



**Competency Guidelines for Culturally Responsive Relationship Focused Practice  
Promoting Infant Mental Health (IMH-E®)**

**Endorsed Reflective Supervisor (ERS) Add On Requirements**

Endorsement Pre-Requisite	Achieved Endorsement in one of the following categories: <ul style="list-style-type: none"> <li>➤ Infant Family Specialist</li> <li>➤ Early Childhood Family Specialist</li> <li>➤ Infant Mental Health Specialist</li> <li>➤ Early Childhood Mental Health Specialist</li> </ul>
Education	No Degree Requirement
Training	15 hours on the provision of reflective supervision/consultation (RSC) <i>and</i> 3 hours related to diversity, equity, inclusion and belonging (DEIB) in I/ECMH  <i>For applicants who apply as “emerging” only 5 hours of training on the provision of RSC is required in the initial application, followed by an additional 15 hours on the provision of RSC during the “emerging” period<sup>1</sup></i>
Work Experience	Minimum of 12 months providing reflective supervision/consultation (RSC) to individuals or groups  <i>For applicants who apply as “emerging” this work experience is waived</i>
Reflective Supervision/Consultation (RSC)	Minimum 24 clock hours of reflective supervision or consultation, individually or in a group, with 12 of these hours exploring the RSC the applicant is providing to others <sup>1</sup>  An applicants’ provider of RSC must have earned IMH-E® at IFRS or IMHM-Clinical or be “vetted” by NCIMHA <sup>2</sup>
Professional Reference Rating Forms	Total of two reference ratings: <ol style="list-style-type: none"> <li>1. Current reflective supervisor or consultant</li> <li>2. Professional receiving RSC from the applicant</li> </ol> <i>Applicants who apply as “emerging” may substitute the second reference with a reference from a colleague or supervisor</i>
Code of Ethics and Endorsement® Agreement	Signed

<sup>1</sup> Applicants can retain “emerging” status for up to 2 years as they gain the necessary work, training, and reflective supervision experience to obtain ERS. See additional information below regarding emerging status.

<sup>2</sup> “Vetted” professionals are those interviewed by NCIMHA for their familiarity with the Competency Guidelines® and/or their experience providing RSC. NCIMHA will continue to use vetted professionals as we grow our number of Endorsed professionals, NCIMHA will end their use of “vetted” professionals on or before December 31, 2027.

Demonstration of Competencies	Application will document that requirements and competencies have been adequately met through specialized training, work, and RSC experiences  <b>No examination is required</b>
Professional Membership	Membership to the North Carolina Infant and Early Childhood Mental Health Association (NCIMHA) is required

### **Emerging ERS Applicants**

Requirements around providing RSC as an endorsed provider are a barrier to becoming approved to provide RSC, therefore an “emerging” designation allows applicants who do not yet have the qualifying experience as a provider of RSC to begin providing to others for a period of up to 2 years.<sup>3</sup>

During the emerging period, ERS applicants will:

- Provide RSC for at least 12 months
- Engage in another 24 hours of reflective supervision, with 12 of those hours pertaining to the RSC the applicant is providing to others
- Obtain an additional 15 hours of training regarding RSC
- Submit 2 new references

Once applicants meet the aforementioned requirements and they can submit documentation within the EASy system.

### **CONTINUING ENDORSEMENT® REQUIREMENTS FOR ENDORSED REFLECTIVE SUPERVISOR**

Training	3 of the required 15 renewal hours of training required for Endorsement renewal need to be specific to the provision of RSC
Reflective Supervision/Consultation (RSC)	Minimum 12 clock hours of RSC, individually or in a group
Code of Ethics and Endorsement® Agreement	Signed
Professional Membership	Membership to the North Carolina Infant and Early Childhood Mental Health Association (NCIMHA) is required

---

<sup>3</sup> This two-year period begins when you are approved as ERS “emerging” by your AIMH.