

From: [Saegness, Pamela](#)  
 To: [Vaasen, Leslie - STechClerk - SAPPHR](#)  
 Cc: [Auband, Donna M.](#), [Wills, Dale D.](#)  
 Subject: CCBHC FTE information - as requested this morning by Les  
 Date: Monday, April 7, 2025 9:42:40 AM  
 Attachments: [image001.png](#)  
[image002.png](#)  
[image003.png](#)

**Workforce Needs:**

The following information is in response to your request regarding workforce needs to implement CCBHC in 4 regions (Williston, Minot, Dickinson, Fargo). We have included several visuals to help represent the areas of service (direct, indirect, vital to run facility positions, and future-planned positions). The first graphic illustrates the types of positions under each, and the colors will provide the key to the graphs below.

### Definitions

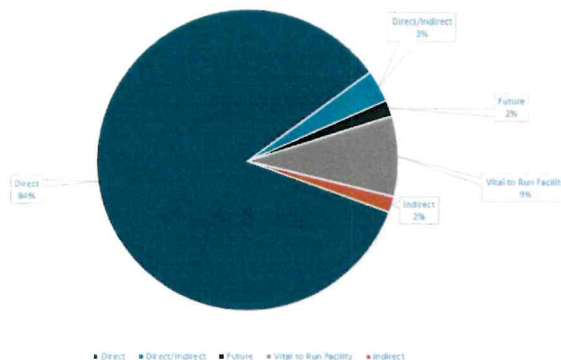
<p><b>Direct</b></p> <p>Provides services that have a billable code or provide services under a per diem rate</p> <ul style="list-style-type: none"> <li>These services may be billed directly under the providers name, or under the supervisor as they are not independently licensed</li> </ul> <p><b>Position Types</b></p> <ul style="list-style-type: none"> <li>Behavioral Modification Specialists</li> <li>Case Manager</li> <li>Licensed Addiction Counselors</li> <li>Mental Health Technicians</li> <li>Peer Support</li> <li>Psychologist</li> <li>Psychometrist</li> <li>Therapist</li> <li>Prescriber</li> <li>Residential Direct Care Associates</li> <li>Occupational Therapist</li> </ul>	<p><b>Direct/Indirect</b></p> <p>Provides services that have a billable code, but majority of services provided are rolled up into another billable code</p> <ul style="list-style-type: none"> <li>Example- nursing services are rolled into the prescriber's billable code</li> </ul> <p><b>Position Types</b></p> <ul style="list-style-type: none"> <li>Nurses</li> </ul>	<p><b>Indirect</b></p> <p>Does not have a billable code, but services vital to billable code provided by others</p> <p><b>Position Types</b></p> <ul style="list-style-type: none"> <li>Certified Nursing Assistant</li> <li>Certified Medication Assistant</li> <li>Pharmacy Technicians</li> </ul>
	<p><b>Vital to Run Facility</b></p> <p>Without these roles, the revenue producing staff would not be able to do billable services and clinics would not be open.</p> <p><b>Position Types</b></p> <ul style="list-style-type: none"> <li>Support Staff</li> <li>Facility Maintenance</li> <li>Directors</li> </ul>	<p><b>Future</b></p> <p>Currently does not have a billable service code, but services will be calculated into PPS rate covered by Medicaid at a CCBHC</p> <p><b>Position Types</b></p> <ul style="list-style-type: none"> <li>Care Coordinators</li> <li>Behavioral Health Liaisons</li> <li>Supportive Employment Specialists</li> </ul>

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During the Summer of 2024 HHS approved the eight clinics request of 58 positions in total to support clinics and residentials to meet the demand of their current identified service population. A sample of positions requested were therapists, licensed addiction counselors, direct care associates , care coordinators.

## Clinic FTE Growth in Relation to Billable Positions Meet Current Service Demand

2023-2025: All Clinics  
 n=58



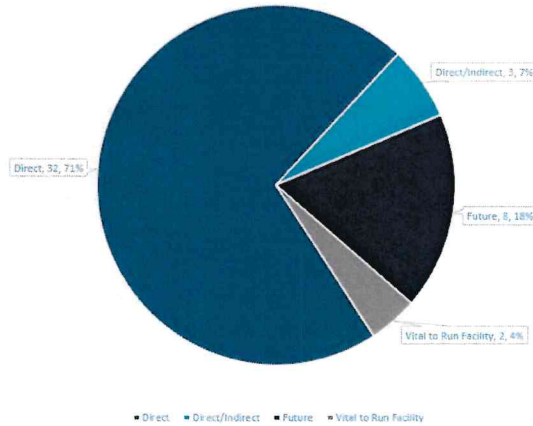
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45 positions are needed to expand services to meet CCBHC requirements in 4 clinics (Williston, Minot, Dickinson, Fargo). A sample of positions requested were therapists, licensed addiction counselors, case managers, care coordinators, prescribers, and additional facility supports like support staff and maintenance workers.

# CCBHC Expansion FTE Request in Relation to Billable Positions

## 2025-2027 Northwest, North Central, Badlands, and Southeast

*n=45 FTE*



**Certification:**

As discussed during clinic testimony, there is no federal certification for CCBHC. It is the responsibility of the state to establish its own criteria, requirements, and certification process in accordance with local laws and regulations; ensuring that the certification process is tailored to the specific needs and standards of the state. Once a state develops certification criteria and requirements, then clinics can apply and go through a review to determine if the clinic meets certification criteria. North Dakota currently does not have an established certification criteria or process but is actively engaged in the development. SB 2113 will grant authority to the Behavioral Health Division to establish certification criteria which will be set in administrative code, with plan of certification to be accessible by clinics Spring/Summer 2026.

**Federal Grant Funding:**

The Behavioral Health Division has applied for grant funding from SAMHSA to pursue assistance with CCBHC implementation, as outlined below. These grants support states in the development of CCBHC certification and clinics in the implementation to meet CCBHC Certification. The Behavioral Health Division was awarded a CCBHC Planning Grant in December 2024. To note, grants are not required for states to stand up certification criteria and process.

May 2022	The Behavioral Health Division submitted three federal grant applications for the FY 2022 Certified Community Behavioral Health Clinic Planning, Development, and Implementation Grant (CCBHC-PDI) NOFO No. SM-22-002 for <b>Badlands, South Central</b> and <b>Northeast</b> Human Service Centers.	NOT AWARDED
Dec 2022	The Behavioral Health Division submitted a federal grant application for FY 2023 Cooperative Agreements for Certified Community Behavioral Health Clinic Planning Grants (CCBHC Planning Grants) NOFO No. SM-23-015.	NOT AWARDED
May 2023	The Behavioral Health Division submitted three federal grant applications for the FY 2023 Certified Community Behavioral Health Clinic Planning, Development, and Implementation Grant (CCBHC-PDI) NOFO No. SM-23-024 for <b>Badlands, Northwest</b> and <b>Northeast</b> Human Service Centers.	NOT AWARDED
Sept 2024	The Behavioral Health Division submitted a federal grant application for FY 2024 Cooperative Agreements for Certified Community Behavioral Health Clinic Planning Grants (CCBHC Planning Grants) NOFO No. SM-25-001	AWARDED <i>As of 12/31/2024</i>