

Infant Mental Health ENDORSEMENT (IMH-E®) PATHWAYS

	Infant Family Associate (IFA) (PROMOTION)	Infant Family Specialist (IFS) (PREVENTION)	Infant Mental Health Specialist (IMHS) (INTERVENTION)	Infant Mental Health Mentor Clinical (IMHM-C) (MACRO)	Infant Mental Health Mentor Policy (IMHM-P) (MACRO)	Infant Mental Health Mentor Research or Faculty (IMHM-R/F) (MACRO)
Education	<p>Any academic degree ^[1]</p> <p>OR</p> <p>Minimum 2 years infant/early childhood-related work or volunteer experience in an applicable role ^[2]</p>	No Degree Requirement	<p>Master of Arts (MA), Master of Science (MS), Master of Education (MEd), Doctorate in Education (EdD), Master of Social Work (MSW), Master of Nursing (MSN), Doctor of Psychology (PsyD) Doctor of Philosophy (PhD), Doctor of Osteopathy (DO), Medical Degree (MD)^[3]</p>	<p>Master of Arts (MA), Master of Science (MS), Master of Education (MEd), Doctorate in Education (EdD), Master of Social Work (MSW), Master of Nursing (MSN), Doctor of Psychology (PsyD) Doctor of Philosophy (PhD), Doctor of Osteopathy (DO), Medical Degree (MD)^[4]</p>	<p>Master of Arts (MA), Master of Science (MS), Master of Education (MEd), Doctorate in Education (EdD), Master of Social Work (MSW), Master of Nursing (MSN), Doctor of Psychology (PsyD) Doctor of Philosophy (PhD), Doctor of Osteopathy (DO), Medical Degree (MD)^[5]</p>	<p>Master of Arts (MA), Master of Science (MS), Master of Education (MEd), Doctorate in Education (EdD), Master of Social Work (MSW), Master of Nursing (MSN), Doctor of Psychology (PsyD) Doctor of Philosophy (PhD), Doctor of Osteopathy (DO), Medical Degree (MD)^[6]</p>
Work Experience	<p><i>Work experiences do not expire. An applicant may count any work experience in an Application that meets the requirement and/or addresses the competencies</i></p>	<p>Minimum 2 years of prevention and/or early intervention service to 0-36 mo. old & their families; served a minimum of 10 families</p>	<p>Minimum 2 years, post-masters, IMH practice working on behalf of the caregiver-infant relationship. IMH services will include parent-infant/ child relationship-based therapies and practices and early relationship assessment and can include concrete assistance, advocacy, emotional support, and developmental guidance. [10]</p>	<p>Meets specialized work experience criteria as specified as an Infant Mental Health Specialist (IMHS)* plus 3-years post-graduate experience providing IMH reflective supervision/consultation and other leadership activities at the local, regional and/or state level</p>	<p>3-years post-graduate experience as a leader in policy and/or program administration related to the promotion of IMH principles and practices, in the context of family and other caregiving relationships, in and across systems and other leadership activities at the local, regional and/or state level</p>	<p>3-years post-graduate experience as a leader in policy and/or program administration related to the promotion of IMH principles and practices, in the context of family and other caregiving relationships, in and across systems and other leadership activities at the local, regional and/or state level</p>

<p>In-Service Training</p> <p>Training experiences do not expire. An applicant may count any training experience in an Application that addresses the competencies and has added to their knowledge and skills, no matter how long ago they have received the training</p>	<p>Minimum 30 hours; on average, IFA applicants enter 40 hours to demonstrate fulfillment of the competencies</p>	<p>Minimum 30 hours; on average, IFS applicants enter 50 hours to demonstrate fulfillment of the competencies</p>	<p>Minimum 30 hours; on average, IMHS applicants enter 75 hours to demonstrate fulfillment of the competencies</p>	<p>Minimum 30 hours; on average, IMHM applicants enter 75 hours to demonstrate fulfillment of the competencies</p> <p><i>A minimum of 15-hours must be didactic training about the provision of RSC</i></p>	<p>Minimum 30 hours; on average, IMHM applicants enter 75 hours to demonstrate fulfillment of the competencies</p>	<p>Minimum 30 hours; on average, IMHM applicants enter 75 hours to demonstrate fulfillment of the competencies</p>
<p>Leadership</p>	<p>None</p>	<p>None</p>	<p>None</p>	<p>Yes ^[7]</p>	<p>Yes ^[8]</p>	<p>Yes ^[9]</p>
<p>Membership in NCIMHA</p>	<p>Yes</p>	<p>Yes</p>	<p>Yes</p>	<p>Yes</p>	<p>Yes</p>	<p>Yes</p>
<p>Code of Ethics</p>	<p>Signed</p>	<p>Signed</p>	<p>Signed</p>	<p>Signed</p>	<p>Signed</p>	<p>Signed</p>
<p>Endorsement Agreement</p>	<p>Signed</p>	<p>Signed</p>	<p>Signed</p>	<p>Signed</p>	<p>Signed</p>	<p>Signed</p>
<p>Reflective Supervision or Consultation (RSC)</p> <p>Reflective supervision hours do not expire.</p>	<p>Not required, but recommended</p>	<p>Minimum 24 clock hours received within a 1-2 year time-frame of relationship-focused RSC, with an approved supervisor/consultant, individually or in a group, while: providing services to infants and toddlers (0 up to 36 months) and families and/or providing mental health consultation services (0</p>	<p>Minimum 50 clock hours received within 1-2 year time-frame of relationship-focused, RSC, with an approved supervisor/consultant, individually or in a group, post-Masters, while providing services to infants and toddlers (0 - 36 months), and families</p>	<p>Minimum 50 clock hours received within 1-2 year time-frame of relationship-focused RSC, with an approved supervisor/consultant, individually or in a group, while providing RSC to infant-family professionals A minimum of 25-hours of the RSC received should be about the RSC that the applicant provides to others</p>	<p>Not required, but recommended</p>	<p>Not required, but recommended</p>

