

AHEAD in WIC Grant 2.0

Grant Application Details

Proposal Requirements

Proposals must be submitted in PDF format by April 28, 2023 by 4:00 PM CT, and should be no longer than 12 pages. An electronic copy of the proposal shall be emailed to Stacy Davis, sdavis@nwica.org.

For more information see the [Request for Proposals](#) for the AHEAD 2.0: Strengthening and Diversifying the WIC Workforce (IBCLC) Subgrant Funding.

Submit your proposal and questions to the Senior Manager of Health Equity and Community Partnerships, Stacy Davis, at sdavis@nwica.org.

Your proposal should include the following:

Agency Profile

Please provide the following information:

- Name of the individual completing the proposal along with title and contact information (e.g., work address, phone number, and email address)
- Agency name and location (city and state)
- Brief description of community (i.e., rural, urban, suburban)
- Length of time to process, approve and execute contracts

Statement of Interest and Need

The statement of interest and need should describe in detail the following:

1. Describe how diversifying IBCLCs at your State or Local WIC Agency would positively impact the community served. Draw on any available demographic data to demonstrate how diversifying the breastfeeding workforce is important in your community.
2. The staff members which the State or Local Agency intends to support. Please include a short bio each staff member.
3. The level of funding you are requesting and how you anticipate this funding will be used. Examples of support include, costs of college course fees, lactation-specific continuing education credits, conferences, textbooks, professional memberships to United States Lactation Consultant Association, the International Lactation Consultant Association, or any state or local lactation consultant professional association, and/or IBLCE examination fees only. (Note: This information should also be included in the budget.)

Proposal

Provide a description of the organization and any other relevant information which speaks to the demographics of WIC staff and participants. Describe the plans for how each subgrant recipient will utilize the funds to obtain their IBCLC credential.

Please be sure to include the following information:

- Name of each subgrant recipient, length of employment with your WIC Agency and current title
- Detailed approach to obtaining the credential for each eligible subgrant recipient, including programs the recipient plans on enrolling in and any other support needed, estimated date of completion of IBLCE requirements and anticipated date of IBLCE examination.

Budget

Provide a detailed, comprehensive budget narrative, including the level of funding being requested and detailed expenses. Examples of allowable expenses include, costs of college course fees, lactation specific continuing education credits, conferences, textbooks, professional memberships to United States Lactation Consultant Association, the International Lactation Consultant Association, or any state or local lactation consultant professional association, and/or IBLCE examination fees only.

State and Local Agencies can request funding between \$1,000.00 and \$10,000.00 per eligible WIC staff member. (Note: The number of WIC staff members supported will be determined by the availability of funds.)

Letter of Support

Please include a completed letter of support from your State WIC Director. The letter of support should be on official letterhead and include the following statement, “Agency A is in good management standing with the B State WIC Agency and I support Agency A’s application for NWA’s AHEAD 2.0: Strengthening and Diversifying the WIC Workforce for IBCLCs subgrant project.”

If the letter of support is not available by the April 28, 2023, deadline, please include an anticipated date of receipt with your proposal.

Proposals are **due on Friday, April 28, 2023, by 4:00 PM CT**. An electronic copy of the proposal shall be emailed to Stacy Davis, sdavis@nwica.org.

Timeline

The subgrant period will commence May 2023 and conclude in November 2024. Subgrant Award Announcement will be on May 12, 2023.

Data tools for application:

Racial Equity

Summary data reports:

<https://www.health.state.mn.us/people/wic/localagency/reports/bf/annual.html#NaN>

Race and ethnicity reports:

<https://www.health.state.mn.us/people/wic/localagency/reports/bf/unduppublic.html>

Additional race and ethnicity information alone or in combination (AOIC):

<https://www.health.state.mn.us/people/wic/localagency/reports/bf/aoicpublic.html#NaN>

- Many American Indian participants report more than 1 race, so looking at rates AOIC can be helpful
- See statewide rate by selecting “all”
- Scroll down to breastfeeding by location
- Select data on top, then select county on the map
- Can select multiple years

Black or Asian or cultural identity reports:

<https://www.health.state.mn.us/people/wic/localagency/reports/bf/cidpublic.html#NaN>

Rural/urban location

Summary reports:

<https://www.health.state.mn.us/people/wic/localagency/reports/bf/annual.html#NaN>

- Breastfeeding initiation and duration (hover over the line and see statewide)
- Summary by location and years (by community health board or county)
 - Select the year 2021 (most recent) and select your area and compare to statewide or urban rates.

