

DECEMBER 2020

# FACT SHEET

## Tier 4 and Non-Tiered Behavioral Health Professions



### Tier 4 Behavioral Health Professions

The tiered system for behavioral health professionals in North Dakota is a basic ranking of behavioral health professionals based on their scope of practice, with tier 1 being the highest rank and tier 4 being the lowest rank. Tier 4 is the narrowest scope of practice and includes direct care assistants and technicians that must work under other behavioral health professionals.

Currently, there are no North Dakota Century Code requirements for tier 4. Instead, these are regulated by state or national certificates. Mental health technicians and case aides must be certified as mental health technicians by the North Dakota Department of Human Services. Behavior Technicians and Assistant Behavior Analysts must have the relevant certificates from the National Behavior Analyst Certification Board (BACB).

#### *Behavior Analysts*

Behavior analysts are professionals who use experimental and applied analysis of behavior, and use statistics to develop techniques and treatments that facilitate the evaluation and modification of behavior, especially when the behavior is maladaptive. There are two licensure levels in North Dakota, the licensed assistant behavior analyst (LABA) and the licensed behavior analyst (LBA) which are new licensure titles recently approved in 2019.

Licensed behavior analysts were previously referred to as licensed applied behavior analysts and licensed assistant behavior analysts were previously referred to as registered applied behavior analysts. To obtain these licenses, applicants must complete education, examination, and experience requirements established by the State Board of Integrative Health Care, such as certification from the Behavior Analyst Certification Board (BACB). As of 2019, there were 34 licensed behavioral analysts in North Dakota.

#### *Behavior Technicians*

Behavior Technicians are paraprofessionals who practice under the supervision of a behavior analyst. They are responsible for the direct implementation of behavior analytic services. To be a behavior technician in North Dakota, an individual must meet requirements of the BACB, including at least a high school diploma or equivalent degree, passing

a background check, 40 hours of training, completion of a competency assessment and the RBT examination.

### Non-Tiered Behavioral Health Professions

There are professions not currently in the tiered system that provide behavioral health services in North Dakota.

#### *Licensed Baccalaureate Social Worker*

Licensed Baccalaureate Social Workers must possess a baccalaureate degree in social work from an accredited college or university, a passing score on the ASWB Bachelor's level exam, and must agree to adhere to the code of social work ethics adopted by the North Dakota Board of Social Work Examiners.

#### *Peer Support Specialists*

Peer support specialists are individuals with lived behavioral health experience who use their experience to serve as a pro-social model, offer insight to an individual's care team, and provide support focused on advocacy, coaching, and mentoring. The only education or training required is a week long training through the NDDHS Behavioral Health Division.

### Data

Information from the North Dakota Century Code was used to develop this Fact Sheet in relation to the tiered system.