



## ENDORSEMENT FOR CULTURALLY SENSITIVE, RELATIONSHIP-FOCUSED PRACTICE PROMOTING INFANT AND EARLY CHILDHOOD MENTAL HEALTH® (Endorsement)

Endorsement is an internationally recognized credential used to demonstrate specialization in the infant-early childhood mental health (IECMH) field. Endorsement supports and recognizes the development of professionals who work with or on behalf of pregnant people, infants, young children, and their families. Endorsement was developed by MI-AIMH in 2002 and is now used by 33 state associations of infant mental health (AIMHs) and two international associations. Each of those AIMHs is a member of the Alliance for the Advancement of Infant Mental Health. Through the Alliance, Endorsement in Texas is recognized in each of the 35 AIMHs! As of December 31, 2021, over 4,600 professionals had earned Endorsement worldwide!<sup>1</sup>

### ***Who can apply?***

The Endorsement credential is intended for everyone who applies IECMH principles in their work across the full continuum of promotion, prevention/early intervention, clinical intervention/treatment, and macro scopes of practice. This includes any professional who has experience working with or on behalf of pregnant people, infants, young children, parents, and/or other caregivers.

### ***Why apply for Endorsement?***

1. To grow and develop as a professional in the rapidly expanding infant, young child and family field
2. To be recognized by employers and peers for having attained a level of competency in culturally sensitive, relationship-focused practice that promotes IECMH
3. To better support the infants, young children, families, students, agencies, and institutions in the promotion of IECMH

### ***Steps to Endorsement:***

1. Identify your scope of work and align that with the category of Endorsement that fits best
  - a. Promotion (e.g., early childhood education, pediatricians, child welfare, etc.)
  - b. Prevention/Early Intervention (e.g., home visiting, early head start, IECMH consultation, etc.)
  - c. Prevention/Early Intervention & Macro (e.g., home visiting AND reflective supervision)
  - d. Clinical Intervention/Treatment (e.g., infant/child parent psychotherapy, Child First, etc.)
  - e. Macro (e.g., researcher, provider of reflective supervision, policy maker, etc.)
2. Register on EASy, F3Y's web-based system for applying for Endorsement. Visit EASy at <https://first3years.myeasy.org/>. The first time you visit EASy, click "Register" under "New Applicant"
3. EASy asks you to provide some details about your work, education, and RSC experiences. Complete and submit, including payment of the registration fee and up-to-date F3Y's membership
4. Log into EASy and prepare application (minimum 4-weeks to complete). Once completed, submit application along with payment of the processing fee
5. Application review and, for Infant Mental Health Specialist & Infant Mental Health Mentor applicants, successful completion of a written exam
6. Endorsement! Begin using the IMH-E® credential after your name

### ***The application includes:***

1. Specialized education, work, in-service training, and RSC experiences
2. Transcripts from colleges/universities where competencies were met
3. Three reference rating forms; completed electronically via EASy
4. Code of Ethics, signed electronically via EASy

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<sup>1</sup> To learn more about the AIMHs who are using the Endorsement credential, visit [allianceaimh.org](http://allianceaimh.org)

5. Endorsement Agreement, signed electronically via EASy

	SELECT YOUR FIRST3YEARS ENDORSEMENT (IMH-E®) PATHWAY BASED ON YOUR SCOPE OF WORK <sup>2</sup>				
	Infant Family Associate (IFA)  PROMOTION	Infant Family Specialist (IFS)  PREVENTION/EARLY INTERVENTION	Infant Family Reflective Supervisor (IFRS)  PREVENTION/EARLY INTERVENTION-MACRO	Infant Mental Health Specialist (IMHS)  CLINICAL INTERVENTION/TREATMENT	Infant Mental Health Mentor (IMHM)  MACRO
<b>Education</b>	Any academic degree <b>OR</b>	No degree required	No degree required	Masters or post-graduate degree	Masters or post-graduate degree
<b>Work Experience</b>	Minimum 2 years infant/early childhood-related work or volunteer experience in an applicable role <sup>3</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>4</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 FIRST3YEARS or another AIMH</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 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 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 while working with infants, toddlers, & families	Clinical only: Minimum 50 hours 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	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	Three (Please see IMHM requirements for specific guidelines for who should complete reference rating)

<sup>2</sup> This is just a summary; for a full description, please visit: <https://first3yearstx.org/endorsement>

<sup>3</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>4</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

		3. Another supervisor, teacher, trainer or consultant; or a colleague		consultant; colleague; or supervisee (if applicant is a supervisor)	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

<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 FIRST3YEARS or another AIMH</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>	\$15	\$15	\$20	\$25	\$25
<b>Processing Fee</b>	\$25	\$50	\$60	\$200	\$300
<b>Total</b>	\$40	\$65	\$80	\$225	\$325