

Area: Health & Education
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Department Certificates:
 Baby Friendly Hospital Staff
 Lactation Consultant Assistant
 Lactation Educator/Counselor

DEPARTMENT CERTIFICATES

Baby Friendly Hospital Staff Certificate

This program fulfills the criteria for staff education as set by the Baby Friendly Hospital Initiative. It focuses on the physiology of attachment, bonding, and breastfeeding and the short- and long-term impacts of perinatal care practices on the mother-baby dyad. It grapples with the challenges of applying best-practice guidelines and model hospital policies to alleviate barriers for mothers choosing exclusive breastfeeding and to create environments that support maternal-infant biology and the newborn’s natural capabilities, allowing improved outcomes with less time and effort.

Student Learning Outcomes

Upon completion of this program, the student will be able to:

- examine and explain the rationale for professional, national, and international policies that promote, protect, and support breastfeeding as a public health goal.
- create through collaboration a new standard of perinatal care based on best practice guidelines as defined in the following documents: a) The Global Strategy for Infant and Young Child Feeding, b) American Academy of Pediatrics Workgroup on Breastfeeding: Breastfeeding and the Use of Human Milk, c) Providing Breastfeeding Support: Model Hospital Policy Recommendations, and d) U.S. Baby Friendly Hospital Initiative.
- identify human species-specific norms for growth and development and disease resistance based on the exclusively breastfeeding mother-baby dyad and explain the risks to the mother and infant of early introduction of artificial milk.
- communicate effectively about infant feeding, identifying teaching points appropriate for prenatal and postpartum women regarding breastfeeding and when educating or counseling parents who are using bottles and/or formula.
- evaluate current hospital practices in terms of barriers to maintaining mother-baby connectedness.
- devise solutions to alleviate common barriers to exclusive breastfeeding in the hospital setting, integrating concepts of system change.
- create an environment that supports the newborn’s natural capabilities.
- integrate concepts of the neurobiology of breastfeeding to address initiation and problem remediation and to support milk-supply maintenance issues.
- demonstrate techniques and skills to transition the newborn from one state of alertness to another and to help families perceive and understand the language and patterns of the newborn.
- describe essential components of community support for mothers to sustain breastfeeding beyond the early weeks.
- discuss contraindications to breastfeeding in the United States and identify acceptable medical reasons for supplementation of breastfed babies based on national and international authorities.
- uncover and explore personal values and attitudes related to the birthing and breastfeeding experience.

Career Opportunities

Hospital staff require upgraded education to meet Joint Commission accreditation standards for lactation competency and support services. SB 402, signed into law in 2013, requires all perinatal hospitals in California to implement all Ten Steps to Successful Breastfeeding as adopted by Baby Friendly USA, or an equivalent evidence-based process recognized by the California Department of Public Health, by January 1, 2025. An expanding number of local hospitals, including all those within Sacramento County, have signed letters of intent and are in the process of meeting, or have already met, Baby Friendly Hospital Initiative standards, requiring all staff to obtain this level of preparation. This means that registered nurses, particularly those in the perinatal field, will require this preparation to maintain their career. This preparation will be of significant benefit to the new nursing graduate when competing for jobs in this field.

Requirements for Certificate		1 Unit
HLACT 301	Supporting the Mother-Baby Connection: Evidence-Based Practices for Perinatal Care (1)	1
or NURSE 391	Supporting the Mother-Baby Connection: Evidence-Based Practices for Perinatal Care (1)	

Lactation Consultant Assistant Certificate

This program is designed for community workers responsible for promoting and protecting breastfeeding and charged with providing basic assessment, support, and appropriate referral for breastfeeding mothers in the community. It is also useful for students entering or preparing for professions in nursing, nutrition, health education, or early childhood development as well as for practicing professionals in these fields. Topics include an overview of factors impacting breastfeeding rates, anatomy and physiology of lactation, health effects and current recommendations, and the role of the lactation consultant assistant in facilitating breastfeeding, with a focus on counseling skills and cultural awareness.

