

**Behavioral Health Workforce in North Dakota:  
Education Requirements, Licensing Requirements, and Licensed  
Professionals**

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The Center for Rural Health was contacted by the Behavioral Health Division of the North Dakota Department of Human Services to develop a Behavioral Health Workforce Implementation Plan. The plan sought to increase the behavioral health workforce including but not limited to recommendations for the establishment of peer support certifications.

## **INTRODUCTION**

Behavioral health is an important facet of an individual's overall well-being, which affects not only the individual but also families, communities, and the economy. Having an available and well-trained behavioral health workforce is a vital component to any efforts to improve access and quality of the behavioral health system. Behavioral health workforce shortages have long been a growing concern across the nation, and the U.S. is projected to be at least 250,000 workers short by the year 2025 (Beck, Manderscheid, & Buerhaus, 2018). Concern over workforce shortages has been identified as a key factor in the ability to increase access to services and ensure the availability of quality services. The recently published *North Dakota Behavioral Health System Study* demonstrated that multiple stakeholders identified difficulty with recruitment and retention of a qualified behavioral health workforce (HSRI, 2018). Additionally, the poor distribution and skewed provider to population ratios of the behavioral health workforce in the state create challenges in accessing behavioral healthcare. Because of this poor distribution, gaps exist in the continuum of behavioral health care and individuals with certain behavioral health conditions have difficulty in accessing the appropriate level of care. As work continues to move forward with the implementation of an overall plan for the state's behavioral health system, effort should be concentrated on ensuring there will be an appropriate supply of behavioral health practitioners available.

## **DEFINING BEHAVIORAL HEALTH WORKFORCE**

Developing an agreed upon working definition for what constitutes the behavioral health workforce is vital for establishing a base of workforce research and future planning efforts. Determining what should be included in the behavioral health workforce can be challenging due to the various educational degrees, scopes of practice, and responsibilities regarding roles in the behavioral health field. The broadest definition of behavioral health workforce includes not only providers of substance abuse and mental health services, but also providers who deliver behavioral health services in a supportive role in various settings. In North Dakota, a simple method for defining the behavioral health workforce is to utilize the tiered classification system established in 2017 by the North Dakota Legislature. This classification system for mental health professionals was based on a thorough review of education and statutory guidelines to ensure that professionals are being fully utilized within their scope of practice.

According to the [North Dakota Century Code Chapter 25-01-01](#), the tiered system is described as follows:

- "Tier 1 mental health professional" means a tier 1a or tier 1b mental health professional.
  - a. A tier 1a mental health professional is a psychiatrist licensed under chapter 43-17 or a psychologist licensed under chapter 43-32.
  - b. A tier 1b mental health professional is a licensed physician or a physician assistant licensed under chapter 43-17 or an advanced practice registered nurse licensed under chapter 43-12.
- "Tier 2 mental health professional" means a tier 2a or a tier 2b mental health professional.

- a. A tier 2a mental health professional is an independent clinician who is a licensed clinical social worker<sup>1</sup> licensed under chapter 43-41, a licensed professional clinical counselor licensed under chapter 43-47, or a licensed marriage and family therapist licensed under chapter 43-53.
- b. A tier 2b mental health professional is an addiction counselor licensed under chapter 43-45 or a registered nurse licensed under chapter 43-12.
- "Tier 3 mental health professional" means a licensed associate professional counselor licensed under chapter 43-47, a licensed master social worker<sup>2</sup> or licensed baccalaureate social worker<sup>3</sup> licensed under chapter 43-41, a licensed professional counselor licensed under chapter 43-47, an associate marriage and family therapist licensed under chapter 43-53, an occupational therapist licensed under chapter 43-40, a licensed practical nurse licensed under chapter 43-12, a behavior analyst licensed or registered under chapter 43-32, a vocational rehabilitation counselor practicing under chapter 50-06.1, a school psychologist, or a human relations counselor.
- "Tier 4 mental health professional" means a direct care associate or technician.

### **Tier 1**

As stated above, these rankings are based on the scope of practice of the various professionals. Tier 1 includes providers who have the greatest level of responsibility and risk. The professionals included in this tier have the highest level of broad-based, comprehensive training and the capacity to practice autonomously in those areas. Tier 1a is reserved for professionals with the most responsibility and professionals with specific expertise in behavioral health. This includes licensed psychologists who have the skills and knowledge base to observe, describe, evaluate, interpret, or modify human behavior for the purpose of reducing or eliminating behavioral health symptoms associated with a mental illness or cognitive disability. This tier also includes psychiatrists who have the same skills as a psychologist, along with the ability to prescribe medication. Psychiatrists have a different educational background and base of practice than a psychologist, because psychiatrists are medical doctors with specialized training in behavioral health. Tier 1b includes providers with high levels of responsibility for patient care, who do not have additional behavioral health training. This tier is comprised of physicians, physician assistants (PAs), and advanced practice registered nurses (APRNs). Physicians and APRNs have the ability to prescribe medication just like a psychiatrist. However, these three professionals (physicians, PAs, and APRNs) are not required to have specialized training in behavioral health so long as they meet the education and training requirements for their specific licensure. These professionals are based in the medical field but may work in different aspects of the behavioral health field or interact with patients who have behavioral health conditions.

### **Tier 2**

This tier includes behavioral health professionals who can work as independent clinicians. Tier 2a is reserved for professionals who have comprehensive training in the diagnosis and treatment of a broad range of behavioral health conditions; including licensed clinical social workers (LCSWs), licensed professional clinical counselors (LPCCs), and licensed marriage and family therapists (LMFTs). Licensed clinical social workers (LCSWs) can provide assessment, diagnosis, and treatment of mental, emotional, and behavioral disorders, conditions, and addictions. These professionals are able to work in a private practice setting. Licensed professional clinical counselors (LPCCs) have a very similar scope of practice to LCSWs. They are able to provide assessments for establishing treatment plans and provide treatment to individuals or groups to alleviate the effects of emotional, mental, or behavioral problems that

<sup>1</sup>Formerly known as licensed independent clinical social worker

<sup>2</sup>Formerly known as licensed certified social worker

<sup>3</sup>Formerly known as licensed social worker

significantly affect behavioral health. Licensed marriage and family therapists (LMFTs) have the same practice abilities as the other two professions in tier 2a but they are limited to the context of marriage and family systems. They are able to diagnose and treat mental and emotional disorders but only within their work with couples or families. Tier 2b includes independent clinicians whose area of expertise is limited to a specific population and those who may encounter individuals with behavioral health conditions within their practice in the medical field. This tier includes licensed addiction counselors (LACs) and registered nurses (RNs). Licensed addiction counselors (LACs) are slightly more limited in their scope of practice compared to the professionals in tier 2a. They are able to provide assessment and counseling to individuals with addictive disorders. Registered nurses (RNs) are medical professionals but may encounter individuals with behavioral health conditions in their line of work. They are not required to receive any specialized training in behavioral health but may often work in different aspects of the behavioral health field or interact with patients who have a behavioral health condition.

### **Tier 3**

Tier 3 has the largest variety of behavioral health professionals with a number of different practice descriptions. Licensed associate professional counselors (LAPCs) and licensed professional counselors (LPCs) have the same descriptions for their respective scopes of practice with the exception of the supervision requirements for the LAPC. The LAPC is the preliminary licensure individuals receive before they receive full LPC licensure and therefore must practice under the supervision of an LPC or LPCC while they are in training. Their scope of practice includes assessing and providing therapeutic interventions to individuals, couples, families, and groups to achieve more effective emotional, mental, and social development and adjustment. Licensed master social workers (LMSWs) have a similar scope of practice to an LPC as they provide assessment, diagnosis, and treatment of mental, physical, emotional, and behavioral disorders, conditions, and addictions. Licensed associate marriage and family therapists (LAMFTs) have the exact same scope of practice descriptions as LMFTs in tier 2a with the exception that they are supervised in their practice, as this is also a preliminary licensure for training before they receive their full licensure as a LMFT.

The third tier continues with occupational therapists (OTs). These behavioral health professionals work in a variety of settings providing evaluation and intervention for individuals with or at risk of psychiatric, addiction, behavioral issues, and/or cognitive disabilities. They provide therapy for individuals and groups with the purpose of building or enhancing skills, developing habits, routines, and roles, or modifying and adapting the environment so that individuals are successful in their meaningful activities at home, work, school, or other settings. OTs focus on the physical, cognitive, psychological, sensory, and other aspects of participating in everyday life throughout the lifespan. They are able to practice independently and without a physician referral, though most insurance providers will require a physician referral to pay for services from an OT. Licensed practical nurses (LPNs) are another profession from the medical field that may work in the behavioral health field or interact with patients who have a mental illness and/or cognitive disability. LPN licensure requires no specialized training in behavioral health.

The last group of mental health professionals in tier 3 includes licensed (independent level) or licensed assistant (supervised level) behavior analysts who study human behavior and use statistics to develop treatments to help in analyzing and possibly changing human behavior, especially when it is maladaptive to the patient. Assessment and approval from a behavior analyst is required to make an autism diagnosis in North Dakota. School psychologists assist in counseling students who may have mental illness and/or cognitive disabilities. They work with teachers and administrators to ensure that students are getting the support they need in the school. School psychologists, who are not otherwise licensed as a psychologist, are only

allowed to practice within a school. Vocational rehabilitation counselors assist individuals with a disability in acquiring and maintaining employment. There are no licensure requirements in the North Dakota Century Code, and it is unclear if any special training in behavioral health is required. This is also true for human resource counselors. They work with businesses to help manage employees and help employees manage stress in the workplace.

