Training Resources from the Carolina Global Breastfeeding Institute

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Disclosure: Who funds CGBI work?

- EMPower Breastfeeding/EMPower Training
  - Subcontract from Abt Associates
- ENRICH Carolinas
  - The Duke Endowment, BCBSNC,Spiers Foundation
- RISE: Lactation Training Model
  - W.K. Kellogg Foundation
- CGBI Fund
  - Private donors
Disclosure

• Catherine Sullivan is an inventor on the Couplet Care Bassinet™, which is an unlicensed UNC invention (medical device). It is not discussed in this presentation. Catherine Sullivan and CGBI would be eligible for royalties in the future if it is successfully commercialized.
Acknowledgement of Operational Space
CGBI: Who are we?
EMPower Training: Comprehensive Training Materials to Implement Skills-based Competency in Maternity Care and Breastfeeding

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Danielle Hombroek, MPH; Meg Mansfield, MPH; Cynthia Klein, PhD
What is EMPower Training?

- Aimed at improving the capacity of hospital staff to implement evidence-based maternity care practices supportive of optimal infant nutrition
- Provide hospitals with the materials and resources needed for them to create sustainable training plans
- Ongoing technical assistance to support implementation of the plan
- CDC funded from 9/2017-8/2019

*CDC/DNPAO-funded initiative Funded by contract # 200-2014061267-0004*
Project Goals Defined:

- Development of individualized hospital training plans (Goal = 100%)
- Completion of training (Goal > 80% maternity staff trained)
- Ongoing measurement of metrics related to the Ten Steps with a primary focus on Step 2 and Safety Principles for quality improvement purposes
EMPower Training Team
Hospital Needs and Challenges

**Needs**
- Practices & processes based on evidence supportive of breastfeeding
- Lessons learned/feedback from previous efforts
- Quality improvement, technical assistance, and resource sharing

**Challenges**
- Resource strain, confusion, compromise in safety
- Variation in practices & education processes
- Gaps in knowledge and skill
Experiential Assumption

- Healthcare facilities with access to direct technical support activities and training resources would be able to:
  - Train most of their maternity staff in a standardized, consistent method
  - Ultimately adopt optimal practices and improve breastfeeding outcomes
  - Create sustainable models for change
### Methods

<table>
<thead>
<tr>
<th>Recruit</th>
<th>Train</th>
<th>Support</th>
<th>Track</th>
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</table>
| • Enrolled hospitals to actively participate  
• Hospitals met criteria, signed agreement to participate | • Provided materials and resources to create and implement the hospital specific training plans.  
• Attended Regional Training Meetings | • Provided ongoing technical assistance to facilitate the implementation of training plans and safe implementation of practices supportive of optimal infant nutrition. | • Monitored progress towards training goals and other measures for quality improvement purposes |
Training Materials/Resources:

- Trainer Manual - comprehensive toolkit containing education curriculum, materials, event planning, and related educational resources
- Breastfeeding and Quality Improvement Facility Assessment - self-assessment for facilities to explore existing resources and processes
- EMPower Hospital Training Plan Template - planning and implementation tool
- Empower Training Tracker - data collection tool for facilities to track training progress
Training of Trainers (ToT):
- 4 regional, in-person training events
  - Mobile, Alabama
  - Pearland, Texas
  - Kansas City, Missouri
  - Charlotte, North Carolina
- 2-5 members from each facility, 222 from 87 hospitals attended
- Trained on manual, materials and participated in interactive activities
Each facility was assigned to coaching team consisting of experts in content (breastfeeding) and quality improvement

- Cohort Calls and Webinars hosted quarterly

- Just in time, individualized TA routinely and as needed (email, phone calls, etc)

- Access to platform used for resource sharing, progress reporting, and collaboration
Progress was monitored throughout initiative

- Training progress-
  - Measured training completion rates (required) and maternity care practices (optional)
  - Collected using data collection tools provided
  - Submitted quarterly via resource sharing platform for coach review

- Hospital profile data:
  - Assessed safety policies and procedures
  - Collected via survey at baseline, midpoint, and end
Training Progress

Results

• 81/85 hospitals met/exceeded goal of 80% trained

• 3719 staff trained

• Average of 85% of staff trained for the initiative
Hospital Profile: Tracking Changes in Policies, Procedures, Training Processes and Safety Principles

