



## **International Midwifery Pre-registration Program (IMPP) Program Components**

### **1. Independent Study Modules (June – August, completed by all participants)**

#### **Preparatory work for Intensive #1**

Modules completed at distance by participant: applied ethics; pharmacology; evidence-based practice; lab and ultrasound; prenatal, intrapartum, and post-partum care; and portfolio and competency self-evaluation.

### **2. Intensive #1**

#### **CVIM 100 Prior Learning Assessment for Midwives (August – October, completed by all participants)**

#### **Overview**

CVIM 100 Prior Learning Assessment for Midwives is part of the mandatory first term, along with CVIM 400 Orientation to Midwifery Practice in Ontario. It is important to

understand that this is a competency based orientation and assessment program, which must be completed in 6-9 months, and, in keeping with its funded mandate, **it is not a re-education or re-training program.** The outcome of successful completion of the IMPP is eligibility to write the Canadian Midwifery Registration Exam and apply to the College of Midwives of Ontario for registration, or any midwifery regulatory body in Canada which recognizes the IMPP as a route to registration.

### Course Description

This course offers students an intensive orientation to all critical aspects of practicing midwifery in Ontario. Content includes: self-regulation, history, model, philosophy, and ethics of Ontario midwifery, childbirth issues in sociology, evidence based care, genetic testing, transition to primary care roles and models, Canada's health care system and Ontario's clinical competencies for midwives.

- **Study/Class Hours:** Group Intensive format over 7 weeks, approximately 100 hours in Simulation Lab (including CMO training/testing and seminars)
- **More than half of the hours in the course are spent in clinical orientation and testing.**

### Course Objectives:

This course is designed to provide the student with opportunities to do the following:

- Understand the roles and functions of prior learning assessment for health professionals
- Demonstrate reflective practice, continuous self-assessment and review, and enhancement of knowledge and skills
- Participate in a comprehensive prior learning assessment in order to identify clinical skills and knowledge learning needs
- Use professional standards of practice, research evidence, and clinical practice guidelines from the CMO, AOM, and SOGC to direct learning and adaptation of clinical approaches to meet Ontario's CMO competencies
- Demonstrate openness to approaches to clinical midwifery care and model of care which enhance adaptation to women-centred care and to a new clinical role and Ontario midwifery competencies
- Demonstrate professional communication and behaviours that contribute to effective partnerships with clients, colleagues, and other health professionals in a range of small and large group environments
- Demonstrate proficiency in required competencies set by the CMO and required certifications in NRP, EFM, and ESW

### Major Concepts

- Role of primary caregiver related to clinical care provision
- General knowledge – Physiological and Pathophysiology for Midwives in Ontario
- Informed choice and clinical care – Who decides and how?
- Continuity of care provider – clinical care and knowing the woman

- Birthplace options – prenatal, intrapartum, and postpartum clinical issues
- Clinical skills for each phase of the client’s childbearing cycle
- Appropriate use of technology – linked midwifery skills
- Evidence-based clinical practice – applied findings in clinical care
- Communication – critical component of all clinical skills and client-centered care
- Ethics – respect for autonomy, non-maleficence, and beneficence in care provision
- Exploration of self and professional role – self assessment and reflective practice
- Assessment and certification in NRP, EFM, and ESW

## Methodology

A variety of teaching methods designed to facilitate orientation, learning and performance will be incorporated. Strategies will include: lecture, small group, lab practice, field experience, independent study, reflection, co-operative learning, simulations, role playing, group problem solving, portfolio development, exam writing practice, exam writing, OSCE practice, completion of OSCEs, completion of specialized learning and assessment seminars, and mandatory certification day programs required by the College of Midwives of Ontario.

## Major Course Components

- Pre-Course Independent Study Distance Modules will include most or all of the following:
  - Portfolio
  - Evidence-based Practice
  - Ethics
  - Pharmacology
  - Lab and Ultrasound
  - Self-Regulation
- Objective Simulated Clinical Examinations (OSCEs)
- Written Examinations
- Specialized Learning and Assessment Seminars
- Certification Training and Assessment Day Programs
- ESL Scenario-based Coaching for eligible participants

## CVIM 400 Orientation to Midwifery Practice in Ontario (August – October, completed by all participants)

### Overview

CVIM 400 Orientation to Midwifery Practice in Ontario is part of the mandatory first term, along with CVIM 100 Prior Learning Assessment for Midwives. It is important to understand that this is a competency-based orientation and assessment program, which must be completed in 6-9 months, and, in keeping with its funded mandate, **it is not a re-education or re-training program**. The outcome of successful completion of the IMPP is eligibility to write the Canadian Midwifery Registration Exam and apply to the

College of Midwives of Ontario for registration, or any midwifery regulatory body in Canada which recognizes the IMPP as a route to registration.