#### **Tier 4**

Tier 4 is the narrowest scope of practice and includes direct care assistants and technicians that must work under the supervision of other behavioral health professionals. Currently there are no North Dakota Century Code or licensure criteria requirements for tier 4. Instead, state or national certificates regulate these professionals. Mental health technicians and case aids are entry-level positions that provide direct care services at inpatient facilities or outpatient agencies including the human service centers. In order to bill insurance providers for the services that these positions provide, there must be some standard of education and certification. Previously, the Behavioral Health Division within the North Dakota Department of Human Services oversaw the certification for mental health technicians. However, the certification process in North Dakota was changed in August 2020. Now, mental health technician certification can be acquired from one of several national organizations, such as the American Medical Certification Association, National Career Certification Board, and National Association of Cognitive-Behavioral Therapists. Certificates from any of those organizations are accepted by North Dakota Medicaid. Assistant Behavior Analyst and Behavioral Technicians must have the relevant certificates from the Behavior Analyst Certification Board (BACB). Behavior Technicians with approved degrees can enroll for 6 months without their BACB certificate. If wishing to remain active after 6 months, they must submit their BACB certificate. Peer support specialists are individuals who have lived experience with behavioral health conditions and who have had training in how to use that lived experience to work within the behavioral health field. North Dakota does not have a standardized and supported mechanism for the widespread adoption of peer support services. Informal peer support is occurring in various systems and is available through silo programs such as Free Through Recovery, SUD voucher, and recovery centers. Additionally, individuals can become certified peer support specialists through the Behavioral Health Division within the North Dakota Department of Human Services. In order to be eligible for certification, individuals must currently reside or be employed in North Dakota, self-identify as an individual with personal lived experience or be a family member of an individual with lived experience, be 18 years of age or older, have a high school diploma or general equivalency, and successfully complete an approved peer support training program. Individuals who meet these criteria can mail a completed application and \$50 fee to the North Dakota Behavioral Health Division in order to receive certification.

## **EDUCATIONAL AND TRAINING REQUIREMENTS FOR BEHAVIORAL HEALTH OCCUPATIONS**

Education and training are the foundations of licensure for behavioral health professionals in North Dakota. They provide individuals with the skills and knowledge necessary for working in the behavioral health field. Yet there is variability in the education required due to the large assortment of licensed individuals who work in the behavioral health field in North Dakota. A review of North Dakota colleges and universities for educational programs in behavioral health found 14 institutions offering over 14 different behavioral health degrees in the state. The full list of schools and programs can be found in Appendix A. The University of North Dakota has the largest number of degrees and programs that support licensure of behavioral health professionals and is the only institution of higher education accredited by the American Psychological Association (APA) in the state of North Dakota. A number of schools in North Dakota offer the degrees needed to qualify for licensure as a social worker.

Psychiatrists and physicians are required to have a Doctor of Medicine (MD) or Doctor of Osteopathy (DO) degree for licensure. Psychiatrists have specialized training in the behavioral health field through postdoc work in a psychiatry residency program. Physicians have little to no specialized training in the behavioral health field and can complete postdoc residency training in various medical specialties. Psychologists are required to have a PhD or PsyD in clinical or counseling psychology from an APA accredited program. Physician assistants and advanced practice registered nurses can work in the behavioral health field and are required to have a graduate degree of at least a master's level, though some do have doctoral degrees. These degrees do not always require specialized training in behavioral health.

Licensed clinical social workers, licensed professional clinical counselors, and licensed marriage and family therapists are all required to obtain a master's degree or higher in their respective fields. Social workers must have a degree in social work from a Council on Social Work Education (CSWE) accredited degree program, counselors must have a degree in counseling, and marriage and family therapists must have a degree from a program approved by the licensure board. Licensed addiction counselors need a bachelor's degree in addiction studies/counseling in order to qualify for licensure. Registered nurses often work in the behavioral health field and are required to have a bachelor's or associate degree in nursing, which, depending on the program, may not have any classes specific to behavioral health.

Those individuals seeking to become a licensed associate professional counselor (preliminary licensure before full licensure) or a licensed professional counselor (full licensure) are required to obtain a master's degree or higher in counseling before they are qualified for licensure. Licensed master social workers are also required to have a master's degree in social work from a CSWE accredited program. Licensed baccalaureate social workers work in the behavioral health field and are required to have a bachelor's degree in social work from a CSWE accredited program. Licensed associate marriage and family therapist is the preliminary licensure that individuals receive before full licensure as an LMFT, and it carries the same educational requirements as the full LMFT license, a master's degree from a program approved by the licensure board. Occupational therapists and occupational therapy assistants are required to obtain a degree in occupational therapy from a program accredited by the Accreditation Council for Occupational Therapy Education (ACOTE). Occupational therapy degree programs include coursework and fieldwork experiences in behavioral health settings.

Licensed assistant or licensed behavior analysts have options when it comes to what degree they must have to qualify for licensure. They must complete education, examination, and experience requirements set forth by the licensing board. However, in order to be eligible for the necessary national certification, they must have a bachelor's degree or higher from a program in psychology, education, or a related field. In order to be licensed in North Dakota as a behavior analyst, an individual must become a board-certified behavior analyst. The Behavior Analyst Certification Board (BACB) has a verified course sequence that individuals must take in order to meet the education requirements to be a board-certified behavior analyst (BCBA). Individuals must take these specific classes to be eligible to take the national certification exam. Beginning January 1, 2022, individuals must have a degree from an Association for Behavior Analysis International accredited degree program in order to be eligible for the national certification. Licensed practical nurses are healthcare professionals who may work in the behavioral health field though they have little to no specialized training. They are required to have an associate degree or have completed a certificate program in nursing in order to be a licensed practical nurse. Although school psychologists do not have specific licensure requirements in the North Dakota Century Code and therefore no specific education requirements listed in the ND Century Code, they are required to complete a master's degree or higher in school psychology from a National Association of School Psychologists accredited program. This requirement comes from the North Dakota Education Standards and Practice Board.

The last group of behavioral health professionals, including vocational rehabilitation counselors, human resource counselors, and direct care technicians, also do not carry licensure requirements in the North Dakota Century Code. Certification criteria, hiring criteria, or on the job training are where educational requirements are identified for these professionals. Mental health technicians and case aides must have a high school degree and must have completed training in CPR, First Aide, Crisis Intervention, HIPPA, and mental health certificate training. Behavior technicians must meet the training requirements for the relevant certificates from the Behavior Analyst Certification Board (BACB).

## **BEHAVIORAL HEALTH LOAN REPAYMENT**

There are three loan repayment programs available for behavioral health professionals.

1. North Dakota Health Care Professional Student Loan Repayment Program
2. Federal State Loan Repayment Program (SLRP)
3. National Health Service Corps (NHSC)

The North Dakota Department of Health’s Primary Care Office administers the health professional loan repayment programs. The programs were created to increase the number of providers in the disciplines of medicine, nursing, physician assistant studies, and behavioral health in areas of the state with defined needs for health professionals.

### 1. North Dakota Health Care Professional Student Loan Repayment Program

The 2015 Legislative Assembly created the Health Care Professional Student Loan Repayment Program in House Bill 1396 to provide loan repayments for physicians, advanced practice registered nurses (nurse anesthetists, nurse midwives, clinical nurse specialists, and nurse practitioners), physician assistants, clinical psychologists, and behavioral health professionals. The behavioral health professionals included in this program are licensed addiction counselors, licensed professional counselors, licensed baccalaureate social workers, registered nurses, specialty practice registered nurses, and licensed behavior analysts. This was an update to the previous state loan repayment program and added loan repayment for clinical psychologists and behavioral health providers. The language for the program can be found in ND Century Code [Chapter 43-12.3 \(N.D.C.C. § 43-12.3\)](#).

Providers working full time in an area of the state with defined need can enter into an agreement for up to five years and be eligible to receive the following total loan repayment amounts:

<b>Discipline</b>	<b>Total State Payment</b>	<b>Total Community Match</b>	<b>Total Possible Award</b>
Physician	\$100,000	\$50,000	\$150,000
APRN, PA	\$20,000	\$2,000	\$22,000
Clinical Psychologist	\$60,000	\$15,000	\$75,000
Behavioral Health	\$20,000	\$2,000	\$22,000

Psychologists and behavioral health professionals became eligible for the North Dakota Health Care Professional Student Loan Repayment Program in 2016. The table below demonstrates the number of applications the program has received for psychologists and behavioral health professionals since 2016 versus the number of available awards based on funding.

	<b>Psychologists</b>	<b>Behavioral Health Providers</b>
<b>2016</b>		
Number of Providers who Applied	1	16
Number of Awards Available based on Funding	1	10
<b>2017</b>		
Number of Providers who Applied	1	10
Number of Awards Available based on Funding	1	9
<b>2018</b>		
Number of Providers who Applied	5	64
Number of Awards Available based on Funding	2	6
<b>2019</b>		
Number of Providers who Applied	0	15
Number of Awards Available based on Funding	3	12
<b>2020</b>		
Number of Providers who Applied	4	18
Number of Awards Available based on Funding	2	6

The following list contains site selection criteria for the North Dakota Health Care Professional Student Loan Repayment Program. Both public and private entities are eligible as selection sites.

Site eligibility is based on the following criteria:

- a. must accept Medicare and Medicaid assignment
- b. number of behavioral health care professionals, by specified field, already providing services in the area
- c. access to behavioral health care services in the area
- d. the level of support from the area and
- e. sites that meet the matching funds requirement

Priority is given to sites that:

- a. are located in a federally designated Mental Health Professional Shortage Area or a state defined critical shortage area or
- b. are located at least twenty miles outside the city limits of a city having more than forty thousand residents.

