

ENDORSEMENT PATHWAYS CHART

Infant Mental Health Endorsement (IMH-E®) is for providers who work with or on behalf of children birth-3.
 Early Childhood Mental Health Endorsement (ECMH-E®) is for providers who work with on behalf of children ages 3-6.
 All categories of Endorsement are available in Infant or Early Childhood.

	Family Associate (FA) PROMOTION	Family Specialist (FS) PREVENTION	Mental Health Specialist (MHS) INTERVENTION	Mental Health Mentor (MHM) MACRO	NEW Endorsed Reflective Supervisor (ERS) LEADERSHIP
Pre-Requisite Endorsement	None	None	None	None	FS or MHS Endorsement
Education	Any academic degree OR Minimum 2 years infant/early childhood related work or volunteer experience in an applicable role [1]	No Degree Required	Masters or Post-Graduate Degree	Masters or Post-Graduate Degree	Refer to FS & MHS Education Requirements
Work Experience		Minimum 2 years of prevention/early intervention work with young children; minimum 10 families served	Minimum 2 years post master's mental health practice working on behalf of the child-caregiver relationship	Minimum 3 years as an I/ECMH practice leader in the policy, research/faculty or clinical realm Clinical only will also met MHS work requirements.	Meets work requirements for FS or MHS; and provides RSC for 1+ year(s)[2]
Training	Minimum 30 hours, with 1 hour focused DEI in I/ECMH Average Submitted: 40	Minimum 30 hours, with 1 hour focused in DEI in I/ECMH Average Submitted: 50	Minimum 30 hours, with 1 hour focused on DEI in I/ECMH Average Submitted: 75	Minimum 30 hours with 1 hour focused on DEI in IECMH <i>Clinical Only:</i> An additional 15 hours on the provision of RSC Average Submitted: 75	Meets training requirements for FS or MHS; plus an additional 15 hours on the provision of RSC and 3 hours on DEI in I/ECMH
Leadership	Not Required	Not Required	Not Required	Minimum 3 years paid or unpaid leadership experience	Not Required

	Family Associate (FA) PROMOTION	Family Specialist (FS) PREVENTION	Mental Health Specialist (MHS) INTERVENTION	Mental Health Mentor (MHM) MACRO	Endorsed Reflective Supervisor (ERS) LEADERSHIP
Reflective Supervision/ Consultation (RSC)	Recommended, not required	Minimum 24 hours while working with young children and their caregivers, RSC provided by MHM-C, ERS or “vetted” provider [3]	Minimum 50 hours while working with young children and their caregivers, RSC provided by MHM-C, ERS or “vetted” provider [3]	<i>Research/Faculty & Policy:</i> Recommended, not required <i>Clinical Only:</i> Minimum 50 hours, with half those hours about the RSC you provide to others. Must be provided by MHM-C or “vetted” provider [3]	Minimum 12 hours of RSC related to the RSC you provide [2] provided by MHM-C, ERS or “vetted” provider [3]
Reference Ratings	3	3	3	3	2
Exam	No	No	Yes through 2024	Yes	No

Initial Endorsement Applications for all categories require a signed Endorsement Agreement, signed Code of Ethics, and current NCIMHA membership (at registration and processing).

Fee Schedule

NCIMHA Membership	\$50 Annually	\$50 Annually	\$50 Annually	\$50 Annually	Included in Initial Endorsement Application
Registration Fee	\$25	\$25	\$25	\$25	\$0
Processing Fee	\$25	\$50	\$175	\$225	\$25
Total Over Time	\$100	\$125	\$250	\$300	\$25

[1] For Family Associate applicants, volunteer experience will meet the criteria if it was supervised experience with people during pregnancy or with infants, toddlers, young children and their caregivers AND included specialized training. Ex. CASA, Doula, Child Life Specialist

[2] For Endorsed Reflective Supervisor (ERS) applicants who have not yet provided 1+ year of RSC there is an emerging status that allows you to begin providing qualifying hours of RSC to other applicants while you obtain the necessary experiences and support.

[3] NCIMHA will continue to use “vetted” RSC providers no later than December 31, 2027. Please visit our website or email the Reflective Supervision Program Manager for additional information regarding the vetting process.

	Family Associate (FA) PROMOTION	Family Specialist (FS) PREVENTION	Mental Health Specialist (MHS) INTERVENTION	Mental Health Mentor (MHM) MACRO	Endorsed Reflective Supervisor (ERS) LEADERSHIP
Annual Renewal Requirements					
NCIMHA Membership	Active NCIMHA Membership	Active NCIMHA Membership	Active NCIMHA Membership	Active NCIMHA Membership	Active NCIMHA Membership
Training	15 hours with 1 hour related to DEI in I/ECMH annually	15 hours with 1 hour related to DEI in I/ECMH annually	15 hours with 1 hour related to DEI in I/ECMH annually	15 hours with 1 hour related to DEI in I/ECMH <i>Clinical Only:</i> If Endorsee is providing RSC, 3 of those hours must be on RSC	15 hours for MHS or FS renewal, that also includes 3 hours on RSC [4]
Reflective Supervision/ Consultation	Recommended, Not Required	12 hours annually from an MHM-C, ERS or “vetted” provider	12 hours annually from an MHM-C, ERS or “vetted” provider	<i>Policy & Research/Faculty:</i> Recommended, not required <i>Clinical Only:</i> 12 hours annually from an MHM-C or “vetted” provider	12 hours annually from an MHM-C, ERS or “vetted” provider [4]
Fee	0	0	0	0	0

[4] Applicant will renew Family Specialist or Mental Health Specialist Endorsement, as well as the Endorsed Reflective Supervisor add on each year. An Endorsee may use the *same* training and RSC hours as long as they meet the renewal requirements for both the category of endorsement and the Endorsed Reflective Supervisor add on.