

# Employer Needs Assessment for Lactation Consultant

Our institution is collecting information to determine the need for and feasibility of developing an academic program in lactation. This program would be developed using curriculum and content defined by the International Board of Lactation Consultant Examiners®, the International Lactation Consultant Association, and the Lactation Education Accreditation and Approval Review Committee (LEAARC) for accreditation of lactation education programs through the Commission on Accreditation of Allied Health Education Programs. The college seeks to prepare students to work as part of the health care team in the important field of maternal and infant health. The program will include both didactic and clinical components specifically designed to prepare students for certification and entry into professional practice as International Board Certified Lactation Consultants®.

1. Please provide the following information.

Institution		
Street Address		
City	State	Zip Code
Name	Title	
Email	Phone	

2. Do you have positions within your organization that match the skill set of a graduate of the proposed program?

Yes       No

3. How many lactation consultants do you employ at this time?

Full-time \_\_\_\_\_ Part-time \_\_\_\_\_ Contingency \_\_\_\_\_

4. Based on your knowledge and experience, do you believe there is a need for the proposed program to provide trained people for your organization?

Yes       No       Unsure

## Community Need

5. Where do you currently find your new lactation support personnel?

- From within the organization
- From other similar organizations
- From college or university programs
- From lactation training programs
- Other, please specify: \_\_\_\_\_

6. Where did your current lactation support personnel receive their training? (Check all that apply)

- On-the job training at your facility
- Lactation Training Course
- Community College Program
- University Program
- Other, please specify: \_\_\_\_\_

7. To what extent did the training they received prepare your lactation support personnel to do the work at the level of expertise you expect?

Very prepared       Somewhat prepared       Not prepared

8. Would you consider employing graduates from the proposed program?

Yes       No       Unsure

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9. Based on past experiences and expected growth, how many lactation consultants would your organization expect to hire in the next year?
- \_\_\_ Replacements full-time (36-40 hours)  
 \_\_\_ Replacements part-time (8-35 hours)  
 \_\_\_ Additional full-time (36-40 hours)  
 \_\_\_ Additional part-time (8-35 hours)
10. Based upon past experience and anticipated growth, how many lactation consultants would your organization expect to hire in the next 3 years?
- \_\_\_ Replacements full-time (36-40 hours)  
 \_\_\_ Replacements part-time (8-35 hours)  
 \_\_\_ Additional full-time (36-40 hours)  
 \_\_\_ Additional part-time (8-35 hours)

### Employer Expectations

11. How important are the following attributes when considering an applicant for employment as a lactation consultant? (Please rate each on a scale of 1-5 with 1 being the most important.)

Attribute	1	2	3	4	5
Previous experience in the field					
Formal education in the field					
Certification					
Positive impression during an interview					
Attitude					
Work ethic					

12. What types of skills are important to you when hiring a lactation consultant? (Please rank each skill on a scale of 1 to 5 with 1 being the most important.)

Skill	1	2	3	4	5
Attention to detail					
Written Communication					
Verbal Communication					
Organizational Skills					
Computer Literacy					
Time Management					
Patient Care					

### Employer Engagement

13. Would your organization be willing to provide clinical site opportunities for the lactation consultant program students?
- Yes       No       Unsure
14. How many students would your facility be able to accommodate for a clinical rotation each semester?
- None       1-2       3-4       5-6

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15. Would you be willing to serve on an Advisory Committee with a commitment of two meetings per year?  
 Yes       No       Unsure
16. Would you be interested in teaching in the program?  
 Yes       No       Unsure
17. Please indicate the nature of your organization.  
 Hospital       Public health clinic  
 Other, please specify: \_\_\_\_\_
18. What is the average entry-level salary in your organization for a lactation consultant in dollars per hours?  
 \$20-\$25       \$26-\$30       \$31-\$35       \$36-\$40       Over \$40
19. What is the minimum educational level required for an entry-level position as a lactation consultant in your organization?  
 Certificate       Associate Degree       Bachelor Degree  
 Other, please specify: \_\_\_\_\_
20. All other factors being equal, does the possession of a lactation consultant certificate affect your decision to hire, promote, or start an individual at a higher salary?
- | Hire                            | Promote                         | Start at higher salary          |
|---------------------------------|---------------------------------|---------------------------------|
| <input type="checkbox"/> Yes    | <input type="checkbox"/> Yes    | <input type="checkbox"/> Yes    |
| <input type="checkbox"/> No     | <input type="checkbox"/> No     | <input type="checkbox"/> No     |
| <input type="checkbox"/> Unsure | <input type="checkbox"/> Unsure | <input type="checkbox"/> Unsure |
21. What kind of support does your organization provide to employees interested in pursuing a degree or enrolling in continuing education courses? (Check all the apply)
- Tuition reimbursement†
  - Release time†
  - Increase in salary upon completion†
  - Other, please specify: \_\_\_\_\_

### Comments

22. Please provide any additional comments that will help determine the need and feasibility of the proposed lactation consultant program.

Thank you for completing this Lactation Consultant Certificate needs assessment survey!