

Inclusion Specialist- Endorsement Requirements

Updated 9-2025

An Inclusion Specialist is a professional who provides support, resources, and technical assistance to early childhood professionals—including caregivers, teachers, supervisors, directors, and administrators—caring for children with unique needs.

Two endorsements are available: Primary and Provisional.

Early Childhood Workforce Registry Membership

Must be a current member of the Registry

Education

Provisional - Obtained a [Career Pathway](#) placement of Category E or Higher

Primary - Obtained a [Career Pathway](#) placement of Category G or Higher

Endorsement Duration

Provisional - The endorsement is valid for twelve (12) months with no more than two (2) renewals.

Primary - The endorsement is valid for three (3) years.

Required Training

Both Primary and Provisional - The following training must be verified on the individual's Registry Learning Record as completed before applying as a coach.

Training Details	Hours	Training Sponsor
Getting Started	15	ND Department of Health and Human Services
North Dakota Safe Sleep or SIDS	1	ND Department of Health and Human Services
Relationship Based Professional Development Event Entry	1.5	ND Department of Health and Human Services
<u>Plus for the Primary Endorsement:</u>		
Transformational Coaching for Early Childhood Coaches	38.5	Horizons in Learning, LLC or ND Department of Health and Human Services