



What Happens in the Early Years Matters Forever

Infant & Early Childhood Mental Health (IECMH)

Overview of the Initial Endorsement

The VAIMH Infant and Early Childhood Mental Health Endorsement® is for providers who **live in Virginia** and work with infants/toddlers (**birth to 36 months**) and/or young children (**age 3 up to age 6**).

[Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant Mental Health®](#) Competency Guidelines.

Virginia Infant and Early Childhood Mental Health Endorsement Coordinator

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Category	FA	FS	MHS	ERS (Add-On)	MHM		
	Family Associate	Family Specialist	Mental Health Specialist	Endorsed Reflective Supervisor	C Clinical	P Policy	R/F Research/Faculty
Scope of Work	PROMOTION	PREVENTION	MENTAL HEALTH Clinical Intervention & Treatment	Providers of RS/C	LEADERSHIP		
Typically for someone with:	Experience promoting healthy growth, development, and relationships to support infants/young children, caregivers, systems, and other IECMH professionals through direct service and/or macro work.	Experience with prevention and early intervention through working with the infant/young child and caregiver <u>together</u> using their IECMH expertise to assess social emotional needs, provide preventative support, and connect families/caregivers to additional services.	Experience providing treatment and clinical intervention to the infant/young child and their caregiver <u>together</u> when IECMH disorders exist or when a caregiver’s mental or behavioral disorder affects their relationship with the infant/young child.	Experience providing reflective supervision /consultation (RSC) to other IECMH professionals. <i>(For FS & MHS endorsees.)</i>	Practice leaders in infant/early childhood mental health and may provide reflective supervision or consultation to practitioners in the infant and family field (Clinical); or Practice leaders in policies and programs (Policy); or Practice leaders in research, evaluation, and teaching (Research/Faculty).		

Education Requirements

FA Family Associate	FS Family Specialist	MHS Mental Health Specialist	MHM Mental Health Mentor		
		Masters or Post-Graduate	C Clinical	P Policy	R/F Research/Faculty
No education experience required. Transcript required to align coursework with Competencies.	No education experience required. Transcript required to align coursework with Competencies.	MA, MS, MEd, EdD, MSW, MSN, PsyD, PhD, MD, DO, or other degree specific to one's professional focus in IMH. Transcript required to align coursework with Competencies.	MA, MS, MEd, EdD, MSW, MSN, PsyD, PhD, MD, DO, or other degree specific to one's professional focus in IMH. Transcript required to align coursework with Competencies.		

In-Service Training

Any training/PD received that meets IECMH [Competencies](#) may be counted, regardless of how long ago the event took place.

Typically, applicants participate in current training events while working to meet RSC requirements (if applicable) in order to meet training requirements.

Training Resources: [VAIMH monthly PD](#) | [VAIMH PD Archives](#) | [Upcoming Events](#) | Annual virtual IECMH Conference (May)

FA	FS	MHS	ERS (Add-On)	IMHM-C	IMHM-P	IMHM-R/F	
Minimum 33 clock hours required, to include: 30 hours on the promotion of social emotional development of young children (0-3, 3-6). 3 hours specific to DEI in IECMH. Typically, successful FA applications include 40 or more hours of specialized training.	Minimum 33 clock hours required, to include: 30 hours on the promotion of social emotional development of young children (0-3, 3-6). 3 hours specific to DEI in IECMH. Typically, successful FS applications include 50 or more hours of specialized training.	Minimum 33 clock hours required, to include: 30 hours on the promotion of social emotional development of young children (0-3, 3-6). 3 hours specific to DEI in IECMH. Typically, successful MHS applications include 75 or more hours of specialized training.	Minimum 15 clock hours required on the provision of RS/C following endorsement as: <ul style="list-style-type: none"> • I/ECFS or • I/ECMHS Typically, successful ERS applications include 20 or more hours of specialized training on the provision of RSC.	There is an expectation that applicants for this category have the same knowledge related to IECMH principles and practices regardless of designation (clinical, policy, or research/faculty).			30 hours on the promotion of social emotional development of children 0-3/3-6 and/or other relationship-based principles and practices of infant/early childhood mental health. 3 hours specific to DEI in IECMH. <i>Clinical applicants: an additional 15 hours must be didactic training about the provision of RS/C.</i> Typically, successful MHM applications include 75-90 or more hours of specialized training.

