first. It is how the first happens. A teaching hospital holds itself to outcomes and builds the people capable of producing them, and that is the standard we hold ourselves to every day.

What that looks like in practice

Mentorship is structured, not optional. Team Leads, Clinical Directors, and BCBAs coach in the room and in real time, not from a distance. Learning is expected here, and it is supported.

Progress is visible every day. Daily measurement means you always know whether something is working, and you have what you need to act on it. You are not guessing.

Standards are high because outcomes matter. This is a high-expectations environment with the support infrastructure to match. The bar is real, and so is the help getting over it.

“

*Progress is visible.
I'm not guessing
whether something
is working.*

Bierman BCBA

”

WHAT WE'VE BUILT

Twenty years. Built by the people we developed.

What started as one clinician, one family, and one apartment has become a place where two things happen at once: children move forward, and the people who support them grow. The scale below is not the point. It is the platform. It is what makes structured development, internal advancement, and a real career path possible.

20

**Years of clinical
development***Founded 2006*

33+

**Centers, one shared
standard***Same training everywhere*

7

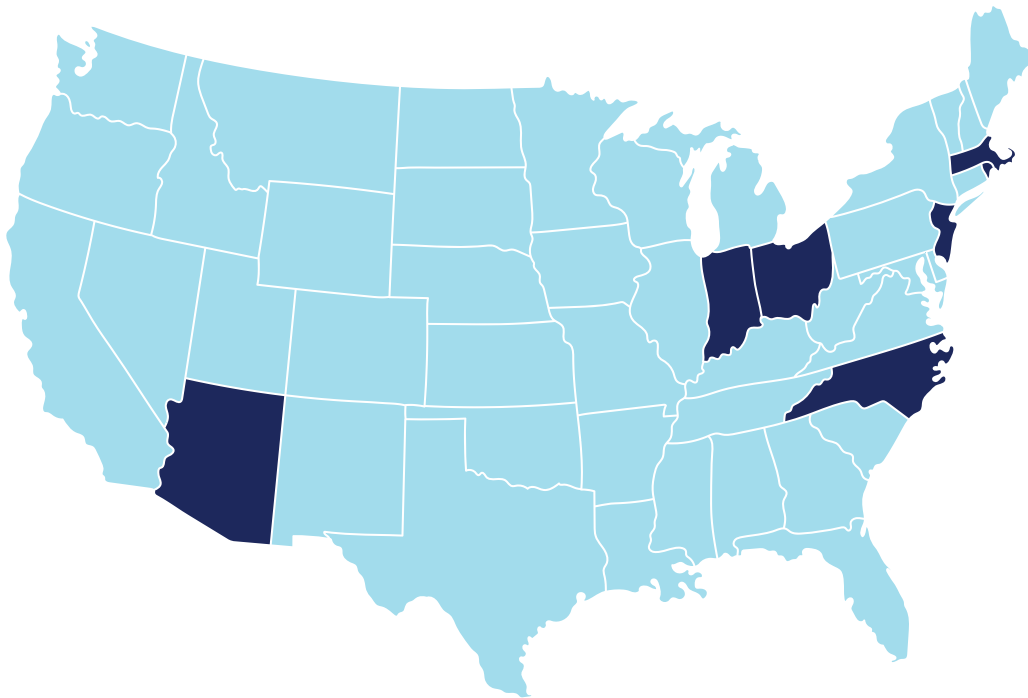
States*AZ IN MA NJ NC OH RI*

150

**Internal promotions
in 2025***Growth that's built in*

33+ centers, one standard. Every center operates under the same clinical standards, the same measurement systems, and the same expectations for how clinicians are trained and developed. Where you work changes. What is asked of you, and what supports you, does not.

Growth here isn't left to chance. Seventy percent of roles at Bierman are filled internally. That is not luck or tenure. It is the result of a development system designed to move people forward on purpose.



Arizona • Indiana • Massachusetts

New Jersey • North Carolina

Ohio • Rhode Island

Your work, measured. Your impact, visible.

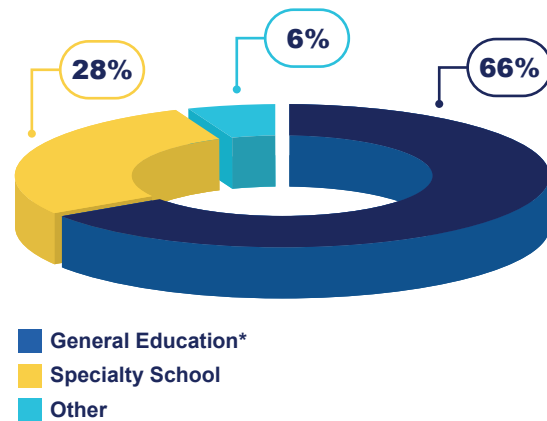
Most clinicians want the same thing: to know their work is actually moving children forward. At Bierman, you can see it. Progress is measured consistently, reviewed frequently, and acted on quickly, so the outcomes below are not estimated. They are tracked, verified, and held to a defined endpoint.