Student Learning Outcomes

Upon completion of this program, the student will be able to:

- describe the lactation consultant assistant’s role, scope, and limits of practice.
- evaluate breastfeeding status and potential based on understanding of lactation anatomy/physiology and signs of adequate milk transfer.
- compare and contrast breastmilk and breastfeeding with artificial baby milks and artificial feeding in terms of composition and physiologic/developmental effects.
- employ effective counseling skills, establishing a therapeutic relationship with respect for individual and cultural differences.
- demonstrate the educational and technical skills required to provide basic assistance with successful breastfeeding initiation and maintenance.
- recommend appropriate interventions and referrals given a range of common early breastfeeding problems, questions, and challenging situations.

- examine barriers to breastfeeding, and investigate approaches to normalizing breastfeeding in the community and society.
- propose counseling options to address individual responses to barriers that are impacting breastfeeding success.
- recommend in-hospital practices to support breastfeeding in light of current research evidence.
- apply concepts of client confidentiality, professional etiquette, and appropriate documentation practices to the lactation consultant assistant's role.

Career Opportunities

Lactation Consultant Assistants/Peer Counselors are utilized in the federal Women, Infants, and Children (WIC) program. Many service agencies require that their home visitors to families with young children be capable of providing basic lactation counseling and of recognizing when and where to refer an individual when lactation difficulties arise.

Requirements for Certificate	2.5 Units
HLACT 302	Fundamentals of Lactation Consultant Assisting 2.5

Lactation Educator/Counselor Certificate

This certificate provides the educational coursework to function as a lactation counselor or educator. Topics include an introduction to professionalism in the healthcare context; business models and opportunities for practice; limits of the lactation educator/counselor role and making appropriate referrals; evidence and rationale related to health initiatives to promote, protect, and support breastfeeding as a public health priority; systems change and acting as a change agent; physiologic basics of normal lactation; lactation-support preparation, addressing norms, barriers, and common problems; counseling essentials; and adult education principles to provide individual or group teaching. Opportunity is provided to practice these concepts in a supervised field/lab environment.

Student Learning Outcomes

Upon completion of this program, the student will be able to:

- practice within the lactation educator/counselor role, scope, and limits of practice, applying concepts of client confidentiality, professional etiquette, and appropriate documentation.
- evaluate physical, behavioral, cultural and social conditions predisposing mothers and babies to either a complex or an uncomplicated breastfeeding experience, integrating concepts of the neurobiology of breastfeeding and baby behavior, and assist in preventing or resolving common problems through counseling, education, and support, distinguishing possible need for and appropriate level of referral to other care providers as indicated.
- compare and contrast breastmilk and breastfeeding with artificial baby milks and artificial feeding in terms of composition and physiologic/developmental effects, identifying human species-specific norms for growth and development and disease resistance.
- choose and apply appropriate counseling skills and techniques in support of pregnant and breastfeeding mothers, their babies, and their partners and significant others, and develop an individualized teaching plan specific to the needs identified through assessment and counseling.
- plan and conduct lactation and related group health classes or programs and facilitate breastfeeding support groups.
- evaluate written and media materials for their suitability in lactation education and counseling, and recommend community resources for lactation support.

- defend and advocate for evidence-based breastfeeding management programs that facilitate optimal health outcomes and public health strategies to protect, promote, and support breastfeeding.

Career Opportunities

Lactation educators and counselors are often employed by obstetric and pediatric offices and clinics, hospitals, public health and community perinatal programs, federal Women, Infants, and Children (WIC) programs, and private baby boutiques. Individuals may desire this credential to augment their birth or postpartum doula role and are capable of working in independent practice.