Results

Exhibit 1. Changes in the Adoption of Hospital Policies and Practices Supportive of Breastfeeding over Time

- Does your facility currently have a protocol or policy for frequent postpartum monitoring of the mother/infant dyad during the first 2 hours of life?
  - Baseline: 79%
  - Final: 90%

- Is current maternity care staffing consistent with widely endorsed guidelines? (i.e., AWOHNN)
  - Baseline: 79%
  - Final: 89%

- Does your facility currently have a method for consistent documentation of safe positioning during skin-to-skin care?
  - Baseline: 23%
  - Final: 44%

- Does your facility have a method for identifying mother/infant dyads at increased risk for a newborn fall?
  - Baseline: 44%
  - Final: 68%

- Do staff currently do hourly rounding to identify any safety concerns and intervene when necessary?
  - Baseline: 79%
  - Final: 85%

- Is there currently a standard process for staff to educate caregivers about safe infant positioning?
  - Baseline: 62%
  - Final: 93%
Results (continued from previous slide)

**Exhibit 1. Changes in the Adoption of Hospital Policies and Practices Supportive of Breastfeeding over Time**

<table>
<thead>
<tr>
<th>Question</th>
<th>Baseline</th>
<th>Final</th>
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<tbody>
<tr>
<td>Is there signage/visual cues in rooms or bassinets to reinforce risk of falls and remind caregivers to place infant in bassinet?</td>
<td>22%</td>
<td>46%</td>
</tr>
<tr>
<td>Does your facility currently use evidence-based protocols to guide decisions or orders regarding supplementation with formula?</td>
<td>65%</td>
<td>83%</td>
</tr>
<tr>
<td>Does your facility currently have a standard internal process for tracking and responding to safety issues in maternal and infant care (eg. infant falls, SUPC, SUIDS)?</td>
<td>80%</td>
<td>91%</td>
</tr>
<tr>
<td>Does your facility currently have a forum for internal discussion of cases in which safety issues have arisen?</td>
<td>89%</td>
<td>91%</td>
</tr>
<tr>
<td>Does your facility currently have a process for systematically eliciting patient feedback on safe implementation of maternity practices?</td>
<td>26%</td>
<td>51%</td>
</tr>
</tbody>
</table>

Note: Responses shown for 81 hospitals that completed a baseline and follow-up survey.
“Our nurses are more confident in their assessments and using clinical judgement to intervene when necessary to assist with breastfeeding”
- EMPower Training Hospital

“The staff has been much more receptive to this way of thinking now because of EMPower Training. We are much more confident in the majority of our staff when assisting/coaching breastfeeding moms. Very informative and great material to have as a resource”
- EMPower Training Hospital

“The ‘Train the Trainer’ was invaluable, by teaching us how to do the skills check-off. We were able to then accomplish this with our nurses and had some fun along the way.”
- EMPower Training Hospital

“The references and links for education provided evidence-based teaching that helped overcome the barriers we had with rooming in/safe skin-to-skin contact. We used your safe positioning guide to create educational visuals for all postpartum rooms.”
- EMPower Training Hospital

“During the EMPower Training initiative, the hospital learned how to incorporate different personalities and learning needs together. This is a great program and we will use it for many years with our new hires.”
- EMPower Training Hospital

Results
Project Timeline

*Planning*: September 2017-March 2018
*Recruitment*: February 2018-May 2018
*Training of Trainers*: July 2018- August 2018
*Hospital Training Implementation*: August 2018-September 2019
Challenges & Opportunities

- Facility mergers and acquisitions
- Staffing shortages and high turnover
- Team changes and turnover
- Didactic vs skills-based training concepts
Access the EMPower Training Digital Tool and accompanying materials online!

https://sph.unc.edu/cgbi/empower-training-initiative/
Forging and Building Commitment
Changing the Landscape of the Lactation Field
Defining the Problem

• ~31,000 International Board Certified Lactation Consultants Worldwide (110 Countries)
  • 17,389 are in the United States (2/22/19)
• No data on race/ethnicity is collected
• Access to training is limited
• Quality training is limited
# Pathways to Becoming an IBCLC

