



Alliance for the Advancement of
Infant Mental Health

EXECUTIVE SUMMARY | ENDORSEMENT 2024

The Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant and Early Childhood Mental Health (Endorsement) is a globally recognized framework for building an infant and early childhood mental health (IECMH)-informed workforce. It acknowledges and documents professionals' growth within a structured system of culturally sensitive, relationship-based learning and practice.

Global Reach of Endorsement

The Infant Mental Health Endorsement (IMH-E®) has been licensed by 36 state associations of infant mental health (AIMHs) and two international AIMHs, the Irish and Australian associations. The Early Childhood Mental Health Endorsement (ECMH-E®) is licensed by 26 AIMHs. Together, there are over 5,700 active Endorsements globally, with more than 8,800 credentials awarded since its inception.

Key Achievements

- **Spanish-Language Accessibility:** The entire Endorsement framework was translated into Spanish, doubling the number of professionals endorsed through Spanish EASy and increasing inclusivity and accessibility for the IECMH workforce.
- **Endorsed Reflective Supervisor (ERS):** Since its launch in 2023, 511 professionals earned the ERS add-on, with an additional 530 actively pursuing it. Over 40 professionals with the “Emerging” status have begun providing qualifying reflective supervision/consultation (RSC) hours, expanding RSC capacity across the workforce.

Expanding Reflective Supervision/Consultation Capacity

Endorsed Reflective Supervisor (ERS) has opened pathways for professionals in the prevention and mental health treatment scopes of practice to provide RSC for Endorsement applicants and endorsees. We are thrilled to witness how the Endorsement framework not only builds capacity for RSC providers but also directly responds to the workforce's desire to have RSC providers from multiple scopes of practice. The decision to open the ERS add-on to all Endorsement categories in 2025 further strengthens RSC capacity globally, supporting multiple systems and communities. By equipping more professionals to offer RSC, the credential continues to drive meaningful, system-wide improvements in practice and outcomes for infants, young children, and families.





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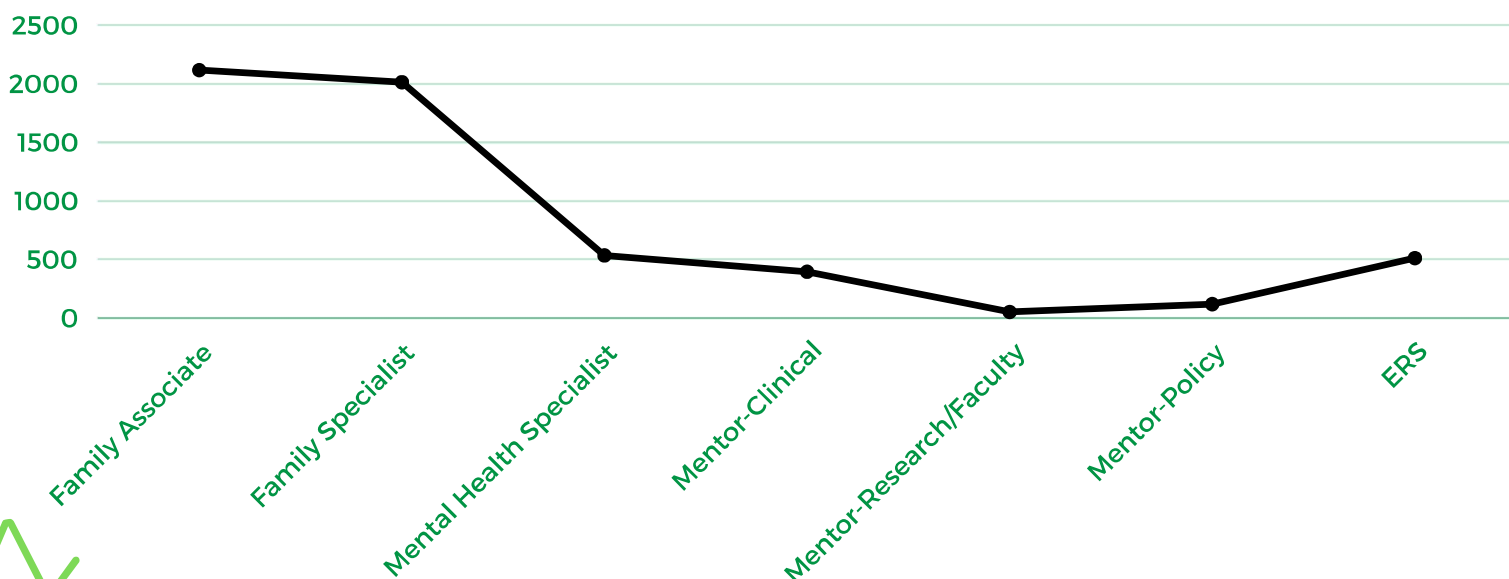
2024 Endorsement Overview

5,770+

Current Active Endorsement
Credentials

The Endorsement credential includes multiple categories that represent the diverse scope of practice needed to effectively support infants, young children, and their families. These categories span from promotion and prevention to mental health treatment and macro-level work, ensuring comprehensive support across all aspects of child and family well-being.

