



Welcome to our first FirstLatch Newsletter! Periodically, we will choose a topic of interest to expound on and share with you. This Newsletter is all about the training required under the new BFUSA 6ed Guidelines for Direct Care Personnel.

## New Competency-Based Training That Meets BFUSA's 6ed GEC Requirements!

[Preview the course](#)

### What The Course Covers

All competencies that can be verified by questions or case studies only. Our training includes didactics followed by a post-test to cover the specified competencies.

**Please refer to Appendix C1**

Competencies 1-10, 18-19; 22-24; 28, 36-39, 41-42, 47-50, 55, 58-59, 60-61, 64-68 65, 70 (Question or case study)

### What The Course Does Not Cover

Competencies that require verification by observation. To verify these competencies, someone from your organization must observe staff and providers' practices to ensure competencies as set forth by the guidelines.

**Please refer to Appendix C1**

Competencies 11-17; 20, 21, 25-27, 29-35, 40, 43-46, 51 -54, 56, 57, 62, 63, 69 (Observation only – TBD by your Training/Competency Subcommittee.)

### Who Needs This Course

*Per BFUSA:* "All direct care staff and direct care providers [physicians, midwives, physician's assistants, and advanced practice registered nurses] who provide education, assessment, support, intervention, assistance and/or follow-up with regards to infant feeding must have required competencies verified and completed training on identified areas needing improvement, within 6 months of hire. Typically, this will involve the following units/services including: Affiliated Prenatal Services, Labor and Delivery Unit, Postpartum Unit, Newborn Unit. NOTE: Steps 1-10 include unit/care-based competency and training requirements specific to staff/provider roles. OTHER ROLES with anticipated workplace exposure to mothers and babies should have training and competency

verification in accordance with their roles. Examples of other positions that may need training include: • Administrative Leaders/Managers • Purchasing Agents • Pharmacists • Anesthesiologists • Outside agencies that make inpatient visits.”

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## Frequently Asked Questions

**Q. Does the new competency-based training have quizzes/questions built in that assess BFUSA’s knowledge-based performance indicators?**

A. Yes. The new course includes didactics followed by a post-test to cover specific competencies. Quizzes/questions are random within the lessons.

**Q. What is the cost for the new course?**

A. The cost for the training is determined by the Group Tier your hospital falls into. The tier is determined by the current number of training seats your hospital has purchased from FirstLatch. If your hospital operates under a healthcare system that has several hospitals training with FirstLatch, all hospitals in the system will be under the same Group Tier and will receive the same pricing.

**Q. How many hours does the new content take? How does it compare to the 20-hour course?**

A. The new course is 14 hours of didactic recorded time. However, actual time spent on the course will be determined by each student. Our current Healthcare training program is a 15 hour online course that gave students a 20 hour completion certificate because it included complimentary credits for the 5 hours of hands-on competency, which Group Managers were responsible for ensuring their students receive. To assist with this requirement, we offered hospitals two forms of Clinical Practicums: Walking-In service (Option I) and Skills Fair (Option II) to help with planning the additional hours of hands-on experience.

**NOTE:** The Healthcare training program completion certificate now only grants 15 credits which is the correct number of earned online didactic training. While BFUSA (under its 5th ed guidelines) requires nurses to have 20 hours of training (which includes the 5 hour competency piece), it does not require them to have 20 CEU credits. If a hospital has a sign off sheet that proves the 5 hours of hands-on competency was provided to the nurses, that should suffice. Additionally, hospitals can create their own certificates attesting to completion of the competency piece without issuing CEU credits.

**Q. How do we know if we need to change to the new course at this time?**

A. If your hospital is expecting or receives a designation or redesignation assessment letter before June 1, 2023, then the 5ed guidelines will still apply to you. The 5ed specifies mandatory 20 hours of education for RN staff and 3 hours of education for your physicians and advanced practice providers.

If your hospital receives a designation or re-designation assessment letter on or after June 1, 2023, you will be expected to follow the new 6ed guidelines. The latest guidelines are strictly competency-based with assigned performance indicators and competency verification methods. The new guidelines are no longer based on the number of hours, but whether the staff is competent to perform the skills necessary to adhere to the 10 Steps to Successful Breastfeeding.

**Q. How do we enroll students in the new course?**

A. Each of our training courses have specific templates for student enrollments. We will send the Group Manager the appropriate template designated for the required course.

**Q. If we have unused training seats available, can they be converted to the new course?**

A. Yes. We will convert the number of training seats available at the initial cost paid to determine a dollar value. The Group Tier that your facility falls under for the cost of the new course will determine the number of new training seats you receive. If additional training seats are needed, you can request an invoice.

**If there is a topic you would like us to discuss, or if you have any suggestions on topics related to Baby-Friendly training per BFUSA's guidelines, our student enrollment process, Group Manager access and privileges, supporting documents, etc., please let us know. If you have any questions not addressed here, please send an email to: [BFHI@Lactationtraining.com](mailto:BFHI@Lactationtraining.com).**

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