Types of eligible sites include, but are not limited to, the following:

- a. federally qualified health centers
- b. state human service centers
- c. county social service offices
- d. school-based facilities
- e. state prisons
- f. youth correctional centers
- g. boy's and girl's ranches
- h. youth works programs and
- i. long term care facilities that accept behavioral health residents.



## 2. Federal State Loan Repayment Program (SLRP)

The SLRP is a partnership between the federal government (specifically HRSA) and the North Dakota Department of Health to aid in the placement of healthcare professionals in areas of greatest need at public and nonprofit private sites. The North Dakota Department of Health administers this program.

For behavioral health, the program is available for psychiatric nurse specialists, clinical and counseling psychologists, licensed clinical social workers, licensed professional counselors, and marriage and family therapists. Applicants may receive up to \$50,000/year for two years of full-time service and requires a 1:1 match from the sponsoring organization or community.

Providers must practice a minimum of two years, but both full-time and part-time practice is available. Site eligibility information includes:

- a. must be located in a Health Professional Shortage Area (HPSA)
- b. sites must be public or nonprofit private status
- c. see all patients regardless of ability to pay
- d. accept patients covered by Medicare, Medicaid, and CHIP
- e. not discriminate in the provision of services and
- f. must have sliding fee scale or charity care plan.

Historically, the North Dakota Department of Health Primary Care Office has identified a few selection criteria that have been barriers to behavioral health locations:

- The 1:1 match is cost prohibitive for most behavioral health agencies and organizations whether they be public or private.
- The requirement that they see all patients regardless of ability to pay and having a sliding fee scale is also not common practice for many behavioral health organizations.

Due to increased funding from the 2021 American Rescue Plan from congress, there are two new flexibilities available to states for the 2022-2026 SLRP grants. First, states are not required to provide a dollar-for-dollar match for the federal funding received through the grant. Second, there has been an added provision that allows for 10% of SLRP award dollars to be used for administrative costs.

## 3. National Health Service Corps (NHSC)

The NHSC is part of the federal Bureau of Health Workforce and coordinates the recruitment and retention of health professionals. The program is available for licensed clinical psychologists, licensed clinical social workers, licensed professional counselors, licensed marriage and family therapists, and physician assistants. Beginning in 2019, the NHSC established a Substance Use Disorder Workforce Loan Repayment Program targeting medication-assisted treatment providers and licensed addiction counselors.

The NHSC offers different levels of funding, based upon the need of the community in which a provider works, as defined by a Health Professional Shortage Area (HPSA) score and based upon full-time or part-time work.

- Year 1 and 2: HPSA 14+ \$50,000 FT \$25,000 PT or HPSA 0-13 \$30,000 FT \$15,000 PT
- Years 3 & 4: \$20,000 FT \$10,000 PT
- Years 4 & 5: \$10,000 FT \$5,000 PT

The NHSC does not require the placement site to match funding but does have site eligibility criteria.

NHSC-approved sites are generally outpatient facilities providing primary medical, dental, and/or mental and behavioral health services. Criteria include:

- a. must be located in HPSA
- b. see all patients regardless of ability to pay

- c. accept patients covered by Medicare, Medicaid, and CHIP
- d. not discriminate in the provision of services
- e. must have sliding fee scale or charity care plan and
- f. inpatient and residential facilities are ineligible except for approved critical access hospitals and IHS hospitals (this criterion has been a prohibitive factor to the North Dakota State Hospital becoming a NHSC site).

Barriers to site eligibility for the NHSC are the same as those mentioned for the SLRP. Both the requirement to see all patients regardless of ability to pay, as well as having a sliding fee scale are not common practices for many behavioral health organizations (for more information see: [North Dakota Department of Health, Primary Care Office, n.d.](#)).

## STRATEGIC PLAN

*The information in this section was accurate at the time the report was written. Since then, however, slight modifications and updates have been made to the North Dakota Behavioral Health Strategic Plan.*

There is no single, simple solution to North Dakota’s behavioral health workforce crisis. Instead, the state needs to adopt an ongoing, strategic process to apply a multipronged approach. This strategic plan lays out three recommended approaches that will be essential to beginning the process of addressing the workforce needs. These recommendations have been formulated based on numerous factors including review of previous analyses of the behavioral healthcare system in North Dakota (HSRI, 2018), review of the education process for behavioral healthcare providers in North Dakota, review of the licensure information for behavioral healthcare providers in North Dakota, and a review of national and other state behavioral health workforce initiatives. The first recommendation is to establish the infrastructure to support and coordinate workforce efforts. The second is to utilize a “grow your own” approach through the strengthening of the paraprofessional workforce. The third and final recommendation is to support the development and adoption of mechanisms that will enhance the capacity of the existing workforce. Together, all three of these recommendations will establish a framework to lead on-going efforts to develop North Dakota’s behavioral health workforce.

### **Recommendation 1: Establish the infrastructure available to support and coordinate workforce development efforts.**

Behavioral health workforce shortages have been an on-going national concern. In 2007 the shortage was declared a crisis by the *Action Plan for Behavioral Health Workforce Development* (The Annapolis Coalition on the Behavioral Health Workforce, 2007). In North Dakota, there have been similar concerns and efforts in recent years including collaboration between licensing boards and various educational programs. Additional concerns that have been identified include the complexity of the behavioral health workforce and the need for efforts to support collaboration. Currently there is no single entity responsible for either the development of North Dakota’s behavioral health workforce or an on-going directive for collaboration across systems. Establishing the needed infrastructure to lead and coordinate any behavioral health workforce development efforts will be vital. The infrastructure needs to be established in order to provide leadership, avoid duplication, assist with recruitment efforts, provide analysis of behavioral health workforce trends, and to monitor the status of the workforce and the effectiveness of interventions. Creating a central entity to lead these efforts is based upon many national examples and aligns with recommendations from HSRI’s *Analysis of the Behavioral Healthcare System in North Dakota* (HSRI, 2018). State examples include Nebraska’s Behavioral Health Education Center and Maine’s Behavioral Health Workforce Development Collaborative (see:

Behavioral Health Education Center of Nebraska; Maine Behavioral Health Workforce Development Collaborative). The Behavioral Health Education Center of Nebraska has been a leader in the development of a central state entity to oversee behavioral health workforce development in the state. Through this program, they have developed comprehensive workforce analysis, recruitment and retention strategies, and interdisciplinary training of the existing workforce on emerging topics. These topics include the areas of tele-behavioral health adoption, integrated care, and special populations.

In North Dakota, this recommendation would follow the well-established and successful model of the Healthcare Workforce Initiative (HWI). Developing a similar infrastructure for behavioral health workforce efforts would benefit from existing resources, while creating the additional specificity needed for behavioral health. North Dakota's Healthcare Workforce Initiative was initially implemented in 2011 and was fully implemented in 2018. The HWI increased the number of medical students by 16, health sciences students by 30, and added a Master of Public Health degree. In addition to expanding class sizes, the HWI seeks to implement strategies to increase the healthcare workforce within the state.

1.1: Create an entity to provide support and oversee the implementation of behavioral health workforce related efforts in the state.

Providing resources toward establishing an entity to oversee behavioral health workforce efforts will be vital to the effectiveness and monitoring of the efforts. Due to the complexity of behavioral health needs, individuals involved in the behavioral health system have acknowledged the potential benefits of an identified entity to facilitate the ongoing relationships and partnerships with educational entities, licensing boards, employers, and funding mechanisms that provide assistance with collaboration and alignment. This entity could facilitate regular meetings of a behavioral health workforce group and provide support in coordinating the various behavioral health workforce incentive programs, including identifying and responding to behavioral health workforce related funding opportunities.

1.2: Improve and expand the collection, analysis, and dissemination of data about the behavioral health workforce.

Stakeholders in previous North Dakota behavioral health assessments have identified the need for an online clearinghouse of behavioral health workforce information. This clearinghouse would be a single location with information about vacancies, student placements, loan repayment programs, tuition stipend programs, educational pathways, and competency requirements. Additionally, this would include a position that would provide recruitment and retention support. This position would also be responsible for maintaining and updating the electronic database and connecting potential professionals with the information stored there.

An example of this type of program in North Dakota is the Center for Rural Health's (CRH) Health Workforce Programs. Through these programs, the CRH provides education to North Dakota students about rural health careers and provides assistance in matching healthcare professionals and rural communities. This program includes membership for North Dakota in the National Rural Recruitment and Retention Network (3RNet) that assists in connecting healthcare professionals with rural jobs throughout the country. Through state-appropriated funds, North Dakota provides 3RNet services to rural hospitals and clinics, FQHC's, underserved areas of need (e.g., mental health), or urban facilities with a rural presence. 3RNet also provides healthcare professionals with information and resources on loan repayment programs. The 3RNet program is an online database of vacancies and professionals looking for opportunities. This program is currently available to behavioral health agencies and organizations but is used on a limited basis by these employer types. The CRH program also has a workforce specialist who provides recruitment and retention support to communities,

provides information and outreach regarding student loans, and assists in facilitating workforce development efforts. These programs are currently in existence and are dealing with health workforce development as a whole. These efforts could be expanded to provide additional support and specificity to the behavioral health workforce, while leveraging the existing development efforts. Behavioral health is complex, but so is the workforce. North Dakota would be prudent to align these efforts to gain the most benefit in workforce development.

It has also been identified that advising the licensing boards on the benefits of adopting minimum data set standards, including the utility of a standard minimum data set and justification for all data elements being proposed, would assist in growing the behavioral health workforce. Creating this comprehensive database of behavioral health licensure could be used to identify trends over time, as well as demonstrate the benefit of increasing the amount of information gathered over time. Additionally, it could be used to create a spatial analysis of behavioral health licensure to identify shortages and rational service areas to contextualize perceived shortages or uneven distribution of licensees.