### Course Description

This course offers students an intensive orientation to all critical aspects of practicing midwifery in Ontario. Content includes: self-regulation, history, model, philosophy, and ethics of Ontario midwifery, childbirth issues in sociology, evidence based care, genetic testing, transition to primary care roles and models, Canada's health care system and Ontario's clinical competencies for midwives.

- **SimLab/Class Hours:** Group Intensive format over 7 weeks, approximately 100 hours including testing, training, and seminars
- **More than half of the hours in the course are spent in clinical orientation and testing**

### Course Objectives

This course is designed to provide the student with opportunities to do the following:

- Demonstrate understanding of the Ontario midwifery model, healthcare system, scope of practice, and the primary care role
- Use professional standards of practice, research evidence, and clinical practice guidelines from the CMO, AOM, and SOGC to direct learning and adaptation of clinical approaches to meet Ontario's CMO competencies
- Demonstrate reflective practice, continuous self-assessment, and review and enhancement of knowledge and skills
- Demonstrate openness to approaches to clinical midwifery care and model of care which enhance adaptation to women-centred care and to a new clinical role and Ontario midwifery competencies
- Demonstrate professional communication and behaviours that contribute to effective partnerships with clients, colleagues, and other health professionals in a range of small and large group environments, with embedded language training as needed and English as an additional language coaching in clinical scenarios
- Demonstrate proficiency in required competencies set by the CMO and required certifications in NRP, EFM, and ESW

### Major Concepts and Issues

- The role of primary caregiver in Ontario's healthcare System
- Adapting to birth in all settings: hospital, home and birth centre
- Inter-professional relationships, model of care, caseload issues
- What clinical competencies does a full scope midwife require?
- Care provision and management processes in non-urgent and urgent situations
- Association of Ontario Midwives, business issues, and professional liability
- College of Midwives of Ontario – self-regulation and registration processes
- Woman-centred maternity care through the reproductive cycle
- Care of the newborn for 6 weeks, without physician supervision

- Counselling: sharing information and practicing with empathy
- Effective communication in person and by phone
- Working in a group practice – necessary skills for clinic, home, and hospital
- Documentation throughout the course of care
- Prescribing, lab work, and ultrasound in Ontario
- Evidence-based practice – your responsibility, application
- Genetics, prenatal and newborn screening – public health requirements
- History of midwifery in Ontario, the Consumer Movement, current midwifery issues

## **Methodology**

A variety of teaching methods designed to facilitate student review and mastery of clinical skills and knowledge will be incorporated according to student learning needs and topic. Strategies will include lecture, small group, lab practice, field experience, independent study, reflection, co-operative learning, simulations, role playing, group problem solving, and completion of specialized learning and assessment seminars.

## **Major Course Components**

- Pre-Course Independent Study Distance Modules including the following:
  - Portfolio
  - Evidence-based Practice
  - Ethics
  - Pharmacology
  - Lab and Ultrasound
  - Prenatal, Intrapartum, and Postpartum Care
  - Self-Regulation
- Specialized Learning and Assessment Seminars/Workshops
- Clinical and Theoretical Self-Assessment Utilizing the CMO Competencies Binder
- Objective Simulated Clinical Examinations (OSCEs)
- Written Examinations
- Certification Training and Assessment Day Programs
- ESL Scenario-based Coaching for eligible participants

## **Virtual On-Call Triage Placement**

This 3-5 day component combines intensive orientation and testing. The participant is provided notes on simulated clients. These clients (assessors) call participants 24/7 to create a virtual practice scenario for participants to experience on-call life and be assessed on triage competencies.

## **Objective Simulated Clinical Examination (OSCE)**

The function of an OSCE as an assessment modality for clinical skills and knowledge evaluation is reviewed. Opportunity for participants to be oriented to and to practice OSCEs prior to being assessed is provided. Midwifery knowledge and skills which have

been introduced as Ontario competencies will be evaluated at a series of OSCE stations including prenatal, intrapartum, and postpartum care and both normal and high risk situations.

### **Written Examinations and Oral Testing**

The participant is oriented to the forms of written examinations and oral tests utilized for assessment and is given opportunity to practice writing examination questions before being assessed. The examinations are based on the Ontario Scope of Practice in Midwifery and will utilize original IMPP questions, questions from the 4-year Midwifery Education Programme (MEP) exams and questions from CMO Prior Learning and Experience Assessment exams.

