American College of Nurse-Midwives Global Health Competencies and Skills

ACNM Division of Global Engagement

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Introduction

The Global Health Competencies and Skills for Midwives were developed after requests from ACNM Certified Nurse Midwives (CNMs) and Certified Midwives (CMs) members with and without global health experience, midwifery students with and without global health experience, the ACNM Board of Directors, and Midwifery Education Program Directors and Educators to help them guide students by providing structure for evaluating available global education and experiential opportunities.

The purpose of the document is to identify a breadth of global expertise that may be required on projects to different degrees, depending on the nature of the global work. It acknowledges these competencies and skills might be required at different points in a global career and should develop as learning advances with increasing exposure. Nine competencies were identified with specific skills for each articulated.

The document was developed for ACNM CNM and CM members interested in expanding into global health, student midwives interested in global health, and Midwifery Education Program Directors and Educators who can help direct students interested in global health.

The Global Health Competencies and Skills are not a comprehensive list, but rather should be seen as guidelines for incremental learning above and beyond the ACNM Basic Midwifery Core Competencies and midwifery practice according to the ACNM Code of Ethics. Finally, this document will guide ACNM CNM and CM members' education in global work which offers unique opportunities to increase self-awareness, culturally humility, and ability to work with a diverse range of stakeholders.

Global Understanding Competency

The CNM/CM understands the past, present, and anticipated future of maternal, newborn and reproductive global health including: global leadership, global health organizations, impact of events and environmental changes on global health, and evidence-based global health improvement efforts.

Global Understanding Skills

- Understand the history of global health and current vision as promoted by global leaders
- Identify primary global health care organizations engaged in maternal, newborn and reproductive health and their role in addressing health issues around the world
- Understand the global burden of disease and morbidity and mortality affecting women and newborns
- Identify evidence-based efforts to: reduce disparities, mitigate the effect of travel & migration on health, and reduce the additional burden of illness in post-conflict and fragile states
- Describe the impact of climate change and environmental factors (i.e. clean water, air, sanitation, pollution, overcrowding, food scarcity) on health and know how these factors vary across world regions

Clinical Practice Competency

The CNM/CM demonstrates safe and appropriate clinical practice based on knowledge of maternal, perinatal, and under 5 health and illnesses in resource-constrained settings.

Clinical Practice Skills

- Demonstrate a basic understanding of the:
    - Major physiologic causes of maternal, perinatal, and under age 5 mortality and morbidity worldwide
    - Major physiologic causes of maternal, perinatal, and under age 5 mortality and morbidity in target country or region
    - Common infectious diseases endemic to resource poor areas including the presentation, diagnosis, treatment and control measures for conditions including acute respiratory infections, diarrheal diseases, malnutrition, meningitis, tuberculosis, HIV, and parasitic infections such as malaria and helminthic infections, and describe their unique impact in women, newborns and in pregnancy
    - Chronic non-communicable diseases including the prevention, presentation, diagnosis, treatment and management measures, and describe their unique impact in women, newborns and in pregnancy. Demonstrate understanding of the double impact these diseases pose in countries with concomitant high infectious disease burden especially for women and pregnant women

    - Health issues encountered by vulnerable populations such as immigrants, refugees, internally displaced persons, and those with disabilities including the sequela of late-stage presentations of untreated common illnesses
    - Value of and opportunities for specific preventive health measures for individuals and populations
- Demonstrate a solid clinical foundation with knowledge and experience in those specific clinical skills that midwives/associate clinicians must possess to practice safely in resource-constrained settings

Health Equity and Justice Competency

The CNM/CM applies the principles of health equity and justice in the provision of maternal, newborn and reproductive global health.

Health Equity and Justice Skills

- Describe how cultural, social, economic, and political factors, as well as health systems and health workforce issues, are determinants of population health
- Analyze strategies to address health disparities across marginalized and vulnerable populations, to engage these populations in health care decision making, to develop and implement strategies to advocate for health and system change
- Understand the effect of legal systems on health and health care
- Demonstrate familiarity with organizations and agreements that address human rights in health care and research

Professionalism / Ethics Competency

The CNM/CM integrates self-awareness, respect of and sensitivity towards others, flexibility, and ability to address ethical / professional issues in maternal, newborn and reproductive global health experiences.

