

		Health Science Prerequisites	Lactation Education	Clinical Mentored Hours
Pathway 1 Pathway 2 Pathway 3 Requirements for preparing to take the IBCLC exam. For more details, visit the IBLCE website: www.iblce.org Important information		Candidate is practicing as a health science professional, so they have taken these courses, OR they must complete all coursework at any time prior to sitting the exam.	Candidate completes lactation education AND new communications requirement within 5 years prior to sitting the exam.	Candidate accrues 1000 hours in an appropriate clinical setting, such as their current workplace or peer support setting.
		Candidate may have completed coursework prior to entering the university lactation program or may be able to complete coursework at the university lactation program.	Candidate completes lactation education AND new communications requirement within 5 years prior to sitting the exam.	Candidate accrues 300 hours through the university lactation program's pre-approved IBCLC mentoring component.
		Candidate completes all coursework at any time prior to sitting the exam.	Candidate completes lactation education AND new communications requirement within 5 years prior to sitting the exam.	Candidate accrues 500 hours supervised by an IBCLC. Plan and IBCLC must be pre-approved by IBLCE. Application fees apply.
		<p>Be a recognized Health Science Professional:</p> <p>Dentist Occupational Therapist Dietician Physical Therapist or Midwife Physiotherapist Nurse Physician or Medical Doctor Pharmacist Speech Pathologist or Therapist</p> <p>Or complete the following courses:</p> <p>Biology Human Anatomy Human Physiology Infant Child Growth & Development Introduction to Clinical Research Nutrition Psychology or Counselling Skills or Communication Skills Sociology or Cultural Sensitivity or Cultural Anthropology</p> <p>1. Certificate of completion or transcript 2. Passing grade 3. At least 1 academic credit session (like a semester)</p> <p>And complete these subjects through an institution of higher learning or continuing education:</p> <p>Basic Life Support Medical Documentation Medical Terminology Occupational Safety and Security for Health Professionals Professional Ethics for Health Professionals Universal Safety Precautions and Infection Control</p> <p><i>As IBLCE no longer reviews these courses individually prior to application, candidates should review the Health Sciences Education Guide for greater detail and information about these requirements.</i></p>	<p>Complete required lactation education within 5 years prior to sitting the exam:</p> <p>Ninety (90) hours of lactation education and five (5) hours of communication, preferably related to lactation. For details, see IBCLC Detailed Content Outline.</p> <p>May be online or in-person. Examples include: The B.L.A.C.K. course, 45 hours, https://theblackcourse.com/ Indigenous Breastfeeding Counselor, 45 hours, www.facebook.com/IndigenousBreastfeedingCounselor/ Certified Lactation Counselor, 45 hours, https://centerforbreastfeeding.org/ Series of 10 Breast Ed Courses, each 12 hours, www.health-e-learning.com/courses/breasted Breastfeed LA Lactation courses, 54 hours, www.breastfeedla.org/lactation-education/ Courses range from 20-120 hours of content. Cost ranges from free but invitation only to over \$1000.</p> <p><i>IBLCE does not offer, approve, or accredit lactation education designed to prepare candidates for the certification examination. Nor does IBLCE recommend or endorse any particular program or course in lactation education.</i></p>	<p>Complete the required lactation specific clinical experience:</p> <p>Provide in-person consultations, telephone consultations, or online breastfeeding and lactation care that supports breastfeeding families, including lactation assistance to pregnant and breastfeeding clients and lactation education to families and/or professionals.</p> <p>These hours must be obtained within 5 years prior to sitting the IBCLC exam.</p> <p>Prior to January 1, 2022, volunteer or peer support hours are calculated: In-person: 500 hours per 12 months Phone/online: 250 hours per 12 months</p> <p>After January 1, 2022, volunteer or peer support hours will be calculated on an hour-to-hour basis. A list of approved volunteer or peer support programs is on the IBCLCE website.</p> <p><i>Actual practice and provision of lactation and breastfeeding care is required. Observation or shadowing of lactation practitioners does not count as lactation specific clinical experience hours.</i></p>

