

NORTH DAKOTA BOARD OF ADDICTION COUNSELOR EXAMINERS

**Interim Committee Report
July 27, 2016**



ADMINISTRATIVE RULE

- HB 1048 required all mental health boards to review, and/or update their respective Administrative Rules.
- The NDBACE appointed two members to review the Rule and current law, pertaining to addiction counseling licensing in North Dakota. These members were tasked with providing recommendations for revision.
- The NDBACE met on March 11th, 2016, to review the above recommendations and finalize suggested revisions to the Rule, which are to be presented at the Health Services Interim Committee meeting.



RECENT NDBACE CHANGES

- Added a new training (internship) consortium: (TAPP)
- Added a regular NDBACE review of academics/training/licensure requirements, during the 2nd and 4th board meetings
- Application processed modified/streamlined by creating a single licensure application, to decrease review time.
- Academic crosswalk was reviewed and streamlined, decreasing review time.
- NDBACE website is more user friendly, accessible, with an added option to renew licenses online.
- Consortiums are becoming more flexible in terms of training start dates; better working relationships with other universities.
- Collaborating with NAADAC to provide the (NCC-AP) exam, which allows for a national certification in Addiction Counseling.

PROPOSED CHANGE #1

TIERED LICENSURE LEVELS



CURRENT LICENSURE IN NORTH DAKOTA

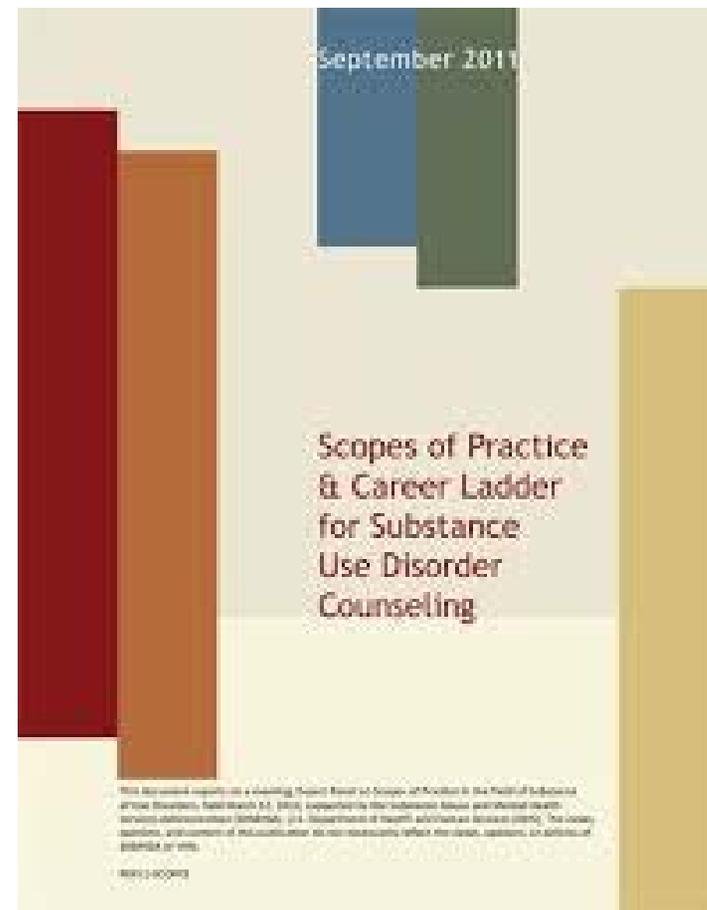
- North Dakota offers a single license:
 - *Licensed Addiction Counselor (LAC)*
- **Licensure Requirements:**
 - Bachelor in Addiction Studies or a related social science required
 - Successful completion of a minimum of 1400 hours of clinical training in a board approved site
 - Written exam



SAMHSA CAREER LADDER

- Protect the public by setting standards;
- Put practice in line with higher education;
- Allow practitioners to be reimbursed for services (e.g., to collect 3rd party payment);
- Raise awareness of the profession; and
- Inform workforce development activities.

<https://store.samhsa.gov/shin/content/PEP11-SCOPES/PEP11-SCOPES.pdf>



PROPOSED NDBACE CAREER LADDER LEVELS

- **Recovery Coach**
- **Addiction Counselor Trainee (ACT)**
- **Licensed Addiction Counselor (LAC)**
- **Master Addiction Counselor (MAC)**

BENEFITS

- The ladder will allow out-of-state applicants to receive a credential while completing additional academic or clinical training requirements of the state of North Dakota.
- Students can remain in ACT status for 3 years (compared to the current 2 years), allowing them time to work as trainees while completing their education.
- Career Ladder will allow out-of-state applicants to join the workforce in an addiction-related field earlier



