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

INFANT FAMILY SPECIALIST (IFS) ENDORSEMENT® REQUIREMENTS

Education	No Degree Requirement *If applicants would like to use educational experiences to document competencies, they may choose to upload transcripts from any degree(s) earned.*
Training	Applicants will include as many hours of relationship-based training and/or continuing education as necessary to document that competencies (as specified in *Competency Guidelines*®) have been met. • For those whose degree is in a field that is unrelated to IMH, more specialized in-service training may be required to meet the breadth and depth of the competencies • Training content will include the promotion of social-emotional development and the principles of infant mental health • Typically, successful IFS applications include an average of 60 or more hours of specialized training unless the applicant has completed coursework specific to IMH competencies • Minimum 30 clock hours required
Work Experience	Minimum two years of paid professional work experience providing prevention and/or early intervention services that promote infant mental health. Work experience meets this criterion as long as the applicant has: 1. Served a minimum of 10 families of infants/toddlers (birth to 36 months), and 2. A primary focus of the services provided is the social-emotional needs of infant/toddler, and 3. Services include attention to the relationships surrounding the infant/toddler
Reflective Supervision/Consultation	Minimum 24 clock hours of relationship-based, reflective supervision or consultation, individually or in a group while providing services to infants, very young children, and families. Provider of reflective supervision/consultation must have earned Endorsement as a Mental Health Mentor-Clinical, as an Endorsed Reflective Supervisor (ERS) or be "vetted" by NCIMHA as such.[1]
Professional Reference Ratings *Please note: At least one rating must come from an Endorsed or "vetted"[1] professional familiar with the Competency Guidelines®*	Total of three ratings: 1. One from current program supervisor 2. One from person providing reflective supervision/consultation 3. One from another supervisor, teacher, trainer, consultant, colleague. Rater must be familiar with the applicant's capacity to implement infant mental health principles
Code of Ethics & Endorsement Agreement	Signed
Demonstration of Competencies	Application will document that competencies have been adequately met through course work, work/volunteer experience, in-service training, and reflective supervision/consultation experiences. **Written examination not required for applicants seeking Infant Family Specialist Endorsement®**
Professional Membership	Membership in the North Carolina Infant and Early Childhood Mental Health Association (NCIMHA)

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1 "Vetted" professionals are those interviewed by NCIMHA for their familiarity with the Competency Guidelines® and/or their experience providing reflective supervision/ consultation (RSC). NCIMHA will utilize vetted professionals as we grow our capacity of Endorsed professionals. NCIMHA will discontinue the use of on or before December 21, 2027.

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INFANT FAMILY SPECIALIST CONTINUING ENDORSEMENT® REQUIREMENTS

Education & Training	Minimum of 15 clock hours per year of relationship-based education and training, pertaining to the promotion of social-emotional development and the principles and practice of infant mental health. *Beginning in 2024, one of these hours will be required to cover diversity, equity, inclusion, and access (DEIA).* Documentation of training hours submitted with NCIMHA membership renewal
Professional Membership	Annual renewal of NCIMHA membership
Reflective Supervision/Consultation	All professionals Endorsed as Infant Family Specialists (IFS) receive a minimum of 12 hours of RSC annually