### Infant Family Associate Endorsement® Requirements

| Education and/or Work Experience | Any academic degree, including Bachelors, Masters, Doctorate  
OR  
Official transcript/certificate from Child Development Associate (CDA)  
OR  
Official transcript from Associate’s degree (AD) in related area  
OR  
Two years of infant and early childhood-related paid work experience¹ (include official transcripts from any college courses completed) |
| Training | Applicants will include as many hours of relationship-based training and/or continuing education as necessary to document that competencies (as specified in Competency Guidelines®) have been met.  
- For those whose degree is in a field that is unrelated to IMH, more specialized in-service training may be required to meet the breadth and depth of the competencies  
- Training content will include the promotion of social-emotional development and the principles of infant mental health  
- Typically, successful IFA applications include an average of 45 or more hours of specialized training unless the applicant has completed coursework specific to IMH competencies  
- Minimum 30 clock hours required |
| Professional Reference Ratings | Total of three ratings:  
1. One must come from a current supervisor  
2. At least one must come from an individual who meets IMH-E® requirements at IFS, IMHS, or IMHM OR is familiar with the Competency Guidelines® and vetted by the infant mental health association that is responsible for endorsing²  
3. One can come from a colleague, teacher, CDA mentor, or Board member. The reference rater must be familiar with the applicant’s knowledge of infant mental health principles |
| Code of Ethics & Endorsement® Agreement | Signed |
| Demonstration of Competencies | Application will document that competencies have been adequately met through course work, paid and/or volunteer work experiences, or in-service training. Written examination not required for applicants seeking Infant Family Associate Endorsement® |
| Professional Membership | Membership in an infant mental health association |

¹ Volunteer experience may meet this 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, Child Life Specialist. Please contact your association’s Endorsement® Coordinator to see if your volunteer experience fits.

² The vetting of a reference rater who is not Endorsed consists of a phone call with the proposed rater so Endorsement® Coordinator can determine if proposed rater has a copy of the Competency Guidelines® and is familiar enough with them to rate the applicant’s knowledge and skills as defined in them. The decision to accept the vetted reference rater will be documented by Endorsement® Coordinator in the References section of the applicant’s EASy application.
## Continuing Endorsement® Requirements for Infant Family Associate

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<tr>
<th>Section</th>
<th>Requirement</th>
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<tr>
<td>Education &amp; Training</td>
<td>Minimum of 15 clock hours per year of relationship-based education and training, pertaining to the promotion of social-emotional development and the principles of infant mental health (eg, regional training, related course work at colleges or universities, infant mental health conference attendance, participation competency-based activities such as professional reading group, community of practice, mentorship group). Documentation of training hours submitted with membership renewal</td>
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<tr>
<td>Professional Membership</td>
<td>Annual renewal of membership in an infant mental health association</td>
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<tr>
<td>Reflective Supervision</td>
<td>All Endorsed professionals are encouraged to seek reflective supervision or consultation</td>
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