PROPOSED CHANGE #2

ACADEMIC REQUIRMENTS



CURRENT & PROPOSED ACADEMIC REQUIREMENTS FOR *ACT, LAC, & MAC

CURRENT	PROPOSED
<p>A minimum of 3 credits covering theory and techniques of treatment with all of the following content:</p> <ol style="list-style-type: none"> 1. Evidence-based treatment methods and models, including those specific to addiction. 2. Assessment and diagnosis models based upon the current diagnostic and statistical manual of the American Psychiatric Association, including substance-related disorders. 3. Most current American society of addiction medicine patient criteria. 4. Interviewing process, skills, and techniques. 5. Individual counseling skills. 6. Testing instruments. 7. Documentation, report writing, and recordkeeping. 8. Verbal communication skills. 	<p>A minimum of 3 credits covering theory and techniques of treatment, including content in ASAM criteria.</p>
<p>A minimum of 3 credits covering group counseling skills.</p>	<p>A minimum of 3 credits covering group counseling skills.</p>
<p>A minimum of 3 credits covering psychopharmacology.</p>	<p>A minimum of 3 credits covering psychopharmacology.</p>
<p>A minimum of 3 credits covering dynamics of addiction with all the following content:</p> <ol style="list-style-type: none"> 1. Historical perspective of models of addiction. 2. Community support and self-help for people with substance Disorders. 3. Contagious diseases related to substance abuse. 	<p>A minimum of 3 credits covering dynamics of addiction or study of alcohol use and abuse.</p>
<p>A minimum of 3 credits covering co-occurring disorders with all the following content:</p> <ol style="list-style-type: none"> 1. Assessment and diagnosis models of substance-related disorders and co-occurring mental illnesses based upon the current diagnostic and statistical manual of the American Psychiatric Association. 2. Psychopathology, mental health, and mental illness in childhood, adolescence, and adulthood. 	<p>A minimum of 3 credits covering co-occurring disorders, psychopathology, or abnormal psychology</p>
<p>A minimum of 2 credits covering professional ethics with all the following content:</p> <ol style="list-style-type: none"> 1. Professional competence and standards. 2. Values and societal obligations. 3. Ethics and codes of conduct for professionals. 4. Ethical decision making. 5. Malpractice and liability. 6. Federal and state regulations governing addiction counseling. 	<p>A minimum of 3 credits covering professional ethics</p>
<p>A minimum of 3 credits covering development through the entire lifespan.</p>	<p>A minimum of 3 credits covering development through the entire lifespan.</p>
<p>A minimum of 3 credits covering family systems with all the following content:</p> <ol style="list-style-type: none"> 1. Family functioning. 2. Family types. 3. Addiction in families. 	<p>A minimum of 3 credits covering family systems.</p>
<p>A minimum of 3 credits covering multicultural diversity or cultural competence related to counseling.</p>	<p>A minimum of 3 credits covering multicultural diversity or cultural competence related to counseling.</p>



PROPOSED ACADEMIC CHANGES

Applicants who graduate with a bachelor's, master's, or doctorate degree in addiction counseling from a program accredited by the national addiction studies accreditation committee, the international coalition for addiction studies and education accreditation, or counsel for accreditation of counseling or addiction counseling will meet the academic requirements, without further transcript review.



PROPOSED CHANGE #3

CLINICAL TRAINING



CURRENT CLINICAL TRAINING REQUIREMENT IN NORTH DAKOTA

- Clinical Training must be completed through one of seven (7) NDBACE approved Clinical Training Consortia or a board approved individualized training plans.
- Trainees must complete a minimum of 1400 hours of clinical (addiction specific) training.
- Individuals cannot begin clinical training unless they have completed all but two (2) required core courses in addiction counseling.



PROPOSED CLINICAL TRAINING REQUIREMENT IN NORTH DAKOTA

- Clinical Training **may** be completed through one of the seven (7) NDBACE approved Clinical Training Consortia.

OR

An individualized training plan, approved by the NDBACE to be completed in one of the following:

- 1. Consortium*
 - 2. Individualized Training Plan*
 - 3. University Placement*
- Bachelor's level trainees will complete **960 hours** of clinical training (**reduced** from 1400 hours).
 - Master's level trainees will complete **700 hours** of clinical training (**reduced** from 1400 hours).



CLINICAL TRAINING IN NORTH DAKOTA

- A trainee **CAN** be employed and PAID in private or public settings (agencies determine ability to pay).
- A trainee **CAN** complete clinical training on a full-time or part-time basis.
- A new training consortium, *Training Academy for Addiction Professionals*, was created in 2015.
- As with other professions, training opportunities are available across the state of North Dakota.



PROPOSED CHANGE #4

RECIPROCITY



CURRENT RECICPROCITY

- To become a Licensed Addiction Counselor (LAC) in North Dakota, laws in other states must be substantially similar.



PROPOSED RECIPROCIITY

- Individuals who possess a minimum of a Bachelor's degree in Addiction Studies or a related field and have a minimum of 5 years (10,000 hours) of full-time experience (post-licensure) will be **eligible for licensure** as an LAC in ND.
- Individuals who possess a minimum of a Master's degree in Addiction Studies or a related field and have a minimum of 5 years (10,000 hours) of full-time experience (post-licensure) will be **eligible for licensure** as a MAC in ND.
- Out-of-state individuals who meet above requirements but have less than 5 years (10,000 hours) of experience, will receive 140 hours of clinical training credit for each year of full-time post-licensure addiction specific experience.
- Out-of-state individuals with NCAC-II credential (from NAADAC) will be eligible for **licensure** as an LAC in ND.



QUESTIONS?

