

North Carolina WIC Program Training Plan FFY 2027

Breastfeeding

WIC Breastfeeding Support Curriculum Levels 1 – 4

As part of North Carolina's statewide training strategy, the State agency offers each level of the FNS-approved WIC Breastfeeding Support Curriculum on a consistent schedule to ensure all new WIC staff complete role-specific breastfeeding training within the timelines established in the North Carolina WIC Program Manual. In addition to initial training, the State agency provides ongoing continuing education and specialized training opportunities to promote consistent, evidence-based breastfeeding support and clinical practice across all local WIC agencies.

WIC Breastfeeding Support Curriculum Level 1

All new WIC staff, students, and volunteers are required to complete Level 1 training before independently interacting with WIC participants. Level 1 is available continuously as a self-paced course through the Public Health Foundation's learning management system, TRAIN.org, and is designed to be completed in approximately four hours.

WIC Breastfeeding Curriculum Level 2 for Peer Counselors

Level 2 training for newly hired Peer Counselors is delivered in a hybrid format consisting of independent study, four live virtual training days, two in-person training days, and required shadowing experiences. Training is facilitated by the State agency in partnership with contracted International Board Certified Lactation Consultants (IBCLCs) and is offered throughout FFY 2027 based on statewide training needs.

WIC Breastfeeding Curriculum Levels 2 & 3 for Competent Professional Authorities (CPAs) and WIC-Designated Breastfeeding Experts (DBEs)

Levels 2 and 3 is provided for newly hired Competent Professional Authorities (CPAs) and WIC Designated Breastfeeding Experts (DBEs). Training consists of independent study, and ten live virtual half-day sessions delivered over five weeks. The training is offered twice during FFY 2027.

WIC Breastfeeding Support Curriculum Level 4 for WIC Designated Breastfeeding Experts (DBEs)

Level 4 training is provided for WIC Designated Breastfeeding Experts (DBEs). The training consists of independent study, two live virtual training days, and one in-person training day. Training is delivered by the State agency in partnership with contracted International Board Certified Lactation Consultants (IBCLCs) and is offered twice during FFY 2027.

Breastfeeding Peer Counseling Program Quarterly Continuing Education for Peer Counselors and Peer Counselor Program Managers

Quarterly, the State agency partners with contracted International Board Certified Lactation Consultants (IBCLCs) to provide continuing education for Breastfeeding Peer Counselors and Peer Counselor Program Managers. These trainings fulfill the continuing education expectations outlined in the WIC Breastfeeding Model Components for Peer Counseling while providing opportunities for peer counselors across the state to build knowledge, strengthen counseling skills, share experiences, discuss common participant concerns, and network with other peer counselors. Training content remains within the Peer Counselor scope of practice established in the North Carolina WIC Program Manual. To maximize accessibility, each quarterly training is offered as either a live virtual session or an in-person session within each designated region.

Biannually Continuing Education for WIC Designated Breastfeeding Experts

Quarterly, the State agency collaborates with contracted International Board Certified Lactation Consultants (IBCLCs) to provide continuing education tailored for each clinic's WIC Designated

Breastfeeding Experts (DBEs). This training is designed to equip these experts with advanced skills and knowledge to address complex breastfeeding issues effectively, ensuring they are well-prepared to offer exceptional support within the WIC program. To maximize accessibility and convenience, each session is available as either a live virtual session or an in-person session in their designated region. Furthermore, all training sessions adhere to the specific scope of practices outlined for WIC Designated Breastfeeding Experts in North Carolina's WIC Program Manual.

WIC Breastfeeding Support Curriculum Peer Counselor Management

The training prepares designated Competent Professional Authorities (CPAs) to manage local Peer Counseling Programs by providing standardized guidance on program implementation, supervision, documentation, quality improvement, and adherence to the WIC Breastfeeding Model Components for Peer Counseling. Completion of the training is required before assuming the Peer Counselor Program Manager role. The course is available continuously as a self-paced training through TRAIN.org and is designed to be completed in approximately four hours.

Peer Counselor Care Plan Training

The Peer Counselor Care Plan Training orients WIC staff to documentation requirements for the Breastfeeding Peer Counselor Care Plan in Crossroads. This self-paced training is available on demand for new and experienced Peer Counselors and Peer Counselor Program Managers.

Breastfeeding Supplies Competency Training (BSCT)

The State agency provides a self-paced online Breastfeeding Supplies Competency Training (BSCT) to promote consistent, evidence-based guidance on expressing human milk and the assembly, use, care, cleaning, issuance, and follow-up of breastfeeding supplies available through the WIC Program. The training supports standardized participant education and promotes consistent practices across all local agencies.

Program and Policy

Civil Rights Training

State agency will provide guidance on Civil Rights compliance requirements, revise, and record this required annual update to all local agencies throughout FFY2027.

National Voter Registration Act (NVRA) Webinar

The North Carolina State Board of Elections will work with State agency to present an annual update. A recorded version will be available to all local agencies throughout FFY2027.

WIC Basic Training Modules 1-10

State agency offers WIC Basic Training, a comprehensive set of ten modules in the form of recorded webinars intended to orient new local agency WIC staff to the policies and procedures of the North Carolina WIC Program. All modules are continuously available online for local agency staff.

Nutrition Assessment and Care Plan Webinar Series

State agency offers local agencies a three-part series on nutrition assessment and care plans as recorded and continuously available resources. The series includes: The Nutrition Assessment, The Care Plan and Effective Data Collection and Counseling.

2026-27 NC WIC Outreach Webinar:

State agency will provide an outreach webinar for local agencies as part of outreach efforts and to broaden community engagement.

WIC Program Update Webinars

State agency will provide updates for all local agency staff in North Carolina on an as needed basis during the FFY 2027 including but not limited to Food Package updates, VENA and Remote/Hybrid Services.

Additional Topics

Annual WIC Conference or Symposium

State agency will provide training opportunities for all local WIC agency staff in North Carolina in the form of an annual conference and/or webinars that may include topics on nutrition, breastfeeding, leadership, customer service, collaboration, and outreach during the FFY 2027.

Vendor Management

Local Agency Vendor Training

State agency will provide the required policy training annually.

WIC Farmer's Market Nutrition Program (FMNP)

Annually, the State agency will provide an update (via webinar) to local agencies participating in the FMNP. This session will address policy, issuance, and nutrition education.

WIC Vendor Program Update Webinars

State agency will provide updates for all local agency staff in North Carolina on an as needed basis during the FFY 2027.