

Level	Staff Qualifications
1	Everyone who works at WIC (clerk/techs and phone support staff). Successful completion of state-approved competency-based breastfeeding training that is consistent with the FNS Breastfeeding Curriculum level 1 (Breastfeeding Basics for Clerks/Techs)
2	Peer counselors and CPA staff. Successful completion of State-approved competency-based breastfeeding training that is consistent with the FNS Breastfeeding Curriculum levels 1-2 (Breastfeeding Basics 2-day and orientation with regional lactation consultant and Milk Expression training)
3	Successful completion of State-approved competency-based breastfeeding training that is consistent with the FNS Breastfeeding Curriculum levels 1-3. (Level 2 requirements + LCE/CLS/CLC/CLE/CCLS)
4	<p>(DBE) Designated Breastfeeding Expert.</p> <p>*Successful completion of State-approved competency-based breastfeeding training that is consistent with the FNS Breastfeeding Curriculum levels 1-4. (IBCLC or Level 3 requirements + Advanced Clinical Skills)</p> <p>*Minimum of one year of Level-4 mentored experience in counseling breastfeeding mother/infant dyads.</p> <p>*Is a physician or nutritionist (Masters or Bachelor's degree in Nutritional Sciences, Community Nutrition, Clinical Nutrition, Dietetics, Public Health Nutrition or Home Economics with emphasis in Nutrition), IBLC, dietitian, registered nurse, physician's assistance certified by the National Committee on Certification of Physician's Assistants or has completed a minimum of 8 college courses from an Accredited Institution in the Health Sciences (suggested coursework includes, but is not limited to the following areas: Human Anatomy, Human Physiology, Biology, Infant Growth and Development, Nutrition, Counseling Skills, Sociology, Introduction to Clinical Research, etc.).</p>

MATERNAL CONCERNS & CONDITIONS

Levels ***

Topic	Subtopic	1	2	3	4	
Benefits	Breast Milk Benefits	1				
	Risk of Formula	1				
	WIC Benefits to Breastfeeding Families	1				
Normal Newborn Behavior	Feeding Cues		2			
	Stomach Size		2			
	Cluster Feedings		2			
	Growth Spurts		2			
	Feeding Frequency		2			
	Wet & Dirty Diapers		2			
	Normal Sleep Patterns		2			
	Nursing Strike		2			
	Waking a Sleepy Baby		2			
	Fussy/Crying Baby		2			
	Safe Sleep		2			
	Teething					
		Questions or concerns about breastfeeding and teething		2		
		Nipple damage			3	
Support	Employer		2			
	Return to Work					
		Laws, role of support, role of pumping		2		
		Pumping care plan, milk collection & storage			3	
	Partner		2			
	Grandparents		2			
	Resources		2			
	Support Group		2			
	Infant Feeding Class		2			
How Milk is Made	Breast changes in pregnancy		2			
	Milk Highways		2			
	Milk-Making Cells		2			
	Storage Capacity		2			
	Hormones		2			
	Role of the Baby		2			
	Supply and Demand		2			
	Colostrum		2			
	Supplementation Effects		2			
	Combination Feedings		2			

MATERNAL CONCERNS & CONDITIONS

Levels ***

Topic	Subtopic	1	2	3	4	
Hospital Practices	Quiet Hours		2			
	Visitors		2			
	Skin-to-Skin		2			
	First Hour		2			
	Delayed Procedures		2			
	No formula (unless medically necessary)		2			
	Visitors		2			
	Family Support		2			
	Rooming In		2			
	Pacifier/bottle use		2			
	Safe sleep in hospital		2			
	Milk Expression	Hand Expression		2		
		Reverse Pressure Softening		2		
How to use a pump			2			
Milk Storage			2			
Reasons to Pump			2			
Exclusive pumping			2			
Pumping strategies to increase milk				3		
Nipple Shield						
		Education & support (After receiving training (i.e. Advanced Clinical Skills))			3	
		Issuance & follow-up				4
		Flange fit		2		
		Realistic expectations on amount				
		Normal infant intake; general question about volume of milk		2		
		Breastmilk need calculation			3	
		Poor/insufficient weight gain; poor input/output			3	
		Prolonged poor/ insufficient weight gain and/ or supply; failure to thrive				4
		Inducing Lactation				4
	Relactation				4	
	Milk Sharing Risks and Benefits					
	Support & education		2			
	Risks and benefits			3		

