



Alliance to Improve  
Midwifery Education





## **Quality midwifery education is essential in preparing midwives to provide high-quality care.**

The Alliance to Improve Midwifery Education (AIME) is a consortium of leading global organisations, working together to strengthen Sexual, Reproductive, Maternal and Newborn Health (SRMNH) worldwide. Through enhanced midwifery education, we can ensure autonomous midwives are able to meet their full capacity and deliver the impact of midwifery care, reducing maternal, newborn, and stillbirth deaths and providing up to 90% of SRMNH care. Quality midwifery education is essential to preparing midwives to provide high-quality care.

Midwives and their educators need substantial resources and investment. Since its inception in 2021, AIME has been bringing together leading organisations, collaborating globally, and connecting midwives, midwife educators, and policymakers. Together they contribute to a global network of knowledge exchange, resource mobilisation, policy advocacy, community engagement, research, and capacity building. With a crisis of midwife human resources for maternal and newborn care upon us, we cannot afford to rest upon duplicative efforts that work in silos.

The development of the AIME collaboration exemplifies how partnerships across regions, institutions, Non-Governmental Organisations (NGOs), governments, private sector partners and civil society are indispensable for advancing the quality of midwifery education.





**Strong and effective midwifery education is one important pathway to achieving this model of care.**

## **How are AIME working to strengthen midwifery education?**

AIME provides a platform for strengthening effective collaboration and partnerships required to implement and evaluate the effectiveness of programmes that can foster improved quality of midwifery education, particularly in low- and middle-income countries (LMICs). To date, AIME has collaborated with partners and stakeholders to reach over 8500 health care providers and midwifery and nursing educators in over 100 countries.



**8,500 providers**  
**100+ countries**

# What we achieved in 2024

## Knowledge sharing and capacity building:

### Online Webinars

The AIME collaboration have hosted global education webinars throughout the year. These webinars have connected thousands of midwives, educators, policy makers, and others to share their knowledge, showcase case studies and signpost new and emerging research and resources in education. These webinars are an effective way for midwives and midwifery educators to stay in touch and ensure development and project work from across the AIME collaboration is shared to a global audience, ensuring maximum impact, acceleration and alignment.

### The webinar topics in 2024 have included

- Enhancing midwifery education
- The updated *ICM Essential Competencies for Midwifery Practice*
- Developing a competency-based curriculum
- Applying recognition of prior learning (RPL) in midwifery programmes.

Recordings of these webinars in English, French and Spanish can be viewed on the [ICM YouTube channel](#)

**aime** Alliance to Improve Midwifery Education **ICM** International Confederation of Midwives

## Developing Competent Midwives

**WEBINAR SERIES**

**16:00 CET**

20 November	Essential Competencies for Midwifery Practice
04 December	Integrating ICM competencies into Midwifery curriculum
11 December	Recognition and incorporation of prior relevant learning and knowledge into Midwifery programs



## Practical Workshops

In 2024, AIME hosted two regional face-to-face workshops during the [International Confederation of Midwives \(ICM\)](#) Regional conferences. One held in Kigali, Rwanda in September and the second held in Berlin, Germany in November. These workshops have connected 100+ educators from across the globe. The workshops were sponsored by UNFPA and co-facilitated by ICM and [Laerdal Global Health](#), on behalf of AIME, showcased the [ICM's Global Standards for Midwifery Education](#), [ICM's Essential Competencies for Midwifery Practice](#) and how these resources can be applied to strengthen midwifery education and practice. The workshops demonstrated enhanced simulation techniques through the use of digital tools develop by *Laerdal Global Health*. Practical approaches to competency-based education were discussed, including how to strengthen the acquisition of ICM's *Essential Competencies for Midwifery Practice* both for pre-and in-service skill development.



# Global Resource Development



## Launch of the updated 2024 Essential Competencies for Midwifery Practice.

In June the ICM launched its updated [Essential Competencies for Midwifery Practice](#). These competencies outline the minimum set of knowledge, skills, and professional behaviors required to use the designation of midwife and work across the scope of midwifery practice as defined by ICM. The updated competencies include a new category, sexual and reproductive health and rights, aligning the competencies to global authoritative evidence such as the [World Health Organisation's \(WHO\) Comprehensive Abortion Care Guideline](#). This will ensure strengthening of midwives' roles in SRMNH.

ICM has also published several other education resources in its [Midwifery Education Development Pathway \(MPath\)](#). This toolkit of additional guidance is designed for midwife educators working to strengthen pre-service midwifery education programmes. It includes guidance to support with alignment to the ICM Global Standards for Midwifery Education, tools include:



- A [curriculum mapping tool](#) and [explanatory video](#) aligned to the updated ICM Essential Competencies for Midwifery Practice
- [Essential Competencies Assessment Guide](#)
- [Using the Essential Competencies in a Midwifery Curriculum](#)
- [Supplementary guidance for quality clinical placements for student midwives](#)



# Research

The AIME collaboration is leading a number of research projects, commissioned by UNFPA, focused on midwifery education and scope of practice. These projects have been led by Dr Sarah Bar-Zeev, Rachel Smith and Professor Caroline Homer from the Global Women's and Newborn Health Working Group at the Burnet Institute in Melbourne.