### **Specialized Seminars and Mandatory Certification Related to Registration Requirements**

The participant is provided with learning, assessment, and certification day-long seminars on the following:

- Neonatal Resuscitation
- Cardiopulmonary Resuscitation
- Fetal Heart Monitoring
- Emergency Obstetric Skills

## **3. Intensive #2**

### **CVIM 200 Effective Professional Communication for Midwives**

**(October – November, completed ONLY by full-program participants)**

#### **Overview**

This course is taken together with CVIM 300 Clinical Skills and Knowledge Enhancement for Midwifery by participants who require the full bridging program. This course is not taken by participants in the accelerated stream. This course is designed to enable the student to develop professional communication skills necessary to meet CMO entry to practice requirements. The participant is introduced to a range of work environments, health professionals and clinical situations which are encountered in the working life of a midwife in Ontario. The course provides multiple opportunities for communication practice and evaluation including interaction with simulated and actual midwifery clients, midwives, and other healthcare providers, intensive reading, clinical documentation exercises, quizzes, essays, and oral presentations. The course is partly individualized, integrating assessment information obtained during CVIM 100 Prior Learning Assessment for Midwives course and CVIM 400 Orientation to Midwifery in Ontario taken in Intensive #1.

#### **Course Description**

This simulation based course provides students with opportunities to develop professional language and communication skills and engage in practice with simulated

clinical scenarios ranging from daily clinic and community home visits to mothers and babies, admission, monitoring and discharge of clients, through emergency transfer to hospital and dealing with challenging communication situations with ambulance personnel, nurses, physicians, clients and clients' families.

- **Class Hours:** 4 weeks of approximately 8 hours per week including seminars and workshops
- **Lab Hours:** Approximately 3 hours per week

### Course Objectives

This course is designed to provide the student with opportunities to do the following:

- Develop and enhance professional communication skills applicable in the full range of midwifery work settings and clinical situations
- Enhance midwifery-specific English language competency to be prepared for the workplace
- Develop advanced English literacy to convey a broad understanding of relevant social issues in midwifery
- Practice documentation of midwifery care provision
- Understand the roles of a range of care providers who interact with midwives in the course of caring for clients and inter-professional communication challenges
- Demonstrate behaviours that contribute to safe, client-centred practice and effective partnerships with clients, peers, midwives, other health professionals

### Methodology

A variety of teaching methods designed to facilitate student learning are incorporated according to student learning needs and topics with simulated case review as the foundation for the course. Strategies include seminars/workshops, ESL coaching, small group sessions, lab practice, independent study, reflection, co-operative learning, simulations, role playing, and group problem solving.

### Major Course Components

The course is composed of following topic themes:

- Canadian Midwifery, Primary Care Role, Medical Terminology, CHAT, SBAR, and SOAP
- Issues for Effective Communication with Midwifery Clients in the Prenatal Period, Developing Relationships, Importance of Informal Communication and Cultural References
- Issues for Effective Communication with Midwifery Clients in the Intrapartum Period, Providing Skilled Labour Support, Changing from Professional to Informal Registers, Psycho-motor Skills
- Issues for Effective Communication with Midwifery Clients in the Postpartum Period-Active Listening, Breastfeeding Support, Transition Facilitation to Parenting

- Informed Choice Counselling: Genetic Testing and all First and Second Trimester Encounters
- Informed Choice Counselling: 3rd Trimester Issues-GBS, Postdates, IUGR, Labour Preparation
- Informed Choice – The Process of Supporting and Facilitating Clients in Labour and at Birth
- Documentation – Prenatal, Intrapartum, Postnatal Records, Computerized Records, Forms and Narratives
- How to Discuss, Consult and Transfer Care Effectively in-person, on the Phone and by Letter
- Communication in Emergency Situations (with clients, client’s relatives and friends, midwives, ambulance attendants, nurses, physicians) in Person and by Phone
- How to Participate in Peer Review and Hospital Rounds, Giving Presentations
- Applying Midwifery and Obstetric Research Findings into Practice – How to Access, Read and Participate in Reviews of Literature and Apply Evidence to Practice

**CVIM 300 Clinical Skills and Knowledge Enhancement for Midwifery  
(October – November, completed ONLY by full-program participants)**

**Overview**

This course is taken together with CVIM 200 Effective Professional Communication for Midwives by participants who require the full bridging program. This course is not taken by participants in the accelerated stream. This course provides an opportunity for the participant to review and develop core competencies in midwifery to a level which meets CMO entry to practice requirements. The course is partly individualized, integrating assessment information obtained during CVIM 100 Prior Learning Assessment for Midwives course and CVIM 400 Orientation to Midwifery in Ontario taken in Intensive #1.

**Course Description**

This simulation based course provides knowledge and skills enhancement in areas including, suturing, pharmacology, physical assessment of the newborn, well woman general physical assessment, management of normal and abnormal situations, consultation with physicians, IVs, evidence based practice and learning and assessment modules linked to objectives defined in CVIM 100 and CVIM 400.