Reflective Supervision/Consultation (RS/C)

Pending renewed annual funding, scholarships may be available to support **all** applicants in receiving 24 hours of group RS/C with a qualified VAIMH RSC Provider.

FA	FS	MHS	ERS (Add-On)	MHM-C	MHM-P	MHM-R/F
<p>Optional but highly recommended</p>	<p>Minimum 24 clock hours from an endorsed qualified provider.</p> <p>Relationship-based RS/C may be received individually or in a group setting while providing services to infants, toddlers, young children (0-3, 3-6), and their caregivers -</p> <p style="text-align: center;">and/or</p> <p>while providing supervision to staff who are providing services to infants, toddlers, young children (0-3, 3-6), and their caregivers.</p>	<p>Minimum 50 clock hours from an endorsed qualified provider.</p> <p>Relationship focused RS/C may be received individually or in a group setting while providing services to infants/toddlers (birth to 36 mos.), young children (3-6), and their families.</p>	<p>Minimum 1 full year of providing RSC to infant-family professionals -</p> <p>while</p> <p>Receiving 12 hours of RSC from an endorsed qualified provider with a focus on the <u>RSC you provide to others</u> -</p> <p>while</p> <p>Receiving RSC that is focused on your <u>direct service work</u> with infants, toddlers, young children, and their caregivers/families.</p>	<p>Minimum 50 clock hours from an Infant or Early Childhood Mental Health Mentor-Clinical (MHM-C)</p> <p>Relationship focused RS/C may be received individually or in a group setting while providing RS/C to infant-family professionals.</p> <p>A minimum of 25 hours of the RS received should have a focus on the <u>RSC you provide to others.</u></p>	<p>Optional but highly recommended</p>	<p>Optional but highly recommended</p>



FAMILY SPECIALIST ERS

Can Provide RSC To:

FS

FS-ERS

MHS

MHS-ERS



MENTAL HEALTH SPECIALIST ERS

Can Provide RSC To:

FS

FS-ERS

MHS

MHS-ERS



MENTAL HEALTH MENTOR - CLINICAL

Can Provide RSC To:

FS

FS-ERS

MHS

MHS-ERS

MHM-C

Work Experience

FA	FS	MHS	MHM-C	MHM-P	MHM-R/F
<p>Minimum 2 years paid work experience</p> <p>with infants, toddlers, or young children (ages 0-3, 3-6).</p> <p>If no work experience, a CDA credential, Associate's, Bachelor's, Master's, and/or Doctorate degree.</p>	<p>Minimum 2 years paid professional work experience</p> <p>providing prevention and/or early intervention services that promote IECMH – or supervising staff who provide services to infants, toddlers, young children, and their caregivers.</p> <p>Minimum 10 families served where the target of services is infants, toddlers, and/or young children.</p> <p>A primary focus of the services provided is the social-emotional needs of the child and services focus on the promotion of the relationships surrounding them.</p>	<p>Minimum 2 years post-graduate supervised paid work experience</p> <p>providing culturally sensitive, relationship-focused, infant and early childhood mental health services through intervention or treatment of the child's primary caregiving relationship(s).</p> <p>Specialized work experience must be with both the infant, toddler, or young child and their caregiver(s) on behalf of the parent-infant relationship.</p> <p>IECMH services include:</p> <ul style="list-style-type: none"> - parent-infant/child relationship-based therapies and practices, - early relationship assessment, - concrete assistance, advocacy, emotional support, and developmental guidance, <p>and are intended to explicitly address issues related to:</p> <ul style="list-style-type: none"> - attachment, separation, trauma, and unresolved grief and loss, - how "ghosts in the nursery" affect the attachment relations, development, behavior, and care of the child. <p>The unresolved losses might be from adverse childhood experiences (ACEs) that occurred during the caregivers' own early childhood or may be more recent.</p>	<p>Minimum 2 years post-graduate supervised paid work experience</p> <p>providing culturally sensitive, relationship-focused, infant and early childhood mental health services through intervention or treatment of the child's primary caregiving relationship(s).</p> <p>Applicant has served a minimum of 10 families or supervised staff where the target of services is infants, toddlers, young children, and their caregivers,</p> <p>and</p> <p>has 3 years post-graduate experience providing IECMH reflective supervision & consultation (RS/C),</p> <p>and</p> <p>demonstrates leadership activities at the regional, state, or national level.</p>	<p>Minimum 3 years of post-graduate experience</p> <p>as a leader in policy and/or program administration related to the promotion of infant/early childhood mental health principles and practices in the context of family and other caregiving relationships across systems,</p> <p>and</p> <p>demonstrates leadership activities at the regional, state, or national level.</p>	<p>Minimum 3 years of post-graduate experience</p> <p>as a leader in university, teaching, and/or published research related to infant/early childhood mental health principles and practices in the context of family and other caregiving relationships,</p> <p>and</p> <p>demonstrates leadership activities at the regional, state, or national level.</p>

