# Participant Centered Group Session Guide, Washington County WIC

**Final Session Title: Breastfeeding and Work, Let’s Make it Work!**

**Session Focus**

**Target Audience:** Primary – mothers 0-6 months postpartum. Secondary – any interested pregnant or bf participant

**Session Goal**: Supporting individuals in their transition to becoming a breastfeeding employee

**Primary focus:** Offer suggestions for mothers to maintain their milk supply after returning to work

**Key Content Points:**

* Point 1: Applying expression laws to participant’s individual work environments
* Point 2: Creating a sample pumping schedule with tips on maintaining milk production
* Point 3: Demonstrating how various influencing factors can determine breastfeeding outcomes for individuals returning to work

**Session Objectives:**

* Objective 1: Create a personalized schedule to maintain milk supply when separated from baby
* Objective 2: State two ways others can help lessen the demand on a breastfeeding parent returning to work
* Objective 3: Identify two potential changes in baby due to separation and state possible solutions

**Session Planning**

**Draft Session Title:** Breastfeeding and Work, Let’s Make it Work!

**Location Considerations**: Beaverton and Hillsboro classrooms

**Materials Needed and Their Location**:

* Tables and chairs for about 10- 15 couples
* White board
* White board markers
* Laptop with loaded PowerPoint presentation
* Projector
* Extension cord
* Name tags
* Markers for name tags and group activities
* 10-15 pens, enough for each person
* Highlighters, enough for each person
* All participants get two stickers, they will be of two different colors. The entire group should have the same two colors. (e.g. red & blue for each participant)
* Large, wall post-it page for the “Confidence scale”
* Handouts, available on table for participants to pick up
  + WSCA storage guidelines
  + BFPC rack card
  + Hand expression handout

**Preparation Needed**:

Organize tables and chairs however they fit best in the room, set up PowerPoint and projector, make sure sound works, set out nametags and writing supplies on the tables.

Mounting the large post-it horizontally, create the Confidence Scale by writing the title “I can maintain my milk supply when I go back to work”. On one end of the line write “NOPE!”. On the other end, write “I got this”. Or, “not very confident” and “very confident”. Or, “☹” and “☺”

**Time needed:** approximately 60 minutes for group facilitation, about 10 minutes each to set up and clean up.

**Facilitator Considerations or Expertise Needed**: Two facilitators will be present. A WIC counselor or IBCLC will have the expertise necessary to facilitate.

**Session Outline**

**Facilitator notes**:

WIC Peer Counseling Breastfeeding Services provides ongoing monthly support from early pregnancy through six months postpartum.

The Peer Counselor has a role in supporting breastfeeding employees.

This person

* Holds worry
* Understands work environments
* Understands mama guilt
* Understands juggling work, family, home and breastfeeding
* Acts as sounding board, an advocate, a resource a support
* Helps women avoid impulsive reactions to stress at work, because it’s trivial compared to their job as a mama

