

PREPARING IBLCE EXAM CANDIDATES FOR SUCCESS: Lessons Learned From the First CAAHEP- Accredited Pathway 2 Program

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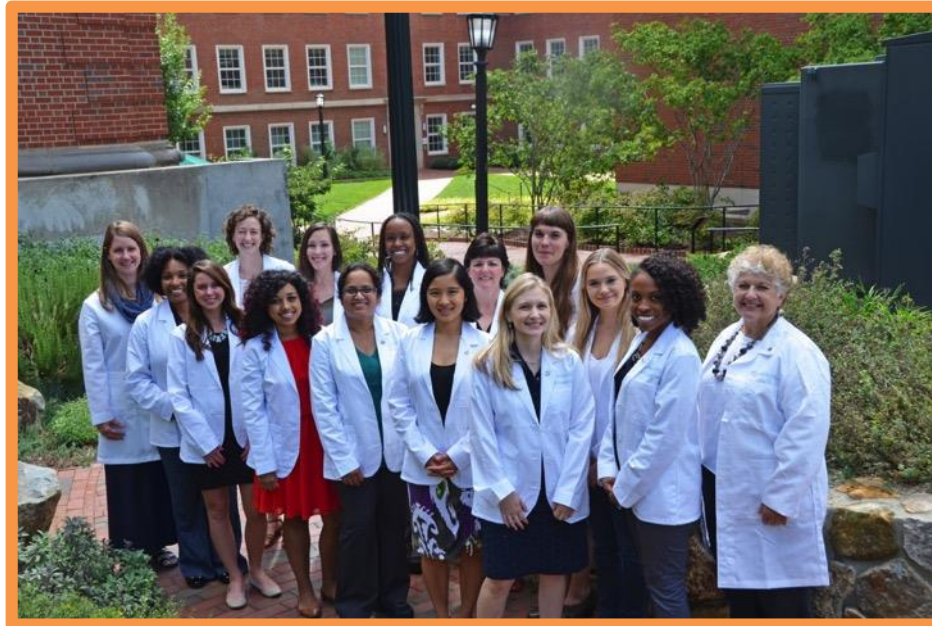
Changing **YOUR** Community and the World

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DISCLOSURES

We will be discussing a program of which Katie is a graduate, Catherine is the program director/clinical coordinator, and Abby is the program assistant.



OBJECTIVES

OBJECTIVE #1: Review characteristics of the first accredited Pathway 2 program.

OBJECTIVE #2: Describe the workforce trajectories of Pathway 2-trained alumni of a year-long training program for aspiring IBCLCs.

OBJECTIVE #3: Discuss how lessons learned from program alumni can be applied to support the development of future Pathway 2 programs.



Program Background

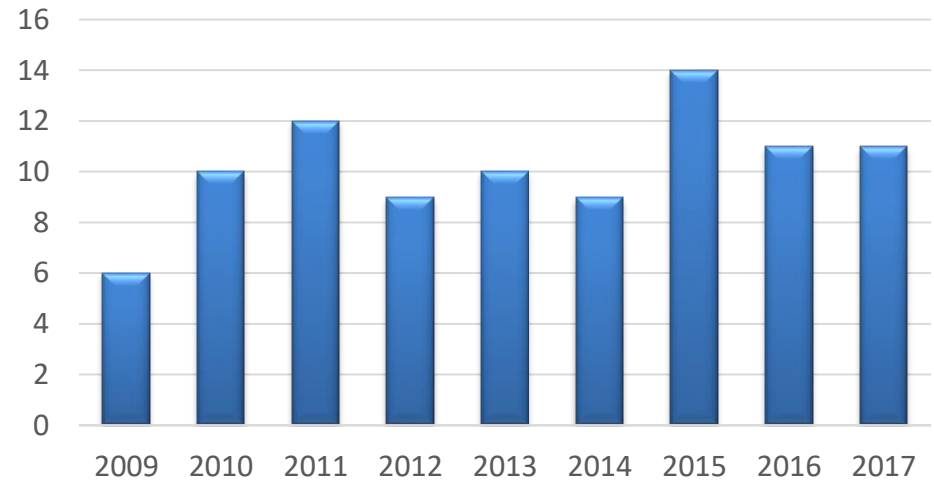
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Mary Rose Tully Training Initiative

- First accredited Pathway 2 program (in 2016)
- Housed in UNC's Carolina Global Breastfeeding Institute (CGBI)
- Typically 12 students accepted
- Only 2 of 81 alumni have not passed the IBLCE exam on the first try

Number of Students by Cohort



MRT-TI Clinical Training

- 7 clinical sites that vary in:
 - Baby Friendly or state designation status
 - Geographic location
 - Services provided
- Off-site experiences:
 - Public health
 - Support groups
 - Professional organization meetings
 - Milk bank



Alumni Survey

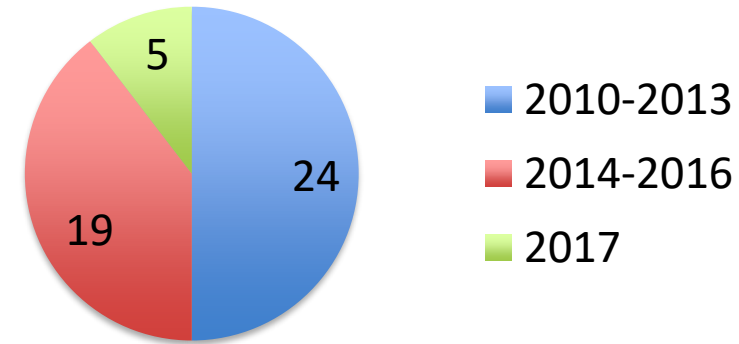
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Alumni Survey