## Global Educators of Midwives Study (GEMS)

The purpose of this study is to better understand:

- how educators and trainers obtain their knowledge and skills to teach midwives
- career pathways available to become an educator
- how educators and trainers maintain their professional competencies
- Individual needs for continuing professional development and
- perceived challenges of midwifery educators and trainers

## Understanding midwives' ability to work to their full scope of practice: A global study

We understand that countries may need support to ensure national policies and regulatory processes optimise the benefits the midwifery workforce has for mothers and babies. This research will better inform how countries can ensure midwives are enabled to work to international standards that include the [ICM's Essential Competencies for Midwifery Practice](#) and the [ICM's International Definition and Scope of Practice of a Midwife](#). The research will also identify measures that can be taken to strengthen midwifery at country level.

Both studies are now closed for participants, but analysis of the findings will be ongoing in 2025, and we look forward to sharing these findings soon.

# Publications

Colleagues from UNFPA; Burnet Institute and Liverpool School of Tropical Medicine published a number of midwifery education research articles.

1. Shikuku, D. N., Bar-Zeev, S., Ladur, A. N., Allott, H., Mwaura, C., Nandikove, P., ... & Ameh, C. (2024). Experiences, barriers and perspectives of midwifery educators, mentors and students implementing the updated emergency obstetric and newborn care-enhanced pre-service midwifery curriculum in Kenya: a nested qualitative study. *BMC Medical Education*, 24(1), 950. <https://doi.org/10.1186/s12909-024-05872-7>
2. Shikuku, D. N., Mohammed, H., Mwanzia, L., Ladur, A. N., Nandikove, P., Uyara, A., ... & Ameh, C. (2024). Evaluation of the feasibility of a midwifery educator continuous professional development (CPD) programme in Kenya and Nigeria: a mixed methods study. *BMC Medical Education*, 24(1), 534. <https://doi.org/10.1186/s12909-024-05524-w>
3. Shikuku, D. N., Dickinson, F., Allott, H., White, S., Bar-Zeev, S., & Ameh, C. (2024). The effect of emergency obstetric and newborn care training interventions on knowledge and skills of midwifery students prior to graduation in Kenya: A quasi-experimental study using a non-randomised controlled study design. *International Journal of Africa Nursing Sciences*, 20, 100729. <https://doi.org/10.1016/j.ijans.2024.100729>
4. Shikuku, D.N., Mwaura, C., Nandikove, P. et al. An evaluation of the effectiveness of an updated pre-service midwifery curriculum integrated with emergency obstetric and newborn care in Kenya: a cluster randomised controlled trial. *BMC Med Educ* 24, 1562 (2024). <https://doi.org/10.1186/s12909-024-06581-x>

**For more information about the AIME partnership, see this published paper**

Bar-Zeev S, Shikuku D, Homer C, Smith R, Hardtman P, Lal G, Stalls S, Masuda C, Copeland F, Ugglas AA, Pairman S, Hailegebriel TD, Ameh C. Harnessing partnerships to strengthen global midwifery education to improve quality maternal and newborn health care: The Alliance to Improve Midwifery Education (AIME). *Midwifery*. 2024 Oct;137:104111. doi: 10.1016/j.midw.2024.104111. Epub 2024 Jul 25. PMID: 39127574. <https://pubmed.ncbi.nlm.nih.gov/39127574/>



# Watch out for ongoing AIME activities in 2025

## Resource Development

### Global Standards for Midwife Faculty Development (ICM)

The midwifery education community and global partners have called for much-needed standards for midwifery faculty. In many settings midwifery faculty development is under-resourced, inconsistent, and does not enable midwife faculty to deliver evidence-based curricula, including much-needed clinical education. In response, the ICM is developing *Global Standards for Midwife Faculty Development*.

This important piece of work has been out for consultation and will be launched in mid-2025, following approval by the *ICM Council*, the AIME collaboration and other stakeholders. Once launched the standards will provide much-needed best-practice guidance for policymakers and educational institutions on midwife faculty development. Keep a look out for the launch events later in the year.

### Direct Entry and Post Nursing Sample Midwifery Curricula (UNFPA and ICM)

In response to countries' requests for support in providing quality midwifery education, UNFPA collaborated with ICM and midwifery educators from across the globe to develop sample curricula for both direct-entry and post-nursing midwifery education programmes. These curricula have been developed as flexible documents that require contextualisation to a country's social, cultural, and health needs. This also includes adaption to the capacity of the faculty who deliver midwifery education in the country.

These curricula align to the [ICM's Essential Competencies for Midwifery Practice](#), and their implementation is supported by the [ICM's Direct-Entry Midwifery Programme Guide](#) and [Post-Nursing Midwifery Programme Guide](#). The curricula, which will be launched in 2025, provide a range of teaching and learning resources including programme learning objectives, module learning outcomes, graduate attributes, and assessment criteria.

## Knowledge sharing and capacity building

In 2025, AIME will continue to host online webinars to showcase global midwifery education resources, we look forward to sharing details about these soon.

Burnett Institute, supported by others, is planning a series of research skills workshops in South-East Asia, and we hope to replicate these globally. More details to follow.

We will continue to build our [WHO Community of Practice](#), leveraging online resources to connect the midwifery education community.

Finally, in 2025, we will also be launching the AIME website. This website will bring together global partners and provide a single platform for highlighting and discussing pivotal developments in midwifery education worldwide. Watch this space and follow the ICM social media channels for more updates.

## Evidence and Research

The AIME collaboration is involved in a number of ongoing research studies, including:

- **Global Educators of Midwives Study (GEMS)**
- **Understanding midwives' ability to work to their full scope of practice: A global study**







## Ways to stay involved



Sign up to [ICM Newsletter](#)



Join [WHO AIME Community of Practice](#)