

	SELECT YOUR NCIMHA ENDORSEMENT (IMH-E®) PATHWAY BASED ON YOUR SCOPE OF WORK <sup>1</sup>				
	Infant Family Associate (IFA) <b>PROMOTION</b>	Infant Family Specialist (IFS) <b>PREVENTION/EARLY INTERVENTION</b>	Infant Family Reflective Supervisor (IFRS) <b>PREVENTION MACRO</b>	Infant Mental Health Specialist (IMHS) <b>INTERVENTION</b>	Infant Mental Health Mentor (IMHM) <b>MACRO</b>
<b>Education</b>	Any academic degree	No degree required	No degree required	Masters or post-graduate degree	Masters or post-graduate degree
<b>Work Experience</b>	OR Minimum 2 years infant/early childhood-related work or volunteer experience in an applicable role <sup>2</sup>	Minimum 2 years of prevention and/or early intervention service to 0-36 mo. old & their families; served a minimum of 10 families	Minimum 2 years of prevention and/or early intervention service to 0-36 mo. old & their families; served a minimum of 10 families <b>and</b> provider of RSC for 1+ years for professionals doing prevention/early intervention work <sup>3</sup>	Minimum 2 years, post-masters, IMH practice working on behalf of the caregiver-infant relationship (example: infant parent psychotherapy)	Minimum 3 years as an IMH practice leader (policy, research/faculty, and/or clinical)  Clinical only: also meet the IMHS work requirements
<b>In-Service Training</b>	Minimum 30 hours, average 40 hours	Minimum 30 hours, average 50 hours	Minimum 48-hours, average 75-hours <i>Minimum of 15-hours must be about the provision RSC and</i> <i>Minimum of 3-hours must be about diversity, equity, and inclusion in IMH</i>	Minimum 30 hours, average 75 hours	Minimum 33 hours Clinical only: Minimum 48 hours, average 75 hours  <i>Minimum of 3-hours must be about diversity, equity, and inclusion in IMH</i>  <i>Clinical only: Minimum of 15-hours must be about the provision RSC</i>
<b>Membership in NCIMHA</b>	Yes	Yes	Yes	Yes	Yes
<b>Code of Ethics</b>	Signed	Signed	Signed	Signed	Signed
<b>Endorsement Agreement</b>	Signed	Signed	Signed	Signed	Signed
<b>Leadership</b>	N/A	N/A	Minimum 1 year leadership activities	N/A	Minimum 3 years leadership activities
<b>Reflective Supervision/ Consultation (RSC)</b>	N/A	Minimum 24 hours within a 12 month to 24 month time period while working with infants, toddlers, & families and/or while providing supervision to staff who are providing services to infants, young children (0 to 36 months) and their families	Minimum 24 hours within a 12 month to 24 month time period while working with infants, toddlers, & families. A minimum of 12 hours of the RSC received should be about the RSC that the applicant provides to others	Minimum 50 hours within a 12 month to 24 month time period while working with infants, toddlers, & families	Clinical only: Minimum 50 hours within a 12 month to 24 month time period while working with infants, toddlers, & families. A minimum of 25 hours of the RSC received should be about the RSC that the applicant provides to others
<b>Reference Ratings</b>	Three (Current program supervisor and two from: teacher, trainer, consultant, or parent/service recipient)	Three 1. Current program supervisor 2. Person providing RSC 3. Another supervisor, teacher, trainer or consultant; or a colleague	Three 1. Current program supervisor 2. Person providing RSC 3. Person receiving RSC from the applicant	Three 1. Current program supervisor 2. Person providing RSC 3. Another supervisor, teacher, trainer or consultant; colleague; or supervisee (if applicant is a supervisor)	Three (Please see IMHM requirements for specific guidelines for who should complete reference rating forms for Clinical, Policy, and Research/Faculty applicants)
<b>Written Exam</b>	No	No	No	Yes	Yes
<b>Prerequisite (i.e., another category of Endorsement)</b>	No	No	No	No	No

<sup>1</sup>This is just a summary; for a full description, please visit: [www.NCIMHA.org/Endorsement](http://www.NCIMHA.org/Endorsement) or contact us at [Endorsement@NCIMHA.org](mailto:Endorsement@NCIMHA.org)

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

<sup>3</sup>For IFRS applicants who have not yet provided RSC for 1+ year, there is an emerging status option that allows you to begin providing qualifying hours of RSC to IFS endorsees and applicants while you obtain necessary experiences and support

<b>Ongoing Annual Renewal Requirements</b>					
	Infant Family Associate	Infant Family Specialist	Infant Family Reflective Supervisor	Infant Mental Health Specialist	Infant Mental Health Mentor
<b>Membership in NCIMHA</b>	Yes	Yes	Yes	Yes	Yes
<b>Training</b>	Minimum of 15 hours 1 hour must be about diversity, equity, and inclusion in IMH	Minimum of 15 hours 1 hour must be about diversity, equity, and inclusion in IMH	Minimum of 15 hours 1 hour must be about diversity, equity, and inclusion in IMH  3 hours must be about the provision of RSC	Minimum of 15 hours 1 hour must be about diversity, equity, and inclusion in IMH  For providers of RSC: 3 hours must be about the provision of RSC	Minimum of 15 hours 1 hour must be about diversity, equity, and inclusion in IMH  Clinical only: 3 hours must be about the provision of RSC
<b>Reflective Supervision/ Consultation</b>	Not required	Minimum of 12 hours	Minimum of 12 hours	Minimum of 12 hours	Clinical only: Minimum of 12 hours
<b>Renewal Fee</b>	\$0	\$0	\$0	\$0	\$0

<b>Endorsement Fee Schedule</b>					
	Infant Family Associate	Infant Family Specialist	Infant Family Reflective Supervisor	Infant Mental Health Specialist	Infant Mental Health Mentor
<b>Registration Fee</b>	\$25	\$25	\$25	\$25	\$25
<b>Processing Fee</b>	\$25	\$50	\$75	\$300	\$400
<b>Total</b>	\$40	\$120	\$170	\$325	\$425