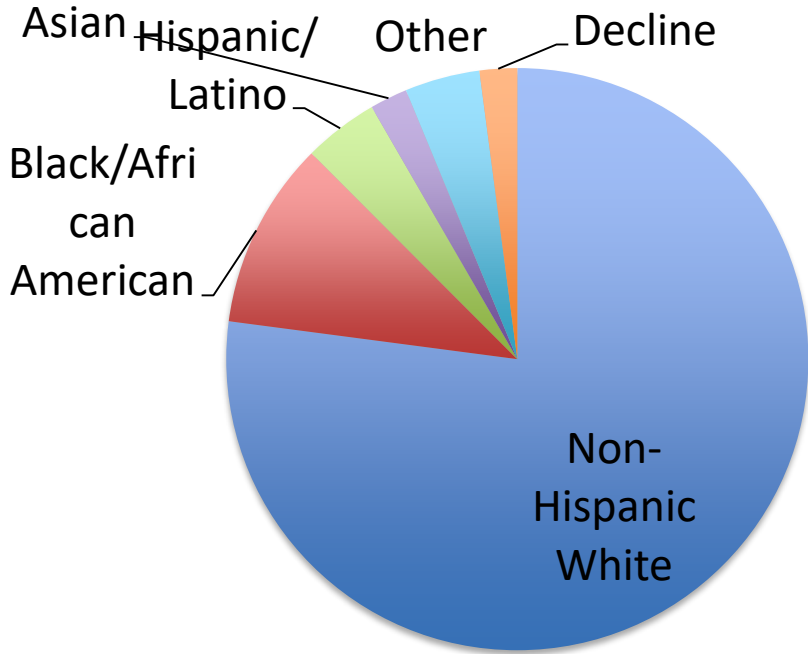
- 81 alumni surveyed about educational and professional experiences before, during, and after MRT-TI
- 48 respondents
 - 59.3% of alumni

