

ENDORSEMENT FOR CULTURALLY SENSITIVE, RELATIONSHIP-FOCUSED PRACTICE PROMOTING INFANT MENTAL HEALTH (IMH-E®)

What is the IMH Endorsement®?

Endorsement® is a process that supports and recognizes the development of professionals who work with or on behalf of infants, toddlers, and their families. This process uses a nationally recognized set of competencies that helps define best practice and guides professional growth.

Who can apply?

All professionals who have experience working with or on behalf of infants, toddlers, parents, and/or other caregivers and meet the educational, work, training, and reflective supervision/consultation (RSC) requirements as specified for each Endorsement®.

Why apply for IMH Endorsement®?

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

Five steps to IMH Endorsement®:

1. **Register in the Endorsement Application System (EASy)**, a web-based system for completing applications for IMH Endorsement®. The first time you visit EASy, click “Register” under “New Applicant.” Visit EASy at: www.wiaimh.org
2. To register, EASy requires you to provide a brief description of your work, education, and RSC experiences. **Complete and submit**, including payment of the EASy Registration Fee and up-to-date MI-AIMH membership.
3. Log into EASy using the username and password issued to you by EASy and prepare application (minimum 4-weeks to complete) and submit transcripts. Once completed, submit **application** along with payment of the EASy Processing Fee.
4. **Documentation of competencies**, including a two-person review of the application and, for Infant Mental Health Specialist & Infant Mental Health Mentor applicants, successful completion of written exam
5. **IMH Endorsement®** granted!

The application includes:

1. Specialized education, work, in-service training, and RSC experiences
2. Official transcripts from every college/university attended; transcripts can be requested electronically and be sent to WI-AIMH.
3. Three reference rating forms; completed electronically via EASy
4. Code of Ethics, signed electronically via EASy
5. Endorsement® Agreement, signed electronically via EASy
6. Endorsement® Processing Fee

Continuing Endorsement® requirements:

1. Ongoing membership in WI-AIMH (or another IMH association)
2. Annual participation in a minimum of 15 clock hours per year of relationship-based education and training, pertaining to the promotion of social-emotional development and the principles and practice of infant mental health.

| IMH ENDORSEMENT (IMH-E®) PATHWAYS¹ | | | | |
|---|---|---|--|--|
| | Infant Family Associate (IFA) (PROMOTION) | Infant Family Specialist (IFS) (PREVENTION) | Infant Mental Health Specialist (IMHS) (INTERVENTION) | Infant Mental Health Mentor (IMHM) (LEADERSHIP) |
| Education | Any academic ² degree | Masters or Bachelors degree | Masters or post-graduate degree | Masters or post-graduate degree |
| Work Experience | OR Minimum 2 years infant/early childhood-related work or volunteer experience in an applicable role ³ | Minimum 2 years of prevention and/or intervention service to 0-36 mo. old & their families; served a minimum of 10 families | 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) and provider of RSC for 3+years ⁴ |
| In-service Training | Minimum 30 hours, average 40 hours | Minimum 30 hours, average 50 hours | Minimum 30 hours, average 75 hours | Minimum 30 hours, average 90 hours <i>A minimum of 15-hours must be didactic training about the provision RSC⁵</i> |
| Membership in MI-AIMH or other IMH association | Yes | Yes | Yes | Yes |
| Code of Ethics | Signed | Signed | Signed | Signed |
| Endorsement® Agreement | Signed | Signed | Signed | Signed |
| Reflective Supervision or Consultation (RSC) | N/A | Minimum 24 clock hours within a 12-month to 24-month time period while working with infants, toddlers, & families | Minimum 50 clock hours within a 12-month to 24-month time period while working with infants, toddlers, & families | Clinical only: Minimum 50 clock hours 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 |
| Reference Ratings | Three (from current program supervisor, teacher, trainer, consultant, or parent/service recipient) | Three 1. Current program supervisor, teacher, trainer or consultant. 2. Person providing RSC 3. Another supervisor, teacher, trainer or consultant; or a colleague | Three 1. Current program supervisor, teacher, trainer or consultant. 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). |
| Written Exam | No | No | Yes | Yes |
| Application | Applicant will submit an application that demonstrates that he/she has met both the requirements and the competencies specified for the Endorsement® for which he/she is applying. Details about competencies can be found in within the <i>Competency Guidelines</i> ® | | | |

| Endorsement® Fee Schedule | | | | |
|----------------------------------|-------------------------|--------------------------|---------------------------------|-----------------------------|
| | Infant Family Associate | Infant Family Specialist | Infant Mental Health Specialist | Infant Mental Health Mentor |
| Registration Fee | \$20 | \$20 | \$20 | \$20 |
| Processing Fee | \$25 | \$50 | \$200 | \$300 |
| Total | \$45 | \$70 | \$220 | \$320 |

¹ This is just a summary; for the full description of the requirements by Endorsement® category, please visit:

www.wiaimh.org

² IFA applicants need to meet the Education OR the Work requirement they do not need to meet both.

³ For IFA applicants, volunteer experience may meet the work criterion if it was a) supervised experience with women during pregnancy or with infants, toddlers & families AND b) included specialized training. Examples include CASA, Doula, or Child Life Specialist.

⁴ Only IMHM-Clinical applicants need to fulfill the requirement of being a provider for 3+ years.

⁵ Only IMHM-Clinical applicants need to fulfill the requirement of attending didactic training about the provision of RSC.