



Vetting FAQ for Reflective Supervision/Consultation Providers

What is Endorsement?

Culturally Sensitive, Relationship Focused Practice Promoting Infant and Early Childhood Mental Health (IMH-E® and ECMH-E®) are internationally recognized credentials that support and recognize the development and proficiency of professionals who work with or on behalf of pregnant people, infants, toddlers, young children, and their families. It is based on a set of competencies designed to support and enhance culturally-sensitive, relationship focused practice within the framework of infant and early childhood mental health. Endorsement applicants come from a variety of disciplines and demonstrate acquisition of these competencies through education, work, specialized training, reflective supervision/consultation (RSC) experiences, and (in some instances) an exam.

RSC is a key component of Endorsement. While RSC is recommended for all categories, it is required by those applying for:

- 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, ECMH-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)

For additional information on Endorsement categories and requirements see our website [here](#).

Over time, the goal is for all Endorsement applicants to be receiving RSC from an endorsed provider. However, as we grow our list of endorsed professionals, we are able to “vet” RSC providers that are not already endorsed.

What is vetting?

Vetting is a process utilized to support applicants in their Endorsement journey. The North Carolina Association of Infant Mental Health (NCIMHA) will allow vetting for when an applicant or group of applicants is seeking Endorsement and they are receiving RSC from a provider that is not yet endorsed themselves. The process allows NCIMHA to determine if the hours of RSC from a non-endorsed provider are in alignment with the [Best Practice Guidelines for Reflective Supervision/Consultation](#) and can be utilized within an Endorsement application.

Why am I being contacted?

An applicant going through Endorsement has reached out to NCIMHA’s Endorsement Coordinator because they identified you as their provider of RSC (past or present) and hope to utilize hours of RSC that you provided (previously and/or currently) within their Endorsement application.

Who is interviewing me?

A representative from NCIMHA will contact you to schedule and conduct the vetting interview. The representative is familiar with both the Endorsement requirements and process as, well as the RSC requirements for the purposes of Endorsement.

How is RSC for the purposes of Endorsement unique and how do I know if my RSC is in alignment?

We realize that there are many people who are or have provided a form of RSC that is valuable to their supervisees. There is a specific understanding of and process for RSC for the purposes of Endorsement, as well as a set of requirements for who can provide it to professionals that specialize in infant and early childhood mental health work across Endorsement categories (see chart above).

It is recommended that you review the [Best Practice Guidelines for Reflective Supervision/Consultation](#) prior to your interview to get a sense of what RSC for the purposes of Endorsement entails and whether it aligns with the style of supervision that you provide.

Additionally, it is also recommended that you look over the [Competency Guidelines®](#) to get a sense of the professional experiences and expertise the Endorsement credential seeks to capture. RSC for the purposes of Endorsement should give RSC providers a sense of an applicant’s proficiencies in the competencies covered within their scope of practice or Endorsement category.

Both documents can be requested through the NCIMHA representative when you are contacted to schedule a vetting interview or they are available on our website using the links above.

How long does it take be vetted?

We schedule 1 hour for the vetting interview.

What does the interview entail?

The purpose of the interview is for us to learn about your understanding of RSC for the purposes of Endorsement, your experiences both receiving and providing RSC, your experience working with the 0-3 and/or 3-6 population, and relevant training experiences.

What should I expect after the interview?

A determination will be made as to whether your experience with the provision of RSC align with the requirements for Endorsement purposes. You may be contacted if follow up questions are needed in order to make a determination. You, and the Endorsement applicant who reached out to NCIMHA to connect you with the vetting process, will be informed of the outcome of the vetting process. Additionally, you will receive a letter 1-2 weeks after the interview to inform you of the decision. The letter will detail whether you, as a provider, or the hours you provided in the past were approved for inclusion in an Endorsement application.

If your hours are approved and you continue to provide RSC hours moving forward, your letter will document:

1. What categories of Endorsement applicants you are approved to provide RSC for. If you provide for multiple applicants or plan to in the future, you will want to discuss this with any other applicants you work with so that it is clear whether they will be able to count the hours you provide towards their own Endorsement application.
2. The timeline for how long you can serve as a “vetted” provider of RSC.

If you are not approved as a vetted RSC provider your letter will document this, alongside resources to deepen your learning about RSC for the purposes of Endorsement.

If the RSC hours I provide do not qualify, can the applicant still get endorsed?

Yes. The applicant or applicants will still be able to become endorsed, though it may extend the timeframe it takes for them to do so. We have resources available to connect applicants to providers of RSC to obtain qualifying hours.

Can I be vetted for more than one person?

Yes. You can be vetted for one person or multiple people. Frequently, providers are approved to provide RSC for multiple people when they supervise a team or are closely connected to a group going through the Endorsement process. Whenever possible, we work with those providers to help them begin their Endorsement application so that they can continue to provide RSC for the purposes of Endorsement long term.

How long can I provide RSC once I am vetted?

NCIMHA is able to utilize the vetting process while we grow our list of endorsed providers but, per national policy, must end the use of vetted RSC providers on or before December 31, 2027. When vetting is no longer allowed, hours of RSC must be provided by an endorsed provider.

If you are approved as a vetted provider, you will receive a letter with details regarding which applicants and/or categories of Endorsement you are approved to provide RSC hours to and for how long. The date of approval will typically be good for a one-year time frame, in which you will be asked to “check in/renew” your vetted status if you have not completed your own Endorsement.

Are there any requirements once I am vetted and approved?

For RSC providers who are only counting previous RSC hours towards an applicant’s Endorsement application:

- You will be asked to complete a reference rating form for each applicant going through Endorsement who included you as a provider of RSC within their Endorsement application. You can view the sample reference rating forms for each Endorsement category on the NCIMHA website.

For RSC providers who continue to provide RSC hours towards an applicant’s Endorsement application:

- You are required to receive your own RSC, focused on the RSC that you provide to others.

- After one year as a vetted provider, there is a brief check in with the Reflective Supervision Program Manager in order to maintain your vetted status for the duration of the approved time frame.
- It is expected that you work towards your own Endorsement so that you can continue to provide RSC once vetting is no longer approved (on or before December 31, 2027).
- You will be asked to complete a reference rating forms, upon request, for each applicant going through Endorsement that included you as a provider of RSC within their Endorsement application. You can view sample reference rating forms for Endorsement Category on the NCIMHA website.

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