UND SCHOOL OF MEDICINE & HEALTH SCIENCES
UNIVERSITY OF NORTH DAKOTA

There are a variety of ways to define behavioral health workforce. The definition should include the providers who treat individuals with behavioral health disorders and should examine their education, scope of practice, and level of independence in the treatment environment. In North Dakota, a simple method for defining the behavioral health workforce is to utilize the tiered classification system established in 2017. The tiered system ranks behavioral health professionals based on their scope of practice, with tier 1 being the highest rank with responsibility and risk and tier 4 being the lowest rank with direct care assistants and technicians. There are some behavioral health professionals not included in the tiered system like baccalaureate social workers and peer support specialists. Overall, behavioral health educational programs available in North Dakota, including those that meet licensure requirements, are listed in Table 1 and Table 2.

Table 1. Behavioral Health Degree Programs in North Dakota

Degree Program	North Dakota Academic Institutions
Doctor of Medicine (MD)	UND (ACCME, ACGME, & LCME accredited)
PhD Clinical Psychology	UND (APA accredited)
PhD Counseling Psychology	UND (APA accredited)
Doctor of Occupational Therapy	UND (granted candidacy status by ACOTE) & Uni. of Mary (granted candidacy status by ACOTE)
Master of Occupational Therapy	UND (ACOTE accredited)
MA/MS Counseling	UND, Uni. of Mary, & Uni. of Jamestown (not accredited) NDSU (CACREP accredited)
MS Social Work	UND (CSEW accredited)
Behavior Analysis	UND (track within MS in Special Ed. degree)
MA/MS School Psychology	Minot State University (NASP accredited)
Psychiatric-Mental Health Nurse Practitioner	UND (ANCC, NACNS, NONPF accredited)
Addiction Studies	UND, Uni. of Mary, & Uni. of Jamestown (track within degree programs) Minot State University (NASAC accredited)
BS Social Work	UND, Uni. of Mary, & Minot State University (CSWE accredited) Sitting Bull College (candidacy status by CSWE) NDSU (dual degree with Minot State)
Social Work Associate	NDSCS, Cankdeska Cikana Community College, & Nueta Hidatsa Sahnish College
Human Services Associate	Bismarck State College, Dakota College at Bottineau, Nueta Hidatsa Sahnish College, United Tribes Technical College, & Sitting Bull College

Table 2. Institutions with Behavioral Health Degree Programs in North Dakota

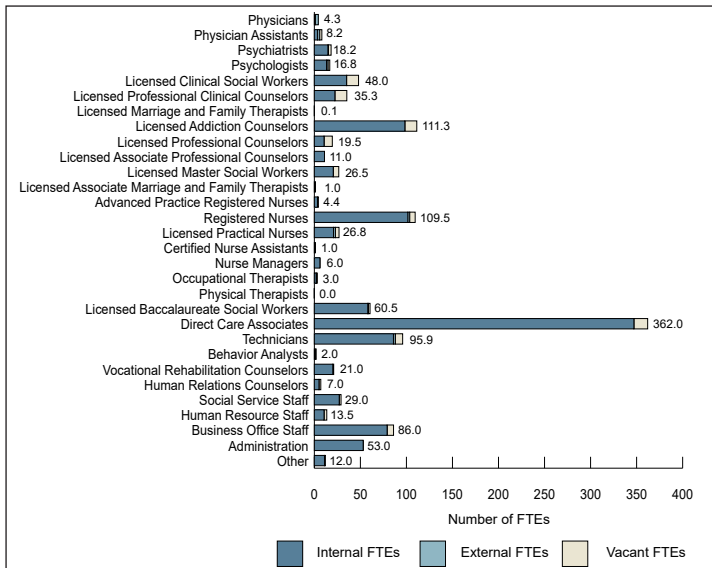| North Dakota Academic Institution	Degree Programs
University of North Dakota (UND)	Medical school & psychiatry residency program *Doctorate*: clinical and counseling psy., OT *Masters*: counseling, OT, psychiatric NP, social work, special ed. w/ behavior analysis *Bachelors*: psychology, social work
North Dakota State University (NDSU)	*Masters*: clinical mental health counseling, school counseling *Bachelors*: human development, psychology
University of Mary	*Doctorate*: OT *Masters*: clinical and addiction counseling *Bachelors*: social work, psychology
Minot State University	*Masters*: education specialist in school psy. *Bachelors*: addiction studies, social work, psychology
University of Jamestown	*Masters*: clinical counseling *Bachelors*: psychology w/ addiction studies
Bismarck State College	*Associates*: human services, social work, psychology
Dickinson State University	*Bachelors*: psychology
Cankdeska Cikana Community College	*Associates*: social work
Dakota College at Bottineau	*Associates*: human services, psychology
Nueta Hidatsa Sahnish College	*Associates*: human services (addiction and social work concentrations)
North Dakota State College of Science (NDSCS)	*Associates*: social work, psychology, occupational therapy assistant
Valley City State University	*Bachelors*: human services, psychology
United Tribes Technical College	*Associate*: human & social services
Sitting Bull College	*Bachelors*: social work *Associates*: human services