WIC resources for break time and pumping

<https://wicworks.fns.usda.gov/breastfeeding/breastfeeding-workplace>

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| **Time** | **Learning activity (Supports participant centered content/instruction) – Key Open Ended Questions - Important concepts to cover** | **Objective covered** |
|  | **Check-in and call back** |  |
|  | **Opening the session and confidence scale**  PowerPoint slide: title slide place holder  Greet participants as they enter. Hand each person a set of stickers. Encourage them to place a (same color) sticker on the Confidence Scale in an area which best represents how confident they feel right now.  *Welcome everyone! Thanks for being here with us today.* Introduce self, other facilitators.  *We will be together for about an hour today. Feel free to tend to self care such as getting up, using the restroom and taking important calls or texts outside of the classroom.*  *I appreciate you taking the time to share how you are feeling about returning to work. We understand how stressful this time can be for you and your family and we hope that by the end of today you will be able to place your second sticker a little closer to the right.* ☺ |  |
|  | **Discussion**: **Breastfeeding support factors and introduction of folders**  *Today we will be digging into the various things that make a smooth transition back to work.*  *Who or what do you think is involved in helping you reach your breastfeeding goals?*  Allow time for responses.  PowerPoint slide: Venn diagram slide 1  *Let’s take a look at these diagrams.*  *In this first slide, we see who tends to be involved in supporting the breastfeeding relationship while mom and baby are spending time at home.*  PowerPoint slide: Venn diagram slide 2  *Let’s compare the first slide to this one. Here we see the many factors that mom must deal with after she returns to work.*  *We will be spending our time today taking a closer look at each of these circles with the exception of the non-nursing partner. Just so you know how important you non-nursing partners are, WIC has created an entire class just for you so we encourage you to enroll in that on your way out today or contact the WIC office directly to sign up.*  *From these images, is it fair to say that breastfeeding success depends on JUST how hard mom tries?*  *No, it truly takes a village. We can see here that caregivers and workplaces play an equally important role in how successful, and even easy your breastfeeding experience is.*  *Our hope for today is that you leave with a personalized plan for your return to work.*  Introduce workbook  *Each of you has a folder in front of you. Go ahead and open it up.*  *On one side of the folder you will see a group of pages stapled together. That is your workbook. We invite you to complete this with us together as a group.*  *If you prefer to just sit and listen today, that’s fine too. You can call a WIC Peer Counselor anytime to get help completing it.*  *The other side of the folder contains information and resources that we will explore today.*  *We hope you keep this with you and refer to it as often as you need. And just as important, we hope it serves as a reminder that WIC is here to support you.* |  |
|  | **Activity 1**  **My Peer Counselor**  PowerPoint slide: Venn diagram – Peer Counselor  *Let’s start by talking about your peer counselor, one of the most important pieces to consider.*  PowerPoint slide: ACTIVITY 1 My Peer Counselor  *Turn to “Activity 1” in your workbooks.*  *This is probably the most important page of your workbook. Let’s take a moment to fill in this information.*  Read each line aloud and provide information for participants to fill in. |  |
|  | **Activity 2**  **My Rights**  PowerPoint slide: ACTIVITY 2 My Rights  *We will read each of the elements of the laws that have to do to protecting pumping moms.*  *Are we ready to begin?*  Read each element of the law and encourage participants to call out the correct response.  Click through the PowerPoint slide to display the correct answers.  *Great work everyone. Is some of this information new to you?*  PowerPoint slide: Sample breastfeeding schedule  *We’re going to switch gears a bit and talk about a really important point that trips up a lot of moms.*  *This schedule shows the life of a working mom, Christina who is separated from her baby at least 40 hours a week. Let’s go through this schedule and highlight each time she breastfeeds or expresses milk.*  Review sample breastfeeding schedule  *How often does Christina breastfeed or pump milk in 24 hours?*  *12 is Christina’s magic number! A magic number is how many times in 24 hours you breastfeed.*  *Take a moment to think about how often you breastfeed or pump in 24 hours. This is how often your body needs to maintain the supply you currently have.*  *Keep that number in mind and fill in the next part of Activity 2*  **Activity 3 My Magic Number**  PowerPoint slide: Activity 3  *If you don’t know it right now, take your best guess. I invite you to begin counting when you get home.* |  |
|  | **Activity 4 Work**  **My breastfeeding schedule**  *Keeping in mind your magic number, take a moment now to complete your breastfeeding schedule, thinking about your work hours.*  Provide time for participants to create their schedule  PowerPoint slide: blank schedule  *What surprised you when filling this out? What questions came up for you?* Discuss.  *Look at the bottom of page 6 in your workbook. Let’s answer this question together.*  *Any thoughts on this?*  Work through calculating ~3oz per feeding while separated from baby. Encourage participants to breastfeed upon reuniting with baby.  *I’d also like to call your attention to the other questions in Activity 3. Consider which date is best for you to return to work. Many moms believe a day later in the week is best, Thursdays tend to be popular. Also some moms with maternity leave decide to go back earlier, but part time instead of using it all up at once. Is this something you can do at your workplace?*  *Another important piece of this puzzle is approaching your employer.*  Allow time for discussion  *Some moms are successful by approaching the situation by assuming accommodations already exist, so they ask questions like, “when I come back to work, where do I go to pump milk for my baby?”. Other approaches may be needed, based on your specific situation. Do you think you’ll need a formal letter? Would you like your employer to talk with a breastfeeding expert at WIC. You decide what feels right and we can help you with finding the right words to use or the people to assist.* |  |