Requirements for Certificate	6.5 Units
HLACT 301	Supporting the Mother-Baby Connection: Evidence-Based Practices for Perinatal Care (1) 1
or NURSE 391	Supporting the Mother-Baby Connection: Evidence-Based Practices for Perinatal Care (1) 1
HLACT 302	Fundamentals of Lactation Consultant Assisting 2.5
HLACT 311	Human Lactation for Lactation Counselors & Educators 2.5
HLACT 321	Interpreting Baby Behavior 0.5

Human Lactation

HLACT 301 Supporting the Mother-Baby Connection: Evidence-Based Practices for Perinatal Care 1 Unit

Same As: NURSE 391
Course Transferable to CSU
Hours: 18 hours LEC

This course is designed for practicing health care professionals as well as students preparing to enter the fields of nursing, nutrition, health education, or early childhood development. It focuses on the physiology of attachment, bonding, and breastfeeding and the short- and long-term impacts of perinatal care practices on the mother-baby dyad. It grapples with the challenges of applying best-practice guidelines and model hospital policies to alleviate barriers for mothers choosing exclusive breastfeeding and creating environments that support maternal-infant biology and the newborn's natural capabilities, allowing improved outcomes with less time and effort. This course meets Board of Registered Nursing continuing education requirements and, when combined with requisite supervised clinical experience, fulfills all criteria for staff education as set by the Baby Friendly Hospital Initiative. This course is not open to students who have completed NURSE 391.

HLACT 302 Fundamentals of Lactation Consultant Assisting 2.5 Units

Course Transferable to CSU
Hours: 45 hours LEC

This course is designed for community workers responsible for promoting and protecting breastfeeding and charged with providing basic assessment, support, and appropriate referral for breastfeeding mothers in the community. It is also an introductory course in human lactation for students entering or preparing for professions in nursing, nutrition, health education, or early childhood development as well as for practicing professionals in these fields. This course provides an overview of factors impacting breastfeeding rates, explores health effects and current recommendations, discusses the anatomy and physiology of lactation, and considers the role of the lactation consultant assistant in facilitating breastfeeding. It covers counseling skills, cultural awareness, and community resources for promoting, protecting, and supporting breastfeeding. This course is formerly known as NURSE 390.

**HLECT 311 Human Lactation for Lactation
Counselors & Educators 2.5 Units**

Prerequisite: HLECT 302 with a grade of “C” or better
Corequisite: HLECT 301 or NURSE 391; AND HLECT 321.
Advisory: ECE 312, PSYC 300, PSYC 372, or SPEECH 361
Course Transferable to CSU
Hours: 42 hours LEC; 9 hours LAB

This course prepares healthcare professionals, or other interested individuals who work with mothers and children, to provide evidence-based support to families, focusing on the normal processes of human lactation, the principles of adult education, and the art of counseling. It enables participants to provide accurate and consistent information about breastfeeding and lactation from birth through the process of weaning to improve breastfeeding outcomes.

HLECT 321 Interpreting Baby Behavior .5 Units

Course Transferable to CSU
Hours: 9 hours LEC

This course provides expertise in cutting-edge, evidence-based messages about babies’ cues, crying, and sleep patterns and how to teach these to new parents. Parents with inaccurate expectations about infant behavior are less able to interact effectively with their infants. Infant crying and waking are common reasons for using supplemental formula or discontinuing breastfeeding. Helping parents better understand their infant’s behavior supports new mothers in providing appropriate interactions and responsiveness to their infant’s needs while meeting their breastfeeding goals, preventing overfeeding and the risk of obesity. This expertise is essential for lactation support professionals as well as for those in the child development and early childhood education professions.

**HLECT 322 Nutrition and Biochemistry
of Human Lactation 1 Unit**

Same As: NUTRI 321
Prerequisite: NUTRI 300 with a grade of “C” or better
Advisory: BIOL 102
Course Transferable to CSU
Hours: 18 hours LEC

This course addresses dietary recommendations for lactating women and for infants and young children with an emphasis on breastfeeding as the evidence-based norm. It also covers cultural and physiologic weaning practices and appropriate complementary foods. Primary topics include comparison of human milk with milks of other mammals and with other products and artificial baby milks, the array of individual biochemical and biological components in human milk, and their multiple nutritional and bioactive functions with a focus on immunologic components. Toxicology and pharmacology related to human milk and lactation are addressed. This course is not open to students who have completed NUTRI 321.