Number of respondents by cohort graduation year

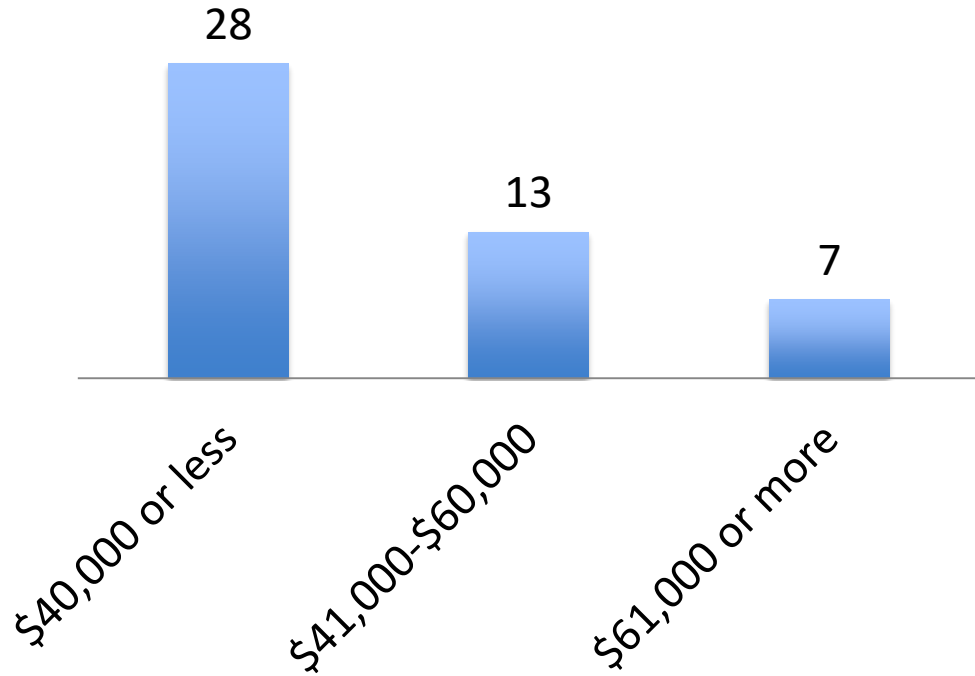


Demographics

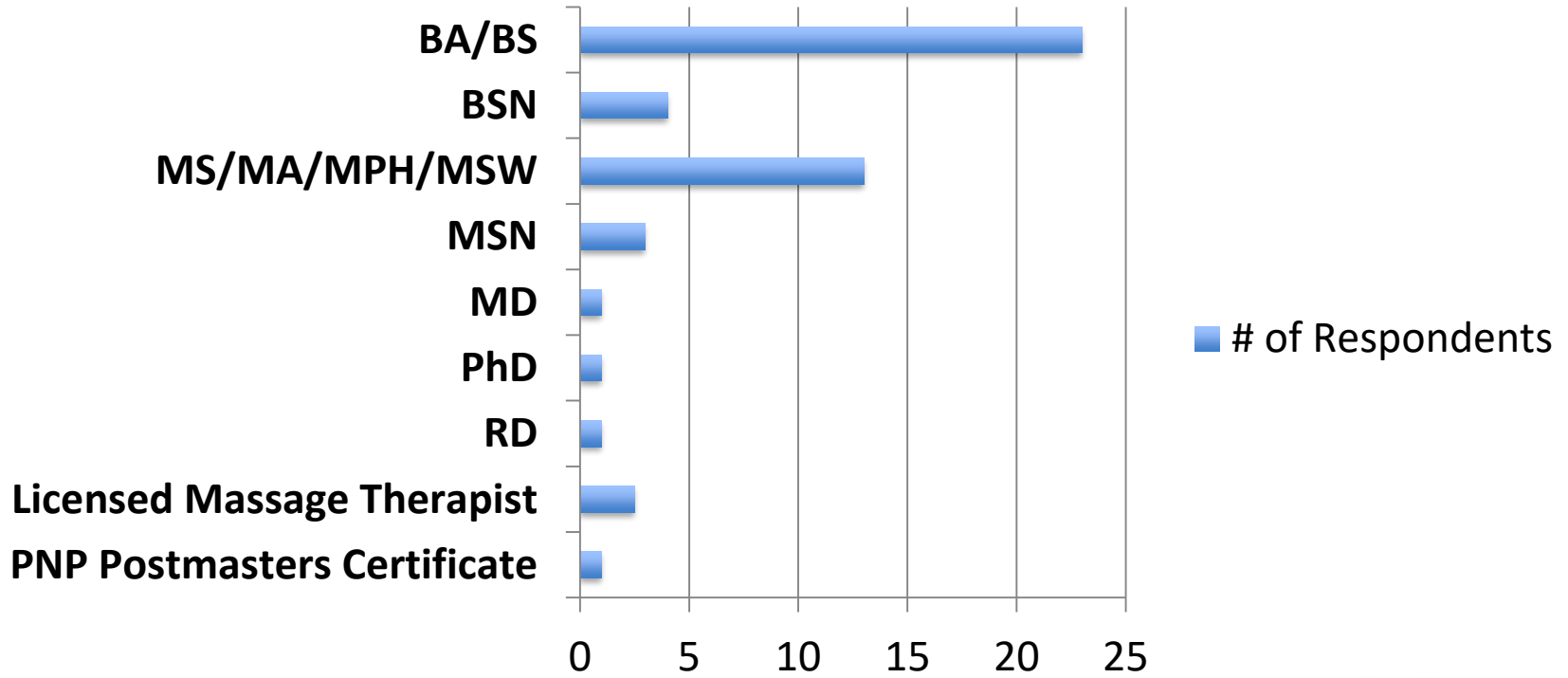
Race/Ethnicity of Respondents



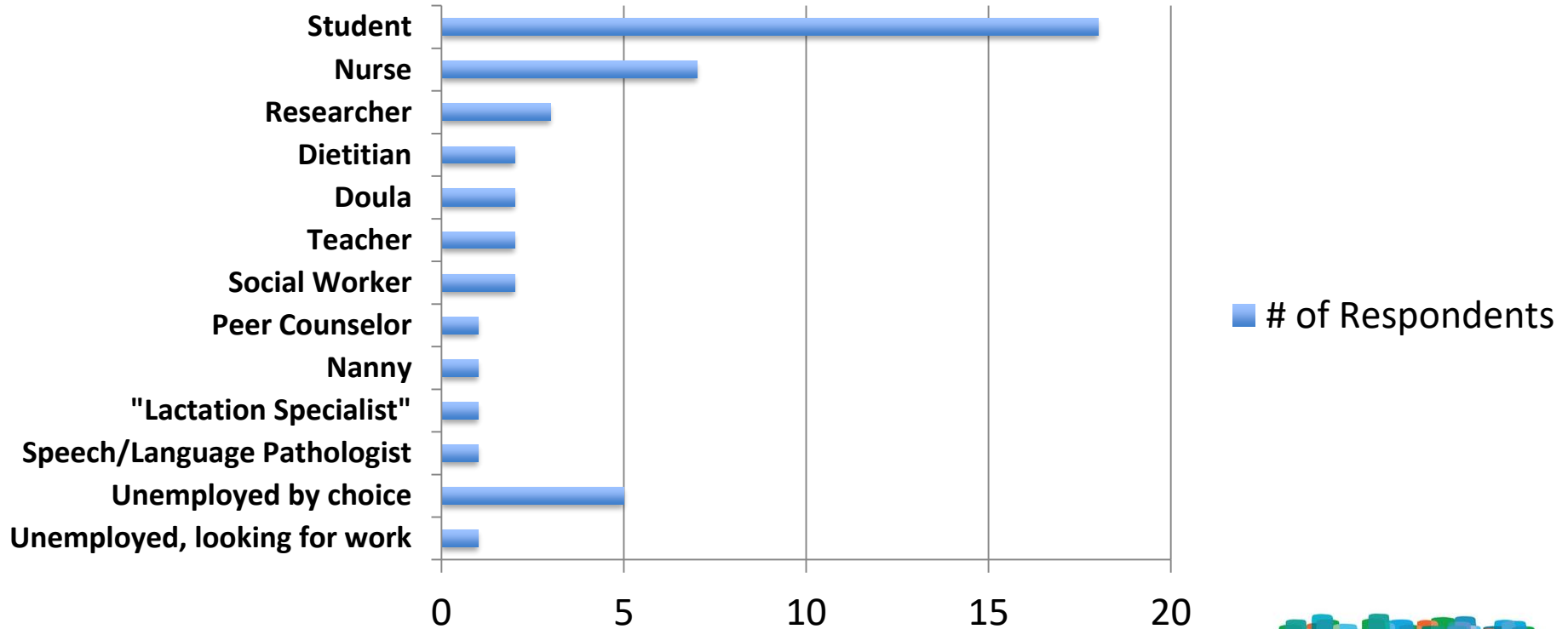
Annual Individual-level Income