<table>
<thead>
<tr>
<th>Who/What</th>
<th>Pathway 1</th>
<th>Pathway 2</th>
<th>Pathway 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognized health professionals, Recognized Breastfeeding Support Counselors</td>
<td>Accredited Academic Programs</td>
<td>Mentorship</td>
<td></td>
</tr>
</tbody>
</table>

| Didactic Requirements- Lactation Specific | 90 Hours | 90 Hours | 90 Hours |
| Didactic Requirements- Health Sciences Education | Waived if recognized health professional (8/6 if BSC) | 8 college courses and 6 CEs | 8 college courses and 6 CEs |

| Clinical Experience | 1000 Hours | 300 Hours | 500 Hours |

| Drawbacks | -must already be a health care professional and working where clinical hours can be obtained | -limited number of program in existence -none housed in HBCUs | -can be expensive -mentor must be approved by IBLCE -lack of “quality control” |
Benefits of a Pathway 2 Training Program

• High quality didactic and clinical education that meet the rigorous competency based requirements for IBLCE and accreditation
• Students receive quality mentorship from mentors that have been selected for their expertise and received specific education and training to precept for the program
• Attracts those in the community that may want to continue their education after program participation
• Directly feeds the local community with professionals
• Builds relationships with community partners and potential employers
Current Accredited Pathway 2 Programs

• UNC-Chapel Hill: Chapel Hill, NC
• Drexel University: Philadelphia, PA
• Birthways College of Midwifery: Portland, OR
• University of California-San Diego: La Jolla, CA
• Union Institute and University: Cincinnati, OH (Bachelors program and a Masters program)
• Portland State University: Portland, OR
• **Johnson C. Smith University: Charlotte, NC (First HBCU)**
• Georgia Northwestern Technical College: Rome, GA
• Henry Ford College: Detroit, MI
History of the Mary Rose Tully Training Initiative

2009
- First cohort begins
- 6 students utilizing one main clinical site
- Program named after Mary Rose Tully

2013
- Catherine Sullivan begins as Program Director
- Additional clinical sites are added, total of 7 main sites

2016
- MRT-TI becomes the first Pathway 2 Training Program to be accredited
- Program begins exploring potential avenues for providing formal mentoring to programs/schools

2017
- 1st International student accepted to the program
- MRT-TI begins mentoring Johnson C. Smith University in Charlotte, NC

2019
- 2 International students (Ghana, Mongolia)
- JCSU achieved accreditation, mentoring NCAT
- MRT-TI begins re-accreditation process
Benefits

• Technical Assistance and Training for program staff and preceptors
• Community Engagement
• Online virtual Sakai classroom/sharing platform for RISE schools
• Marketing
• Start-up Package
• Mentorship for program staff
• Professional association membership (NAPPLSC)
Benefits: Start-up Package ($79,745)

<table>
<thead>
<tr>
<th>Budget Item</th>
<th>Estimated Cost</th>
</tr>
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<tbody>
<tr>
<td>Accreditation Fees</td>
<td>$4800</td>
</tr>
<tr>
<td>Educational Supplies</td>
<td>$900</td>
</tr>
<tr>
<td>Lending Library/Textbooks</td>
<td>$4000</td>
</tr>
<tr>
<td>Liability Insurance</td>
<td>$500</td>
</tr>
<tr>
<td>Drug Screens</td>
<td>$455</td>
</tr>
<tr>
<td>Criminal Background Checks</td>
<td>$750</td>
</tr>
<tr>
<td>Lab coats</td>
<td>$330</td>
</tr>
<tr>
<td>Personnel (part time program director/instructor + fringe)</td>
<td>$60,840</td>
</tr>
<tr>
<td>Professional Memberships for Program Director</td>
<td>$1000</td>
</tr>
<tr>
<td>Teaching Assistant Support</td>
<td>$5000</td>
</tr>
<tr>
<td>Travel to UNC-CH to visit MRTTI program</td>
<td>$1170</td>
</tr>
</tbody>
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Participants/Recruitment

**YEAR 1**
Johnson C. Smith University-Charlotte, NC
North Carolina A&T (NCAT)-Greensboro, NC

**YEAR 2**
NCAT
Southeast

**YEAR 3**
Southwest
Midwest/South
Results-JCSU

- Multiple meetings with team/SSR technical assistance: 5/18-9/18
- Self Study submitted: 10/18
- LEAARC finalizes process for new programs: 12/18
- Review LEAARC feedback with team, new process, assign tasks, plan for visit: 1/18
- Preparation visit Training of clinical preceptors: 2/18-3/18
- LEAARC site visit: 3/19
  - CAAHEP vote for accreditation: 5/19
- Equity Training: 7/19
  - First class accepted: 8/19
  - 5 students
Certificate Program: Lactation Consultant

The Lactation Consultant Training Program (LCTP) is a certificate program comprehensive Pathway 2 Lactation Consultant Training Program administered through the Metropolitan College of Professional Studies at Johnson C Smith University, in Charlotte, North Carolina.

