



The International Association of Infant Massage, Australia Inc.
~ Touching Hearts, Connecting Families, Changing Lives ~

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IAIM CERTIFIED INFANT MASSAGE INSTRUCTOR TRAINING PROGRAM INFORMATION FOR PROSPECTIVE STUDENTS - 2012

Thank you for your interest in becoming a Certified Infant Massage Instructor (CIMI) with The International Association of Infant Massage (IAIM). Whether you are looking to add new skills to your professional scope, for a change in career direction, to work from home, or to return to the workplace, you will find that becoming a CIMI is a rewarding and, for many people, a life-changing experience. This package answers some of the questions that you may have about the IAIM and becoming a CIMI. However, if you have any additional questions, please do not hesitate to contact us. We look forward to working with you.

Information in this document is correct at time of publishing, but please check with us to confirm that it is still up-to-date.

1. COURSE DETAILS

Course name: Course in Certified Infant Massage Instruction

Australian Qualification Code: 10001NAT

Relevant Competency Unit(s): 25IME001A Deliver Infant Massage Education to Families

Qualification level: Participants who successfully complete this course will be eligible for registration with the International Association of Infant Massage (in any country) as a Certified Infant Massage Instructor. An IAIM Certificate will be issued upon successful completion of all course requirements. **This certificate is issued by The International Association of Infant Massage.**

This course is accredited by the Australian Skills Quality Authority. Upon successful completion of course requirements participants may elect to be issued with a nationally recognised Statement of Attainment that will read "10001NAT Course in Certified Infant Massage Instruction". An additional administrative fee is payable by students who elect this option. **This Statement of Attainment is issued by The Australian Institute of Social Relations (a division of Relationships Australia, SA).**



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2. WHAT IS A CERTIFIED INFANT MASSAGE INSTRUCTOR?

Certified Infant Massage Instructors (CIMIs) are qualified to instruct parents to massage their own babies. A CIMI **does not** massage babies themselves, but instead teaches parents how to use touch, massage and many other forms of communication to enhance bonding, promote healthy infant development, and provide support for the parents in a social and non-threatening atmosphere.

Many CIMIs also give talks and lectures to promote infant massage classes and bring about awareness among health professionals about the benefits of infant massage, touch and the importance of the early infant-parent relationship.

3. COURSE AIM/ PURPOSE

Upon successful completion of this training program you will be qualified as a Certified Infant Massage Instructor with IAIM (also known as a “CIMi”).

The course will provide you with the specific knowledge, skills and insights required to deliver parent education programs in Infant Massage that reflect the guidelines of the International Association of Infant Massage. This course will give you the knowledge and skills needed to effectively provide infant massage and touch education to parents in a range of settings, and to support parents and carers to sensitively communicate with their babies through nurturing touch, and other interactions.

On completion of the IAIM training course and certification program, you will be able to teach the IAIM First Touch Program™, infant massage courses and positive forms of touch to parents/carers, with the specific goal of enhancing bonding, promoting infant mental and physical health, and providing support for the parents in a non-threatening atmosphere.

4. GENERAL OVERVIEW OF THE TRAINING

After forty years experience and literally dozens of research studies validating the effectiveness of the IAIM program, we have learned there are no shortcuts or fast-tracks to becoming a competent, confident infant massage instructor. Our training program is challenging and extensive, and also a rewarding experience for those who complete it.

Infant massage is taught to many different types of families, each with their own strengths and challenges. Likewise, each baby that an Infant Massage Instructor works with has their own preferences, likes, dislikes and needs when it comes to being touched. For this reason, learning to become a CIMI requires more training than simply learning some massage routines. A significant part of the IAIM training focuses on the parent-infant relationship: the importance of the parent-infant bond, factors that can interfere with the development of a healthy attachment relationship,



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and how you – as a CIMI – can help support this relationship through promoting healthy touch and other forms of communication between parents and babies.

The IAIM training program for CIMIs includes a comprehensive 4 day face-to-face training course, covering all aspects of massage including the physical and psychological effects relating to baby and parent/carers, as well as coverage of the infant-parent attachment bond and the skills you will need for promoting and supporting this relationship in the parent education context. Personal development and reflection of the instructor is an integral part of the training. The opportunity to practice teaching the massage techniques to parents is also a core component of your training and learning experience. This is intended to provide you with the confidence and skills required to set up and run your own infant massage sessions.

Following the face-to-face workshop, and in order to qualify as a CIMI, you will be required to complete an examination and a series of written and practical tasks. These include completion of a required reading list, an open book written examination, completion of a series of short essay questions dealing with different aspects of infant massage and the parent-infant relationship, and the delivery of 5 infant massage sessions conducted by you to be evaluated by parents. You will also be required to submit your lesson plans and a reflective journal as part of the assessment process.