Access to Maternity Hospitals and Baby Friendly

<https://www.health.state.mn.us/docs/people/wic/localagency/reports/bf/maps/friendly2021.pdf>

- Map indicates birthing units that have closed
- Baby-Friendly designated and MDH Breastfeeding Friendly recognized facilities
- Colors on the map indicate breastfeeding exclusivity

Example of how to use data in your application

Minnesota data shows that breastfeeding initiation rates have slightly increased since 2012, but these rates vary significantly among races and ethnicities. Hmong (62.8%), American Indian (77.7%), and Black (African American) (80.4%) infants are less likely to initiate breastfeeding than East African (94.2%), Hispanic (90%), Asian (non-Hmong) (90%) and White (92.3%) infants. Evidence suggests that many factors may contribute to these disparities.

Previous reports indicate that Black, Indigenous, Hmong, rural, and low-income women may be more likely to face breastfeeding challenges, have fewer workplace lactation accommodations, and lack access to lactation care.

Unfortunately, few lactation consultants with the IBCLC credential in Minnesota, both inside and outside of WIC, are non-White, most IBCLCs are located in urban areas, and most outpatient lactation care is not covered by insurance.

****Note- this data is not up to date and should be updated with data from your area or region.***

Pathways to becoming an IBCLC

APRIL 2023

The journey to becoming an International Board Certified Lactation Consultant (IBCLC) can be confusing to navigate. The 3 different pathways are summarized below to help you complete the requirements to take the IBCLC exam.

Action Areas	Pathway 1	Pathway 2	Pathway 3
Pathway Starting Point	Health Care Professional on the List of Recognized Health Professions or working with a Recognized Breastfeeding Support Counsellor Organizations	Apply for an accredited lactation academic program (not currently available in MN, distance learning options)	Passion for Lactation
Health Science Education	Complete 14 courses (if not a health care professional)	14 courses, often completed in the lactation academic program or as prerequisite to the program	Complete 14 courses as outlined in the Health Science Education Guide
Lactation Specific Education (Completed within 5 years immediately prior to the exam)	90 hours of lactation education 5 hours of communication education	90 hours of lactation education 5 hours of communication education	90 hours of lactation education 5 hours of communication education
Clinical Experience	1000 hours of lactation specific clinical practice	300 hours of lactation specific clinical practice	Pre-approved mentorship plan, 500 hours directly supervised with an IBCLC

Exam Preparation offered by MN WIC

- [Certification Cram Review Course](#)
 - September 7 & 8, 2023, 8 am – 5:30 pm

- Complete the registration form for [State Sponsored Lactation Education Courses](#) by August 7. Limited spaces available, so registering as soon as possible is encouraged.

IBCLC Exam Key Dates

September 2023

- Application window: May 10 – June 22, 2023
- Exam administration: September 20 - 29, 2023

April 2024

- Application window: November 20, 2023 – January 4, 2024
- Exam administration: April 15 - 20, 2024

September 2024

- Application window: April 22 – May 31, 2024
- Exam administration: September 10 - 16, 2024

Resources

[Step 1: Prepare for IBCLC Certification](#)

[Next Gen Lactation](#)

[Choosing a Pathway to Becoming an IBCLC](#)

Reference – Complete Listing of Hyperlinks

[Request for Proposals AHEAD 2.0 Grant](#)
(<https://media.nwica.org/ahead%20subgrant%20funding.pdf>)

[List of Recognised Health Professions](#) (<https://iblce.org/wp-content/uploads/2017/05/recognised-health-professions.pdf>)

[Recognised Breastfeeding Support Counsellor Organisations](#) (https://iblce.org/wp-content/uploads/2023/02/2023_February_RBSCO_ENGLISH.pdf)

[Health Science Education Guide](#) (<https://iblce.org/wp-content/uploads/2017/05/health-sciences-education-guide.pdf>)

[Step 1: Prepare for IBCLC Certification](#) (<https://iblce.org/step-1-prepare-for-ibclc-certification/>)

[Next Gen Lactation](#) (<https://www.mnbreastfeedingcoalition.org/resources/foster-a-diverse-medical-lactation-workforce>)

[Choosing a Pathway to Becoming an IBCLC](#) (<https://youtu.be/twbJCQWuJDg>)

AHEAD 2.0 GRANT GUIDANCE

Minnesota Department of Health - WIC Program, 625 Robert St N, PO BOX 64975, ST PAUL MN 55164-0975; 1-800-657-3942, health.wic@state.mn.us, www.health.state.mn.us; to obtain this information in a different format, call: 1-800-657-3942.