



Vetting FAQ for Endorsement Applicants Receiving Reflective Supervision/Consultation

Do I have to qualify to receive reflective supervision/consultation (RSC)?

Anyone can receive RSC, as it is considered one of the hallmarks of high-quality infant and early childhood mental health services. For the purposes of Endorsement, RSC is recommended for all but required in the following categories:

- Infant or Early Childhood Family Specialist (FS)
- Infant or Early Childhood Mental Health Specialist (MHS)
- Infant or Early Childhood Mental Health Mentor-Clinical (MHM-C)

It is also a requirement for anyone applying for the Endorsed Reflective Supervisor (ERS) add on, which is currently available to FS and MHS Endorsed professionals and applicants who are providing RSC. To become endorsed or obtain ERS you may have a minimum required number of hours that need to be submitted for your application (see below).

Promotion	Prevention	Intervention	Leadership	Macro	Macro
FAMILY ASSOCIATE (IFA OR ECFA)	FAMILY SPECIALIST (IFS OR ECFS)	MENTAL HEALTH SPECIALIST (IMHS OR ECMHS)	*ENDORSED REFLECTIVE SUPERVISOR (ERS)	MENTAL HEALTH MENTOR-CLINICAL (IMHM-C OR ECMHM-C)	MENTAL HEALTH MENTOR-POLICY OR RESEARCH/FACULTY IMHM-P, IMHM-R/F, ECMHM-P, OR ECMHM-R/F
Recommended, but not required	Minimum 24 hours	Minimum 50 hours	Minimum 24 hours, with 12 hours pertaining to the provision of RSC to others	Minimum 50 hours with 25+ of those hours pertaining to the provision of RSC to others	Recommended, but not required
RSC can be provided by: ERS, IMHM-C, ECMHM-C or a "vetted" provider	RSC can be provided by: ERS, IMHM-C, ECMHM-C or "vetted" provider	RSC be provided by: ERS, IMHM-C, ECMHM-C or a "vetted" provider	RSC can be provided by: ERS, IMHM-C, ECMHM-C or a "vetted" provider	RSC be provided by: IMHM-C, ECMHM-C or a "vetted" provider	RSC be provided by: IMHM-C, ECMHM-C or a "vetted" provider

*Endorsed Reflective Supervisor (ERS) is available as an add on for Family Specialists and Mental Health Specialists Endorsed professionals and applicants that are currently provide reflective supervision/consultation (RSC)

Are there rules around who I can receive RSC from?

You will notice that those hours need to be provided by an RSC provider that is either vetted or Endorsed at a certain category, which will be based on the category of Endorsement you are applying for. See below for questions about "vetted" RSC providers.

How do I find an RSC provider?

Many infant and early childhood mental health professionals receive RSC through their employer, or their employer may have resources or connections to support you in receiving RSC. The North Carolina Infant and Early Childhood Mental Health Association (NCIMHA) is building a registry of approved providers [here](#), this registry is updated periodically as

we work to grow RSC capacity. For the most up to date information and for additional support in connecting to a qualified RSC provider, you can reach out to the NCIMHA Reflective Supervision Program Manager (Jessica.TaylorPickford@NCIMHA.org).

When connecting with an RSC provider, you are encouraged to explore your providers' professional background, training, experience and identity to determine goodness of fit for you and your needs. Some questions to consider when you are outreaching an RSC provider:

- Does it matter to me if my RSC provider's professional experience aligns with the type of work I am doing and, if so, does this provider's professional experience align with mine?
- What identities and experiences do I bring to RSC? Is it important to me for my RSC provider to have a specific identity and experience?
- Does my RSC provider offer RSC in my preferred language?
- Can this RSC provider support me in obtaining qualifying hours for Endorsement and renewal based on my category of Endorsement?
- Does this RSC provider have consistent availability that will meet my needs?

If I start RSC right now, when can I become endorsed?

RSC requirements must be met before you can submit your application. However, you may be able to register and start building your application while you are gaining all or some of those RSC hours. The time it takes to accrue RSC hours, so your timeline will be based on:

- frequency and length of your RSC meetings
- category of Endorsement you are applying for

Please see the chart above to determine the number of hours you will need to submit your application.

If you are currently providing RSC to staff who are going through Endorsement and are not Endorsed yourself, reach out to the NCIMHA's [Reflective Supervision Program Manager](#) for information about becoming a "vetted" provider for your current staff (see below for more information on the vetting process).

Vetting RSC Providers

What is vetting?

Vetting is a process put in place to support applicants through their Endorsement journey, specifically around requirements for receiving RSC. As NCIMHA continues to endorse professionals throughout the state to build RSC capacity, NCIMHA allows vetting to help identify IECMH professionals in the community who are not yet endorsed and are providing RSC to others that could count within an applicant's Endorsement application.

The identified RSC provider goes through an interview style process. It is then determined if their experiences and knowledge of RSC aligns with the [Best Practice Guidelines for Reflective Supervision/Consultation \(BPGRSC\)](#). If so, that RSC provider can have past hours of RSC provided to an applicant(s) approved and/or they can become an "vetted" RSC provider so that additional hours of RSC for applicant(s) can be approved and applied to Endorsement applications moving forward.

How do I get my previous RSC provider or supervisor vetted?

If you have previously received RSC, you will first contact that supervisor to inform them that you are:

1. Going through Endorsement
2. Hoping to use the hours of RSC that they provided you to count towards your Endorsement application
3. With consent, you are going to pass along their contact information to a NCIMHA representative who can explain the vetting process and schedule a vetting interview.

For additional information on this process, see Vetting FAQ for RSC Providers, which is available on the NCIMHA website.

What if my past supervision hours are not approved?

In the case that your previous supervisor/supervision hours are not approved, NCIMHA will work with you to connect to a vetted or endorsed reflective supervisor/consultant who you can begin working with.

Can a current supervisor or RSC provider be vetted?

Yes, someone you are currently receiving RSC from can be vetted in order to count past, current, and future hours towards your Endorsement application.

Does vetting end?

Vetted RSC providers and supervisors are limited in how long they are approved to provide RSC to others before becoming endorsed themselves. Usually, RSC providers are approved for a year, with annual check-ins to renew their “vetted” status.

Additionally, it is important to note that vetting across the state is temporary, to be utilized for a finite period as we grow our list of endorsed RSC providers. NCIMHA will no longer allow vetting after December 31, 2027. Hours accrued beyond that date, for initial Endorsement or renewal, must come from an Endorsed RSC provider.

Once vetted, are there other requirements of a vetted providers?

Vetted RSC providers who are *counting past RSC hours* towards an applicant’s Endorsement application are asked to

- complete a reference rating form for the applicant going through Endorsement (for a sample of the reference rating forms, visit the NCIMHA website)

Vetted RSC providers who *continue to provide RSC hours* to one or more Endorsement applicant(s) are required to:

- Receive their own RSC
- Check in with NCIMHA staff annually in order to maintain their vetted status
- Work toward their own Endorsement application so that they can continue to provide RSC once vetting is no longer approved
- Complete a reference rating forms, as requested, for Endorsement applicants to be utilized in their Endorsement application (for sample reference rating forms, see the NCIMHA website)

For additional questions please contact the Reflective Supervision Program Manager, Jessica Taylor-Pickford, at Jessica.TaylorPickford@NCIMHA.org