

# 2 Training

## Provide Employee Training to Support Breastfeeding

### **Train all employees on breastfeeding-friendly practices.**

Ensuring all staff are able to properly support and care for breastfed babies is a vital component for implementing and sustaining a breastfeeding-friendly childcare program. All staff, even those in administration roles, should receive breastfeeding-friendly training in order to create an environment of support and reinforce the normalization of breastfeeding.

Trainings can be offered in-person or via online training videos. The BFSD program developed four training videos, available in English and Spanish, which cover the essential information for implementing breastfeeding-friendly practices.

Hosting an in-person training for childcare providers is also a great option. In-person trainings provide an opportunity to answer questions, dispel myths, and provide additional technical assistance, all valuable components of the learning process. Invite community partners, such as local WIC offices or breastfeeding coalitions, to collaborate by providing their lactation expertise or resources for the training. Engage the local Childcare Resource and Referral agency to promote and host trainings.

Whether in-person or online, trainings are a great way to recruit childcare providers to participate in the program.

### **Trainings include: benefits of breastfeeding, handling and storing breast milk, creating a breastfeeding-supportive environment, policy and procedure development and implementation, and parent engagement and support.**

#### **Ensure the training(s) provided to childcare providers meet the following learning objectives:**

- Know the benefits of supporting breastfeeding families and babies. Understand the value of being a breastfeeding-friendly childcare provider.
- Appreciate the differences between the composition of breast milk and formula.
- Learn how to safely store and prepare expressed breast milk.
- Explain the uniqueness of feeding patterns and strategies to bottle-feed the breastfed baby.
- Discuss strategies and ideas to create a space to breastfeed or pump.
- Learn about the resources available to support breastfeeding families.

## Hosting In-Person Trainings

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Consider the following when hosting an in-person training:

### LANGUAGE:

When implementing a breastfeeding-friendly childcare program in an area where multiple languages are spoken, utilize a bilingual presenter or offer translation services when possible.

### RESPECT:

Acknowledge breastfeeding norms, cultural considerations, and personal experiences of participants. Create a safe space by listening and acknowledging their comments. Respond with evidence-based information.

### LOCATION:

Select a comfortable space that has plenty of transportation and/or parking options. Consider selecting a space already familiar to childcare providers. Work with partners who host childcare provider meetings to determine a location. When working with childcare centers, offer to provide the training onsite.

### TIME:

Select a time convenient for most attendees. Since many childcare providers hold services during the day, consider an evening or weekend training. Allow enough time for discussion and questions. BFSB requested two hours for trainings.

### INCENTIVES:

If the organization has the capacity, offer refreshments, a door raffle, certificate, or another form of incentive for attendance.

### CHILDCARE:

If possible, offer free childcare during the training. This will break down attendance barriers for childcare providers who are also parents.

### FOLLOW-UP:

Have attendees 'sign in' and mark whether they are interested in further follow-up. If your organization is offering technical assistance, offer enrollment forms at the training.

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*The training provided was extremely helpful and I feel my staff have a better understanding of how to support breastfeeding mothers. We've incorporated breastfeeding into our feeding plans and let all families know they are welcome to breastfeed onsite. We are always looking for ways to support child development and supporting breastfeeding is another way we can do just that!*

**– Childcare Center Manager, Escondido, CA**

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