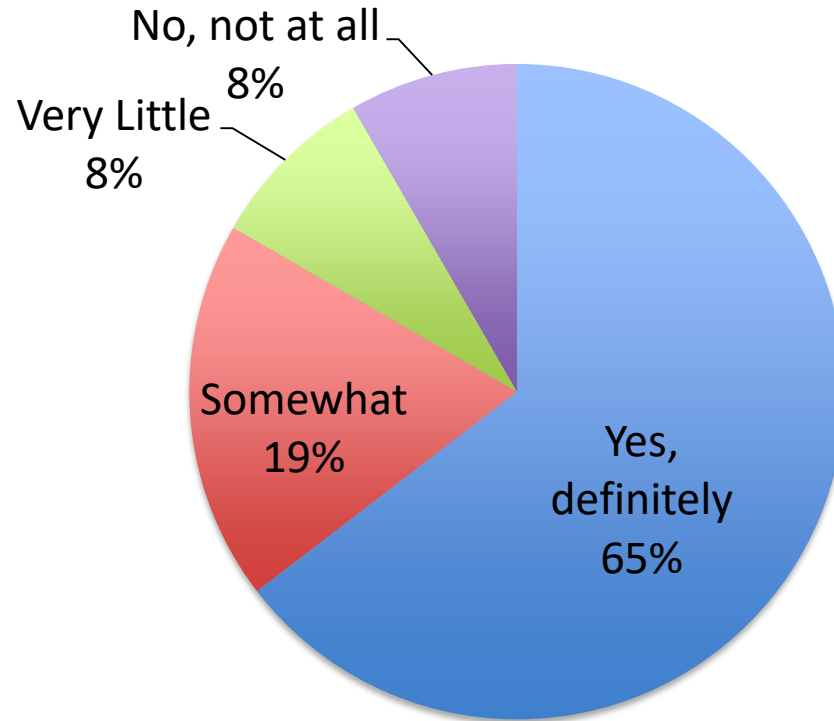
Degree held before MRT-TI



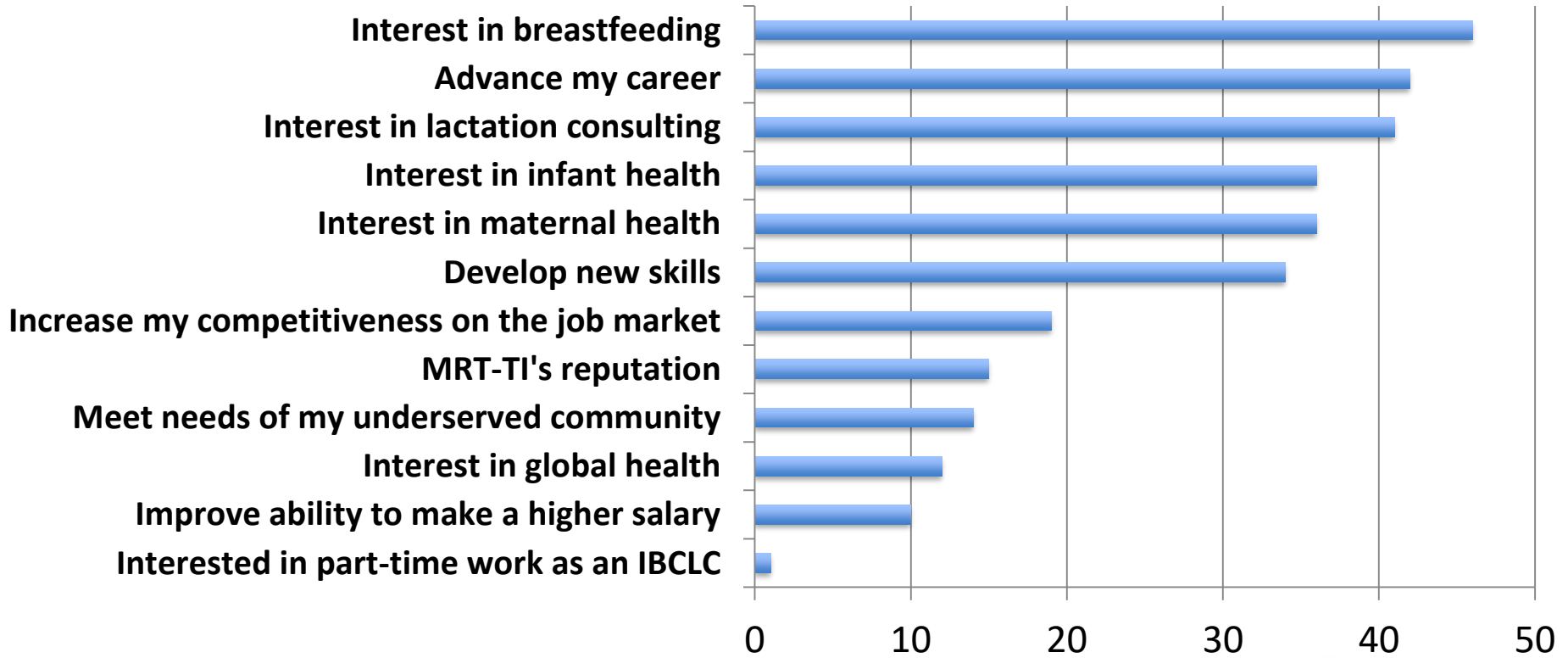
Job held before MRT-TI



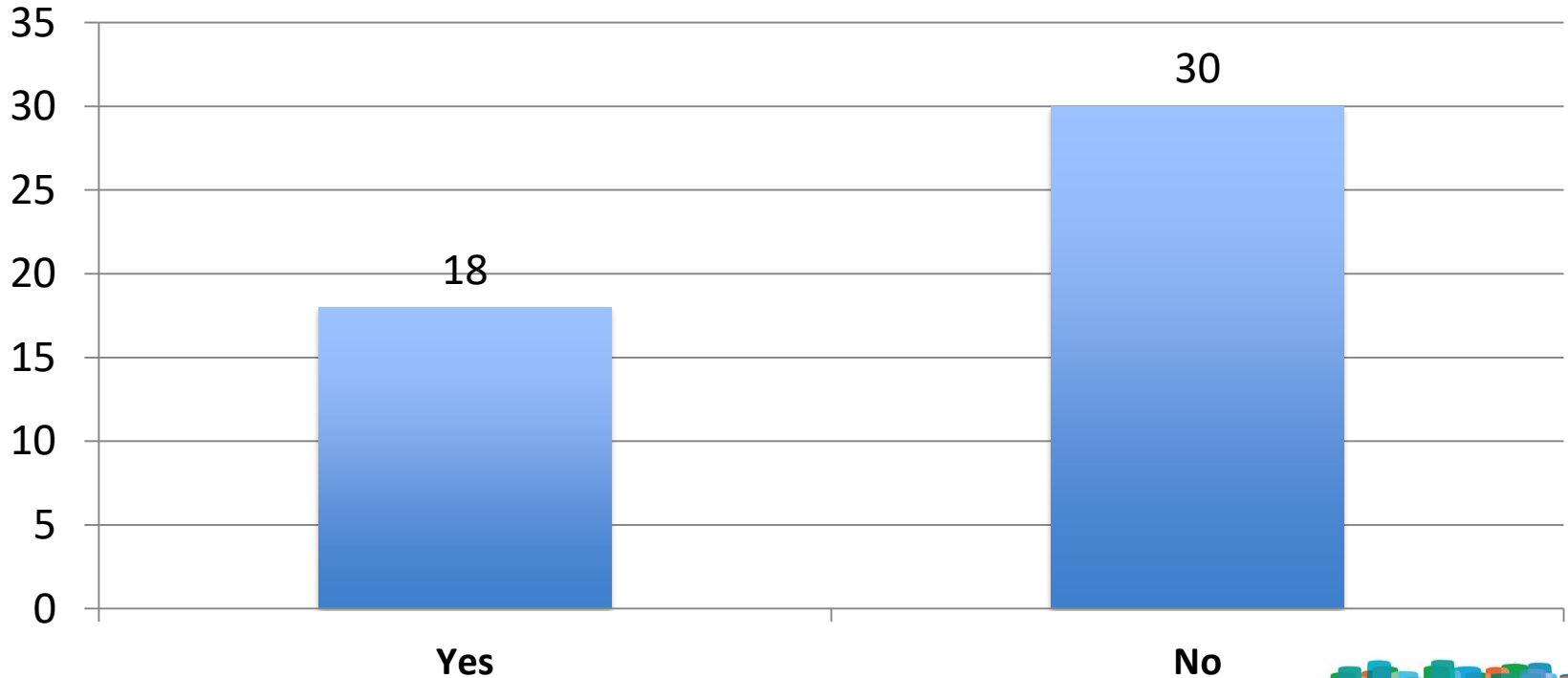
Pre-MRT-TI: Was maternal and child health a focus of education/career?