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Post-Graduation Placements



*General Education includes general education classrooms, general education with supports, and preschool placements. Average data from 2023–2025 graduates. Every child's journey is unique. Individual outcomes will vary.

Cumulative Graduations



High standards. High support.

The hardest jumps in this field, from new hire to RBT, from trainee to BCBA, are usually made alone. Here they are coached. Learning is not optional and it is not left to you to chase down. It is expected, structured, and built into how the day works.



Bierman University

Bierman University is our in-house learning and development platform, built by Bierman clinicians and running from your first day forward. More than 100 courses span onboarding, a competency-based foundational curriculum, and role-based learning paths, with CEUs and live leadership courses on skills like effective feedback and decision-making layered on top. Onboarding alone runs more than 40 hours. The shared clinical language it creates is part of why quality holds steady from one center to the next, and it is why promotions here are backed by training, not guesswork.

100+

Bierman University courses
Development from day one

40+

Hours of onboarding
CEUs built in

7

Maximum caseload per clinician
Below the BACB ceiling of 12

87%

Clinical supervision onsite
In the room, not remote

Conditions that protect your work. Bierman caseloads are built to protect attention and the quality of care each child receives, and your ability to do the work well. Operational support handles scheduling and billing, so your clinical time stays clinical.

A system that makes decisions clear. Progress is measured consistently and reviewed every three to five days, so you are not left wondering whether a plan is working. When something plateaus, the team makes a timely “stay, stop, or change” decision. Confidence grows when decisions are grounded in what learners actually show you.

The path to certification, coached the whole way.

The jump from trainee to practicing BCBA is one of the most important transitions in a clinical career, and at most providers you make it alone, logging hours and hoping the learning happens. At Bierman it is a coached transition, through the Clinician-in-Training program and a supervision experience built to develop judgment, not just accrue hours.

The Clinician-in-Training (CiT) program

CiT is a structured pathway that fast-tracks behavior technicians toward BCBA certification. It is open to BTs in good standing who are enrolled in a qualifying graduate program and approaching exam eligibility.

- **You enter as a BT:** working directly with children, building foundational skills, supervised by a BCBA daily and enrolled in Bierman University.
- **You develop as a CiT:** structured fieldwork hours, individual and group supervision, onsite observations, and oral curriculum review.
- **You lead as a BCBA:** interpreting data, leading clinical decisions, and developing the technicians you once worked alongside.

How supervision works

Supervision is structured around you from the first meeting, with a BACB-aligned curriculum and real-time feedback, not a tracker and a monthly check-in:

- **Individual supervision:** three paid hours per month, typically two 1:1 sessions designed around your learning objectives.
- **Group supervision:** three hours per month in small cohorts of two to ten, with one focused topic per quarter.
- **Onsite client observations:** at least monthly, conducted in the room with real-time feedback.
- **Fieldwork:** 2,000 hours over five years under the BACB Supervised Fieldwork track, tracked throughout so you always know where you stand.

87%

Supervision delivered onsite

85%

BCBA pass rate,
Bierman-supervised
vs. 50% elsewhere, 2025

2,000

Fieldwork hours, fully tracked

Growth isn't something that happens to you here. It's something you build.

Most jobs promise “room to grow.” Bierman maps it. There are two defined tracks, each with clear criteria and mentorship at every step, so you always know where you are and what comes next. Seventy percent of roles are filled internally, and the path from behavior technician to clinical director is a real one.

The **PROPEL** track, for BTs and Team Leads

PROPEL is Bierman's career advancement program for Behavior Technicians and Team Leads. Advancement is assessment-based, not time-based, and each stage carries a defined compensation benchmark, so moving up means real recognition, not just a new title.

- **Behavior Technician:** Trainee → Cadet → Co-Pilot → Captain
- **Team Lead:** Scout → Guide → Trailblazer → Pathfinder



The clinical track, for BCBAs and future leaders

For clinicians pursuing certification and leadership, the path is just as defined:

- **Behavior Technician:** start here, building clinical skills with daily supervision.
- **Clinician-in-Training:** structured fieldwork toward BCBA certification through the CiT program.
- **BCBA:** credentialed and practicing, with a capped caseload and a clinical team of your own.
- **Clinical Director:** 90% are promoted from internal BCBAs.
- **Director of Services:** regional clinical and operational oversight across multiple centers
- **Director of Clinical Excellence:** regional oversight of clinical quality, ethical integrity, and treatment outcomes
- **Executive:** the ceiling here is real leadership, not another clinic role.

Consistent outcomes require consistent clinicians.

Variability in ABA care is one of the field's most significant quality challenges. Inconsistent training and supervision produce inconsistent outcomes. Bierman's answer is a structured development system, Bierman University, that produces a shared clinical language and measurable results across every center. The proof shows up in how our people perform.

89–95%

RBT exam pass rate
vs. 73–75% national avg,
2024–2025

85%

BCBA exam pass rate
Bierman-trained, 2025

90%

**Clinical Directors
from within**
Leadership grown, not hired

150

**Internal promotions
in 2025**
Growth is the norm

A gap that reflects the training. For employees who accrued at least half of their supervised hours at Bierman, the 2025 BCBA exam pass rate was 85%, compared with 50% for candidates supervised elsewhere. That difference is not luck. It is what a real curriculum and structured, onsite supervision produce.

