



FAQ for Endorsement Applicants Receiving Reflective Supervision/Consultation

Do I have to qualify to receive reflective supervision/consultation (RSC)?

Anyone can receive RSC, as it is one of the hallmarks of high-quality infant and early childhood mental health services. For the purposes of Endorsement, RSC is recommended for all and required in the following categories:

- Infant or Early Childhood Family Specialist (FS)
- Infant or Early Childhood Mental Health Specialist (MHS)
- Infant or Early Childhood Mental Health Mentor-Clinical (MHM-C)
- Endorsed Reflective Supervisor (ERS) Add On

To become endorsed or obtain ERS you have a minimum required number of hours that need to be submitted within your initial application. Additional hours will also be required for annual renewal.

	FAMILY ASSOCIATE (IFA OR ECFA)	FAMILY SPECIALIST (IFS OR ECFS)	MENTAL HEALTH SPECIALIST (IMHS OR ECMHS)	*ENDORSED REFLECTIVE SUPERVISOR (ERS)	MENTAL HEALTH MENTOR-CLINICAL (IMHM-C OR ECMHM-C)	MENTAL HEALTH MENTOR-POLICY OR RESEARCH/FACULTY IMHM-P, IMHM-R/F, ECMHM-P, OR ECMHM-R/F
Initial Application	Recommended, but not required	24+ hours	50+ hours	24+ hours, with at least 12 hours pertaining to the provision of RSC to others	50+ hours, with a least 25 of those hours pertaining to the provision of RSC to others	Recommended, but not required
Renewal	Recommended, but not required	36+ hours every 3 year renewal (12/year)	36+ hours every 3 year renewal (12/year)	36+ hours every 3 year renewal (12/year)	36+ hours every 3 year renewal (12/year)	Recommended, but not required

Are there rules around who I can receive RSC from?

You will notice that those hours need to be provided by an RSC provider that is Endorsed to provide RSC as an:

- Endorsed Reflective Supervisor (ERS)
- Infant or Early Childhood Mental Health Mentor Clinical

If your RSC provider is not yet Endorsed, they may still be eligible to provide your RSC through the vetting process. Please see below for information about the vetting process below.

How do I find an RSC provider?

Many infant and early childhood mental health professionals receive RSC through their employer, or their employer may have resources or connections to support you in receiving RSC. The North Carolina Infant and Early Childhood Mental Health Association (NCIMHA) has built a [Registry of Endorsed and Vetted RSC Providers](#). This registry is updated

quarterly as we work to grow RSC capacity. For the most up to date information or for additional support in connecting to a qualified RSC provider, you can reach out to the [NCIMHA Reflective Supervision Program Manager](#).

When connecting with an RSC provider, you are encouraged to explore your providers' professional background, training, experience and identity to determine goodness of fit for you and your needs. Some questions to consider when you are outreaching an RSC provider:

- Does it matter to me if my RSC provider's professional experience aligns with the type of work I am doing and, if so, does this provider's professional experience align with mine?
- What identities and experiences do I bring to RSC? Is it important to me for my RSC provider to have a specific identity and experience?
- Does my RSC provider offer RSC in my preferred language?
- What format would I prefer? *Ex. group/individual or virtual/in person*
- What is the cost per session?
- Does this RSC provider have consistent availability that will meet my needs?

If I start RSC right now, when can I become endorsed?

RSC requirements must be met before you can submit your application. However, you may be able to register and start building your application while you are gaining all or some of those RSC hours. It takes time to accrue RSC hours, so your timeline will be based on:

- frequency and length of your RSC meetings
- category of Endorsement you are applying for

Please see the chart above to determine the number of hours you will need to submit your application.

Vetted RSC Providers

What is vetting?

Vetting is a process put in place to support applicants through their Endorsement journey, specifically around requirements for receiving RSC. As NCIMHA continues to endorse professionals throughout the state to build RSC capacity, NCIMHA allows vetting to help identify IECMH professionals in the community who are not yet endorsed and are providing RSC to others that could count within an applicant's Endorsement application.

The non-Endorsed RSC provider goes through an interview style process that explores their professional experiences and training, including:

- Work experience with or on behalf of young children age 0-3 and/or 3-6
- Training in the provision of RSC
- Experience receiving and providing RSC

It is then determined if their experiences and knowledge of RSC will qualify them to provide RSC for Endorsement applicants. If so, that RSC provider can choose to:

- Only have past hours of RSC provided to an applicant(s) approved
- They can become a "vetted" RSC provider so that additional hours of RSC for Endorsement applicant(s) can be approved through December 31, 2027 when the NCIMHA vetting period will end.

We strongly encourage RSC providers hoping to provide RSC hours moving forward will seek Endorsement before the end of the vetting period.

How do I get my RSC provider or supervisor vetted?

You can choose to reach out to a current or previous RSC provider to support you in obtaining Endorsement, as RSC hours within an initial application can be from any current or previous work experience aligned with the category of work you are seeking. You will first contact that supervisor to inform them that you are:

1. Going through Endorsement
2. Hoping to use the hours of RSC that they provided you to count towards your Endorsement application
3. Inquire about their current Endorsement status and, if needed, inform them about the vetting process.
4. With consent, you are going to pass along their contact information to [NCIMHA staff](#) who can clarify the process, request needed documents, and schedule a vetting conversation.

Does vetting end?

Vetted RSC providers are limited in how long they are approved to provide RSC to others before becoming endorsed themselves. Usually, RSC providers are approved for a year, with annual check-ins to renew their “vetted” status.

Additionally, it is important to note that vetting across the state is temporary, to be utilized for a finite period as we grow our list of endorsed RSC providers. **NCIMHA will no longer allow vetting after December 31, 2027.** Hours accrued beyond that date, for initial Endorsement or renewal, must come from an Endorsed RSC provider.

Once vetted, are there other requirements of vetted providers?

Vetted RSC providers who are *counting past RSC hours* towards an applicant’s Endorsement application are asked to complete [Endorsement reference\(s\)](#) for the applicant going through Endorsement.

Vetted RSC providers who *continue to provide RSC hours* to one or more Endorsement applicant(s) are required to:

- Receive their own RSC
- Check in with NCIMHA staff annually to maintain their vetted status
- Work toward their own Endorsement application so that they can continue to provide RSC once vetting is no longer approved
- [Endorsement reference\(s\)](#), as requested, for Endorsement applicants they support

What if my past supervision hours are not approved?

In the case that your previous supervisor/supervision hours are not approved, NCIMHA will work with you to connect to a vetted or endorsed reflective supervisor/consultant who you can begin working with.

For additional questions please contact the Reflective Supervision Program Manager, Jessica Taylor-Pickford, at Jessica.TaylorPickford@NCIMHA.org