



Human Services  
Research Institute



# North Dakota Behavioral Health Strategic Plan

Update for Behavioral Health Planning Council  
October 2022



# Progress as of June 30, 2022

Download the latest  
data dashboard at  
[https://www.hsri.org/  
nd-plan](https://www.hsri.org/nd-plan)

Objectives		Complete or In Progress and On Time
1.	Develop and implement a comprehensive strategic plan	87%
2.	Invest in prevention and early intervention	86%
3.	Ensure all North Dakotans have timely access to behavioral health services	64%
4.	Expand outpatient and community-based service array	91%
5.	Enhance and streamline system of care for children and youth	39%
6.	Continue to implement and refine the current criminal justice strategy	63%
7.	Engage in targeted efforts to recruit and retain a qualified and competent behavioral health workforce	75%
8.	Continue to expand the use of telebehavioral health interventions	83%
9.	Ensure the system reflects its values of person-centeredness, health equity, and trauma-informed approaches	86%
10.	Encourage and support communities to share responsibility with the state for promoting high-quality behavioral health services	100%
11.	Partner with tribal nations to increase health equity for American Indian populations	100%
12.	Diversify and enhance funding for behavioral health	100%
13.	Conduct ongoing, system-wide, data-driven monitoring of need and access	80%



## AIM 7

# Engage in targeted efforts to recruit and retain a qualified and competent behavioral health workforce

## 7.1 Designate a single entity responsible for supporting behavioral health workforce\* implementation

	Objectives	Complete
1.	Select a contractor with expertise in Behavioral Health Workforce to facilitate a Behavioral Health Summit	
2.	Convene a Behavioral Health Workforce Collaborative, with representatives from relevant groups and initiatives invited, to review and collaborate on workforce-related goals and establish a mechanism for sharing activities and aligning efforts	

*\* The “behavioral health workforce” encompasses all licensed and unlicensed staff providing prevention, early intervention, treatment, services, or supports to people with mental health conditions, substance use disorders, or brain injury*

# Behavioral Health Workforce Summit Highlights

65 people

39 organizations

2 days

Licensure

- Reciprocity
- Roles of the boards

Recruitment

- Pipeline development
- Career ladder opportunities
- Scholarships

Retention

- Culture
- Reducing competition
- Competitive wages

Services

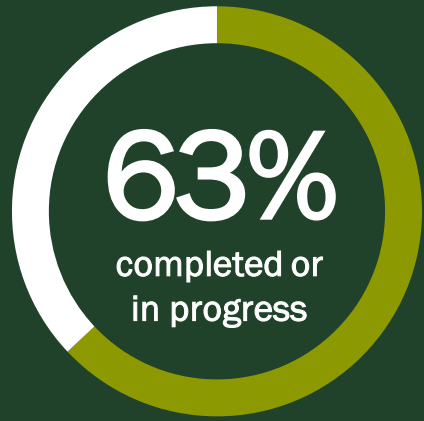
- Paraprofessional workforce
- Community based options to reduce overuse of inpatient/acute services

Reimbursement

- Rates for mid-level providers and peers
- Peer support beyond 1915(i) & SUD voucher
- Complexity and administrative burden of braided funding

Communication/Planning

- Whose responsibility is the work?
- With what resources?



How we're achieving  
this aim

41 Action  
Steps

3 Goals

+  
12 Objectives

## AIM 6

# Continue to implement and refine the current criminal justice strategy

**6.1 Implement a statewide Crisis Intervention Team training initiative for law enforcement, other first responders, and jail and prison staff**

**6.2 Implement training on trauma-informed approaches—including vicarious trauma and self-care—for all criminal justice staff**

**6.3 Review jail capacity for behavioral health needs identification, support, and referral, and create a plan to fill gaps**





How we're achieving  
this aim

7 Action  
Steps

1 Goal  
+

2 Objectives

## AIM 11

# Partner with tribal nations to increase health equity for American Indian populations



**11.1 Convene behavioral health leaders in tribal nations and Urban Indian communities to understand and identify community-specific strengths, needs, and priorities and identify opportunities to partner with DHS.**

Objectives	Complete
1. Meet with behavioral health leaders at each tribe to understand strengths, needs, and priorities and identify opportunities to partner with DHS.	
2. Meet with behavioral health leaders in Urban Indian communities to understand and identify community-specific needs and priorities and identify opportunities to partner with DHS.	



# Upcoming Work

- Enhanced capacity for Aim 5 - BHD awarded grant to expand the system of care for children and youth
- Reimagine Aim 8 – Expanding Telebehavioral health services
- New Aim 9 goal – Understanding health equity from the perspective of New American/foreign-born/immigrant populations
- Expand and rework Aim 13 – Using data to understand need, access, and quality. Two goals:
  1. Epidemiology and population health
  2. Data monitoring to understand access, quality, outcomes, and experience

# For discussion: Reimagining Aim 8

Currently, the goal is focused on expanding the types of services available. What are some other considerations for telebehavioral health in 2022 and beyond?

What actions are needed to ensure that Telebehavioral health is used effectively and equitably to promote community wellbeing?





How we're achieving this aim

12 Action Steps

1 Goal + 5 Objectives

## AIM 8

# Continue to expand the use of telebehavioral health

## 8.1 Increase the types of services available through telebehavioral health



Objectives		Complete
1.	Identify and facilitate resolution of any regulatory or funding barriers to adoption of telebehavioral health services	50%
2.	Develop clear, standardized procedural and regulatory guidelines for telebehavioral health	✓
3.	Identify priority services for telebehavioral health expansion	✓
4.	Expand capacity for school-based telebehavioral health services	
5.	Capitalize on learnings and best practices for telebehavioral health practices that were expanded as a result of the pandemic	✓

Thank You.



[www.hsri.org/ND-plan](http://www.hsri.org/ND-plan)

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