Aligns with HSRI recommendations listed below:

- 7.1 Establish a single entity responsible for supporting behavioral health workforce implementation
- 7.2 Develop a single electronic database of available statewide vacancies for behavioral health professionals
- 7.3 Provide assistance for behavioral health students working in areas of need in the state
- 7.4 Ensure providers and students are aware of student internships and rotations
- 7.5 Conduct a comprehensive review of state licensure requirements and establish licensure reciprocity with bordering states
- 12.1 Develop an organized system for identifying and responding to funding opportunities

## **Recommendation 2: Develop and provide ongoing support for the paraprofessional behavioral health workforce.**

Any development of the state's behavioral health workforce will need to establish a strong paraprofessional base by strengthening the process for entry into the workforce and developing avenues for advancement up the career ladder. Paraprofessionals do not have a license in North Dakota and are unable to function independently. Instead, they work under the supervision of a licensed professional. Paraprofessional job responsibilities typically depend on the type of facility where they work and the population served. The most ill-defined of all the behavioral health professionals in North Dakota are these entry level, paraprofessional positions. This is unfortunate because these professionals are often the ones that provide the most direct care and have the most contact with individuals accessing care.

North Dakota does not have a well-defined entry level or beginning to a career in the behavioral health field or established career ladders for advancement. A review of the state's behavioral health educational programs revealed at least 14 colleges and universities offering more than 14 various behavioral health degrees. A majority of these degrees are at the bachelor's degree level or above. However, eight community and tribal colleges offer associate degrees in behavioral health related fields. It is unclear what these programs have to offer students regarding employability, portability, or opportunity for advancement. The effort to develop standards for a social work associate degree is an example of the successful development of an educational advancement pathway by the state. Standard curriculum has been developed that allows students to pursue a community or tribal two-year associate's degree that will provide students with the mandatory prerequisites for entry into most of the social work baccalaureate degree programs throughout North Dakota.

2.1: Elevate the value of paraprofessionals through standardized training, support, and recognition.

The development of incremental educational advancement for the behavioral health workforce also needs to be standardized at the most basic entry level of paraprofessionals. In North Dakota, behavioral health entry-level paraprofessionals work under various names and titles depending on the setting. A few common titles are mental health technicians, case aides, behavioral technicians, and peer support specialists. The creation and development of more formalized training and certification process for paraprofessionals will assist in the development of the behavioral health workforce in the following ways:

1. Ensure direct care personnel have a basic understanding of behavioral health, allowing them to provide better services.
2. Develop of professionalism among paraprofessionals that includes recognition of roles and acknowledgement of importance from colleagues, clients, and community members.
3. Standardize scopes of work, training requirements, and ongoing professional development across types of paraprofessionals.
4. Expand system capacity by providing care at levels that allow licensed professionals to work at the maximum of their scope of practice.
5. Create career pathways that include options for movement within the various paraprofessionals' roles, but also have identified ways to advance upward.

Mental health technicians and case aids are entry-level positions that provide direct care services at inpatient facilities or outpatient agencies including the human service centers. There must be some standard of education and certification in order to bill insurance for services provided by these positions. National certification for mental health technicians is available through the National Career Certification Board (NCCB, 2018).

Utilizing this national certification may require a transition period that should include funding assistance to support individuals to become nationally certified. Additionally, there should be an established mechanism for developing training opportunities, agreed upon core competencies, and scope of practice. In order for North Dakota to fully benefit from a "grow your own" approach to behavioral health workforce, there will need to be developed career pathways for direct care staff to progress into more advanced positions. Alaska is an example of a state that has made advancements in this area. The Alaska Health Workforce Coalition has led efforts to establish core competencies, standardized assessment tools, regional training opportunities, and developed apprenticeship training models to allow workers to receive academic credit for their experience in the workforce. The apprenticeship program has been developed in partnership with the Alaska Department of Labor and Workforce Development, and the U.S. Department of Labor. It has been identified as a promising practice (Alaska Health Workforce Coalition 2010, 2017).

2.2: Develop and provide ongoing support of peer support services.

Peer support specialists are individuals with lived experience in behavioral health who have had training in how to use that lived experience to work within the behavioral health field. Peer support is a nationally recognized best practice in the field and over 40 states have adopted it as a Medicaid reimbursable service (Kaufman, Kuhn, & Manser, 2016). The rapid adoption and growth of peer support as a formal service is due to the considerable research supporting its effectiveness and the increasing evidence of its role in alleviating behavioral health workforce shortages. Peer support services have been identified as a cost-effective way to alleviate behavioral workforce shortages due to the low cost of training and delivery of services. As a formal part of a treatment team, peers have the ability to connect with clients and provide more

direct face time, allowing clinical providers to function at the highest level of their professional scope of work.

North Dakota currently does not have a standardized and supported mechanism for the widespread adoption of peer support services. Informal peer support is occurring in various systems and is available through silo programs such as Free Through Recovery, the SUD voucher, and recovery centers. In 2018, the North Dakota Department of Human Services (ND DHS), Behavioral Health Division sponsored nine peer support trainings across the state. In addition, peer support specialist certification is currently available through the ND DHS, Behavioral Health Division. These are positive directions in the state's efforts to adopt peer support services. Based on best practices identified nationally, North Dakota should create mechanisms for information sharing, training, continuing education, and support for peer support specialists. Additionally, there should be technical assistance available to agencies and organizations implementing peer support to assist with issues regarding stigma, supervision, and billing (SAMHSA, 2018).

Aligns with HSRI recommendations listed below:

- 4.6 Promote employment and education among behavioral health service users
- 4.7 Restore and enhance funding for Recovery Centers
- 7.6 Continue to establish a training and credentialing program for peer services
- 7.7 Expand credentialing programs to prevention and rehabilitation practices
- 7.8 Support a robust peer workforce through training, professional development, and competitive wages
- 10.3 Support the development of and partnerships with peer-run organizations
- 12.3 Pursue additional options for financing peer support and community health workers to address social determinants of health and provide preventive and rehabilitative services

### **Recommendation 3: Support the development and adoption of mechanisms to enhance the capacity of the existing workforce.**

A review of previous North Dakota assessments identifies the need to explore new ways of providing care to assist with workforce shortages (HSRI, 2018; Schulte Consulting LLC., 2014). Two new care models that are often mentioned are the use of tele-behavioral health services and care integration. Both of these models follow national best practices for enhancing the capacity of the behavioral health workforce and movement toward interdisciplinary care delivery (Behavioral Health Workforce Research Center, 2016; SAMHSA-HRSA Center for Integrated Health Solutions, 2014). North Dakota has begun efforts in tele-behavioral health and care integration, but these are only emerging practices. To expand the use of these models, focused effort should be placed on increasing their development in order to provide support and sustainability.

3.1: Expand and support the adoption and use of tele-behavioral health services.

In July 2017, ND DHS, Behavioral Health Division, contacted the Center for Rural Health to determine the status of behavioral health services provided in North Dakota using telehealth ([Dickson & Besse, 2017](#)). This report provides an overview of what tele-behavioral health services are and the current status of the services in North Dakota. Services were delineated based on organizations that provided the services (mostly urban locations) and those that were predominately receivers of the services (mostly rural locations). The information showed that tele-behavioral services in North Dakota are a growing trend, and both provider and receiver sites had been offering the services for 3 years or fewer. To support the ongoing adoption of tele-behavioral health services, North Dakota should:

- Develop mechanisms for training behavioral health professionals in telehealth techniques that would allow providers to develop familiarity with technology to combat provider resistance to adoption.
- Develop clear, standardized procedural and regulatory guidelines to support the use of tele-behavioral health services.
- Explore the utilization of paraprofessional level staff to assist with the time constraints of providing tele-behavioral health services.
- Identify and facilitate resolution of any regulatory or funding barriers to adoption of tele-behavioral health services.

### 3.2: Expand and support the integration of primary care with behavioral health care.

To expand and support integrated care, effort should be put towards fostering partnerships that facilitate the development of a state integration framework guide. These efforts should include defined levels of integration, administration, regulation, and funding impact of integration. Developing cross-system understanding, training opportunities for professionals in both behavioral health and primary care, and supporting the adoption would benefit those seeking to work towards integrated care in their practice. In addition, the use of peer support specialists trained as whole health navigators located in primary care to assist with navigation and integration across health care access points should be explored.

Aligns with HSRI recommendations:

- 4.4 Support and coordinate efforts to enhance availability of behavioral health outpatient services in primary care
- 4.8 Promote timely linkage to community-based services following crisis, inpatient, and residential treatment
- 8.1 Support providers to secure necessary equipment/staff for tele-behavioral health
- 8.4 Develop clear, standardized regulatory guidelines for tele-behavioral health
- 10.5 Offer and require coordinated behavioral health training among related service systems

National best practice examples:

- SAMHSA and HRSA have collaborated on the creation of a Center for Integrated Health Solutions.
- The Integrated Care Resource Center (ICRC) was established to help states develop integrated programs that coordinate medical, behavioral health, and long-term services and supports for individuals who are dually eligible for Medicare and Medicaid (see: SAMHSA-HRSA Center for Integrated Health Solutions, n.d.).