Membership in the Virginia Association for Infant Mental Health (VAIMH)

<https://www.vaimh.org/vaimh-membership> (renewed annually)

FA	FS	MHS	MHM-C	MHM-P	MHM-R/F
Yes	Yes	Yes	Yes	Yes	Yes

Code of Ethics & Agreement

FA	FS	MHS	MHM-C	MHM-P	MHM-R/F
Electronically Signed	Electronically Signed	Electronically Signed	Electronically Signed	Electronically Signed	Electronically Signed

Exam

Taken virtually through an online exam platform with the [Alliance](#) for the Advancement of Infant Mental Health

FA	FS	MHS	MHM-C	MHM-P	MHM-R/F
No	No	Yes	Yes	Yes	Yes

Reference Ratings

3 References are required for all categories

Reference raters must be familiar with your capacity to implement IECMH principles into practice.

FA	FS	MHS	MHM-C	MHM-P	MHM-R/F
<p>Reference 1: Current Program Supervisor</p> <p>Reference 2: An endorsed professional who is familiar with the Competency Guidelines®</p> <p>Reference 3: Colleague, parent/recipient of services, etc.</p>	<p>Reference 1: Current Program Supervisor</p> <p>Reference 2: RSC provider</p> <p>Reference 3: Colleague, supervisor, etc.</p>	<p>Reference 1: Current Program Supervisor</p> <p>Reference 2: RSC provider</p> <p>Reference 3: Colleague, supervisor, supervisee, etc.</p>	<p>Reference 1: Current Program Supervisor</p> <p>Reference 2: RSC provider</p> <p>Reference 3: Someone receiving RSC from you</p>	<p>Reference 1: Current Program Supervisor</p> <p>Reference 2: RSC provider (if applicable), or colleague</p> <p>Reference 3: Someone familiar with your ability to promote IECMH principles and practices</p>	<p>Reference 1: Current Department Supervisor or Chair who is familiar with IECMH</p> <p>Reference 2: RSC provider (if applicable), or colleague</p> <p>Reference 3: Student taught/supervised by you</p>

Renewals (Annually by December 31)

Training: Focus should be relationship-based PD on the social-emotional development and/or practice of IECMH + DEI in IECMH

RSC: must be received from an approved, endorsed provider

FA	FS	MHS	MHM-C	MHM-P	MHM-R/F	ERS Add-On
<p>VAIMH Membership Renewal</p> <p>Training: Minimum 15 hours</p> <p>Receipt of RSC: N/A</p>	<p>VAIMH Membership Renewal</p> <p>Training: Minimum 15 hours</p> <p>Receipt of RSC: Minimum 12 hours</p>	<p>VAIMH Membership Renewal</p> <p>Training: Minimum 15 hours</p> <p>Receipt of RSC: Minimum 12 hours</p>	<p>VAIMH Membership Renewal</p> <p>Training: Minimum 15 hours 3 hours on the provision of RSC</p> <p>Receipt of RSC: Minimum 12 hours</p>	<p>VAIMH Membership Renewal</p> <p>Training: Minimum 15 hours</p> <p>Receipt of RSC: N/A</p>	<p>VAIMH Membership Renewal</p> <p>Training: Minimum 15 hours</p> <p>Receipt of RSC: N/A</p>	<p>Renewal requirements are met in the primary I/ECFS or I/ECMHS Endorsement</p> <p>Plus 3 hours of training on the provision of RSC.</p> <p>Receipt of RSC: should focus on the RSC you <u>provide</u> to others.</p>