

NEWBORN CARE SPECIALIST CERTIFICATION PROGRAM

Professional Newborn Care Education for the Private Home

Build the knowledge and professional confidence to care for newborns in private homes.
Explore newborn development, feeding, sleep, health, safety, nurturing routines,
and communication with families.

Designed for aspiring and current newborn care specialists, this program prepares you to
provide attentive, informed support during a family's earliest and most important weeks.



NEWBORN CARE SPECIALIST CERTIFICATION PROGRAM

PROGRAM OVERVIEW

The Newborn Care Specialist (NCS) Certification is a comprehensive training program designed to provide individuals with the foundational knowledge, specialized newborn care skills, and professional standards required to support newborns and families within a private household.

The curriculum explores key areas of newborn care, including newborn development, feeding and nutrition, sleep routines, infant hygiene, health and safety, postpartum recovery, emergency awareness, caring for twins and multiples, and the professional standards expected when working within a private home.

Through this program, students develop a broader understanding of the physical, emotional, and developmental needs of newborns while strengthening the practical knowledge and professional awareness necessary to provide attentive, individualized care and support to both the infant and the family during the postpartum period.

WHO THIS PROGRAM IS FOR

- Individuals interested in beginning a professional career as a Newborn Care Specialist within private households
- Current nannies and childcare professionals seeking to specialize in newborn and infant care
- Individuals interested in providing overnight, daytime, live-in, or rotational newborn care services
- Caregivers seeking to strengthen their knowledge of newborn development, feeding, sleep routines, hygiene, and safety
- Professionals interested in supporting families during the postpartum recovery and adjustment period
- Individuals seeking specialized training in caring for twins, multiples, and newborns with additional care considerations
- Current Newborn Care Specialists seeking to expand their professional knowledge, strengthen their credentials, and advance within the private service industry

This program is designed for both aspiring and experienced childcare professionals seeking a structured educational foundation in specialized newborn care, postpartum family support, and the professional expectations of working within private households.

RECOMMENDED ADMISSION REQUIREMENTS

Program Admission Requirement

Intended Candidate – Newborn Care Specialist Certification

Applicants must be at least 18 years of age. No prior professional newborn care, nanny, or private-service experience is required, and there are no educational or professional prerequisites for enrollment.

The program provides an accessible entry point for individuals interested in pursuing a career as a Newborn Care Specialist while also offering experienced childcare professionals an opportunity to strengthen their existing knowledge, develop specialized newborn care competencies, and expand their professional opportunities within the private service industry.

NEWBORN CARE SPECIALIST CERTIFICATION PROGRAM SYLLABUS

COURSE CURRICULUM:

Chapters & Modules

Chapter 1: Foundations of the Newborn Care Specialist Role _____

- Module 1: Defining the NCS role in private households
- Module 2: Role differentiation and positioning
- Module 3: Industry positioning & compensation
- Module 4: Understanding family dynamics
- Module 5: Career pathways and growth

Chapter 2: Professionalism, Discretion & Private Household Conduct_____

- Module 1: Confidentiality and privacy standards
- Module 2: Professional conduct in private environments
- Module 3: Household hierarchy & chain of command
- Module 4: Communication with parents
- Module 5: Building trust quickly
- Module 6: Managing high-pressure environments

Chapter 3: Newborn Development & Early Life Stages _____

- Module 1: Newborn physiology and behavior
- Module 2: Developmental expectations
- Module 3: Feeding patterns and behavior
- Module 4: Recognizing normal vs concerning signs
- Module 5: Supporting healthy development
- Module 6: Observation and pattern recognition
- Module 7: Common Newborn Conditions & Pediatric Awareness

NEWBORN CARE SPECIALIST CERTIFICATION PROGRAM SYLLABUS

COURSE CURRICULUM:

Chapters & Modules

Chapter 4: Postpartum Support & Maternal Recovery

Explores maternal recovery, sensitive family support, and appropriate professional boundaries during the postpartum period.

- Module 1. Understanding postpartum recovery
- Module 2. Emotional support and maternal wellbeing
- Module 3. Supporting feeding from maternal perspective
- Module 4. Household stabilization after birth
- Module 5. Partner and family dynamics
- Module 6. Professional boundaries in postpartum support

Chapter 5: Feeding Support & Nutrition

Covers newborn feeding practices, nutrition-related observations, and clear communication with parents.

- Module 1. Bottle feeding and preparation
- Module 2. Breastfeeding support (non-medical)
- Module 3. Feeding schedules and patterns
- Module 4. Burping, reflux, and digestion
- Module 5. Identifying feeding challenges
- Module 6. Communication and reporting

Chapter 6: Sleep Conditioning & Night Care

Introduces safe sleep principles, age-appropriate sleep routines, and professional overnight newborn care.

- Module 1. Understanding newborn sleep
- Module 2. Creating safe sleep environments
- Module 3. Establishing sleep foundations
- Module 4. Overnight care execution
- Module 5. Supporting parental rest
- Module 6. Early sleep shaping techniques

Chapter 7: Daily Care, Hygiene & Newborn Handling

Covers essential newborn care practices, including hygiene, bathing, safe handling, soothing techniques, and the establishment of consistent daily routines within a private household.

- Module 1.** Diapering and hygiene
- Module 2.** Bathing and skin care
- Module 3.** Safe handling and positioning
- Module 4.** Swaddling and soothing techniques
- Module 5.** Daily routines and structure
- Module 6.** Efficiency and precision in care

Chapter 8: Health, Safety & Emergency Awareness

Explores newborn health, safety, and emergency preparedness, including risk prevention, recognizing concerning signs, appropriate escalation, and maintaining a safe environment within a private household.