## APPENDIX A: NORTH DAKOTA DEGREE PROGRAMS FOR BEHAVIORAL HEALTH PROFESSIONALS

**Table 1. By degree**

Doctor of Medicine (MD) and psychiatry residency	<ul style="list-style-type: none"> <li>• UND (ACCME, ACGME, &amp; LCME accredited)</li> </ul>
PhD Clinical Psychology	<ul style="list-style-type: none"> <li>• UND (APA accredited)</li> </ul>
PhD Counseling Psychology	<ul style="list-style-type: none"> <li>• UND (APA accredited)</li> </ul>
Doctor of Occupational Therapy (OTD)	<ul style="list-style-type: none"> <li>• UND (ACOTE accredited)</li> <li>• University of Mary (ACOTE accredited)</li> </ul>
Master of Occupational Therapy (MOT)	UND (ACOTE accredited) (Obsolete after the 2022/2023 academic year)
MA/MS Counseling	<ul style="list-style-type: none"> <li>• UND (APA accredited)</li> <li>• NDSU (CACREP accredited)</li> <li>• University of Mary (not accredited)</li> <li>• University of Jamestown (not accredited)</li> </ul>
MS Social Work	<ul style="list-style-type: none"> <li>• UND (CSWE accredited)</li> </ul>
Behavior Analysis	<ul style="list-style-type: none"> <li>• UND (track within MS in Special Education)</li> </ul>
MA/MS School Psychology	<ul style="list-style-type: none"> <li>• Minot State University (NASP accredited)</li> </ul>
Psychiatric-Mental Health Nurse Practitioner	<ul style="list-style-type: none"> <li>• UND (ANCC, NACNS, NONPF accredited)</li> </ul>
Addiction Studies	<ul style="list-style-type: none"> <li>• UND (track within degree programs, not accredited)</li> <li>• University of Mary (MSC, not accredited)</li> <li>• Minot State University (BS, NASAC accredited)</li> <li>• University of Jamestown (psychology degree with concentration in addiction studies)</li> <li>• University of Mary (Minor to be combined w/ SW or Psych)</li> </ul>
BS Social Work	<ul style="list-style-type: none"> <li>• UND (CSWE accredited)</li> <li>• NDSU (Dual degree in Human Development and Family Science from NDSU and BSW from MiSU. All classes taught at NDSU)</li> <li>• University of Mary (CSWE accredited)</li> <li>• Minot State University (CSWE accredited)</li> </ul>
Social Work Associate	<ul style="list-style-type: none"> <li>• Cankdeska Cikana Community College</li> <li>• Nueta Hidatsa Sahnish College</li> <li>• NDSCS</li> </ul>
Human Services Associate	<ul style="list-style-type: none"> <li>• Bismarck State College</li> <li>• Dakota College at Bottineau</li> <li>• Nueta Hidatsa Sahnish College</li> <li>• United Tribes Technical College</li> <li>• Sitting Bull College</li> </ul>



**Table 2. By academic institution**

<p>University of North Dakota (UND)</p>	<ul style="list-style-type: none"> <li>• Medical school and psychiatry residency program</li> <li>• PhD clinical psychology (APA accredited)</li> <li>• PhD counseling psychology (APA accredited)</li> <li>• Doctor of Occupational Therapy (OTD) (ACOTE accredited)</li> <li>• MA counseling (not accredited)</li> <li>• Addiction counseling training program geared towards those in the social work degree programs and counseling programs</li> <li>• BSW/MSW social work (CSWE accredited)</li> <li>• MS special education with track in behavior analysis (not ABAI accredited but may have the verified course sequence needed for board certification)</li> <li>• Psychiatric-Mental Health Nurse Practitioner (ANCC, NACNS, NONPF accredited)</li> <li>• Master of Occupational Therapy (MOT) (accredited by ACOTE) (Obsolete after the 2022/2023 academic year)</li> <li>• BA/BS in Psychology</li> </ul>
<p>North Dakota State University (NDSU)</p>	<ul style="list-style-type: none"> <li>• M.Ed./MS clinical mental health counseling (CACREP accredited)</li> <li>• M.Ed./MS School Counseling (CACREP accredited)</li> <li>• BS human development and family science/social work (Dual degree in Human Development and Family Science from NDSU and BSW from MiSU. All classes taught at NDSU)</li> <li>• BA/BS in Psychology</li> </ul>
<p>University of Mary</p>	<ul style="list-style-type: none"> <li>• Doctor of Occupational Therapy (OTD) (ACOTE accredited)</li> <li>• MSC clinical mental health counseling (not accredited)</li> <li>• MSC addiction counseling (not accredited)</li> <li>• BS social work (CSWE accredited)</li> <li>• BS in Psychology</li> <li>• Addiction Counseling Minor</li> </ul>
<p>Minot State University</p>	<ul style="list-style-type: none"> <li>• BS addiction studies (NASAC accredited)</li> <li>• BSW social work (CSWE accredited)</li> <li>• BA Psychology</li> <li>• MA education specialist in school psychology (NASP accredited)</li> </ul>
<p>University of Jamestown</p>	<ul style="list-style-type: none"> <li>• BA/BS psychology with concentration in addiction studies (not accredited)</li> <li>• Master of Science in Clinical Counseling (not accredited)</li> </ul>
<p>Bismarck State College</p>	<ul style="list-style-type: none"> <li>• Eligibility Worker Certificate</li> <li>• Human Services/Eligibility Worker Associate</li> <li>• Social Work Associate</li> <li>• Psychology Associate</li> </ul>
<p>Dickinson State University</p>	<ul style="list-style-type: none"> <li>• BS in Psychology</li> </ul>

Cankdeska Cikana Community College	<ul style="list-style-type: none"> <li>• Social Work Associate</li> </ul>
Dakota College at Bottineau	<ul style="list-style-type: none"> <li>• Human Services Associate</li> <li>• Psychology Associate</li> </ul>
Nueta Hidatsa Sahnish College	<ul style="list-style-type: none"> <li>• Human Services Associate - Addiction Studies</li> <li>• Human Services Associate - Social Work Concentration</li> </ul>
NDSCS	<ul style="list-style-type: none"> <li>• Occupational Therapy Assistant Associate</li> <li>• Psychology Associate</li> <li>• Social Work Associate</li> </ul>
Valley City State University	<ul style="list-style-type: none"> <li>• Human Services - Child and Family Studies Concentration (BA/BS)</li> <li>• Human Services - Criminal Justice Concentration (BA/BS)</li> <li>• Human Services - General Human Services Concentration (BA/BS)</li> <li>• Human Services - Gerontology Concentration (BA/BS)</li> <li>• Psychology (Minor, BA/BS)</li> </ul>
United Tribes Technical College	<ul style="list-style-type: none"> <li>• Human &amp; Social Services Associate</li> </ul>
Sitting Bull College	<ul style="list-style-type: none"> <li>• Human Services Technician Associate</li> <li>• BS Social Work</li> </ul>

## APPENDIX B: NORTH DAKOTA BEHAVIORAL HEALTH LICENSING BOARDS

Board	Licenses Issued	ND Century Code	ND Administrative Rules	Website
North Dakota Board of Medicine	Physicians, Physician Assistants	Chapter 43-17	Title 50	<a href="https://www.ndbom.org/">https://www.ndbom.org/</a>
Board of Psychologist Examiners	Licensed Psychologists	Chapter 43-32	Title 66	<a href="https://www.ndsbpe.org/">https://www.ndsbpe.org/</a>
Board of Nursing	Advanced Practice Registered Nurse, Registered Nurse, Licensed Practical Nurse	Chapter 43-12	Title 54	<a href="https://www.ndbon.org/">https://www.ndbon.org/</a>
North Dakota Board of Social Work Examiners	Licensed Clinical Social Worker, Licensed Master Social Worker	Chapter 43-41	Title 75.5	<a href="https://www.ndbswe.com/">https://www.ndbswe.com/</a>
Board of Counselor Examiners	Licensed Professional Clinical Counselor, Licensed Professional Counselors, Licensed Associate Professional Counselor	Chapter 43-47	Title 97	<a href="http://www.ndbce.org/LPCC.shtml">http://www.ndbce.org/LPCC.shtml</a>
Marriage and Family Therapy Licensure Board	Licensed Marriage and Family Therapist	Chapter 43-53	Title 111	<a href="https://ndmftlb.org/">https://ndmftlb.org/</a>
North Dakota Board of Addiction Counseling Examiners	Licensed Addiction Counselor	Chapter 43-45	Title 4.5	<a href="http://www.ndbace.org/">http://www.ndbace.org/</a>
Board of Occupational Therapy Practice	Licensed Occupational Therapist	Chapter 43-40	Title 55.5	<a href="https://www.ndotboard.com/">https://www.ndotboard.com/</a>
Board of Integrative Health Care	Licensed Behavior Analyst, Licensed Assistant Behavior Analyst	Chapter 43-64	Title 112	<a href="https://www.ndbihc.org/">https://www.ndbihc.org/</a>

## **APPENDIX C: BEHAVIORAL HEALTH PROFESSIONAL LICENSURE CRITERIA**

### **Tier 1a:**

#### **Psychiatrist**

Statutory requirements of licensure for psychiatrists can be found in [section 43-17-18](#) of the North Dakota Century Code. General license requirements for psychiatrists require that every applicant submit an application to the North Dakota Board of Medicine showing successful completion of medical licensure examinations, a history free from disciplinary action by the North Dakota Board of Medicine or other jurisdictions, and the physical, mental, and professional capability to practice medicine. United States and Canadian applicants must provide proof of successful completion of an approved medical or osteopathic school approved by the North Dakota Board of Medicine and successful completion of one year of postgraduate training in an approved program in the United States or Canada. International graduates must be awarded a certificate by the educational council for foreign medical graduates and present evidence that the degree of Doctor of Medicine is equivalent. Graduates of osteopathic schools located outside the United States are not eligible for licensure. International graduates must present evidence of successful completion of 30 months of postgraduate training from an approved program located in the United States or Canada.