ACTIVE ENDORSEMENT CREDENTIALS

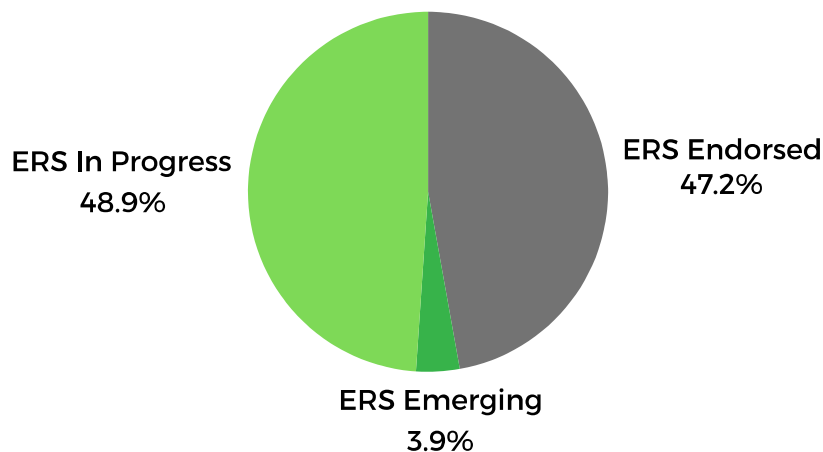
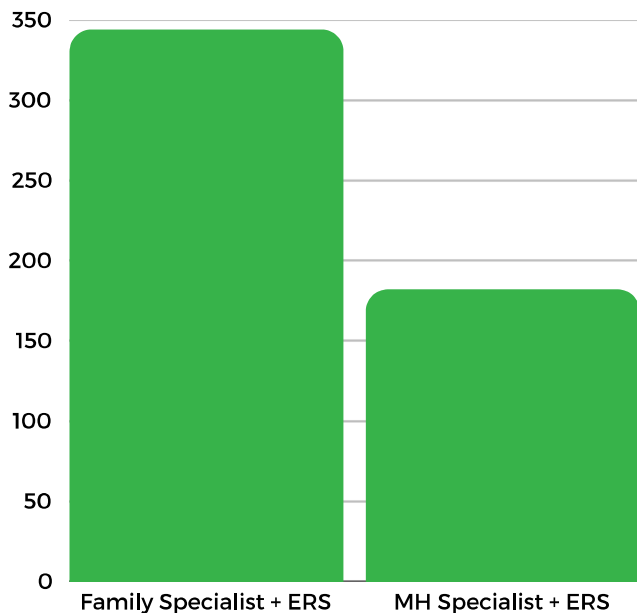


Thousands of professionals renewed their Endorsement credential in 2024, affirming the framework's effectiveness and relevance in advancing workforce development and improving outcomes for children and families.

Sixty-five percent of Endorsement credentials awarded since the framework's inception remain active, demonstrating professionals' commitment to ongoing development, adherence to high standards of culturally sensitive, relationship-focused practice, and dedication to supporting the mental health and well-being of infants, young children, and families.

These renewals highlight the Endorsement credential's value as a mark of expertise and credibility within the workforce. They also underscore the significance that agencies, systems, and professionals place on maintaining a connection to a global network of IECMH-informed practitioners.

REFLECTIVE SUPERVISION CAPACITY GROWTH - ENDORSED REFLECTIVE SUPERVISOR ADD ON



IMPACT OF ENDORSED REFLECTIVE SUPERVISOR WHAT PROFESSIONALS ARE SAYING

Legitimization and Professional Recognition

Endorsed Reflective Supervisors shared that having ERS available to them validated RSC as a professional skill and increased credibility in their work

- "Endorsed reflective supervisor legitimizes the work [of RSC] and helps explain its importance to others."
- "Endorsement serves as a 'shorthand' to tell others that reflective supervision is a 'real' skill."
- "The hours of RSC I provide will count for all scopes of practice and it has increased my credibility."

