Dr Franklin Shaffer (USA)

Recognising the credentials and contributions of internationally educated midwives
Recognizing the Credentials and Contributions of Internationally-Educated Midwives

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President and Chief Executive Officer
5th Commonwealth Nurses and Midwives Conference
6 March 2020 14:00-14:30
Objectives

• Overview of CGFNS, Globalization, Midwifery Trends
• Credentials Evaluation of Internationally-Educated Midwives
• Global Midwifery Standards
  • ICM Global Standards
• CGFNS Commission on International Midwifery Graduates
• ICM-CGFNS Professional Midwives Standards and Credentials Committee
CGFNS International, Inc.

• Established in 1977, CGFNS is a multi-national, multi-professional credentials analysis organization serving 14 health professions

• **Mission**: to serve the global community through programs and services that verify and promote the knowledge-based practice competency of healthcare professionals

• **Vision**: to be the premier source of credentials evaluation and professional development services that provide strategic value and direction to healthcare professionals worldwide

• Over 3 million health professionals from 193 countries
Passport to the Future

• “Education and training that can be qualified and quantified is the currency for mobility of healthcare professionals and the standards upon which healthcare institutions employ and sustain their workforce.”
"Education today should combine knowledge, life skills and critical thinking. It should include information on sustainability and climate change. And it should advance gender equality, human rights and a culture of peace."

António Guterres
UN Secretary-General
Global Migration

“Migration is one of the defining issues of the twenty-first century. It is now an essential, inevitable and potentially beneficial component of the economic and social life of every country and region.”

As our world amalgamates, we are all becoming citizens of the globe.
Global Migration Trends

• 1 in every 7 persons in the world is a migrant
• 272 million international migrant
  • 130 million women
  • 31 million children
  • 26 million registered refugees
  • 164 million migrant workers
  • 5.7 million international students

Source: (Global Migration Indicators 2018, IOM)
Global Midwifery Profession

Nurses and Midwives play key roles in all aspects of public health and healthcare:

1. Provide safe, high-quality, cost-effective care and services
2. Empower people to manage their own health
3. Ensure equal access and continuity of care
4. Manage chronic conditions and long-term care
5. Promote health throughout all stages of life

Source: WHO, 2020
Growing Challenges for Midwives

- Ageing populations
- Mobile workforce
- Economic pressure
- Migration
- Workforce shortages
- Health inequities

Source: WHO, 2020
Strategies for strengthening midwifery

- Scale up and transform education
- Plan workforce and optimize skill mix
- Create positive work environments
- Promote evidence-based practice and innovation

Source: WHO, 2020
Midwifery workforce throughout the commonwealth
Health Workforce: U.K.

- Approximately **44,000** midwives and dual register nurse midwives on NMC register

### Table 1: Number of nursing and midwifery registrants by registration type 2013 to 2018

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<tr>
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</thead>
<tbody>
<tr>
<td>Midwife</td>
<td>29,884</td>
<td>31,048</td>
<td>32,117</td>
<td>33,635</td>
<td>35,217</td>
<td>36,409</td>
<td>21.8%</td>
</tr>
<tr>
<td>Nurse</td>
<td>631,310</td>
<td>638,364</td>
<td>644,769</td>
<td>648,617</td>
<td>646,243</td>
<td>649,619</td>
<td>2.9%</td>
</tr>
<tr>
<td>Nurse and midwife</td>
<td>11,166</td>
<td>10,591</td>
<td>10,115</td>
<td>9,164</td>
<td>8,278</td>
<td>7,590</td>
<td>-32.0%</td>
</tr>
<tr>
<td>Specialist Community</td>
<td>10</td>
<td>6</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Public Health Nurse</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>(SCPHN) only</td>
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<td></td>
</tr>
<tr>
<td>TOTAL</td>
<td>672,370</td>
<td>680,009</td>
<td>687,001</td>
<td>691,416</td>
<td>689,738</td>
<td>693,618</td>
<td>3.2%</td>
</tr>
</tbody>
</table>

*Source: Nursing and Midwifery Council*
Health Workforce: U.K.

- Most common nationalities of NHS Staff:
  - British (976,288)
  - Indian (18,348)
  - Philippine (15,391)
  - Irish (13,016)
  - Polish (8,477)
  - Spanish (6,781)
Midwifery Workforce: Canada

• There are over 425,000 registered nurses in Canada
• There are over 1,690 midwives in Canada
• Midwives support around 11% of births in Canada per year
• Midwifery is regulated and funded in almost all provinces and territories in Canada

