



What Happens in the Early Years Matters Forever

Infant Mental Health Endorsement® Requirements

An Overview of the Initial Endorsement

The Infant Mental Health Endorsement® is for providers who live in Virginia and work with children birth to 36 months.

More detailed information may be found in the *Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant Mental Health®* Competency Guidelines.

For questions or assistance, please contact the Virginia Infant Mental Health Endorsement Coordinator

vaendorsement@vcu.edu

	IFA Infant Family Associate	IFS Infant Family Specialist	IFRS Infant Family Reflective Supervisor	IMHS Infant Mental Health Specialist	IMHM Infant Mental Health Mentor		
					IV-C Clinical	IV-P Policy	IV-R/F Research/Faculty
	PROMOTION	PREVENTION	EARLY INTERVENTION & PREVENTION	MENTAL HEALTH Treatment & Intervention	LEADERSHIP		
	Typically for someone with at least 2 years of experience with infants/toddlers birth-36 months; or Someone with an Associates, Bachelor's, Master's, or Doctorate degree with little (<2 years) or no work experience with children birth-36 months. IFA applicants need to meet the Education or work requirement; not both.	Typically for someone whose work experience comes from programs that provide education, support, and/or consultation to early care and education providers, or whose intent is primarily to educate parents.	Typically for someone whose direct service experience both aligns with Infant Family Specialist (IFS) and includes their expertise of providing reflective supervision/consultation (RSC)	Typically for someone with licensure as a Mental Health Clinician and/or whose role includes intervention or treatment of the child's primary caregiver relationship (i.e., biological, foster, or adoptive parent or guardian).	Practice leaders who provide reflective supervision or consultation to practitioners in the infant and family field (IV-Clinical); or Typically for practice leaders in policies and programs (IV-Policy); or Practice leaders in research, evaluation, and teaching (IV-Research/Faculty).		

Education Requirements						
IFA Infant Family Associate	IFS Infant Family Specialist	IFRS Infant Family Reflective Supervisor	IMHS Infant Mental Health Specialist	IMHM Infant Mental Health Mentor		
No degree required	Bachelors or Masters	No degree required	Masters or Post-Graduate	IV-C Clinical	IV-P Policy	IV-R/F Research/Faculty
No education experience is required.	Typically has a BA, BS, BSW, or BSN. Other degrees may include MA, MS, MSW, Med, MSN, MAS, PhD, EdD, or PsyD.	No education experience is required. Typically has a BA, BS, BSW, or BSN.	The minimum requirement is a MA, MS, MEd, EdD, MSW, MSN, PsyD, PhD, MD, DO, or other degree specific to one's professional focus in IMH. Official transcripts are required.	The minimum requirement is a MA, MS, MEd, EdD, MSW, MSN, PsyD, PhD, MD, DO, or other degree specific to one's professional focus in IMH, postgraduate specialization, or university certificate program. Official transcripts are required.		

In-Service Training						
IFA	IFS	IFRS	IMHS	IMHM-C	IMHM-P	IMHM-R/F
Minimum 30 clock hours required. Typically, successful applications include 45 or more hours of specialized training unless the applicant has completed coursework specific to the Competency Guidelines®.	Minimum 30 clock hours required. Typically, successful applications include an average of 60 or more hours of specialized training unless the applicant has completed coursework specific to the Competency Guidelines®.	Minimum 48 clock hours required to include: <ul style="list-style-type: none"> • 30 hours of training specific to the promotion of social-emotional development and relationship-based principles of IMH; • 15 hours of training specific to the provision of RS/C; and • 3 hours of training specific to diversity, equity, and inclusion in IMH. 	Minimum 30 clock hours required. Typically, successful applications include an average of 75 or more hours of specialized training unless the applicant has completed coursework specific to the Competency Guidelines®.	Minimum 30 clock hours required. Typically, successful applications include an average of 90 or more hours of specialized training unless the applicant has completed coursework specific to the Competency Guidelines®. For those whose degree is in a field that is unrelated to infant and early childhood, more specialized in-service training may be required to meet the breadth and depth of the competencies. There is an expectation that applicants for this category have the same knowledge related to IMH principles and practices regardless of designation (clinical, policy, or research/faculty). <i>*For clinical applicants, a minimum of 15 hours <u>must</u> be didactic training about the provision of reflective supervision/consultation.</i>		