IBCLC Health Science Coursework Prerequisites/Sources/Costs

Course	Content <i>Some may be satisfied through CLEP (College Level Equivalency Exams)</i>	Sophia \$79/mo learningcoach@sophia.org Phone: 800-341-0327	Edx.Org free courses, examples below	Online Courses IBCLC pathway focused Fee-based	Online Courses Local to Minnesota	Local colleges ~\$200/credit	
Biology	Growth, structure and function of living organisms, Human Biology may include A&P	Human Biology 3 credits	Biology	Walden.edu IBCLC courses \$1600/course Mike 210-408-3343 Union College Online Pathway 2	Distance MN Semester-based Alexandria Tech & Comm College <i>Psych, Soc</i> Northland Comm & Technical College <i>Nutr, Bio, A&P, Soc</i> NW Technical College <i>Bio, Psych, Soc</i> Bemidji State University <i>Bio, A&P, Soc, Psych</i>	<i>Links to course catalogs – most courses are 3-4 credits</i> St. Kate's <i>Bio, A&P, Nutr, Dev. Psych, Psych, Soc</i> St Paul College <i>Bio, A&P, Nutr, Research Fund., Psych, Soc,</i> Metro State <i>Bio, Psych, Soc</i> Normandale Community College <i>Bio, Human Bio, A&P, Stats, Psych, Soc</i> Hennepin County Technical College <i>Bio, Human Bio, A&P, Nutr, Infant Dev., Stats, Psych, Soc</i>	
Anatomy	Anatomy and physiology often combined, may be combined with biology						
Physiology							
Infant Dev.	Preferably including young children, can include developmental psychology		Developmental Psych				
Clinical Research	Basic research methods and basic statistics, must be related to health sciences	Intro to stats					
Nutrition	Role and function of food nutrients, can include biochemistry						
Psychology	Can include health communication or counseling skills. Developmental psychology may include Infant Development	Intro to Psych	Developmental Psych				
Sociology	Can include cultural sensitivity or cultural anthropology	Intro to Soc	Sociology				
Life Support	CPR and NPR	<i>Red Cross, American Heart Association \$20-60; course can be taken at any time but CPR certification must be current</i>					
Mini-courses & Lactation courses	Content	Health E Learning	LER	BF Outlook	Evergreen Perinatal	Lactation Education Consultants	Lactation College free review modules
Medical Doc	Record keeping		Bundle \$99 12 months to complete	Bundle \$99 12 months to complete			
Med Terminology	Basic medical terminology	\$39					
Occup Safety	Personal safety and Security						
Ethics	Confidentiality and Informed consent						
Universal Prec.	Preventing disease exposure						
Lactation Training IBCLE Outline	90 hours	10 courses @ \$135 each or pkg @ \$1250	Pkg \$1025		48 hours in-person \$650 Some online modules	45 hours \$770; various home study	
Communication	5 hours	\$135	\$79		\$80 bundle	\$59	
Exam Review	Comprehensive IBCLC exam review	Released Jan and July, prior to exam	\$89-189	\$189-369		2 day \$375	

IBCLC Pathway 3 Detailed Process ([IBLCE Guide](#))