Impact on the Workforce and Systems Integration

Endorsed Reflective Supervisors shared that having ERS available improved access to RSC for more professionals and facilitated systems-level growth in integrating RSC across the field

- "The Endorsement process legitimizes the work [of RSC] and helps to remove it from the ivory towers."

SPANISH ENDORSEMENT

50%
INCREASE
FROM
2023!

110

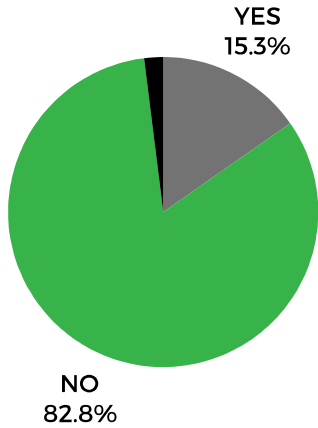
Current Spanish
Endorsement Credentials

"For me, as a Latina, it means a lot because I am capable of supporting my families in their own language, my own language, and coaching teachers in both English and Spanish. As a Latina, this Endorsement helps me be very confident in my abilities."

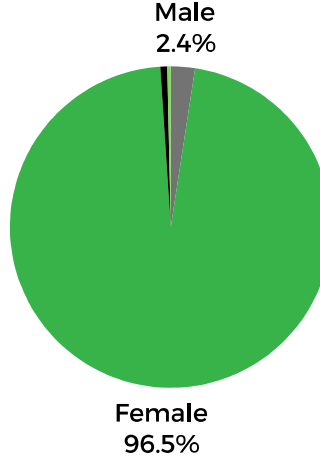
Demographics & Discipline Across Endorsees & Endorsement Applicants

The Endorsement framework reaches a diverse array of disciplines, with significant representation in social work, human development, and early care/education. It also spans various demographics, including professionals from rural, urban, and suburban communities, with a wide range of educational backgrounds and years of experience, demonstrating its adaptability and inclusivity.

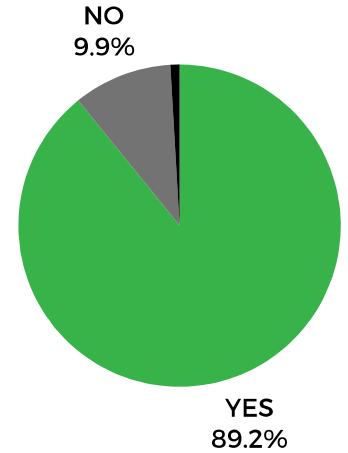
HISPANIC/LATINO ORIGIN



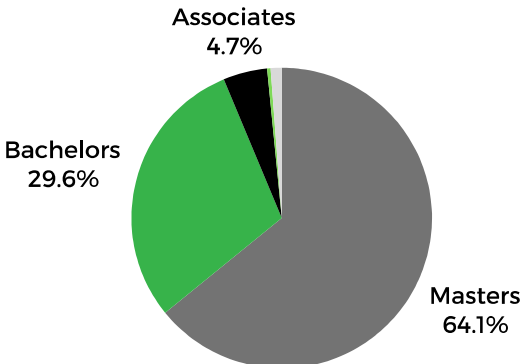
GENDER



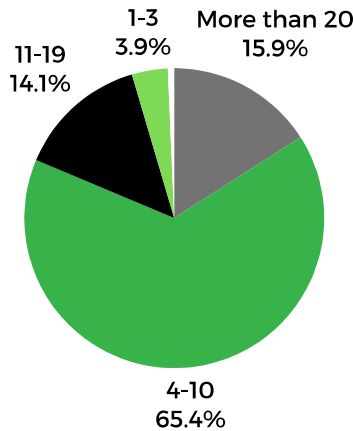
ENGLISH FIRST LANGUAGE



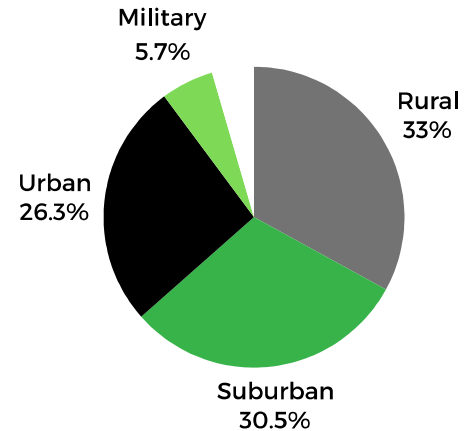
EDUCATION



EXPERIENCE



COMMUNITIES



DISCIPLINE