Behavioral Health Workforce

The North Dakota Healthcare Workforce Group assessed Behavioral Health (BH) facilities in North Dakota about 2019 – 2020 workforce circumstances in North Dakota, specifically workforce positions filled and vacant. The following information is not meant to be a conclusive analysis, but rather a snapshot of the state of affairs within BH facilities.

Vacancy and Needs

Figure 1 shows the BH facilities reported number of FTE for internal positions, external positions (i.e., contract workers), and vacant full-time employment positions. The five most populous positions in BH facilities were (in descending FTE order): Direct Care Associates, Licensed Addiction Counselors, Registered Nurses, Technicians, and Business Office Staff. These five positions accounted for more than 670 FTE total. The positions with the largest vacancy percentages were: Licensed Professional Counselors (46%),
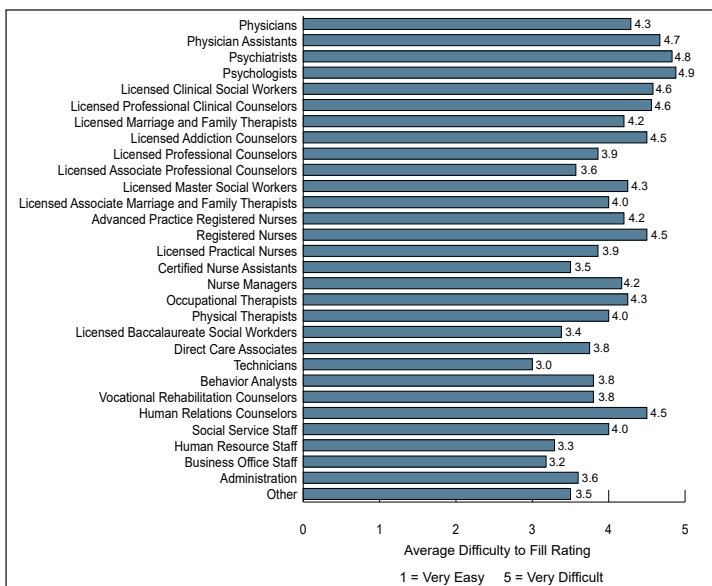
Licensed Professional Clinical Counselors (37%), Physician Assistants (29%), Human Relations Counselors (28%), and Licensed Clinical Social Workers (27%).

Figure 1. Number of Internal, External, and Vacant FTE by Position Type

The facilities were also asked to rate the difficulty of filling each of the named positions. The five positions reported as having the highest average difficulty to fill (i.e., reported as "difficult" or "very difficult") were: Psychologists, Psychiatrists, Physician Assistants, Licensed Clinical Social Workers (formerly Licensed Independent Clinical Social Workers), and Licensed Professional Clinical Counselors.

Figure 2. Average Rated Difficulty Filling Each Postion Type

Conclusions

- There are various options for behavioral health degree programs in North Dakota.

- Largest vacancy percentage positions do not exactly match the positions that are most difficult to fill.

- Licensed Professional Clinical Counselors and Physician Assistants are hard to fill while also having large vacancy percentages.

Data

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