

## **United Way Dickinson Manna House -**

### **Staff Certification/Licenses/ Training**

- **Licensed Addiction Counselors (LACs):**  
Required for substance use disorder treatment services.
- **Certified Peer Support Specialists/ Case Management:**  
Must be trained and certified through a North Dakota State Program. Required for individuals providing lived-experience-based support.
- **Certified Care Coordinators/ Case Management:**  
Must be trained and certified through a North Dakota state-recognized program.  
Responsible for guiding client care and recovery planning.
- **CPR/First Aid Certification:**  
Mandatory for all direct care staff to ensure emergency medical readiness.
- **Trauma-Informed Care & Crisis De-escalation Certificate:**  
Essential for all staff interacting with residents, particularly those dealing with mental health or substance use challenges.
- **Naloxone (Narcan) Administration Training:**  
Required for overdose response preparedness among staff working in residential or emergency housing settings.
- **HIPAA Compliance Training:**  
Necessary for staff handling confidential client information to ensure privacy and data protection compliance.