



Legacy's Doula Program- Application Process Info Session

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Project timeline:

May 2020: Work group began

Apr 1, 2021: Grant Funding approved for Coordinator Position

Sept. 2021: Verified Doula Badge access; Contract complete for THW doulas

Winter 2022: Doulas on unit- Medicaid pt. only

Apr 1 2022: Scale out to other clinics/locations in Oregon

Jan 2023: Legacy employees- birth doulas covered

The Legacy doula program was created *by Doulas for Doulas!*

Goal: To support a high volume of diverse birthing families and prioritize hiring and supporting doulas who will culturally represent and provide best practices for our community.

To become a THW Doula, Legacy supports:

- Free/low cost CEUs (Accepted by OHA-online)
 - > Swanman Lecture series- FREE (6 hours)
 - > Inter-professional Collaborative Training (5 hrs) For fee
 - > TIC for doulas (1 hr- in process)
- THW navigation support
- Free CPR Skills Day
 - > Must pay/take AHA online course first

How it will work:

Patient Driven Collaborative Care

- Patient learns about what a doula is in MFM/Midwifery Clinics
- Patient opts in by 24 weeks for doula care (ideal)
 - > Between MFM and Midwifery clinic = approx. 70 pt. a month
- Program Coordinator will manage “ doula match making” and be your point of contact throughout client care
- Doula is considered an independent contractor not a shift employee; doula and patient would work together with Legacy oversight
- Doula provides documentation of two prenatal visits, continuous labor support through immediate postpartum, two postpartum visit
- System bills for “Event” bundle -\$800 to doula
- Payment to doula monthly; no pass-through wait time

Benefits to the doula

- Support from Legacy leadership
- Steady client referrals from clinics; bio on landing page
- Clinical space for prenatal or postpartum meetings (if desired)
- Billing experts to bill on your behalf ; Monthly pay-100% reimbursement
- Doula Program Coordinator for support, questions & monthly check ins
- Free Employee Health access (Flu shots, COVID-19 vaccine booster, MMR, etc.)
 - > **Got a badge? Get a booster: Employee Health Service hotline: 503-415-5820**
- Education & CEUs
- Advanced Lactation training shadow days- In patient and Out-patient
- Research project- Dr. Megan Cahn, PhD
- Employee resource groups; arbitration process

Application process

- Download and fill out the application
 - > **Let's walk through it! [Doula website](#) and **Fillable PDF****
 - > Save as “First name/Last name Application” send to doulas@lhs.org
 - Include CV/Resume as it relates to doula experience
- Staff will notify qualified THW doulas for an interview
 - > Candidate considerations:
 - Level of training
 - Level of experience as a doula
 - Level of experience w Medicaid pt. population
 - How many births a month/availability

Onboarding-hiring process

- Onboarding- asynchronous
 - > Onboarding meeting and Collaborative Training CEU
 - > BLS CPR online module and in-person skills completion
 - > Employee Health screen
 - All updated vaccines/titers including fully vaccinated COVID-19 status
 - No medical exemptions as a patient-facing contractor
 - > Review/sign Independent Contractor Agreement
 - > Provide proof of independent liability insurance with Legacy listed as certificate holder status
 - > Sign and agree to Legacy Doula Handbook policies/procedures (standard doula practice+ Legacy specific how-to's)
 - > Create bio for website for provider and parent access

Lastly->Meet and greet with clinic staff; start receiving leads through Coordinator



Website:
www.legacyhealth.org/doulas

Send application & questions to:
doulas@lhs.org