



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)
- Endorsed Reflective Supervisor (ERS) Add On

To become endorsed or obtain ERS you have a minimum required number of hours that need to be submitted within your initial application. Additional hours will also be required for annual renewal.

	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
Initial Application	Recommended, but not required	24+ hours	50+ hours	24+ hours, with at least 12 hours pertaining to the provision of RSC to others	50+ hours, with a least 25 of those hours pertaining to the provision of RSC to others	Recommended, but not required
Renewal	Recommended, but not required	36+ hours every 3 year renewal (12/year)	36+ hours every 3 year renewal (12/year)	36+ hours every 3 year renewal (12/year)	36+ hours every 3 year renewal (12/year)	Recommended, but not required

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 currently 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 endorsed yet themselves. The process allows NCIMHA to determine if the hours of RSC from a non-endorsed provider, who has the professional experiences needed to provide qualifying RSC

to infant/early childhood professionals, can be included within an initial Endorsement application or Endorsement renewal.

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 or renewal.

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.

It is recommended that you look over the:

- [Competency Guidelines®](#) To get a sense of the knowledge and skill areas contained within the Endorsement credential.
- [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.

What does the 1 hour vetting interview entail?

The purpose of the interview is for us to learn about your

- Work experience with or on behalf of young children age 0-3 and/or 3-6
- Training in the provision of RSC
- Experience receiving and providing RSC
- The RSC you have provided to the applicant

We will also provide you information about completing [Endorsement reference\(s\)](#) for applicants, obtaining your own Endorsement, and the Endorsement exam (if applicable).

What should I expect after the interview?

A determination will be made as to whether your experience with the provision of RSC aligns 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 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. The timeline for how long you can serve as a "vetted" provider of RSC.
2. Any necessary requirements for you to maintain your "vetted" status to continue to provide qualifying RSC to Endorsement application for initial applications and/or renewal.

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 after the vetting period ends.

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, the date of approval will typically be good for a one-year time frame, in which you will be asked to “check in” to 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 [Endorsement reference\(s\)](#) for each applicant going through Endorsement who included you as a provider of RSC within their Endorsement application.

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 (after December 31, 2027).
- You will be asked to complete [Endorsement reference\(s\)](#), upon request, for each applicant going through Endorsement that included you as a provider of RSC within their Endorsement application.

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