

# An Assessment of the Impact of the Mary Rose Tully Training Initiative (MRTTI) Upon Alumnae Satisfaction and Career Development

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## Background

The Mary Rose Tully Training Initiative (MRTTI) is an International Board Lactation Consultant Examiners (IBLCE)-approved Pathway 2 clinical training program in breastfeeding and lactation. MRTTI is a part of the Carolina Global Breastfeeding Institute (CGBI), and the program boasts a 100% pass rate on the international Board Certified Lactation Consultant (IBCLC) exam. Prior to this assessment, MRTTI had not assessed alumnae satisfaction or career outcomes.

## Purpose

To ascertain the effectiveness of the MRTTI in improving graduates' career prospects.

## Methods

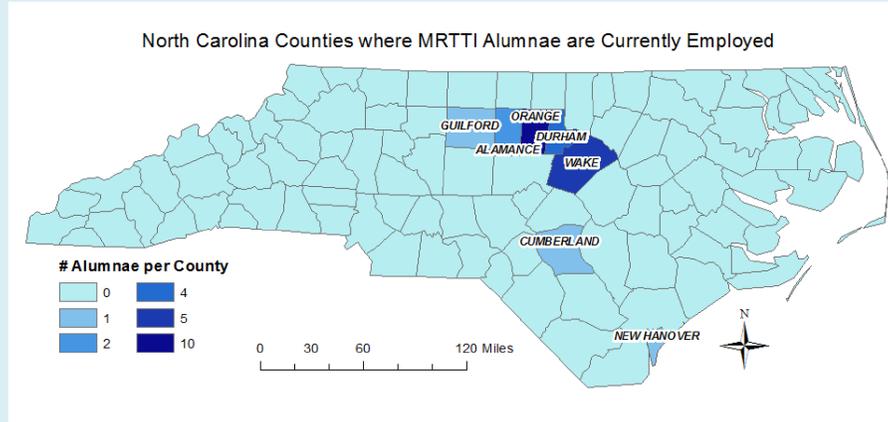
A 35-question mixed methods Qualtrics survey was created and disseminated among MRTTI alumnae in March 2014. Geographic information systems (GIS) methods were used to map the distribution of MRTTI alumnae across North Carolina in comparison to the distribution of IBCLCs and MRTTI training sites.

### GIS data sources:

- MRTTI alumnae location from Qualtrics survey, 2014
- IBCLC numbers by NC zip code from IBLCE, 2013
- MRTTI Clinical Site Information from Director of Training Program, 2014

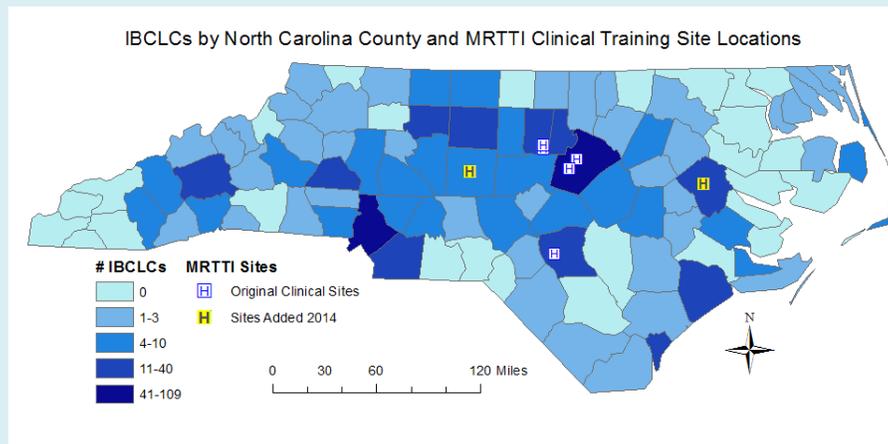
## Response Characteristics

- 73% response rate
- Ages 22-43
- 100% Female
- 86% White; 11% Black/African American (non-Hispanic); and 4% Asian



All but 2 of the 28 respondents currently work in North Carolina, and 24 respondents work within a one-hour radius of Chapel Hill. The remaining 2 were unemployed by choice at the time of the survey.

*"I thoroughly enjoyed the program, and would not be where I am today without it." –MRTTI Alumna Respondent*



Alumnae pointed out that the concentration of MRTTI graduates may be influenced by the limited number of clinical training sites out of the Triangle, the counties where MRTTI recruits participants, and the limited scholarships available.

*"I loved the community that we formed while completing the training program. Being able to discuss issues that came up during clinical hours in class with the instructors and other students greatly enhanced my understanding and thinking about lactation support." –MRTTI Alumna Respondent*

## Key Findings

### Career Success:

- 57% are currently working as IBCLCs
- 70% "definitely" use their IBCLC in their work

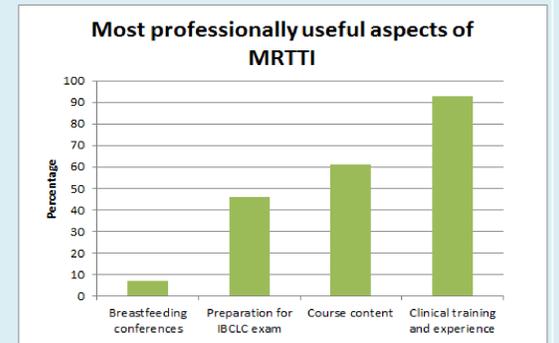
- 50% indicated difficulty for non-clinically licensed IBCLCs to find jobs



### Program Satisfaction:

- 96% "agree" or "strongly agree" that they would recommend MRTTI to a friend

- 82% agree or strongly agree that the program gave them a competitive employment advantage.
- 29% said there was "not enough outside funding"



## Conclusions

Based upon the survey results, the assessment team identified five key recommendations for MRTTI:

1. Expand clinical site locations and recruitment efforts
2. Prioritize initial communication regarding career options for non-clinically licensed applicants
3. Identify and develop funding sources for students
4. Facilitate professional support resources
5. Continue alumni assessment annually

Implementing these recommendations would add to MRTTI's already strong program and enable it to better equip graduates.