Source: Canadian Association of Midwives, 2019
## Midwifery Workforce: Australia

General registration **December 2019**

<table>
<thead>
<tr>
<th>Division</th>
<th>ACT</th>
<th>NSW</th>
<th>NT</th>
<th>QLD</th>
<th>SA</th>
<th>TAS</th>
<th>VIC</th>
<th>WA</th>
<th>No PPP</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrolled Nurse (EN)</td>
<td>696</td>
<td>13,677</td>
<td>432</td>
<td>13,372</td>
<td>7,789</td>
<td>1,651</td>
<td>20,499</td>
<td>5,620</td>
<td>99</td>
<td>63,835</td>
</tr>
<tr>
<td>Registered Nurse (RN)</td>
<td>5,312</td>
<td>87,064</td>
<td>3,752</td>
<td>62,524</td>
<td>23,292</td>
<td>7,359</td>
<td>77,247</td>
<td>30,558</td>
<td>10,777</td>
<td>307,885</td>
</tr>
<tr>
<td>EN &amp; RN</td>
<td>100</td>
<td>1,521</td>
<td>65</td>
<td>1,827</td>
<td>821</td>
<td>79</td>
<td>3,159</td>
<td>762</td>
<td>31</td>
<td>8,365</td>
</tr>
<tr>
<td>Midwife</td>
<td>185</td>
<td>1,407</td>
<td>93</td>
<td>1,293</td>
<td>680</td>
<td>46</td>
<td>1,495</td>
<td>460</td>
<td>195</td>
<td>5,854</td>
</tr>
<tr>
<td>Nurse (EN &amp; RN) and Midwife*</td>
<td>480</td>
<td>7,161</td>
<td>472</td>
<td>5,521</td>
<td>1,711</td>
<td>611</td>
<td>7,288</td>
<td>2,754</td>
<td>269</td>
<td>26,267</td>
</tr>
</tbody>
</table>

* Practitioners with a Nurse and Midwife registration may hold registration as an EN and Midwife, RN and Midwife, or EN and RN and Midwife.

Source: AHPRA Nursing and Midwifery Board, **2019**
Midwifery Workforce: New Zealand

- 60,000 enrolled nurses, registered nurses, and nurse practitioners
- More than 3,200 practicing midwives in New Zealand
- Average age of NZ midwives is 46.5 years old

Source: NZ Midwifery Council, 2019 Midwifery Workforce Survey
Internationally-Educated Nurses and Midwives:

- 7.9% in Canada
- 8% in the U.S.
- 15.2% in the U.K.
- 18.3% in Australia
- 27% in New Zealand
WHO State of the World’s Midwifery Report

- WHA Resolution 64.7 gives WHO the mandate to strengthen the capacity of the nursing and midwifery workforce through the development of strategies and the provision of technical support to Member States

  - Report on progress and future challenges to deliver effective coverage and quality midwifery services
WHO State of the World’s Midwifery Report 2021

• Joint endeavor of United Nations Population Fund (UNFPA), International Confederation of Midwives (ICM), and World Health Organization (WHO)
• Will inform national policy dialogue on strengthening midwifery and accelerating progress across SDGs
• Evidence base on role of midwives can help drive development of national workforces and unlock investment opportunities for the profession
• Data from National Health Workforce Accounts (NHWA)
Credentials Evaluation of Internationally-Educated Midwives

• How do we verify, assess, and evaluate the academic and professional credentials of midwives seeking recognition across borders?

• We need a global process for assessing midwives' qualifications and competencies against international standards

• Regulators must be assured that midwives seeking registration from other jurisdictions meet these standards

• Where do we begin?
Leveraging a Global Workforce

• Think about the **students** in higher education needing an education that will enable them to keep pace with the cross-boundary knowledge that is developed rapidly and globally.

• Think about the **graduates** from higher education needing to demonstrate proficiency in English as a basic skill for global effectiveness.

• Think about the **professionals** in practice needing to validate their education to maintain their competitive edge and to access opportunities available in the global marketplace.
International Confederation of Midwives (ICM) Global Standards

• Essential to a universally agreed basic standard of midwifery education

• ICM standards include:
  • Global Standards for Midwifery Education (2010)
  • Global Standards for BASIC Midwifery Education (2010)
  • Global Standards for Midwifery Regulation (2011)
  • Essential Competency for Basic Midwifery Practice (2011)

• Standards are essential pillars to strengthen midwifery worldwide by preparing fully qualified midwives to provide high-quality, evidence-based health services
CGFNS Commission on International Midwifery Graduates (CIMG)

- A division of CGFNS established in 2019
- Recognizes the qualifications and valuable contributes of midwives to maternal and child health worldwide
- Develops CGFNS’ approach to assessing qualifications and standards of midwives seeking recognition across borders
- The Division’s standards for credential and education assessment of midwives will reflect ICM’s Global Standards
- Informs the ICM-CGFNS Professional Midwife Standards and Credentials Committee…
Professional Midwives Standards and Credentials Committee

*CGFNS and ICM partnership:*

1. Provide consultation on global standards for education, scope of practice, entry-level competencies for midwifery practice
2. Assist in gathering of evidence and research to support the Standard used by CGFNS
3. Assist to set the standard required for assessment of an applicant’s eligibility related to programs requirements
4. Guide the evaluation of the comparability of education, licensure, practice of internationally-educated midwives to the standards of the required programs
5. Annually review and revise the Standard
6. Provide guidance on evaluation of applicants whose credentials pose unusual circumstances
7. Serve as Appeals Committee for profession of midwifery
Conclusions

• Midwifery is one of world’s oldest health professions; overwhelming research that qualified midwifery not only saves lives, but improves health outcomes for mothers and their newborns

• Qualified midwives could provide 87% of all essential health services to expectant or new families

• Poor quality of care is now bigger barrier to reducing mortality than insufficient access to care.

• In today’s globalized world, health workforce migration will increase, highlighting importance of credentials verification and evaluation

• Global harmonization of standards is key to support mobility of qualified midwives to promote global quality maternal and infant health
“If you didn’t migrate then your father did, and if your father didn’t need to move from place to place, then it was only because your grandfather before him had no choice but to go, to put this old life behind him in search of the bread that is his own land denied him...”

— José Saramago
Thank you!

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