Reflective Supervision/Consultation (RS/C)						
IFA	IFS	IFRS	IMHS	IMHM-C	IMHM-P	IMHM-R/F
Optional but highly recommended	<p>Minimum 24 clock hours within a 1-to-2- year timeframe post-bachelors.</p> <p>Relationship-based RS/C may be received individually or in a group setting while providing services to infants/toddlers (birth-36 mos.) and their families and/or while providing supervision to staff who are providing services to infants/toddlers (birth-36 mos.) and their families.</p> <p><i>The Applicant's provider of RS <u>must</u> have earned/maintained IFRS or IMHM-Clinical Endorsement.</i></p>	<p>Pt. 1: Minimum 24 clock hours within a 1-to-2- year timeframe.</p> <p>Relationship-based RS/C may be received individually or in a group setting while providing services to infants/toddlers (birth-36 mos.) and their families and/or while providing supervision to staff who are providing services to infants/toddlers (birth-36 mos.) and their families.</p> <p>Applicant may also be providing (or providing supervision to staff who are providing) mental health consultation services through a relational lens with a focus on social-emotional development of infants/toddlers birth-36 months.</p> <p>Pt. 2: Minimum 12 clock hours within a 1-to-2- year timeframe.</p> <p>The applicant will receive relationship-based RS/C while providing IMH RS/C to others. (Note: these hours may have been received while fulfilling Part 1.)</p> <p><i>The Applicant's provider of RS <u>must</u> have earned/maintained IFRS or IMHM-Clinical Endorsement.</i></p>	<p>Minimum 50 clock hours within a 1-to-2-year timeframe post-Master's degree.</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.) and their families.</p> <p><i>The Applicant's provider of RS <u>must</u> have earned/maintained IFRS or IMHM-Clinical Endorsement.</i></p>	<p>Minimum 50 clock hours within a 1-to-2-year timeframe post-Master's degree.</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 be about RS that the applicant provides to others.</p> <p><i>The Applicants' provider of RS <u>must</u> have earned/maintained IMH-E® at IMHM-Clinical.</i></p>	Optional	Optional

Specialized Work Experience

IFA	IFS	IFRS	IMHS	IMHM-C	IMHM-P	IMHM-R/F
<p>Minimum of 2 years of paid work experience with infants & toddler birth-36 mos.</p> <p>If no work experience, a CDA credential, Associate's, Bachelor's, Master's, and/or Doctorate degree.</p> <p><i>Volunteer experience may meet this criterion if it was a supervised experience with infants & toddlers birth-36 months and their families and included specialized training.</i></p>	<p>Minimum of 2 years of paid, post-Bachelor's, professional work experience providing prevention and/or early intervention services that promote infant mental health.</p> <p>Applicant has served a minimum of 10 families where the target of services is infants and toddlers.</p> <p>Applicant may also supervise staff who provide services to infants/toddlers and their families.</p> <p>A primary focus of the services provided is the social-emotional needs of the infant/toddler and services focus on the promotion of the relationships surrounding the infant/toddler.</p>	<p>Minimum of 2 years paid, professional work experience providing prevention and/or early intervention services that promote infant mental health.</p> <p>Applicant has served a minimum of 10 families where the target of services is infants and toddlers.</p> <p>A primary focus of the services provided is the social-emotional needs of the infant/toddler and services focus on the promotion of the relationships surrounding the infant/toddler.</p>	<p>Minimum of 2 years of post-graduate, supervised paid work experience providing culturally sensitive, relationship-focused, infant mental health services.</p> <p>Specialized work experience must be with both the infant/toddler (birth-36 mos.) and his/her biological, foster, or adoptive parent(s) or guardian(s) on behalf of the parent-infant relationship.</p> <p>Infant mental health services include parent-infant/child relationship-based therapies and practices and early relationship assessment and can include concrete assistance, advocacy, emotional support, and developmental guidance.</p> <p>These therapies and practices are intended to explicitly address issues related to attachment, separation, trauma, and unresolved grief and losses as they affect the attachment relations, development, behavior, and care of the child.</p> <p>The unresolved losses might be from adverse childhood experiences that occurred during the caregivers' own early childhood or may be more recent for the child. Strong feelings, such as grief and loss, could also be associated with diagnosis or manifestations of a chronic illness, delay, or disability.</p>	<p>Meets specialized work experience criteria as specified for prevention and/or early intervention services that promote infant mental health.</p> <p>Applicant has served a minimum of 10 families or supervised staff where the target of services is an infant/toddler (birth-36 mos.) and has 3 years of post-graduate experience providing IMH reflective supervision /consultation (RS/C).</p> <p>Also required are leadership activities at the regional or state level.</p>	<p>Minimum 3 years of post-graduate experience as a leader in policy and/or program administration related to the promotion of early childhood mental health principles and practices in the context of family and other caregiving relationships across systems.</p> <p>Also required are leadership activities at the regional or state level.</p>	<p>Minimum 3 years of post-graduate experience as a leader in university, teaching, and/or published research related to early childhood mental health principles and practices in the context of family and other caregiving relationships.</p> <p>Also required are leadership activities at the regional or state level.</p>