- **Class Hours:** 4 weeks of approximately 6 hours per week including seminars and workshops
- **Lab Hours:** Approximately 3 hours per week

**Course Objectives**

This course is designed to provide the participant with opportunities to do the following:



- Review clinical competencies and knowledge areas which have not yet been demonstrated at entry to practice level and demonstrate accelerated learning to meet competency requirements
- Practice clinical skills and be assessed in simulated practice environments
- Develop confidence and competence in the full range of clinical competencies required to practice midwifery in Ontario

## **Methodology**

A variety of methods designed to facilitate performance review and practice of clinical skills and knowledge will be incorporated according to participant learning needs and topic. Strategies include lecture, small group, lab practice, field experience, independent study, reflection, co-operative learning, simulations, role playing, group problem solving, and completion of specialized learning and assessment seminars.

## **Major Course Components**

- Review lectures on topics identified through Prior Learning Assessment (PLA)
- Seminars and workshops on full midwifery scope knowledge and skills
- Lab practice
- Group review and co-operative learning
- Assessment through clinical and written examinations

## **4. Clinical Clerkship**

### **CVIM 600 Clinical Clerkship**

**(November – March, completed by all participants)**

#### **Overview**

This 14-16 week clinical placement with a midwifery practice in Ontario is the final phase of the IMPP with the opportunity to practice midwifery with a caseload of 14-20 clients (under supervision). During the IMPP clerkship, participants must demonstrate all CMO competencies at entry to practice levels for IMPP midwifery preceptors.

#### **Clerkship Location**

Although the IMPP attempts to place participants in requested locations, it is often necessary for the participant to move for the clerkship due to limited placements.

#### **Clerkship Hours**

Participants are placed in a community midwifery placement under the direct supervision of a preceptor for a 14-16 week period working in the role and scope of a full-time midwife. During this time, the participant is provided with one half day off-call each week during Monday-Friday to review resources and study for the Canadian National Midwifery Examination (CMRE), and usually 1-2 days off call weekly. In some cases, clerkships may be extended to a maximum of 20 weeks.

## **Clinical Clerkship Course Requirements**

Participants carry a caseload of 14-20 clients. They must provide primary care (being in the role of most responsible caregiver in the labour and normally the birth and early postpartum stages) to a minimum of 12 women and their babies. Continuity of care (6 visits at any time during prenatal and postpartum care and being present at the birth) must be provided for a minimum of 10 cases. Clinic and client home visits must be provided at a minimum average of 15-18 per week with a minimum total of 180 client visits. Participants must attend a minimum of 5 births in the role of second/back-up midwife.

## **Course Description**

The final term offers a 3-month clinical clerkship placement, similar in outcome requirements to the final placement for students in the Ontario Midwifery Education Programme. Students are placed in community practices, carry a full-time client caseload and provide primary care, and continuity of care throughout pregnancy, labour, birth and the postpartum period under the direct supervision of a registered midwife. Midwife preceptors are linked closely to the IMPP and conduct regular assessments of the student's progress.

## **Clerkship Objectives**

The clerkship provides the IEM with opportunities to do the following:

- Demonstrate understanding of and competency at entry to practice level in: the Ontario midwifery model, healthcare system, scope of practice and the primary care role
- Use professional standards of practice, research evidence, and clinical practice guidelines from the CMO, AOM, and SOGC appropriately as a practicing midwife at entry level
- Demonstrate reflective practice, continuous self-assessment, and review and enhancement of knowledge and skills
- Demonstrate women-centred care and entry to practice level in all Ontario midwifery competencies
- Demonstrate professional communication and behaviours that contribute to effective partnerships with clients, colleagues, and other health professionals in a range of small and large group environments

## **Evaluation/Assessment**

Informal feedback from preceptors is provided weekly and clerks provide self-evaluation reports to the IMPP every two weeks. Formal evaluation takes place at 6-8 completed weeks and is conducted by the preceptor once the following have taken place:

- The IMPP clerk has participated in a minimum of 90 appointments in clinic and/or home settings
- The IMPP clerk has participated in a minimum of 6 births in the role of primary midwife

- The IMPP clerk has participated in a minimum of 3 births in the role of back-up midwife

Based on the results of this formal evaluation, IEMs will remain to complete the clerkship with a final evaluation at 12-15 weeks or leave the clerkship and the IMPP.

### **5. Mini-intensive: CMRE Prep and Employment Readiness (April, attended by all participants)**

This mini-intensive happens a month prior to the CMRE (Canadian Midwifery Registration Exam). The goal of this 3-4 day mini-intensive is to provide exam practice opportunities individually and in a group setting. Remedial learning workshops include induction of labour competencies, documentation, and individual areas of learning. Workshops content varies depending on competency-gaps identified during CVIM 600 Clinical Clerkship. Preparation for employment in the form of CV review and practice interviews are provided. This mini-intensive is strongly recommended but not mandatory. This exam prep and employment prep service is provided free with no tuition charge to IMPP participants who have successfully completed the IMPP clerkship.