While this may sound rigorous, the IAIM has in place strict, international standards for the training of CIMIs. This is one of the many unique features of the IAIM, and ensures that instructors are adequately prepared to work effectively with diverse parents and babies in ways that are supportive of the parent-infant attachment relationship.

5. COURSE COMPONENTS/ STRUCTURE

This course leads to qualification as a Certified Infant Massage Instructor with IAIM. To complete the training program you need to:

- Attend a four-day (9am-5pm) face-to-face training course, held by an approved IAIM Trainer.
- Complete a required reading list.
- Complete and submit a take-home study component (within 12 months of your training workshop).
- Deliver the full IAIM program to a minimum of five families, and submit the parent's evaluation of your teaching (after the 4-day course, in your local community or workplace).

Please note: Our assessment process requires that you deliver the full IAIM program to a minimum of five families. While IAIM and our Trainers will endeavour to assist where we can, the responsibility for finding and inviting families to participate in student classes is the responsibility of the student. If you live in a small community, or you do not yet have strong networks with other postnatal or early childhood services, you should be aware that it may take some additional time and work to meet and invite parents to participate in your student class.



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6. HOW YOUR QUALIFICATION CAN BE USED

People train with IAIM for various reasons, and use their qualification in various ways:

To deliver the IAIM Program:

Many of our graduates go on to deliver infant massage courses (in Australia, the full IAIM program is known as the *First Touch Program*) in their workplaces and communities. Many of these graduates work in private practice and hold classes open to the public. Other CIMIs work on contract to health and community services, or deliver the program in their role as an employee of health or community organisation.

To enhance and “add to” their existing work with families in clinical and health settings.

This group of people do not necessarily provide infant massage education directly, but incorporate some of the ideas and elements of the IAIM program into the range of interventions they already use to help families.

For example, an Occupational Therapist might use some the IAIM teaching, facilitation and observation methods to support a parent to deliver other forms of specialist therapy to a baby with a physical condition.

To provide general infant massage education (usually in their workplaces).

This group of people train with IAIM as the “Gold Standard”. However, for one reason or another (such as funding or time restrictions in their workplace) they do not deliver the full IAIM program in accordance with the IAIM protocols.

For example, a Maternal Child Health Nurse might include the first lesson of the IAIM program as part of the new mother’s group that she facilitates. Another example would be the Infant Mental Health Specialist who uses the IAIM approach to teaching parents holding and still touch techniques to a new mother experiencing postnatal depression as one part of a treatment plan that also includes other interventions.

All of these are legitimate ways in which your IAIM training can be used. However, the IAIM Training program focuses on providing you with the skills to deliver the full IAIM program, in its entirety, to parents with young babies. Any ways in which you adapt and modify the program will depend on your experience, existing qualifications, skills, work roles and - of course - the needs of the babies and parents you work with.



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7. PRE-REQUISITES AND ENTRY REQUIREMENTS

In Australia, approximately 60% of our students are health professionals who undertake the IAIM Training program as an extension to their existing qualifications. However, the IAIM Training Program was originally designed as (and continues to be) a program belonging to communities and families, and is an accessible training for **anyone** suitable who is interested in supporting the relationship between parents and babies.

Feedback from professionals attending this course is overwhelmingly positive, with most people reporting that it enhances their practice and adds much depth to their repertoire of skills. Nevertheless, it is therefore important to acknowledge that the IAIM training is **not** solely a “continuing education course” only for university-trained practitioners. Many people of diverse backgrounds attend our training which is, first and foremost, a program designed to contribute to the capacity of anyone (professionals and lay-people alike) to support the development of human relationships in communities and neighbourhoods, as much as in organisations and clinical settings.

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- (1) To enrol in this course you must be a minimum of 18 years of age at the time your face-to-face training commences.

 - (2) To gain entry into this course you must either:
 - (a) Hold a qualification (and comply with any related professional registration requirements) in health, welfare, child development or a related field.

 - OR

 - (b) Have relevant equivalent work or life experience in a role related to the care, health and well-being of infants, or health education and promotion. Experience as a parent, grandparent or carer of children **is** sufficient equivalent experience for entry to this course.
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This course assumes that you have literacy and numeracy skills, and a basic knowledge of the human body, sufficient to enable you to achieve the learning outcomes of this course.