#### **Psychologist**

Statutory requirements of licensure for psychologists are found in [section 43-32-20](#) of the North Dakota Century Code. The application process for psychologists involves two steps. The applicant must first complete the Application Initiation Form, which requires a \$450 fee to the North Dakota State Board of Psychologist Examiners followed by the completion of the PLUS Online Applications, which requires a \$200 fee to the Association of State and Provincial Psychology Boards. The North Dakota State Board of Psychologist Examiners will review the application and vote to approve the candidate to sit for the Examination for Professional Practice of Psychology (EPPP), which requires a \$600 fee at the time of referral for examination. To be eligible for licensure in North Dakota, applicants must pass a written and/or oral exam, complete at least two years of supervised professional experience (one year that must be an internship and one year that MAY be postdoctoral), and hold a doctoral degree in psychology from an American Psychological Association or Canadian Psychological Association accredited program.

### **Tier 1b:**

#### **Physician**

Statutory requirements of licensure for physicians are found in [section 43-17-18](#) of the North Dakota Century Code. General license requirements for physicians require that every applicant submit an application to the North Dakota Board of Medicine showing successful completion of medical licensure examinations, a history free from disciplinary action by the North Dakota Board of Medicine or other jurisdictions, and the physical, mental, and professional capability to practice medicine. United States and Canadian applicants must provide proof of successful completion of an approved medical or osteopathic school approved by the North Dakota Board of Medicine and successful completion of one year of postgraduate training in an approved program in the United States or Canada. International graduates must be awarded a certificate by the educational council for foreign medical graduates and present evidence that the degree of Doctor of Medicine is equivalent. Graduates of osteopathic schools located outside the United States are not eligible for licensure. International graduates must present evidence of successful

completion of 30 months of postgraduate training from an approved program located in the United States or Canada.

### **Physician Assistant**

According to [section 43-17-2.1](#) of the North Dakota Century Code, physician assistants must provide evidence of completing/graduating from a physician assistant program, must pass the certifying examination of the National Commission on Certification of Physician Assistants (NCCPA), and must provide evidence of current “good standing” with the NCCPA. A licensed Doctor of Medicine or osteopathy must supervise physician assistants.

### **Advanced Practice Registered Nurse**

Statutory requirements for initial licensure and registration of advanced practice registered nurses are found in [section 43-12.1-09](#) of the North Dakota Century Code. An applicant seeking licensure must first submit a completed application and appropriate fees, submit an official transcript that verifies completion of a North Dakota Board of Nursing approved in-state nursing education program that prepares the graduate for the level of licensure sought or submit an official transcript that verifies completion of an out-of-state nursing education program that is approved by the state board of nursing where the program is headquartered, and pass an examination approved by the North Dakota Board of Nursing. After completing the above application steps, the applicant may apply for licensure to practice as a registered nurse or licensed practical nurse. Additionally, an applicant for licensure as an advanced practice registered nurse must submit a completed application and appropriate fees to the North Dakota Board of Nursing, submit evidence of appropriate educational and current certification in an advanced nursing role by a national nursing organization, and possess or show evidence of application for a current unencumbered registered nurse license. An advanced practice registered nurse applicant must have a graduate degree with a nursing focus.

### **Tier 2a:**

#### **Licensed Clinical Social Worker**

Statutory requirements for licensed clinical social workers are found in [section 43-41-04](#) of the North Dakota Century Code. In order to be eligible for licensure as a licensed clinical social worker, the applicant must possess a doctorate or master’s degree in social work from an approved social work program, pass an examination approved by the board, and successfully complete three thousand hours of supervised post-master’s clinical social work experience within four years. The initial one thousand five hundred hours of post-master’s clinical social work experience must have been under the supervision of a clinical social worker. The applicant must also agree to the code of social work ethics adopted by the North Dakota Board of Social Work Examiners, be of good moral character, and pay all applicable fees specified by the North Dakota Board of Social Work Examiners.

#### **Licensed Professional Clinical Counselor**

Licensed professional clinical counselor (LPCC) is a specialty license awarded to licensed professional counselors who have completed advanced clinical requirements. Applicants seeking licensure as a LPCC must first meet the licensure requirements as a licensed professional counselor. Statutory requirements for licensed professional counselors are found in [section 43-47-06](#) of the North Dakota Century Code. Licensure criteria for licensed professional counselors requires that the applicant: have a master’s degree from an accredited school or college in counseling or another program that meets the academic and training standards adopted by the Board of Counselors Examiners; provide personal and professional

recommendations asserting that the applicant will adhere to the standards of the profession of counseling; have two years of supervised experience (at least fifty percent of which must have been under a licensed professional clinical counselor, or its equivalent); provide a statement of professional intent to practice in this state describing the applicants proposed use of the license, the intended client population, and the counseling procedures the applicant intends to use; and demonstrate knowledge in the field of counseling by successful completion of an examination prescribed by the board. According to the [North Dakota Board of Counselor Examiners](#), applicants seeking licensure as a LPCC must additionally complete: a total of 60 graduate semester credits, 12 of which may be obtained in documented training, clinical experiences, or courses consistent with the North Dakota Century Code clinical education guidelines; graduate clinical coursework including abnormal psychology and psychopathology, appraisal and diagnostic evaluation (DSM-IV), and clinical counseling skills; 700 hours of training in supervised practica and/or internships relevant to the practice of counseling; two years (3000 hours) of post-masters supervised clinical experience in a clinical setting, 100 of those hours must include supervision by a licensed professional clinical counselor; three letters of reference from clinical professionals, including a form to be filled out by the clinical supervisor; and a passing score on the National Clinical Mental Health Counseling Examination.

### **Licensed Marriage and Family Therapist**

Statutory requirements for licensed marriage and family therapist are found in [section 43-53-06](#) of the North Dakota Century Code. Each applicant applying for licensure as a marriage and family therapist must submit an application to the North Dakota Marriage and Family Therapy Licensure Board providing evidence that they are of good moral character, have not engaged in any practice or conduct that would be grounds for discipline, and is qualified for licensure. Additionally, to be eligible for licensure as a licensed marriage and family therapist the applicant must: hold a master's or doctoral degree in marriage and family therapy from a recognized educational institution, or a graduate degree in an allied field from a recognized educational institution with graduate level coursework equivalent to a master's degree in marriage and family therapy; successfully complete two calendar years of work experience in marriage and family therapy under qualified supervision; and pass the examination administered or adopted by the North Dakota Marriage and Family Therapy Licensure Board.

### **Tier 2b:**

### **Licensed Addiction Counselor**

Statutory requirements for licensed addiction counselors are found in [section 43-45-05.1](#) of the North Dakota Century Code. To be eligible for licensure, applicants must have successfully completed board-approved coursework at an accredited college or university, successfully completed one or more oral or written examinations, successfully completed a supervised clinical training program approved by the board or accumulated experience, and satisfied to the Board of Addiction Counseling Examiners that the applicant agrees to adhere to the code of professional conduct adopted by the board. A supervising licensed addiction counselor must provide at least fifty percent of the required supervision.

### **Registered Nurse**

Statutory requirements for initial licensure and registration of registered nurses are found in [section 43-12.1-09](#) of the North Dakota Century Code. There are two ways to become a registered nurse in North Dakota. The first way is licensure by examination. An applicant for licensure by examination must submit a completed application and appropriate fees, submit an official transcript that verifies completion of a North Dakota Board of Nursing approved in-state

nursing education program that prepares the graduate for the level of licensure sought or submit an official transcript that verifies completion of an out-of-state nursing education program that is approved by the state board of nursing where the program is headquartered, and pass an examination approved by the North Dakota Board of Nursing. The second way is licensure by endorsement. An applicant for licensure by endorsement must submit a completed application and appropriate fees established by the North Dakota Board of Nursing, submit an official transcript that verifies completion of a nursing education program approved by the state board of nursing of the jurisdiction in which the program is headquartered and preparing the graduate for the level of licensure sought, submit proof of initial licensure by examination with the examination meeting North Dakota requirements of licensure examination, and submit evidence of current unencumbered licensure in another state or jurisdiction or meet continued competency requirements as established by the North Dakota Board of Nursing.

### **Tier 3:**

#### **Licensed Associate Professional Counselor**

Statutory requirements for licensed associate professional counselors are found in [section 43-47-06](#) of the North Dakota Century Code. Licensure criteria for licensed associate professional counselors requires that the applicant has a master's degree from an accredited school or college in counseling or another program that meets the academic and training standards adopted by the Board of Counselor Examiners, provides personal and professional recommendations that the applicant will adhere to the standards of the profession of counseling, and provide a written plan for supervised experience which meets the requirements adopted by the Board of Counselor Examiners. Additional requirements set forth by the board include an intent to practice statement, a passing score on the National Counselor Exam (NCE), and a minimum of 700 hours of counseling practicum and internship.

#### **Licensed Professional Counselor**

Statutory requirements for licensed professional counselors are found in [section 43-47-06](#) of the North Dakota Century Code. Licensure criteria for licensed professional counselors requires that the applicant: has a master's degree from an accredited school or college in counseling or another program that meets the academic and training standards adopted by the Board of Counselors Examiners; provide personal and professional recommendations asserting that the applicant will adhere to the standards of the profession of counseling; have two years of supervised experience, at least fifty percent of which must have been under a licensed professional counselor, or its equivalent; provide a statement of professional intent to practice in this state describing the applicants proposed use of the license, the intended client population, and the counseling procedures the applicant intends to use; and demonstrate knowledge in the field of counseling by successful completion of an examination prescribed by the board. Some more specific requirements from the Board of Counselor Examiners includes 100 hours of direct supervision during the 2 years an applicant is an LAPC (60 of them being individual, face-to-face with supervision), 400 hours of client counseling contact during the 2 years as an LAPC, and a signed recommendation for licensure by their supervisor.