- Module 1.** Safe environment and risk prevention
- Module 2.** Recognizing illness or distress
- Module 3.** Emergency awareness and response
- Module 4.** Escalation protocols
- Module 5.** Preventative care awareness
- Module 6.** Professional judgment vs panic response
- Module 7.** Medication, Documentation & Care Coordination Awareness

Chapter 9: Routines, Logs & Operational Systems

Focuses on establishing effective routines, maintaining accurate documentation, and using data to support newborn care, communication, and overall household efficiency.

- Module 1.** Structuring daily routines
- Module 2.** Tracking and documentation
- Module 3.** Reporting to parents
- Module 4.** Identifying patterns through data
- Module 5.** Professional templates and systems
- Module 6.** Using data to guide care decisions

Chapter 10: Time Management & Night Shift Performance

Focuses on effective time management, managing fatigue, maintaining high standards of care during overnight shifts, and developing strategies for long-term performance in a variety of placement types.

- Module 1.** Structuring overnight shifts
- Module 2.** Managing fatigue and performance
- Module 3.** Task prioritization under pressure
- Module 4.** Preparing for extended placements
- Module 5.** Maintaining boundaries in live-in roles
- Module 6.** High-level performance under exhaustion

Chapter 11: Advanced NCS Skills & Problem Solving

Builds on foundational knowledge to develop advanced newborn care skills, strengthen critical thinking, and prepare students to effectively problem-solve common and complex challenges in private households.

- Module 1.** Colic and unsettled babies
- Module 2.** Feeding and digestion challenges
- Module 3.** Adapting to developmental changes
- Module 4.** Problem-solving under pressure
- Module 5.** Staying within scope while solving issues
- Module 6.** Coordinating with parents strategically
- Module 7.** Premature Infants, NICU Transition & High-Needs Newborn Awareness

Chapter 12: Complex Scenarios & Private Home Realities

Explores real-world scenarios and the unique dynamics of private households, preparing students to adapt, communicate effectively, and maintain professionalism in complex and high-expectation environments.

- Module 1.** First-time vs experienced parents
- Module 2.** Conflicting parenting styles
- Module 3.** Over-involved vs hands-off principals
- Module 4.** Staff dynamics and household tension
- Module 5.** Unrealistic expectations
- Module 6.** Navigating high-expectation personalities

Chapter 13: Travel, Multiple Children & Lifestyle Adaptation

Explores the skills and strategies required to provide consistent, high-quality newborn care while traveling, caring for twins or multiple children, and adapting to different environments and household structures.

- Module 1.** Traveling with a newborn
- Module 2.** Twins and multiple children
- Module 3.** Adjusting routines across environments
- Module 4.** Working across multiple residences
- Module 5.** Maintaining consistency in changing settings
- Module 6.** Supporting high-mobility households

Chapter 14: Career Development, Placement & Income Strategy

Provides the knowledge and tools to build a successful career as a Newborn Care Specialist, including resume development, interview preparation, agency placement, income strategy, and long-term professional growth.

- Module 1.** Resume development (NCS-specific)
- Module 2.** Interview strategies and trial days
- Module 3.** Agency expectations and placement process
- Module 4.** How to command premium rates
- Module 5.** Building long-term reputation and referrals
- Module 6.** Transitioning into advanced roles
- Module 7.** Professional Exit Strategy & Long-Term Career Management

NEWBORN CARE SPECIALIST CERTIFICATION PROGRAM

Final Examination & Certification Requirements

The final assessment is designed to evaluate your understanding of the course material and your ability to apply knowledge to real-world newborn care and postpartum support scenarios. Successful completion of all components is required to earn the Newborn Care Specialist Certification.

ASSESSMENT COMPONENTS



Final Examination

A comprehensive online exam consisting of 200 multiple-choice questions covering all course chapters. The exam includes scenario-based questions designed to assess your knowledge and real-world application of newborn care and postpartum support.



Case Studies & Assignments

Completion of required case studies and practical assignments demonstrating your ability to apply course concepts to real-life private household newborn and postpartum scenarios.



30-60-90 Day Plan Presentation

A written and/or video presentation of your 30-60-90 day plan outlining your approach to a new newborn care assignment. This demonstrates your ability to create a thoughtful, structured care plan based on real-world private household scenarios.

PASSING REQUIREMENTS



A minimum score of **80%** is required

You must achieve a minimum overall score of 80% on the final examination and successfully complete all required case studies, assignments, and your 30-60-90 day plan presentation to receive your Newborn Care Specialist Certification.

CERTIFICATION

Upon successful completion of all requirements, you will receive a Newborn Care Specialist Certification from HMN-Academy, recognizing your knowledge, skills, and commitment to professional newborn care and postpartum support.



Official
Newborn Care Specialist
Certification from
HMN-Academy



Demonstrates
Professional
Knowledge & Skills



Strengthens
Your Professional
Credentials



Enhances
Career Opportunities
in Private & Professional
Households



HMN-ACADEMY

HMN Academy



A career as a Newborn Care Specialist is more than experience—it requires knowledge, precision, and the ability to provide exceptional, nurturing, and expert care during one of the most important and vulnerable stages of a child's life.

This certification is designed for individuals who are committed to deepening their understanding of newborn care, postpartum support, and private household dynamics, while strengthening their practical skills and advancing their careers in private homes and estates *with confidence and professionalism*.

Whether you are just beginning your journey or looking to elevate your current role, the investment in your *knowledge and skills* will define your long-term success.

The time to elevate your career is now.

www.hmn-academy.org
admissions@hmn-academy.org



HMN ACADEMY

PROFESSIONAL EDUCATION
FOR THE PRIVATE DOMESTIC SECTOR