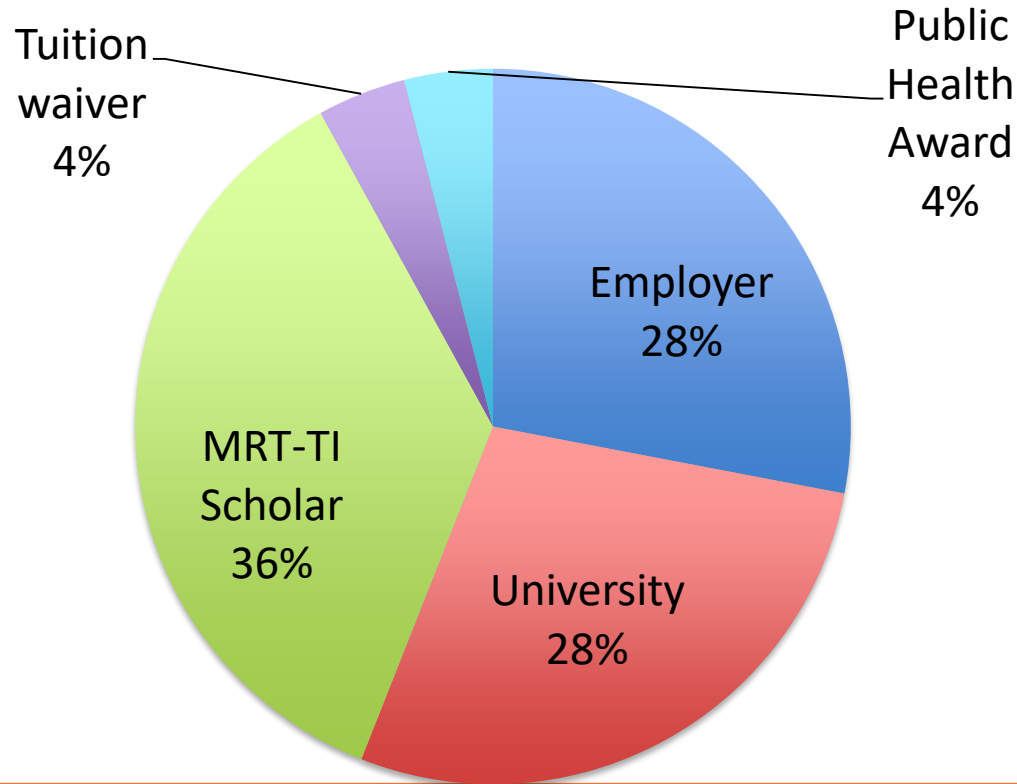
Motivation for enrolling



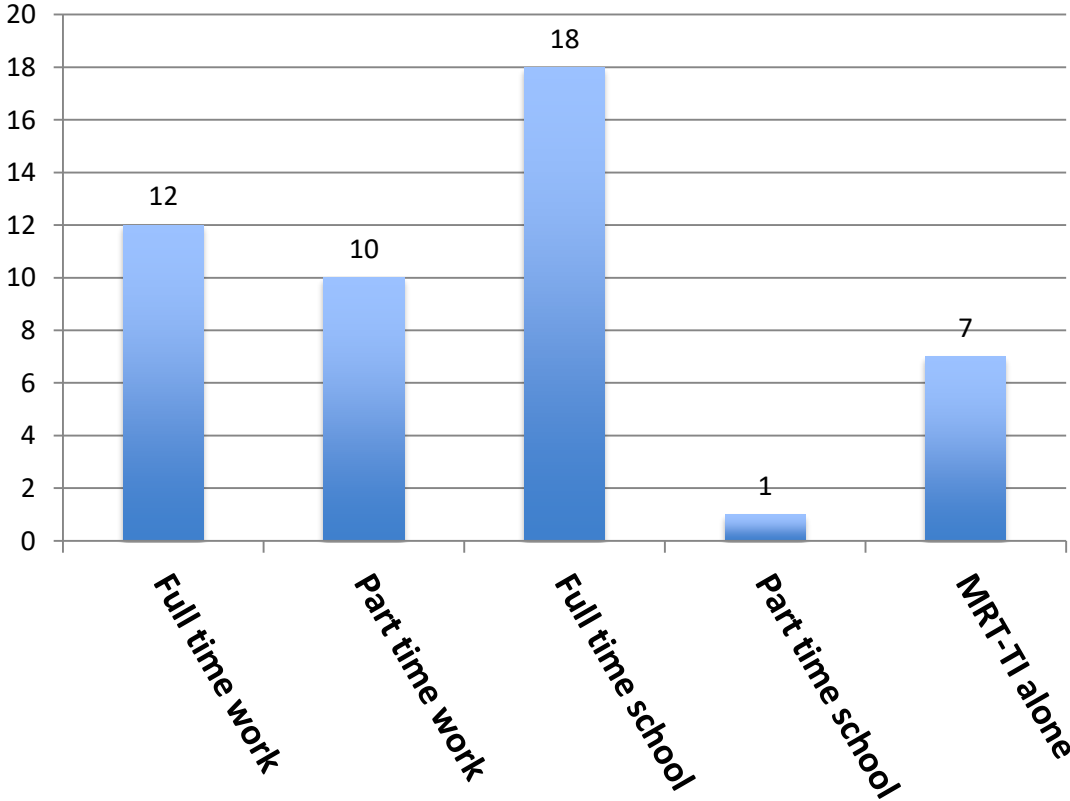
Did you receive funding to support MRT-TI training?