|  | **Activity 5**  **My tips for pumping**  Powerpoint: title slide placeholder  *Let’s talk about some tips to maximize your break time and get as much milk as you can each time you pump.*  Ask the group to share some of their own tips  *Some great tips we’ve heard from moms are*   * *Bring a ziplock bag for pump parts and don’t wash each time you pump. Breastmilk is good for 6- 8 hours at room temperature.* * *If you’re having trouble collecting milk – bring baby clothes, videos and pics of baby nursing to help with letdown* * *If you are uncomfortable pumping at work because you are afraid someone will walk in on you, use the sign that is in your folder.* * *If cameras are a concern at your workplace, talk with a WIC counselor and they may be able to provide you with a nursing cover.*   PowerPoint slide: Activity 5  *Let’s take a look at the next question in your workbook.*  Click through slide for answer reveal (answer C and D) |  |
|  | **Activity 6 Baby**  **My baby’s adjustment**  PowerPoint: Venn-baby  *Babies experience many changes that may leave parents and caregivers worried. Let’s take a look at the next activity to learn about the potential changes and what some possible solutions may be.*  PowerPoint: Interactive matching activity  Break the class into groups to work through this activity together.  Allow time for groups to work together.  Bring back together for review. Click through PowerPoint to reveal answers. |  |
|  | **Activity 7 Caregiver**  **My baby’s caregiver**  PowerPoint: venn- caregiver  *Let’s zoom in on the caregiver portion of this picture.*  *While we have much to be thankful for when thinking about your baby’s caregivers, misunderstandings can happen that undermine your breastfeeding efforts.*  *Let’s take a look at some common issues that come up between caregivers and the pumping mom.*  Bring attention to “Caregiver’s guide to the breastfed baby” handout.  *“How much breastmilk to pump, leave, store, etc” is a big issue that can stress out moms. Few situations can make a mom feel stressed out like a caregiver saying there isn’t enough milk to feed your baby. What’s going on here? If you’ve been pumping and breastfeeding like mad, hitting your magic number, why does the caregiver continues to dip into your freezer stash? Oftentimes the issue isn’t mom, but rather feeding practices. A little bit of communication with your baby’s caregiver can go a long way.*  Allow participants to review handout.  *What thoughts, questions or concerns come up after looking at these?*  *I encourage you to review the handouts and share them with your baby’s caregiver.*  *Let’s address the very common issue that comes up is caregivers saying they ran out of milk, let’s watch a video about a feeding technique that caregivers can use that will help avoid overfeeding milk while also supporting latching at the breast. It’s called paced bottle feeding.*  PowerPoint: click on picture to access link to video. Login to Milk Mob may be required. Inform class it will be a moment to set up – allow class to complete Activity 7 in their workbooks during this time.  PowerPoint: Activity 7: open-ended caregiver notes |  |
|  | **Activity 8 Mama**  **Me**  PowerPoint: venn diagram- mama  *Last but certainly not least, take time to focus on you and your needs as an individual. You are a big part of the picture but oftentimes we forget to nurture ourselves. The suggestion we’d like to offer you is to do what is necessary to reduce the demand on you. One way to do this is by asking for help to share the responsibilities in your life.* |  |
|  | **Activity 8**  **Me**  Powerpoint: task list  *Let’s take a look at the task list in Activity 8. Take a moment to fill this out.*  Allow time for participants to work on this  *This list is something you can put up on your fridge. When someone asks what they can do to help, have them sign up for an item.*  *If you’d like this form or any others electronically, we can email it to you so you can post it online or send it to family and friends by email.* ☺  *This final activity will allow us to complete the front page of your workbook. Let’s turn to that now.* |  |
|  | **Closing remarks**  PowerPoint slide: Venn – complete  Encourage participants to take a moment to place their second sticker on the Confidence Scale  Discuss  PowerPoint: title slide placeholder  Summarize topics discussed today. Remind them to text with any questions, come to breastfeeding circle. Encourage group to reach out to find a Back to Work coach, visiting nurse or Peer Counselor. Also encourage group to attend tips for caregivers class for extra special attention on that part of the circle.  Thank for coming and participating. |  |

**Facilitator review:**

* How well does the session support the “teach less, learn more” philosophy? (Lecture less, involve more)
* What have I included in the activities to help participants be involved in their own learning?
* How do I allow for participants to have a potential ah-ha moment?
* How do I include time for the participants to digest and reflect on what was covered?
* What was the participant’s reaction to the session?
* Consider making changes to the guide as you experiment. After you try it, ask yourself - What went well?