		<p>up to 36 months) through a relational lens with a focus on social emotional development and/or providing supervision to staff who are providing services to infants and toddlers (0 up to 36 months) and families and/or providing supervision to staff who are providing mental health consultation services (0 up to 36 months) through a relational lens with a focus on social emotional development</p>				
applicant can receive RSC from	IMHM-C, IMHS, IFS	IMHM-C, IMHS, or IFS	IMHM-C or IMHS	IMHM-C	IMHM-C	IMHM-C
Reference Ratings	<p>Three 1. Current supervisor 2. Individual who is endorsed as an IFA, IFS, IMHS, or IMHM OR is familiar with the <i>Competency Guidelines</i> and vetted by NCIMHA 3. Colleague, or a parent/recipient of services (paid or volunteer), teacher, CDA mentor, Board member</p>	<p>Three 1. Current program supervisor, teacher, trainer or consultant 2. Person providing RSC 3. Another supervisor, teacher, trainer or consultant; or a colleague</p>	<p>Three 1. Current program supervisor, teacher, trainer or consultant 2. Person providing RSC 3. Another supervisor, teacher, trainer or consultant; colleague; or supervisee (if applicant is a supervisor)</p>	<p>Three 1. Current program supervisor 2. Person providing RSC 3. Person receiving RSC from the applicant</p>	<p>Three 1. Current program supervisor 2. Person providing RSC, if applicable 3. If no one available from first two categories, candidate may ask three colleagues</p>	<p>Three 1. Current department supervisor or chair if he/she is familiar with IMH. If not, applicant may ask a colleague 2. Person providing RSC, if applicable. If not applicable, applicant may ask a colleague 3. Student taught and/or supervised by the applicant</p>

Written Exam	No	No	Yes	Yes	Yes	Yes
Application	Applicants will submit an application that demonstrates that they have met both the requirements and the competencies specified for the Endorsement for which they are applying. Details about competencies can be found in within the Competency Guidelines					

[1] IFA applicants need to meet the Education OR the Work requirement they do not need to meet both.

[2] For IFA applicants, volunteer experience may meet the work criterion if it was a) supervised experience with women during pregnancy or with infants, toddlers & families AND b) included specialized training. Examples include CASA, Doula, or Child Life Specialist.

[3], [4], [5], [6] Or other degree specific to one's professional focus in infant mental health, post-graduate specialization, or university certificate program; in accordance with the Competency Guidelines.

[7], [8], [9] Examples of leadership activities: Provide leadership in higher education IECMH programs, Serve as instructor for higher education for IECMH courses, Participate in interdepartmental efforts to integrate IECMH competencies into appropriate syllabi, Participate as member of doctoral candidate's committee when IECMH-related topics are proposed, Participate in planning for regional, statewide, or national IECMH-specific conferences, Present and/or publish on topics related to the promotion or practice of IECMH, Serve in a leadership role or as an active committee member in local/state IECMH association, Engage in reflective consultation

[10] These therapies and practices are intended to explicitly address issues related to attachment, separation, trauma and unresolved grief and loss as they affect the attachment relationship, development, behavior and care of the infant/child. Strong feelings, such as grief and loss, could also be associated with diagnosis or manifestation of a chronic illness, delay or disability.

Professionals from a variety of disciplines, not only licensed mental health professionals, may earn Endorsement if they have performed the work that meets this criteria. However, the applicant will need to have received the training necessary to provide this level of treatment/intervention AND receive reflective supervision/consultation from someone endorsed as an IMHS or IMHM-C about the treatment/intervention.

OR

In some cases, one year of a supervised graduate internship with direct IMH practice experience as described above may be counted toward the 2-years paid work experience requirement if the supervisor of the internship is an endorsed professional (IMHS or IMHM-C) . Applicants will submit a description of internship for application reviewers' consideration.