#### **Licensed Master Social Worker**

Statutory requirements for licensed master social workers are found in [section 43-41-04](#) of the North Dakota Century Code. Licensure requirements for licensed master social workers require the applicant to have a doctorate or master's degree in social work from a college or university, pass an examination approved by the North Dakota Board of Social Work Examiners, and

satisfy the North Dakota Board of Social Work Examiners that the applicant agrees to adhere to the code of social work ethics adopted by the board.

### **Licensed Associate Marriage and Family Therapist**

Statutory requirements for licensed associate marriage and family therapist are found in [section 43-53-06](#) of the North Dakota Century Code. Applicants applying for licensure as an associate marriage and family therapist must submit an application to the North Dakota Marriage and Family Therapy Licensure Board providing evidence that they are of good moral character, have not engaged in any practice or conduct that would be grounds for discipline, and are qualified for licensure. To be eligible for licensure as a licensed associate marriage and family therapist the applicant must hold a master's or doctoral degree in marriage and family therapy from a recognized educational institution, or a graduate degree in an allied field from a recognized educational institution with graduate level coursework equivalent to a master's degree in marriage and family therapy and pass the examination administered or adopted by the North Dakota Marriage and Family Therapy Licensure Board. Licensed associate marriage and family therapists must practice under the supervision of a board-qualified supervisor.

### **Occupational Therapist**

Statutory requirements for occupational therapists are found in [section 43-40-08](#) of the North Dakota Century Code. Each applicant applying for licensure as an occupational therapist must submit an application to the Board of Occupational Therapy Practice demonstrating competence in the field and resolve to adhere to the code of ethics adopted by the Board of Occupational Therapy Practice. Additionally, applicants must show evidence of successful completion of the academic requirements of an educational program in occupational therapy approved by the Board of Occupational Therapy Practice. Applicants must also pass an examination approved by the Board of Occupational Therapy Practice and successfully complete a period of supervised fieldwork as required by the accredited educational instruction where the applicant met the academic requirements.

### **Licensed Practical Nurse**

Statutory requirements for initial licensure and registration of licensed practical nurses are found in [section 43-12.1-09](#) of the North Dakota Century Code. Again, there are two ways to become a licensed practical nurse (LPN) in North Dakota. The first way is licensure by examination. An applicant for licensure by examination must submit a completed application and appropriate fees, submit an official transcript that verifies completion of a North Dakota Board of Nursing approved in-state nursing education program that prepares the graduate for the level of licensure sought or submit an official transcript that verifies completion of an out-of-state nursing education program that is approved by the state board of nursing where the program is headquartered, and pass an examination approved by the North Dakota Board of Nursing. The second way to become licensed as an LPN is licensure by endorsement. An applicant for licensure by endorsement must submit a completed application and appropriate fees established by the North Dakota Board of Nursing, submit an official transcript that verifies completion of a nursing education program approved by the state board of nursing of the jurisdiction in which the program is headquartered and preparing the graduate for the level of licensure sought, submit proof of initial licensure by examination with the examination meeting North Dakota requirements of licensure examination, submit evidence of current unencumbered licensure in another state or jurisdiction, or meet continued competency requirements as established by the North Dakota Board of Nursing.



## **Licensed Behavior Analyst/ Licensed Assistant Behavioral Analyst**

Statutory requirements for licensure as a licensed behavior analyst or licensed assistant behavior analyst are found in [section 43-64-04](#) of the North Dakota Century Code. To be eligible for licensure as a licensed behavior analyst or licensed assistant behavioral analyst, the applicant must submit documentation confirming they have successfully completed education, examination, and experience requirements set forth by the board. This includes certification from the Behavior Analyst Certification Board (BACB). They must also demonstrate the physical, mental, and professional capability for the practice of behavior analysis, and have a history free of any finding by the board of any disciplinary action.

## **School Psychologist**

No specific rules exist for licensure criteria for school psychologists in the North Dakota Century Code. The North Dakota Century Code [section 43-32-30](#) says school psychologists are exempt from North Dakota licensure requirements as psychologists if they limit their scope of practice to public schools and hold a master's degree in school psychology from an accredited graduate training program. [Section 15.1-13-01](#) of the North Dakota Century Code defines school psychologists under the profession of teaching. According to the National [Association of School Psychologists \(NASP\)](#), school psychologists in North Dakota must hold, at a minimum, a restricted North Dakota teaching license. An initial (restricted) teaching license is issued to first-time applicants. The prekindergarten through grade twelve school psychology restricted license will be issued to those applicants who have: (1) Obtained a specialist degree in school psychology from a national association of school psychology-accredited institution; or (2) achieved the national certification of school psychologist. To qualify for the national certification of school psychologist license, the candidate must have successfully met the standards for training and field placement programs in school psychology, standards for the credentialing of school psychologist, standards for the provision of school psychological services, and principles of professional ethics. A regular (five-year) school psychologist license is available only to those currently holding the initial (restricted) license and requires a master's degree (minimum of 60 graduate hours) from a NASP accredited program, which includes a 1200-hour internship consisting of at least 600 hours in a school setting. Regular credential is issued to those who have worked for 18 months (full-time equivalent) in the state of North Dakota. Individuals must be under contract at least 30 days of the 5-year period. A 40-day professional license is issued to applicants who have been offered a job and have completed the entire application process with the exception of the background investigation. A letter from the school administrator indicating desire to issue a contract without the background investigation being complete and a letter from the applicant indicating his or her criminal background history are needed by the ESPB prior to issuing this license.

## **Vocational Rehab counselor**

Vocational rehabilitation counselors do not carry licensure requirements in the North Dakota Century Code.

## **Human Resource Counselor**

Human resource counselors do not carry licensure requirements in the North Dakota Century Code.

#### **Tier 4:**

##### **Direct Care Assistant/Behavior Technicians**

Mental health technicians and case aids are entry-level positions that provide direct care services at inpatient facilities or outpatient agencies, including the human service centers. In order to bill insurance providers for the services that these positions provide, there must be some standard of education and certification. Previously, the Behavioral Health Division within the North Dakota Department of Human Services oversaw the certification for mental health technicians. However, the certification process for in North Dakota was changed in August 2020. Now, mental health technician certification can be acquired from one of several national organizations, such as the American Medical Certification Association, National Career Certification Board, and National Association of Cognitive-Behavioral Therapists. Certificates from any of those organizations are accepted by North Dakota Medicaid (see the following link for more information: <https://www.behavioralhealth.nd.gov/about-us/mental-health/mental-health-technician-certification>).

#### **Non-tiered:**

##### **Licensed Baccalaureate Social Worker**

Licensed baccalaureate social workers are not included in the tiered system, however statutory requirements for licensed baccalaureate social workers are found in [section 43-41-04](#) of the North Dakota Century Code. In order to be eligible for licensure as a licensed baccalaureate social worker, the applicant must possess a baccalaureate degree in social work from a college or university program approved by the North Dakota Board of Social Work Examiners, pass an examination approved by the Board, and must agree to adhere to the code of social work ethics adopted by the North Dakota Board of Social Work Examiners.

##### **Peer Support Specialist**

Peer support specialists do not carry licensure requirements in the North Dakota Century Code. A peer support specialist is an individual with lived behavioral health experience who has completed a weeklong training organized or approved by the North Dakota Department of Human Services. North Dakota has informal peer support happening in various systems, but there has not been a standardized and supported mechanism for the widespread adoption of peer support services. Peer support at this point is available in small pockets or through silo programs such as Free Through Recovery, the SUD voucher, and recovery centers. More recently, individuals have been able to become certified peer support specialists through the Behavioral Health Division within the North Dakota Department of Human Services. In order to be eligible for certification, individuals must currently reside or be employed in North Dakota, self-identify as an individual with personal lived experience or be a family member of an individual with lived experience, be 18 years of age or older, have a high school diploma or general equivalency, and successfully complete an approved peer support training program.

Tier 1												
Positions	Minimum Education (A=Associate's, B=Bachelor's, M=Master's, D=Doctoral)						Credentialing Requirements (L=License, E=Exam)				Source	
	A	B	M	D	Clinical/ Practicum Requirements	Coursework/ Training in Mental Health	Other Information	L	E	Training/ Supervision Requirements	Other Information	
Psychiatrist (1a)				X	X	X	Degree must be from an accredited program	X	X	X	Requires a medical license. 1 year of postgraduate training for U.S. or Canadian medical graduates or 30 months of postgraduate training for International medical graduates.	<a href="https://www.legis.nd.gov/cencode/t43c17.pdf#nameddest=43-17-18">https://www.legis.nd.gov/cencode/t43c17.pdf#nameddest=43-17-18</a>
Psychologist (1a)				X	X	X	Degree must be from an APA/CPA college or university	X	X	X	1 year of internship and 1 year of postdoctoral (under supervision) 3000 hours (1500 pre- doctoral, 1500 postdoctoral)	<a href="https://www.legis.nd.gov/cencode/t43c32.pdf#nameddest=43-32-20">https://www.legis.nd.gov/cencode/t43c32.pdf#nameddest=43-32-20</a>
Physician (1b)				X	X		Degree must be from an accredited program	X	X		Requires a medical license. 1 year of postgraduate training for U.S. or Canadian medical graduates or 30 months of postgraduate training for International medical graduates.	<a href="https://www.legis.nd.gov/cencode/t43c17.pdf#nameddest=43-17-18">https://www.legis.nd.gov/cencode/t43c17.pdf#nameddest=43-17-18</a>