Professionalism / Ethics Skills

- Demonstrate intercultural sensitivity/humility to adapt and accept concepts/actions different than their own
- Able to recognize one's own values, biases, limitations, and abilities. Adjust personal actions to show an ability to relate, demonstrate respect, avoid stereotypical responses, and resolve common challenges
- Able to relate and work respectfully with people in relation to age, gender, ethnicity, place of origin, religious/spiritual beliefs, political beliefs, educational level, marital or family status, physical or mental disability, socioeconomic status, sexual orientation, or criminal convictions.
- Able to anticipate and analyze ethical and professional issues and expected ethical challenges that arise in global work
- Able to adapt and function in a changing environment
- Understands importance of and participates actively in pre-departure training and post-return debriefing for work in a low resource setting, and ensure the same for all team members.

- Able to mobilize appropriate
- resources to ensure personal health and travel safety

Communication Competency

The CNM/CM demonstrates effective, appropriate, and adaptive communication skills in a variety of global health settings.

Communication Skills

- Practice effective and clear communication – written and verbal
- Assure ability to communicate effectively through a translator / interpreter or demonstrate adequate language competency
- Master the use of technology to support communication, especially across geographic distances
- Demonstrate effective conflict resolution skills

Leadership, Organization, and Program Management Competency

The CNM/CM applies leadership and organization skills to develop programs that improve maternal, newborn and reproductive global health.

Leadership, Organization, and Program Management Skills

- Participate in pre-departure training and post-return debriefing for work in a low resource setting, and ensure the same for all team members.
  - appropriate pre-departure preparation with respect to: personal health, travel safety, cultural awareness, expected ethical challenges
- Acquire and share awareness of the historical, socio-political, economic, and linguistic context in which work will be undertaken
- Foster the creation of collaborations and partnerships with emphasis on sustainable programming, exchange of ideas, teamwork
- Collaboratively design and develop programs, providing support in implementation and management of programs; based on community identified needs with clear objectives; setting of priorities; allocation of resources, both human and financial; monitor and evaluate programs with a focus on improved and sustainable outcomes
- Demonstrate skills in data management, and effective and routine use of data for decision making
- Manage human resources by demonstrating appropriate delegation, display of confidence in staff, providing appropriate oversight and guidance, as well as feedback, serving as motivation to staff

Teaching / Learning Competency

The CNM/CM demonstrate expertise in teaching, learning, and evaluation in low resources settings.

Teaching / Learning Skills

- Participate in constant self-evaluation and lifelong learning

- Demonstrate mastery of clinical skills needed in low resource and low literacy environments
- Show competence in pre-service and in-service concepts and approaches, with skills in each
    - Pre-Service Education: Didactic and theory, simulation, clinical practice systems
    - In-Service Training: Low Dose High Frequency (LDHF), mentoring, support and supervision integrated into a quality of care framework
- Implement simulation especially in low resource settings
- Conduct regular monitoring, evaluation, and assessment of programs and students

Research /Continuous Quality Improvement (CQI) Competency

The CNM/CM utilizes internationally accepted research and quality improvement methodologic approaches and ethical knowledge to improve maternal, newborn and reproductive global health.

Research / Continuous Quality Improvement (CQI) Skills

- Demonstrate familiarity with common data sources, globally and in local context
- Use of data to effectively evaluate the health of a population
- Apply public health research skills to:
    - incorporate qualitative, quantitative, and operations research and translate research to policy and programs
    - design and apply reliable, valid, and ethically sound research
    - identify innovative solutions for global health problems
- Apply the fundamental principles of international standards for the protection of human subjects in all settings
- Use global evidence to appropriately support development in LMICs.

Health System Strengthening Competency

The CNM/CM co-develops solutions to health systems challenges using local health systems knowledge and leadership.

Health System Strengthening Skills

- Recognizes individuals as part of a health care system and focuses efforts on improving the system, rather than focusing solely on individuals.
- Develop familiarity with key systems strengthening concepts, with expertise in at least one area of:
    - Health policy
    - Leadership development
    - Workforce planning and development
    - Professional regulation (accreditation, licensure, scope of practice, CPD) and professional association capacity development
    - National and local supply chain function
- Assist a community to overcome barriers to improve maternal, newborn and reproductive health through use of available human, organizational, institutional, and legal resources.