MATERNAL CONCERNS & CONDITIONS

Levels ***

Topic	Subtopic	1	2	3	4	
Position and Latch	Common Positions		2			
	How to Latch		2			
	Sandwich Hold		2			
	Dance Hold		2			
	BF After C-Section		2			
	Tandem Nursing		2			
	Positioning Issues			3		
	Disabilities					
	Connect with community resources. Offer support & education based on individual needs.			2		
	Formulate plan of care. Assess for safety.				3	
	Older babies			2		
	Large breasts			2		
	Nursing in Public			2		
Nipple Conditions	Sore Nipples					
	Sore nipples that can be resolved in 24 hours with support		2			
	Sore nipples, persistent nipple pain unresolved in 24 hours with support			3		
	Sore nipples/persistent nipple pain requiring physician referral: cracked and bleeding, fungal infection, vasospasm, nipple blebs.				4	
	Flat/Inverted Nipples					
	Everting with stimulation			3		
	True eversion with difficulty latching			3		
	Teething		2			
	Nipple Variations			3		
	Unresolved latch issues due to nipple anomalies unresolved in 24 hours with support				3	

MATERNAL CONCERNS & CONDITIONS

Levels ***

Topic	Subtopic	1	2	3	4	
Breast Conditions	Engorgement					
	Engorgement education and support		2			
	Engorgement issues not resolved in 24 hours with support			3		
	Plugged Ducts					
	Plugged ducts education and support		2			
	Plugged duct issues not resolved in 24 hours with support			3		
	Mastitis: basic symptom mgt and refer to HCP			3		
	Abscess				4	
	Skin Conditions				4	
	Insufficient Tissue				4	
Low Milk Supply	Breast Surgery			3		
	Breast Trauma				4	
Low Milk Supply	Perceived Low Milk Supply		2			
	Actual Low Milk Supply			3		
	Low Milk Supply not resolved in 72 hours with support				4	
Medical Conditions **	Diabetes			3	4	
	Thyroid Disease			3	4	
	Pituitary Dysfunction			3	4	
	Obesity			3	4	
	BF While Pregnant		2			
	Hormone Conditions			3	4	
	PCOS			3	4	
	Bariatric Surgery			3	4	
	Chronic Illness			3	4	
	HIV/AIDS			3	4	
	Physical Challenges			3	4	
	Medications					
		Provide information found in Hale's book or LactMed on safety & contraindications of medications while breastfeeding		2		
		Assist in development of plan of care for weaning due to medication issue			3	
		Maintaining milk production while taking contraindicated medication			3	

** Anticipatory guidance of the impact of medical conditions on breastfeeding may be provided by Level 3 staff. Problem-solving provided by Level 4 staff.

*** If problem not resolved within 24-48 hours after education and support, use your professional judgement and refer to the next level up.

HCP = health care provider

INFANT CONCERNS & CONDITIONS

Topic	Subtopic	Levels ***			
		1	2	3	4
Medical Conditions	Celiac Disease				4
	GERD				4
	Chronic Illness				4
	Cleft Lip/Palate				4
	Cranial Defects				4
	Jaundice: feed baby and refer to HCP			3	4
	Multiples (healthy, full-term)				
	Basics support and education		2		
	Mixed feeding (supplementation);			3	
	Slow to poor weight gain; low milk supply				4
	NAS				4
	Neurological Problems				4
	Thrush			3	
Food	Allergies			3	
	Formula Requests	1	2	3	4
	Food Intolerances			3	
	Reflux			3	
	Supplemental Feedings		2		
Feeding	Weak or ineffective suck			3	
	Introducing a Bottle		2		
	Paced Bottle Feedings		2		
	Latch difficulties ***		2	3	4
	Pacifier Use			3	4
	Reflux			3	
	Weaning		2		
	Provide education on how to properly		2	3	
	Abrupt weaning resulting in minor engorgement or increased risk of				4
	Abrupt weaning resulting in severe engorgement or mastitis.				4
	Client's health care provider advised her to wean (e.g., RX, HIV/AIDS DX, radiation		2	3	4

INFANT CONCERNS & CONDITIONS

Topic	Subtopic	Levels ***			
		1	2	3	4
Weight Gain	Ankyloglossia/Tongue Tie (flag, refer to level 4 & HCP)			3	
	Inadequate intake			3	
	Inadequate output			3	
	How to Know if Baby is Getting Enough			3	
	Basics of Alternative Feeding Devices			3	
	Alternative feeding devices: short-term			3	
	Alternative feeding devices: long-term				4
	Underweight			3	
	Preterm Infant ***	Feeding challenges			
	Inadequate weight gain				4
	< 34 weeks and NICU grads				4
	Late Preterm/Early Term			3	

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