Tier 1												
	Minimum Education (A=Associate's, B=Bachelor's, M=Master's, D=Doctoral)							Credentialing Requirements (L=License, E=Exam)				Source
	A	B	M	D	Clinical/ Practicum Requirements	Coursework /Training in Mental Health	Other Information	L	E	Training/ Supervision Requirements	Other Information	
Physician Assistant (1b)			X		X			X	X	X	In North Dakota PAs must be supervised by a licensed MD or DO.	<a href="https://www.legis.nd.gov/encode/t43c17.pdf">https://www.legis.nd.gov/encode/t43c17.pdf</a>  <a href="https://www.legis.nd.gov/information/acdata/pdf/50-03-01.pdf">https://www.legis.nd.gov/information/acdata/pdf/50-03-01.pdf</a>
Advanced Practice Registered Nurse (APRN) (1b)			X		X		The degree must be from a board approved program	X	X			<a href="https://www.legis.nd.gov/encode/t43c12-1.pdf">https://www.legis.nd.gov/encode/t43c12-1.pdf</a>

Tier 2												
Positions	Minimum Education (A=Associate's, B=Bachelor's, M=Master's, D=Doctoral)						Credentialing Requirements (L=License, E=Exam)				Source	
	A	B	M	D	Clinical/ Practicum Requirements	Coursework/ Training in Mental Health	Other Information	L	E	Training/ Supervision Requirements		Other Information
Licensed Clinical Social Worker (LCSW) (2a)			X		X	X	Degree must be in social work from a CSWE accredited program	X	X	X	3000 hours of supervised clinical practice completed within 4 years post- master's degree.	<a href="https://www.legis.nd.gov/compile/43c41.pdf">https://www.legis.nd.gov/compile/43c41.pdf</a>
Licensed Professional Clinical Counselor (LPCC) (2a)			X		X	X	3000 hours (4 years) of post- master's clinical experience in a clinical setting. Degree must be from an accredited college or university	X	X	X	Advanced practice license given to LPCs who complete advanced clinical requirements. Requires 100 hours of supervision by an LPCC	<a href="https://www.legis.nd.gov/compile/43c47.pdf">https://www.legis.nd.gov/compile/43c47.pdf</a>

Tier 2												
Positions	Minimum Education (A=Associate's, B=Bachelor's, M=Master's, D=Doctoral)						Credentialing Requirements (L=License, E=Exam)				Source	
	A	B	M	D	Clinical/ Practicum Requirements	Coursework/ Training in Mental Health	Other Information	L	E	Training/ Supervision Requirements	Other Information	
Licensed Marriage and Family Therapist (LMFT) (2a)			X		X	X	600 graduate hours of supervision during course of study. Degree from a board approved program	X	X	X	1500 hours during supervised period with LAMFT license. Numerous exemptions.	<a href="https://www.legis.nd.gov/compile/t43c53.pdf">https://www.legis.nd.gov/compile/t43c53.pdf</a>
Licensed Addiction Counselor (LAC) (2b)		X			X	X	1400 hours of clinical training or completion on non-board of approved training which is considered equivalent	X	X	X	Clinical training experience required with at least 50% of the required supervision provided by a supervising LAC	<a href="https://www.legis.nd.gov/compile/t43c45.pdf">https://www.legis.nd.gov/compile/t43c45.pdf</a>
Registered Nurse (RN) (2b)		X			X		The degree must be from a board approved program	X	X			<a href="https://www.legis.nd.gov/compile/t43c12-1.pdf">https://www.legis.nd.gov/compile/t43c12-1.pdf</a>

Tier 3												
Positions	Minimum Education (A=Associate's, B=Bachelor's, M=Master's, D=Doctoral)						Credentialing Requirements (L=License, E=Exam)				Source	
	A	B	M	D	Clinical/ Practicum Requirements	Coursework /Training in Mental Health	Other Information	L	E	Training/ Supervision Requirements	Other Information	
Licensed Associate Professional Counselor (LAPC)			X		X	X	700 hours counseling practicum. Degree must be from an accredited college or university	X	X	X	Provisional license that allows individual to practice as a counselor under supervision until they meet supervision requirements for full license	<a href="https://www.legis.nd.gov/code/t43c47.pdf">https://www.legis.nd.gov/code/t43c47.pdf</a>
Licensed Professional Counselor (LPC)			X		X	X	400 hours of client counseling during supervisory period. Degree must be from an accredited college or university	X	X	X	Full license to practice without supervision. During 2 years of supervised experience 100 hours must be direct supervision	<a href="https://www.legis.nd.gov/code/t43c47.pdf">https://www.legis.nd.gov/code/t43c47.pdf</a>
Licensed Master Social Worker (LMSW)			X			X	Degree must be in social work from a CSWE	X	X			<a href="https://www.legis.nd.gov/code/t43c47.pdf">https://www.legis.nd.gov/code/t43c47.pdf</a>

Tier 3												
Positions	Minimum Education (A=Associate's, B=Bachelor's, M=Master's, D=Doctoral)						Credentialing Requirements (L=License, E=Exam)				Source	
	A	B	M	D	Clinical/ Practicum Requirements	Coursework /Training in Mental Health	Other Information	L	E	Training/ Supervision Requirements	Other Information	
							accredited program					43c41.pdf
Licensed Associate Marriage and Family Therapist (LAMFT)			X		X	X	600 graduate hours of supervision during course of study. Degree from a board approved program	X	X	X	1500 hours (2 years) during supervised period with LAMFT license.	<a href="https://www.legis.nd.gov/cencode/t43c53.pdf">https://www.legis.nd.gov/cencode/t43c53.pdf</a>
Occupational Therapist (OT)			X		X	X	The degree must be from a board approved program	X	X	X	Supervised fieldwork is required during course of study	<a href="https://www.legis.nd.gov/cencode/t43c40.pdf">https://www.legis.nd.gov/cencode/t43c40.pdf</a>
Licensed Practical Nurse (LPN)	X				X		The degree must be from a board approved program	X	X			<a href="https://www.legis.nd.gov/cencode/t43c12-1.pdf">https://www.legis.nd.gov/cencode/t43c12-1.pdf</a>
Licensed Behavior Analyst		X				X	Degree must be from a board	X	X		Must have a certificate from the Behavior	<a href="https://www.legis.nd.gov/cencode/t">https://www.legis.nd.gov/cencode/t</a>



Tier 3												
Positions	Minimum Education (A=Associate's, B=Bachelor's, M=Master's, D=Doctoral)						Credentialing Requirements (L=License, E=Exam)				Source	
	A	B	M	D	Clinical/ Practicum Requirements	Coursework /Training in Mental Health	Other Information	L	E	Training/ Supervision Requirements	Other Information	
							approved program				Analyst Certification Board (BACB)	43c64.pdf
School Psychologist			X			X	Degree must be from a NASP accredited program	X	X	X	1200 hours of internship, half of which must be in a school setting	<a href="https://www.legis.nd.gov/information/acdata/pdf/67-11-15.pdf">https://www.legis.nd.gov/information/acdata/pdf/67-11-15.pdf</a> <a href="https://www.legis.nd.gov/information/acdata/pdf/67.1-02-05.pdf">https://www.legis.nd.gov/information/acdata/pdf/67.1-02-05.pdf</a> <a href="https://www.nd.gov/esp/sites/www/files/documents/License%20Code%20Manual%202017-">https://www.nd.gov/esp/sites/www/files/documents/License%20Code%20Manual%202017-</a>

Tier 3												
Positions	Minimum Education (A=Associate's, B=Bachelor's, M=Master's, D=Doctoral)						Credentialing Requirements (L=License, E=Exam)				Source	
	A	B	M	D	Clinical/ Practicum Requirements	Coursework /Training in Mental Health	Other Information	L	E	Training/ Supervision Requirements	Other Information	
												2018%20%20Final_0.pdf
Vocational Rehabilitation Counselor											There is no license for this profession	
Human Resource Counselor											There is no license for this profession	

Tier 4												
Positions	Minimum Education (A=Associate's, B=Bachelor's, M=Master's, D=Doctoral)						Credentialing Requirements (L=License, E=Exam)				Source	
	A	B	M	D	Clinical/ Practicum Requirements	Coursework /Training in Mental Health	Other Information	L	E	Training/ Supervision Requirements		Other Information
Mental Health Technician / Case Aide							High school Degree, CPR, First Aide, Crisis Intervention, HIPPA, & mental health certificate training				Must have a Certificate from ND Behavioral Health Division	<a href="https://www.behavioralhealth.nd.gov/about-us/mental-health/mental-health-technician-certification">https://www.behavioralhealth.nd.gov/about-us/mental-health/mental-health-technician-certification</a>
Licensed Assistant Behavior Analyst		X				X	Degree must be from a board approved program	X	X		Must have a certificate from the Behavior Analyst Certification Board (BACB)	<a href="https://www.legis.nd.gov/cencode/t43c64.pdf">https://www.legis.nd.gov/cencode/t43c64.pdf</a>

Tier 4												
Positions	Minimum Education (A=Associate's, B=Bachelor's, M=Master's, D=Doctoral)						Credentialing Requirements (L=License, E=Exam)				Source	
	A	B	M	D	Clinical/ Practicum Requirements	Coursework /Training in Mental Health	Other Information	L	E	Training/ Supervision Requirements		Other Information
Behavior Technician		X				Must complete 40 hour RPT training or an approved 4-year degree			X	Must practice under the close, ongoing supervision of a BCBA or BCaBA	A Behavior Technician can only enroll for 6 months without their certificate. If wishing to remain active they must submit a Registered Behavior Technician Certificate from the Behavior Analyst Certification Board (BACB)	<a href="https://www.legis.nd.gov/cencode/t43c32.pdf">https://www.legis.nd.gov/cencode/t43c32.pdf</a>
Peer Support Specialist											An individual with lived behavioral health experience and completed training	

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