



A Collaboration to Strengthen and Expand the IECMH Workforce in Massachusetts

Boston Children's Hospital Collaboration for Community Health awarded MSPCC a three year grant (\$150k/year) to develop the infrastructure to strengthen and professionalize the field of infant and early childhood mental health (IECMH). Working in collaboration with the Massachusetts Association for Infant Mental Health (MassAIMH), MSPCC will establish a four-level professional designation process, create access to experts, and establish a training hub for IECMH professionals.

The Problem: A robust, diverse, well-trained, and interdisciplinary workforce, including early education and care providers, behavioral health clinicians, pediatricians, and family support and peer professionals is central to ensuring that all children in the Commonwealth have equitable access to IECMH supports and services. The current IECMH workforce is inadequate to meet the need.

In addition, there is a need to increase awareness and eliminate stigma associated with IECMH among key stakeholders and decision-makers who often don't understand the very real impact, both short and long term, of early trauma.

The Partners: MSPCC brings to the collaboration extensive administrative experience and skill as well as a record of success in leading successful advocacy initiatives including reforms to the children's behavioral health system. MassAIMH is the state's professional association for IECMH, affiliated with the World Association for Infant Mental Health and has within its Board and membership deep clinical and research expertise.

MSPCC and MassAIMH have been engaged in a collegial relationship for several years, coordinating efforts to promote the advancement of infant and early childhood mental health, as members of the CMHC's IECMH Workgroup.

The Collaboration Agreement: MSPCC and MassAIMH will enter into a collaboration agreement for the purpose of addressing workforce development and sustainability efforts across disciplines and providers, utilizing policy development, systems advocacy, specialized training, and formal recognition of professional competence. The contract will include specifications for program administration, management, evaluation, reporting and communications.

Collaboration Goals:

Goal 1: Increase MA capacity for IECMH service delivery and mentorship: implement a statewide IECMH Endorsement[®] certification process through licensure from MI-AIMH and technical assistance from the national Association for the Advancement of Infant Mental Health (AAIMH) and thereby implement the four-level professional designation process. This will establish standards of care for best practice and build and support a robust IECMH workforce by cultivating, supporting, and creating access to a cadre of Endorsed Levels III and IV IECMH Mentors/ Endorsement[®] experts and statewide Reflective Supervisors and Consultants.

Goal 2: Establish a training linkage hub for IECMH professionals, bringing together social service and mental health providers, educators, early care providers, health care practitioners, and family partners to create a collaborative learning community for professional development in service of the IECMH workforce competency.

Goal 3: Develop a MassAIMH Sustainability Strategy.



IECMH Partnership Manager Position Responsibilities

Job Purpose

This grant-funded position is designed to develop, support, and sustain an infrastructure for the State Infant and Early Childhood Mental Health (IECMH) Association (“MassAIMH”) as a strategy for enhancing the IECMH workforce in Massachusetts. The primary focus of this position is to manage the collaboration between MSPCC and MassAIMH. A particular focus of the work includes the Massachusetts implementation of the Infant and Early Childhood Mental Health Endorsement® (IMH-E® and ECMH-E®) systems for professionals across multiple disciplines working with and on behalf of infants and children 0-6 and their families. The Endorsement® system is designed to establish and recognize competence in the infant and early childhood mental health field through experience, training, and academic preparation and reflective supervision as determined by the IMH-E® and ECMH-E® Competency Guidelines.

Immediate Supervisor: Director of External Affairs

FLSA STATUS: Exempt

Qualifications

Master’s degree in health and human services, education, or a related field, and at least five (5) years of experience in high-level program management, IECMH professional or lived experience preferred. Experience or other educational background may be substituted for educational requirements.

Essential Responsibilities

Statewide Adoption of the Infant and Early Childhood Mental Health Endorsement®

- Develop and implement a plan for introducing and marketing the Endorsement® process to eligible professionals;
- Finalize a set of policies and procedures to govern implementation of the Endorsement® process;
- Create a set of strategic goals for ensuring that Massachusetts has an appropriately sized, diverse cohort of endorsed professionals, with access to training and reflective supervision;
- Perform outreach to statewide interest groups to promote the expansion of IECMH professional development, reflective supervision, and IMH and ECMH Endorsement® across Massachusetts;
- Report on status and progress of the IECMH workforce development project at MassAIMH Board meetings as needed;
- Work with MassAIMH Board members to represent IECMH workforce development project at a community level in meetings and workgroups and attend stakeholder meetings at the state and local level to influence policy and systems;
- Support and participate in MassAIMH representation in the Alliance for Infant Mental Health; attend annual Alliance meeting, participate in monthly leadership calls, and maintain contracts.

Advance State Policies that Support IECMH Practice

- Participate in the Children’s Mental Health Campaign (CMHC);
- Provide coordination and support for the MassAIMH Policy Committee with respect to IECMH workforce development.

Grant and Program Administration

- Develop an annual budget and identify funding opportunities to support the continued implementation of the IMH and ECMH Endorsement® systems in Massachusetts, including assisting in developing funding proposals, budgets, and logic models;
- Ensure compliance with reporting requirements as specified by funders and Eliot/MSPCC.

Communications and Marketing

- Disseminate communications about IECMH workforce development to MassAIMH members including organizational updates, position statements, and Endorsement® news;
- Provide updates to key stakeholders including state and local entities on the promotion of IECMH workforce development in Massachusetts.

Travel

This position will require frequent local travel, and may also include out-of-state travel.

Salary Range

\$55,000 -\$65,000 Depending upon experience

MSPCC is a division of Eliot Community Human Services. All applications must be submitted online through the Eliot Community Human Services Careers website. To access this job posting, go to <http://www.eliotchs.org/careers-2/> and click “View Available Positions,” then search for IECMH Partnership Manager.