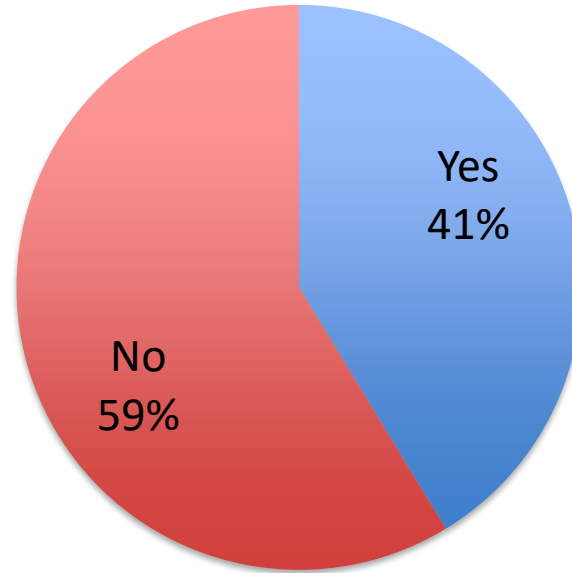
Source of funding to support training



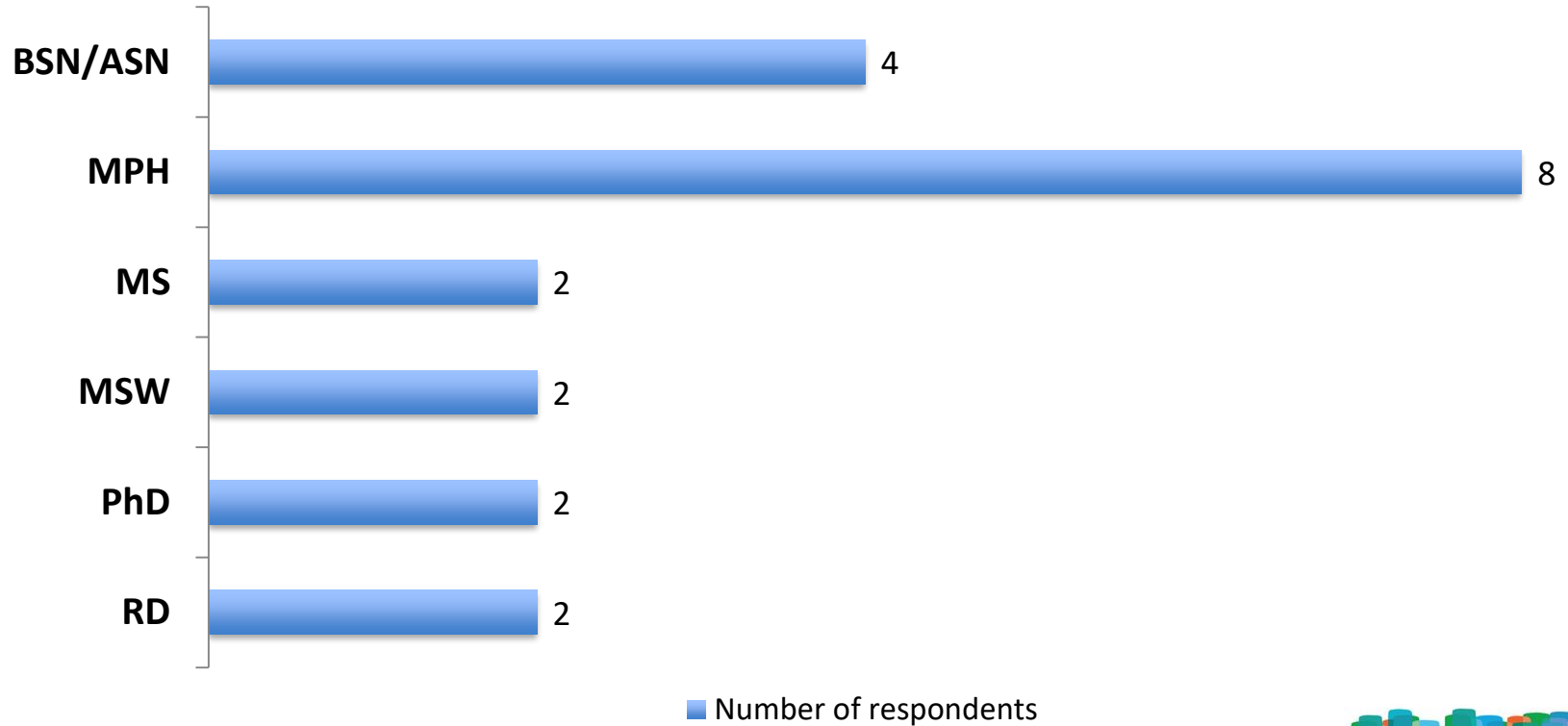
Other work/school during the program



Have alumni obtained any additional degrees since completing MRT-TI?



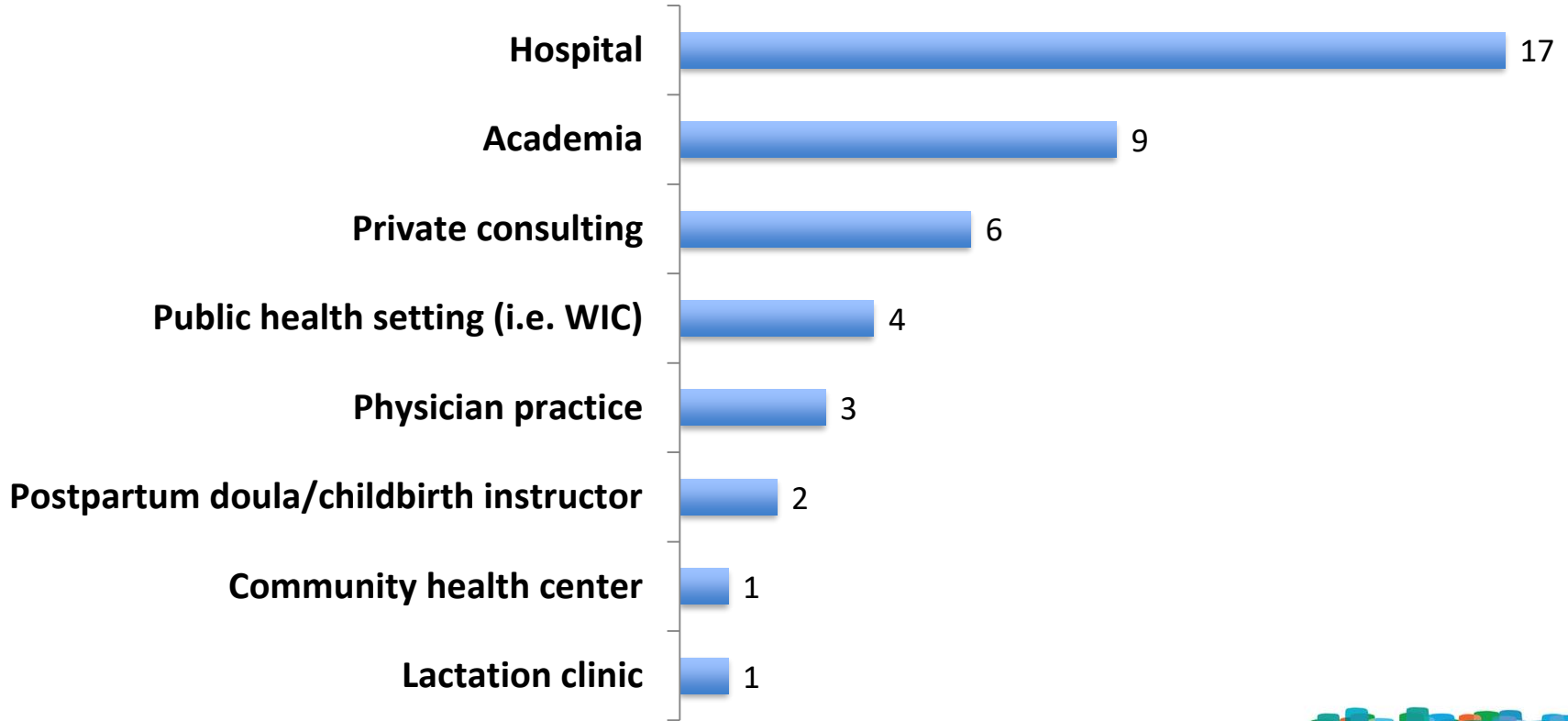
Degree obtained since completing the program