Leadership Activities at the Regional or State Level						
IFA	IFS	IFRS	IMHS	IMHM-C	IMHM-P	IMHM-R/F
No	No	YES	No	YES	YES	YES
		Minimum of 1 year leadership experience specific to work with or on behalf of pregnant people and infants/toddlers birth to 36 months old. May include supervisory or mentorship of up to 3 professionals (paid or unpaid).		Please note: Though some leadership activities may be demonstrated through paid work experience, there is an expectation that some will be demonstrated <i>in addition to</i> paid work experience.		

Membership in State Association for Infant Mental Health (VAIMH)						
IFA	IFS	IFRS	IMHS	IMHM-C	IMHM-P	IMHM-R/F
Yes	Yes	Yes	Yes	Yes	Yes	Yes

Code of Ethics & Agreement						
IFA	IFS	IFRS	IMHS	IMHM-C	IMHM-P	IMHM-R/F
Signed	Signed	Signed	Signed	Signed	Signed	Signed

Written Exam						
IFA	IFS	IFRS	IMHS	IMHM-C	IMHM-P	IMHM-R/F
No	No	No	Yes	Yes	Yes	Yes

Reference Ratings

3 References are required for all categories

At least 1 reference rating must come from someone who has earned Endorsement as an IFS, IFRS, IMHS, or IMHM.

Reference raters must be familiar with the applicant's capacity to implement IMH principles into practice.

IFA	IFS	IFRS	IMHS	IMHM-C	IMHM-P	IMHM-R/F
Reference 1: Current Program Supervisor Reference 2: An Endorsed Professional (IFS, IMHS, or IMHM), someone who is familiar with the Competency Guidelines® Reference 3: Colleague, parent/recipient of services (paid or volunteer), teacher, CDA mentor, or Board Member	Reference 1: Current Program Supervisor Reference 2: Person providing Reflective Supervision to the Applicant Reference 3: Another supervisor, trainer, consultant, or colleague	Reference 1: Current Program Supervisor Reference 2: Person providing Reflective Supervision to the Applicant Reference 3: Person receiving/ed RSC from the Applicant	Reference 1: Current Program Supervisor Reference 2: Person providing Reflective Supervision to the Applicant Reference 3: Another supervisor, trainer, consultant, colleague, or supervisee (if applicant is a supervisor)	Reference 1: Current Program Supervisor Reference 2: Person providing Reflective Supervision to the Applicant Reference 3: Person receiving Reflective Supervision from the Applicant	Reference 1: Current Program Supervisor Reference 2: Person providing Reflective Supervision to the Applicant (if applicable) Reference 3: If no one available from the first 2 categories, Applicant may ask 3 colleagues who can speak to the Applicant's ability to promote IMH principles and practices.	Reference 1: Current Department Supervisor/Chair who is familiar with IMH Reference 2: Person providing Reflective Supervision to the applicant (if applicable) Reference 3: From student taught/supervised by the Applicant <i>If no one is available from the first 2 categories, Applicant may ask 2 colleagues.</i>