Consistency you can feel in the work. When clinicians are trained the same way and held to the same standard, quality does not depend on which center a family walks into or which clinician they are matched with. For you, that means the people beside you were developed the way you were, and the standard holds when no one is watching.

PEBBL: PRACTICE-EMBEDDED RESEARCH

We don't just follow the evidence. We generate it.

PEBBL, the **P**rogress through **E**vidence-Based **B**ehavior **L**ab, is Bierman's practice-embedded research engine. We study what works in real sessions, then fold the wins back into care. For a clinician, that means the work you already do every day can become the evidence that moves this field forward, and you do not have to leave clinical practice to be part of it. The name is a nod to a penguin and its pebble: small, well-placed actions that build something bigger over time.

5

External research partners

2

Publications in process

1

Research Fellow
Protected time to publish

45

Clinician interest forms submitted
2025

A way in, at every level

PEBBL is built so clinicians can contribute at whatever depth fits their goals and their schedule, from a single question to a published study.

- **Contributor:** open to all clinicians, with flexible hours spent on data capture, literature review, and poster presentations.
- **Fellowship:** select BCBAs and graduate clinicians receive six to twelve months of protected time, working toward a peer-reviewed paper or conference poster.
- **Advisory Group:** senior clinicians and academics who shape the research roadmap and mentor others.
- **External Associate:** alumni, graduate students, and external BCBAs contributing toward co-authorship and presentation credit.

From curiosity to contribution. Every project follows the same path: a question worth exploring, an application to join, placement on the right track, mentorship from experienced researchers, study execution, and dissemination to the field, with recognition in the **PEBBL** Spotlight when the work is shared.

Learning that pays you back. Clinicians earn free CEUs at our Research Spotlights, work alongside our clinical leadership, and build a record of posters, presentations, and publications. Research here is not a side project reserved for a few. It is a standing invitation to grow as a clinician while you help raise the standard of care.



We're not just hiring clinicians. We're helping build the next generation.

A teaching hospital's responsibility does not stop at its own walls. Bierman invests in the people who will shape the future of ABA, through university partnerships that bring real-world learning to students and a scholarship that recognizes emerging clinicians before they ever enter the field.

Education partnerships

We partner with universities, graduate programs, and student organizations to strengthen the path from classroom to practice. These collaborations are built, not booked: co-designed around each program's goals rather than staffed at a career fair.

- Guest lectures from BCBAs and clinical leaders, aligned to coursework.
- In-center experiential learning, so students see high-quality ABA in practice.
- Career conversations and professional development, including resume and interview prep.
- Internship pathways and support for student-led ABA organizations.

The Rising Clinician Scholarship

The Bierman Rising Clinician Scholarship recognizes emerging ABA clinicians with cash awards of \$2,000 to \$3,000, mentorship touchpoints with our clinical leadership, including one-on-one time with our Chief Clinical Officer, and recognition that graduates can carry into their careers. It runs three times a year, is open to ABA graduate students nationwide, and is funded entirely by Bierman.



The inaugural January 2026 round drew applicants from ABA graduate programs across the country and awarded three recipients. It is a standing investment in the field's next generation and proof that we put real resources behind the people who will carry this work forward.

Twenty years in. We're just getting started.

The development systems in this report are not a ceiling. They are a floor, the baseline we are committed to exceeding as we grow, advance the science of what we do, and build the next generation of clinical leaders, not just to staff our centers, but to raise the standard of what ABA care looks like at scale.

What a career at Bierman offers

- **A teaching hospital culture:** you develop while you deliver, not after
- **Structured mentorship:** onsite supervision, real-time feedback, coached decisions
- **Protected conditions:** caseloads are built to protect attention and clinical quality and 87% onsite supervision
- **A defined path:** *PROPEL*, CiT, BCBA supervision, and Bierman University
- **Real advancement:** 90% of Clinical Directors promoted from within
- **Research access:** *PEBBL*, open to clinicians at every stage
- **Recognition that compounds:** compensation tied to advancement and milestones you can actually see coming

We will keep doing what Courtney started in that apartment in 2006. Measuring. Adjusting. Moving children forward. And developing the people who make it possible.

**Progress doesn't happen by chance.
It happens by design.**

And the next twenty years will continue to prove it.



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New Jersey ● North Carolina
Ohio ● Rhode Island



Data notes & definitions

Graduation: A learner is counted as a Bierman graduate after meeting individualized, clinically defined treatment goals and completing a transition plan that supports success in their next setting.

General Education: A learner transitioning into a general education classroom (public or private), including general education, general education with supports, and preschool placements.

RBT/BCBA pass rates: 2024 and 2025. BCBA rates apply to employees who accrued at least 50% of supervised hours at Bierman. External candidate rates tracked separately.

Internal promotion: Reflects roles filled internally and team members advancing into new roles in 2025.

Parent satisfaction: ~90% mean satisfaction across longitudinal survey waves across all center locations, as of January 2026.