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8. COURSE CONTENT

The four-day face-to-face course includes extensive practical and theoretical coverage of a diverse range of topics including:

- History of IAIM and infant massage
- The scope and role of the Certified Infant Massage Instructor.
- Infant cues, crying and behavioural states.
- Positive touch techniques (including massage sequences) in accordance with the protocols and procedures of IAIM.
- Use of oils.
- Group facilitation skills.
- Principles, strategies, tools and techniques for facilitating the development of parent-infant relationships in the infant massage setting.
- Principles of infant mental health promotion and restoration utilising the relationship-based approach of the IAIM protocols.
- Elements of infant massage education that contribute to the development of healthy and secure relationships between parents and infants.
- Some of the factors affecting the psychosocial vulnerability of parents and infants who may be attending infant massage classes.
- Key regulatory frameworks that may apply to the practice of infant massage instruction.
- Current research trends in the areas of infant massage, and infant development generally.
- Relevant safety issues.
- Promoting sensitive and responsive parent-infant interactions.
- Records and documentation.
- Recognising and responding to infant or parent distress in the infant massage class.
- Communication skills.
- Issues and considerations for families who have additional needs:
 - Babies born prematurely
 - Very young parents
 - Babies with a disability or serious medical conditions
 - Fathers
 - Parents recovering from alcohol and/ or other drug addiction

9. TRAINERS

Training and assessment of CIMIs is carried out by an approved IAIM Trainer of Instructors. Our trainers have many years experience and dedication to this work. They come from a wide range of backgrounds. They go through rigorous training steps at the international level, in various fields over a period of many years and are required to meet ongoing and extensive continuing education requirements. Their area of expertise is in training IAIM Instructors and in the content of the IAIM program.



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10. RECOGNITION OF PRIOR LEARNING (RPL)

What is RPL? Recognition of Prior Learning (RPL) (and associated processes – such as Recognition of Current Competency) involves a process called “mapping” – which means that what you have already done is “matched” to the competencies in a course. When what you have already done “matches” up with the competency in a course, you can gain “exemption” or advanced standing for that competency and you don’t have to do it again. For legal and audit reasons, “mapping” for RPL can be a time consuming process for both students and training organisation. In virtually all courses and organisations RPL attracts a fee that is comparable to the actual course fee so, typically, it does not save a student any money.

Our RPL Policy: It is the policy of the International IAIM Educational Committee that participants must complete all components of the CIMI Training program. This includes students who may have completed previous training in some form of infant massage education. This International policy is upheld in Australia and therefore we do not offer or provide RPL.

We have this policy because RPL is not used to “map” **parts** of a competency unit, but a competency in its entirety. Therefore, RPL is used for courses that, typically, have several competency units attached. In contrast the IAIM Training Program is a short course comprised of **one single** unit of competency, so RPL is actually not relevant, applicable or practicable.

What if you already know some of the content? We recognise that many of our students do come with very diverse prior knowledge and experience. This question particularly applies to qualified health professionals – who may already have an even more “in-depth” understanding of **some** of the topics covered in this course.

If this applies to you, it is important to remember that this course is specifically designed to facilitate the *holistic* development of each *individual* student. This is achieved through providing a training program that allows and encourages each individual to build on strengths and previously developed skills, knowledge and competencies, and to extend them further through the training program. Therefore, many health professionals who complete this training report high levels of challenge and skill development in a wide range of areas. For example, a common area of challenge and enjoyment reported by the vast majority of professionals attending our course is the opportunity to extend beyond the technical expertise of their profession, and develop more advanced skills in, and practical tools for using, relationship-based practice.

In short, as an adult learner, at all times we encourage you to focus on the areas of skill development and discovery that are of most relevance to you.



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11. CANCELLATION AND OTHER POLICIES

PAYMENT

Training fees are payable directly to your trainer.

REFUNDS

(a) We do issue refunds in some circumstances:

IAIM is a small, charity organisation and we only operate courses if we have sufficient numbers. Although uncommon, on occasion our courses do not reach the minimum number of participants and we need to postpone training dates. If this happens you will be given the choice to either:

- Receive a full refund of any fees you have paid OR
- Transfer to another course on an alternative date

(b) We do not issue refunds if you cancel or change your mind:

If you cancel or change your mind once you have paid, we CANNOT REFUND YOUR FEES.

However, if payment has been made in full six (6) weeks before commencement of the course, and you cancel, you may request transfer to another course date (where places are available). A transfer fee of \$100 will be charged in this instance.

LIMITED PLACES

There are limited places available at trainings. If you have not paid 2 weeks prior to course you will forfeit your place.

GROUP DISCOUNTS

Group discounts apply for three or more people booking together. When booking as a group it is up to group members to decide how to share the discount.

Please contact us directly for information about in-house training.

If you have any further questions, please direct all training related enquiries to:

Glenda Chapman
(02) 4369 3668

Or, via email, to: support@iaim.org.au



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