Activity		Cost?	More Information	Completed	
Coursework	Taken at any time	8 Health Science Prerequisites	Varies	These courses must be completed by the time the candidate applies for the exam, but they are not normally required prior to clinical internship	
		5 Mini-courses	Bundle \$99	It is recommended that the candidate complete these mini-courses prior to the clinical internship so that they are prepared to work in the hospital or clinic setting	
		Basic Life Support/CPR	Varies	It is recommended that the candidate have current Basic Life Support for Health Professionals certification prior to starting clinical internship	
	Within 5 yrs of exam	90 Hours of lactation education, like CERPs (continuing education recognition points) Lactation Specific Education	Varies	It is recommended that the candidate complete these 90 hours prior to the clinical internship. Candidate may need to review the IBCLC Detailed Content Outline to identify gaps in lactation education that they may want to access prior to entering the hospital or clinic setting. Courses that are approved by LEAARC mean they address the clinical competencies outlined by IBLCE.	
		5 Hours (Lactation) Communication	\$59 - \$135	It is recommended that the candidate complete these 5 hours prior to the clinical internship. These hours may focus on lactation, but it is not a requirement.	
Preparations	Before starting clinical internship	Secure Mentoring Site	N/A	Find a hospital and/or clinic setting able to accept candidates as clinical interns. It is recommended that candidates work with more than one site for to vary their experience	
		Identify IBCLC Mentors	N/A	Identify all IBCLCs that will act as mentors for candidate, and one Chief Mentor. Each IBCLC must be approved by IBLCE to qualify as a mentor and must sign a mentor agreement (page 18). Additional mentors may be added over time. IBCLCs may earn CERPs for mentoring candidates.	
		Prepare Application for Approval of 500 Hour Plan	\$100	Candidate must have their plan for the 500 clinical hours preapproved by IBLCE before starting the clinical internship. Details must refer to the IBCLC Detailed Content Outline .	
		Secure Insurance	\$37/year	Normally hospitals will cover the candidate with the insurance that protects volunteers. Candidates must also secure malpractice insurance through Proliability or other company.	
		Health Clearance and Immunizations	Varies	Candidates should have their immunizations up to date and a clean bill of health. Some locations will require personal health insurance or TB screening.	
		Criminal Background Check	\$10-40	Candidates need an original background check for this internship. The mentoring site may have specific requirements for the background check. Some organizations may require an OIG Sanctions trace as an additional precaution.	
Clinical Hours	Completed prior to applying	Observation Hours	N/A	20-100 hours observing IBCLCs at work to onboard to mentoring site, learn processes, and prepare for internship. These may be completed prior to the clinical internship and alongside coursework or assignments.	
		100-150 Directly Supervised Hours	N/A	These hours require the candidate to provide lactation support and education in the presence of a clinical mentor for direct guidance and supervision.	
		350-400 Mentored Hours	N/A	Once the candidate has achieved specific competencies as identified by the mentoring site and/or has completed the supervised hours, they may provide lactation support and education with follow-up and review by their clinical mentor/s.	
		The Pathway 3 Plan Guide contains all the forms for approving mentors, keeping records of clinical internship practice hours, and mentors applying for CERPS for their mentoring time. The Detailed Content Outline covers the competencies a candidate must learn.			

Terms: IBCLC: International Board Certified Lactation Consultant

LEAARC: Lactation Education Accreditation and Approval Review Committee

IBLCE: International Board of Lactation Consultant Advisors

OIG: Office of Inspector General

Applying for Pre-Approval of the 500 Hour Plan for Pathway 3

Pathway 3: Mentorship with an IBCLC

Pathway 3 Requirements

- ☐ Pathway 3 Plan
- ☐ Pathway 3 Plan Fee ➔

Pathway 3 is distinguished from the other IBLCE exam eligibility pathways by requiring the applicant to complete a clinical practice mentorship under the direct supervision of IBCLC certificants who serve as mentors.

Please note that once you submit your Pathway 3 Plan Verification Application and fee, IBLCE reviews each application and will email when your plan is verified so that you can begin earning the clinical hours in this way.

Submit the Application Form first before submitting the fee by clicking on the "Apply Here" button once you have saved this to your Home page.

Apply Here!

After creating a login on www.iblce.org, you will see the option Pathway 3: Mentoring with a IBCLC.

Click on Apply Here

IBCLC Pathway 3 Plan

In addition to requiring completion of 14 Health Science Education subjects and 90 hours of lactation specific education and 5 hours of education focused on communication skills, Pathway 3 requires candidates to complete a minimum of 500 hours of directly supervised lactation specific clinical experience. Plans for obtaining the directly supervised lactation specific clinical experience must be verified by IBLCE. Please provide the information requested below. Before you complete the application below, visit www.iblce.org to review the Pathway 3 Plan Guide. If you have problems filling out this form or if you have previously submitted a Pathway 3 Plan to IBLCE, please click on the Messages link and request assistance from IBLCE staff, using Pathway 3 Plan Submission in the subject line. Please Note: Pathway 3 Plan Submission requires payment of a fee. This fee is separate and different from the examination fee.

Pick the setting where you plan to get your internship hours – pick all that apply. Make sure to have the name and street address ready for all sites.

In which of the following settings will the directly supervised lactation specific clinical experience occur? (Select all that apply.) *

Hospital, out-patient ✕

If you selected "Other" as one of the clinical practice settings, briefly describe the setting here.

List the names and addresses of the locations where the directly supervised lactation specific clinical experience will occur. IBLCE recommends that you obtain experience in 3 different practice settings.

Location Name and Address *

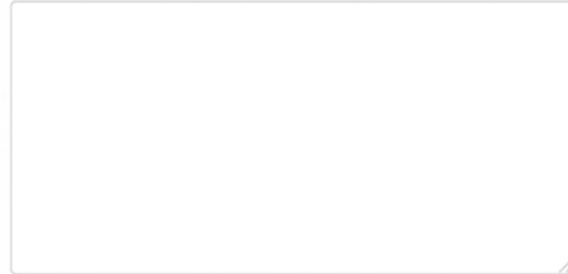
Regions Hospital, Saint Paul, MN

Applying for Pre-Approval of the 500 Hour Plan for Pathway 3

Provide clear details about the topics, methods, and competencies included in your internship beyond the clinical skills. Sample language and format are at the end of this document.