**HLECT 331 Foundations of Lactation
Consultant Practice 2 Units**

Corequisite: HLECT 351
Advisory: HLECT 322 or NUTRI 321 with a grade of “C” or better
Enrollment Limitation: Acceptance into the Human Lactation Certificate Program.
Course Transferable to CSU
Hours: 36 hours LEC

This course builds core competencies for lactation consultant practice. It is designed for individuals who will be working with mothers and young children in a variety of healthcare and other settings and is suitable for physicians; midwives; community, pediatric, and perinatal nurses; dietitians; speech, physical, and occupational therapists; social workers; and others with the requisite background in social and biological sciences and the field of human lactation. It provides preparation for conducting a systematic assessment of mother and child related to breastfeeding; selecting effective, evidence-based, individualized assistance for the breastfeeding dyad including triage and referral to other care

providers as indicated; evaluating the outcomes; and revising the plan of care as required. Emphasis is placed on coordinating care of women and babies who are at risk of or currently experiencing lactation difficulties related to pregnancy, labor, birth, postpartum, and newborn interventions and complications, with particular focus on choosing behaviors consistent with standards of professional ethics and the lactation consultant scope of practice. Interpretation of scientific research is introduced.

**HLECT 342 Managing Complex Problems in
Lactation Consultant Practice 2 Units**

Prerequisite: HLECT 331 with a grade of “C” or better
Corequisite: HLECT 322 or NUTRI 321; AND HLECT 352.
Enrollment Limitation: Acceptance into the Human Lactation Certificate Program.
Course Transferable to CSU
Hours: 36 hours LEC

This course builds on the skills and knowledge base acquired through HLECT 331 and HLECT 351 to cover all areas of the International Board of Lactation Consultant Examiners certification examination blueprint. It applies the lactation consultant process to complex breastfeeding experiences, including those affected by mental or physical health alterations or physical disabilities in the mother; anatomical, neurological, gastrointestinal, or other serious health alterations in the child; and vulnerable, at-risk populations including those experiencing emergency events or disasters. It covers appropriate use of selected breastfeeding aids, techniques, and devices in specific clinical situations and integrates behaviors consistent with standards of professional ethics and the lactation consultant scope of practice. The systematic review and critical analysis of relevant research is developed to support evidence-based practice.

**HLECT 351 Clinical Preceptorship in
Lactation Consulting I 3.5 Units**

Corequisite: HLECT 331
Enrollment Limitation: Acceptance into the Human Lactation Certificate Program.
Course Transferable to CSU
Hours: 189 hours LAB

This course provides clinical opportunities to apply the cognitive knowledge and skills gained in HLECT 331 and its prerequisite courses. It serves as preparation for the more advanced clinical expectations in HLECT 352. Clinical experience is provided in regional hospitals and clinics under the direct supervision and evaluation of an International Board Certified Lactation Consultant (IBCLC) with over 5 years post-certification experience. Field trips are required. Students are responsible for costs associated with meeting the health, background check, liability insurance, and CPR certification requirements for Allied Health Program clinical placement.

**HLECT 352 Clinical Preceptorship in
Lactation Consulting II 3.5 Units**

Prerequisite: HLECT 331 and 351 with grades of “C” or better
Corequisite: HLECT 342
Enrollment Limitation: Acceptance into the Human Lactation Certificate Program.
Course Transferable to CSU
Hours: 189 hours LAB

This course provides clinical opportunities to apply the cognitive knowledge and skills gained in HLECT 342 and its prerequisite courses. It serves as the final clinical preparation course for Lactation Consultant preparation. Clinical experience is provided in regional hospitals and clinics under the direct supervision and evaluation of an International Board Certified Lactation Consultant (IBCLC) with over 5 years post-certification experience. Field trips are required. Students are responsible for costs associated with meeting the health, background check, liability insurance, and CPR certification requirements for Allied Health Program clinical placement.