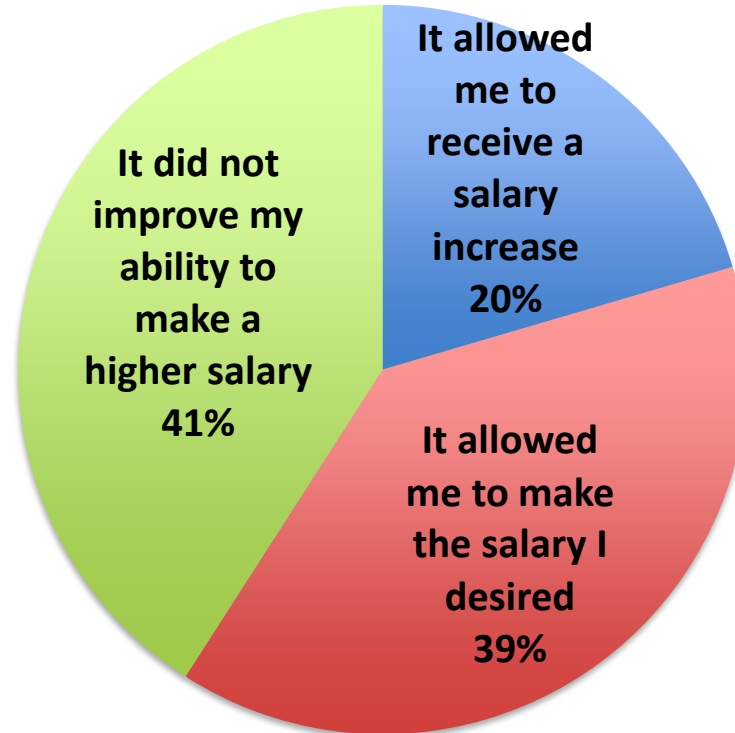
Post-MRTTI Employment

- 76% say their IBCLC credential contributed to receiving a job offer
- 44 of 48 are currently employed:
 - 27 as IBCLCs
 - 5 in the lactation field but in a different capacity
- 3 are pursuing further education
- 8 reported being unable to find work in the lactation field due to:
 - 2: lack of additional clinical degree
 - 3: lack of jobs in their community
 - 3: competition with other IBCLCs

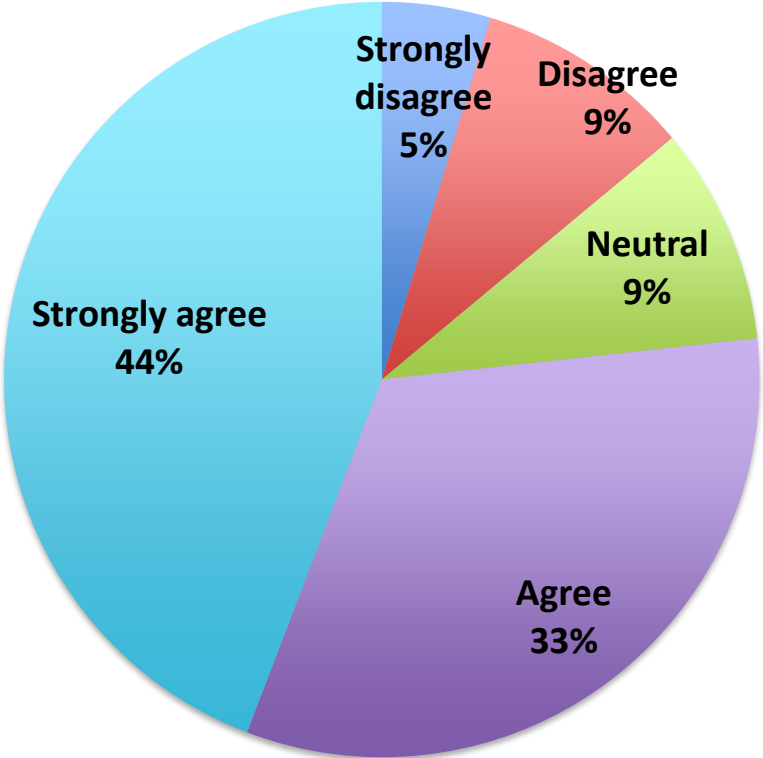
Current place of employment



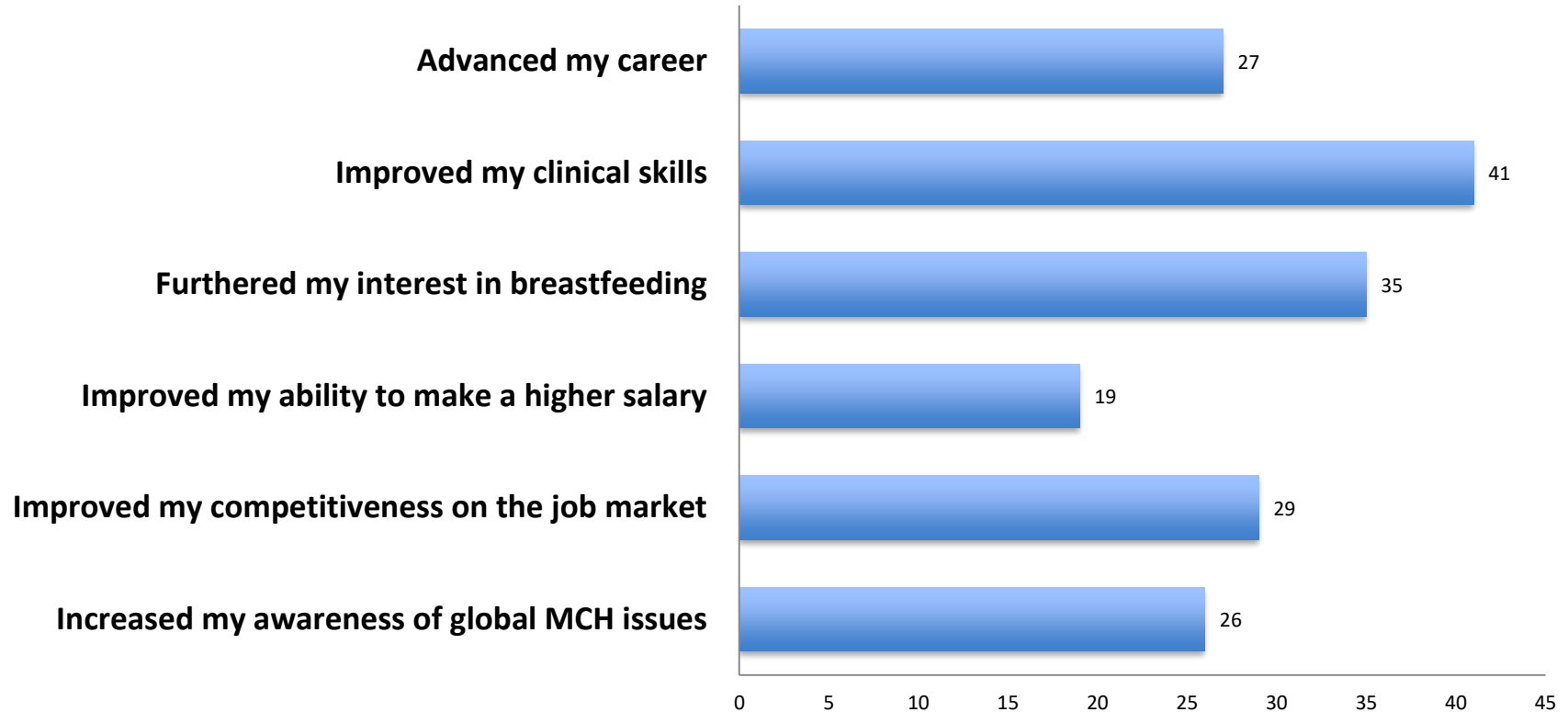
Did the program improve alumni's ability to make a higher salary?