Some of the duties listed on the Clinical Competencies for the Practice of International Board Certified Lactation Consultants involve skills that do not require actual clinical practice. Please describe how your mentors will teach those competencies that do not involve actual clinical practice.

Provide specific information about the topics and the methods. *



Sample content: Before beginning direct patient care, the candidate will compare this hospital's breastfeeding support policies with another large hospital in the city as Regions hospital is the only Baby Friendly Hospital in Saint Paul. She will research how this hospital implements the ten steps of Baby Friendly Care and how it impacts families. She will observe the mentors and practice getting a thorough lactation history with us before assessing patients in-person. This will also be an opportunity to learn how to get some pertinent medical information from the chart and see what needs to be clarified with the family. The mentors will have the candidate observe feeding assessments and then ask the candidate what evidence based information she can provide to the family about breastfeeding techniques and appliances (if necessary). She will then have the opportunity to make a plan of care for the patient including medical referrals and culturally/linguistically appropriate community resources.

You must have a Chief Mentor – this is the person who provides oversight for your internship program and will sign off on your final tally of hours. Have their email address, phone number and “L-number” ready.

Add additional mentors – have all of their information ready. You can add sites and mentors after the approval if you need to.

Chief Mentor Information

Chief Mentor's Name *

Chief Mentor's Email Address *

Chief Mentor's Daytime Telephone Number *

Chief Mentor's IBLCE Identification Number *

Additional Pathway 3 Plan Mentors

+ Add

Applying for Pre-Approval of the 500 Hour Plan for Pathway 3

Each mentor must complete the Mentor Agreement Form. The candidate keeps these forms in their files – you may need to send copies to IBLCE.

Acknowledge and attest to the information you have provided.

Submit!

Mentor Agreement Form

All mentors must complete a Pathway 3 Mentor Agreement Form before the submission of this Pathway 3 Plan Verification. Have all of your mentors provided you with a completed Pathway 3 Mentor Agreement Form and are you prepared to provide copies of these forms upon request from IBLCE?

Yes

Acknowledgement & Attestation

By submitting this application to IBLCE, I affirm and attest that I have read the Pathway 3 Plan Guide and I agree to abide by the regulations and requirements given therein.

I Attest

Submit

Setting up a Lactation Mentoring Site

Element	Details	Role
Partners	Birth Center: nurse educator	Pull together competencies from IBLCE Blueprint and mentor form
	Birth Center: nurse manager	
	Birth Center: manager	Champion and driver of program
	Director of Volunteer Services	Created classification and application
	Health Equity Committee	Endorsement, wider support, probing questions about fit with hospital culture
	IT	Created EPIC access template identical to IBCLC access template but requiring additional signature by LC mentor
Timing	Needs adequate staffing, all lactation staff need to be supportive, be clear about the extra work on the front end that ends up as mutually beneficial	Program needs support and needs to be realistic and achievable
Create application	Application for candidates, created as “lactation mentorship volunteer”	Special application can easily be flagged for the internship program
Classification	Lactation Mentorship Volunteer	After considering classifying them as students, changed to volunteers as they are not formally attached to an educational institution
	Special access to EPIC	Although volunteers, they have access to EPIC through special access template that requires additional LC signature – they need experience taking histories
Screening	Background check	Done by volunteer services as a routine practice
	Immunizations and health screening	All candidates need to be up to date on all required immunizations – hospital may have other health related rules
Insurance	Hospital insurance	Covers all volunteers
	Private insurance	Each candidate needs malpractice/liability insurance
Training	Orientation to hospital	Observation and onboarding hours not counted in 500; direct supervision = first quarter or third of 500 hours; oversight = final bulk of 500 hours
	Orientation to volunteering	
	Orientation to EPIC	
	Orientation to floor	
Special access	EPIC	Access identical to LCs to learn how to take histories, but with required LC signature
	NICU	Some hours, but not likely to be hands on, but rather side by side with LC
Competencies	Following IBLCE Blueprint	Just like any new employee, candidates come with varied experience and knowledge – achieving competencies will vary accordingly

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