Readiness for Midwifery Practice in Canada: An Online Self-Assessment Tool

Kelly McKnight, Pat Saunders, Kerstin Martin

The views expressed herein do not necessarily reflect the views of Health Canada
Background to the Development of the Self-Assessment Tool

• Developed by Nova Scotia Community College as a project under the Health Canada-funded Atlantic Connections: Internationally Educated Health Professions

• This umbrella initiative supports a number of projects intended to facilitate the integration of IEHPs to Canadian Health Professions
### Atlantic Connections IEHP Integration Framework

#### Foundational Themes

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<tr>
<th>Pre-Entry</th>
<th>Post-Entry</th>
<th>Settlement</th>
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<tbody>
<tr>
<td><strong>Pillar 1</strong></td>
<td><strong>Pillar 2</strong></td>
<td><strong>Pillar 3</strong></td>
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<tr>
<td><strong>Comprehensive Information</strong></td>
<td><strong>Profession Specific Assessment/Gap Analysis</strong></td>
<td><strong>Education / Bridging</strong></td>
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<td>IEHP Outcomes</td>
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#### IEHP Outcomes

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<tr>
<td>2. Knowledge of available options</td>
<td>2. Documented knowledge, skills, and abilities/competencies</td>
<td>2. Cultural awareness and competency</td>
<td>2. Profession-specific language and communication skills</td>
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<td>5. Increased applications of IEHPs for licensure</td>
<td>5. Individualized pathways available to meet identified gaps</td>
<td>5. Completed portfolios.</td>
<td>5. Increased employment of IEHPs in Atlantic Canada</td>
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<td>7. Increased numbers of IEHPs accessing professional exams</td>
<td>7. Retention of IEHPs in Atlantic</td>
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<td>8. IEHP success on professional exams</td>
<td>8. Sustainability</td>
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<td>9. IEHP licensure in health professions.</td>
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Overview of Midwifery Self-Assessment Tool

- Purpose is to provide IEMs with an accurate picture of the required competencies for Canadian midwifery practice - not meant to be used for formal assessment of competencies or prior learning
- On-line format to support IEM access to information--ideally prior to emigration
- Design combines elements of other self-assessments and information sources for health care professionals into one tool
- SA tool is currently maintained at the NSCC and linked to the national bridging program (MMBP) and other appropriate IEHP websites; will be maintained by the MMBP after March 2010
Challenges in developing the SA tool

• Describing demands of Canadian midwifery practice that are unfamiliar to many IEMs, e.g. being on call, carrying a caseload, providing informed choice, home birth, work in remote communities, etc

• Providing detailed information for each core competency while keeping the tool user-friendly

• Finding Canadian midwifery-specific resources online

• Developing a scoring rubric to indicate the likelihood of successful completion of bridging program - vs need for retraining in a midwifery education program
Demonstration of the Self Assessment Tool

• http://access.nscc.ns.ca/test/midwife/
Evaluation results and recommendations

1. Has the tool provided you with a better understanding of how midwifery is practiced in Canada?
   – 6 out of 6 people answered yes (100%)

2. After completing the questions do you have a better understanding of how your skills and experience as a midwife compare to those required for practicing midwifery in Canada?
   – 6 out of 6 people answered yes (100%)

3. Were you able to understand the language used in the tool?
   – 6 out of 6 people answered yes (100%)
4. Was the website easy to use?
   – 6 out of 6 people answered "Very easy to use" (100%)

5. Were the questions organized in a logical order?
   – 6 out of 6 people answered yes (100%)

6. Were any of the questions confusing or difficult to understand?
   – 0 out of 6 people answered yes (0%)
Evaluation results and recommendations cont’d

• 5 out of 6 respondents provided comments - consistently positive

• 1 respondent suggested a few additional online resources

• Limited response to survey:
  – Number of applicants to MMBP is small
  – Complex application process = reluctance to spend more time completing the evaluation survey?
Thank you

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