To what extent do alumni agree they gained a strong competitive advantage for employment?



MRT-TI Effects on Alumni

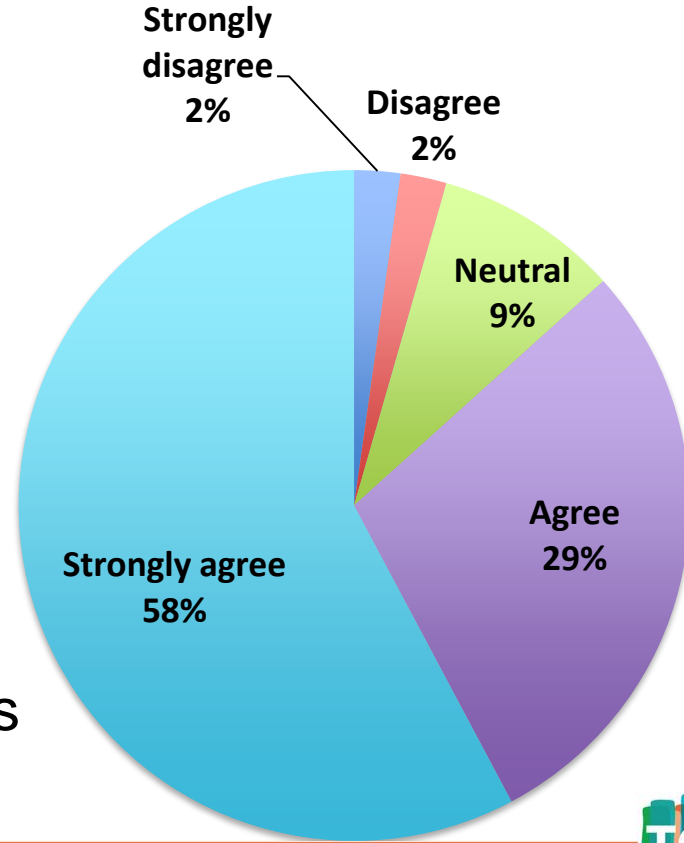


MRT-TI Effects on Alumni (Other)

- "Made me a better mother"
- "Social network of IBCLCs"
- "Able to work per diem in a job I love, meeting both personal and career goals"
- "Allowed me to complete training quickly without sacrificing quality of education"

Would you recommend MRT-TI to a peer or colleague?

- 87% strongly agree or agree that they would recommend MRT-TI
- 73% are members of their state, regional, or national professional lactation association
- 84% actively participate in continuing education activities



Alumni issues with the program

- Not enough outside funding
- Too expensive
- Need more support finding a job after graduation
- Time-consuming
- Need more clinical time
- Program leadership needs more people of color
- Consistency at sites v. adequate rotation across different settings
- More positive mentors in the hospital setting

Most enjoyable aspects of MRT-TI

- Relationships with a broad community of expert preceptors, instructors, and mentors
- Variety of clinical sites and experiences
- Interaction with the cohort members
- Hands-on clinical and didactic training opportunities

“The content, both didactic and in the clinical setting, is second to none. I enjoyed the didactic sessions, hearing from the experts in the field was great.”

“Meeting people from so many different backgrounds and areas of expertise. We all learned from each other and still keep in touch as colleagues and friends.”

“The most enjoyable aspect was being around others that were as passionate about breastfeeding as I was and gaining valuable insight and experience from mentors.”

“The group learning environment. It was a joy to have a cohort of interested colleagues to discuss, dissect, and learn about breastfeeding. Also, the variety of clinical placement sites was a major draw.”



Lessons Learned

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TOGETHER

Lessons Learned

- Address the cost barrier
 - Tuition scholarships
 - State breastfeeding coalition scholarships for exam
 - Provide textbooks/labcoats/conference registration
 - Inter-institutional agreements for financial aid
- Assist with finding job opportunities
 - Created a closed Facebook group to share information and offer support
 - Connect with departmental job placement staff
 - Support workforce development of IBCLCs in communities of color



Lessons Learned

- Hands-on learning experiences
 - SIM lab purchased for in-class use
- Diverse clinical experiences
 - Added donor milk bank site
 - Added 2 new clinical sites in the past year
- Address equity in all activities
 - Diversity and equity training conducted by the Center for Social Inclusion for all students, preceptors, and staff
 - RISE Project



RISE: Lactation Training Model

Reclaiming, Improving, and Sustaining Equity



Takeaways for other Pathway 2 programs

- Important to consider financial barriers to the program
 - Scholarships? Tuition costs? Provide needed resources?
- Identify diverse clinical sites and offer hands-on practica
- Address issues of equity with students and preceptors
 - Training from experts trained in Kellogg's First Food Racial Equity cohort
 - Screen clinical instructors
- Support graduates to find job placement
 - Facilitate information-sharing through social media and job placement support
 - Advocate for IBCLC positions in a variety of settings

Thank you!

Questions?