The primary goal of this program is to help diversify the field of lactation to include more people of color, positively impact health outcomes and help address breastfeeding and health disparities and inequities.

The LCTP is accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP) upon the recommendation of the Lactation Education Accreditation and Approval Review Committee (LEAARC). The program earned its initial accreditation on May 17, 2019 and is current until 2024.

CAAHEP 25400 U.S. Highway 19 North, Suite 158 Clearwater, FL 33763 (727) 210-2350

At this time, the LCTP is an in-person course only. There are no online components to this training program.

Click here to learn more about the history of the program.

Click here to meet the staff in charge of the program.

Click here to see the infographic with great data and insight about the program.

Overview

The Lactation Consultant Training Program (LCTP) will be launching its first class in the Fall of 2019. It is a CAAHEP accredited Pathway 2 Training Program housed within the Metropolitan College of Professional Studies at Johnson C. Smith University, in Charlotte, North Carolina. It is the first Pathway 2 lactation consultant training program in the country that is housed at a Historically Black College/University (HBCU).
Lessons Learned

• CAAHEP/LEAARC revised process for new programs-expectations
• Expect delays
• Understanding of process
• Engagement of leadership-who comes to the table
• No two programs will be exactly the same
• Defining work responsibilities and role delineation
• Discuss sustainability plan from the start
• Commitment and follow through
breastfeeding.unc.edu
ASSISTING THE DEVELOPMENT OF PATHWAY 2 PROGRAMS

RISE: Lactation Training Model is a grant-funded project providing higher education institutes with training tools to build a self-sustainable Pathway 2 program model.

Project Start: February 1, 2018  |  End: January 30, 2021

THE PROJECT

The explicit problem that the RISE: Lactation Training Model aims to solve is the lack of lactation consultant training programs available in communities of color. Programs to train International Board Certified Lactation Consultants (IBCLC) are limited in number and generally are housed in predominantly white institutions. Currently, no such accredited programs are available at historically black colleges and universities. Training is not easily accessible in communities of color, which has limited the number of professionally trained board-certified lactation consultants of color.

By supporting the development of self-sustaining lactation consultant training programs at universities and colleges serving communities of color, this project will improve the medical lactation workforce to reduce health disparities in these communities. We believe that by targeting the healthcare system infrastructure, we will improve the local medical lactation workforce to increase breastfeeding rates in communities of color.

Over a 3 year span we will be actively recruiting and working with 2 institutions in building infrastructure to implement their program. Simultaneously we will work with 2 programs per year on the accreditation process and course preparation— including preceptor instruction. As programs are established they will serve as mentors to new programs, sharing lessons learned and successes.
How do I apply for a Pathway 2 program?
Pathway 2 program applications will be accessible through individual academic institute websites (listed below*).

http://metropolitancollege.jcstu.edu/#!/lactation

*All programs are not up and running; links to institute websites will be added as they become available. For other Pathway 2 programs (not in the RISE project), you may go to the HBCCE website for a listing of current programs.

What does HBCU mean?
HBCU is an acronym for Historically Black Colleges and Universities. HBCUs are institutions of higher education established before 1964 and originally founded to educate African-American students.

How can my academic institute become a partner?
Academic institution representatives are invited to fill out the RISE Lactation Training Model- Institute Interest Form.

CONTACT US
RISElactation@unc.edu

RISE: Lactation Training Model- Institute Interest Form
Historically Black Colleges and Universities and/or community colleges predominantly serving communities of color interested in becoming an institutional partner are invited to fill out this survey.
Resources

• CAAHEP Standards and Guidelines for Lactation Consultant Education Programs: https://www.caahep.org/CAAHEP/media/CAAHEP-Documents/LactationConsultantStandards2018.pdf

• LEAARC website: https://www.leaarc.org/

• IBLCE website: https://iblce.org/

• CGBI website: www.breastfeeding.unc.edu
  • Interest Form: https://sph.unc.edu/cgbi/rise-lactation-training-model-reclaiming-improving-and-sustaining-equity-2/
Questions?