

**REPORT OF THE 2008-2009 JOB ANALYSIS AND TEST SPECIFICATIONS
REVISION PROJECT**

**NORTH AMERICAN REGISTRY OF MIDWIVES
(NARM)**

JANUARY, 2010

The North American Registry of Midwives (NARM) has sponsored the Certified Professional Midwife (CPM) examination for direct-entry midwives since 1996. Although the CPM is a certification examination, it is endorsed and used for licensure or legal practice decisions in 24 jurisdictions. The content of the first examination was based on a Job Analysis conducted in 1995. A subsequent analysis was conducted in 2001 and the test specifications were revised at that time. In 2008 and NARM Board of Directors took the decision to conduct its third survey-based Job Analysis. The purpose of the analysis was to obtain up-to-date information about the current state of the practice of midwifery in order to revise the test specifications for the CPM examination.

To create the 2008 survey, a request was sent by e-mail to 150 certificants, representing various geographic regions and years of experience, asking for participation in a focus group to expand the 2001 survey. Forty certificants responded to the request and were sent the 2001 list for comment. Twenty certificants, representing 15 states and one Canadian province, returned the survey with suggestions for additions. The NARM Board reviewed the suggestions from the focus group and the items from the 2001 survey that did not score high enough for inclusion in the test specifications, and created a new list of tasks. This list became the 2008 survey instrument. The 2008 survey can be obtained from NARM upon request as an appendix to this report.

The NARM Board decided to conduct the Job Analysis with a web-based survey rather than with a paper-based, mailed survey. NARM purchased software developed by Snap Survey for this purpose. Creating the survey within this software system and running the beta testing took one year. Respondents were asked to rate each of the approximately 800 tasks on the following seven-point scale.

<u>IMPORTANCE GUIDE</u>	
7 = Very High	3 = Slightly Below Average
6 = High	2 = Low
5 = Slightly Above Average	1 = Very Low
4 = Average	0 = Not part of my work/I never do it

Data collection began in September 2008 and continued until December 2008. Invitations to participate were sent to all 1134 individuals with the CPM designation whose certification was active as of August 2008. Those considered eligible to respond to the survey were notified by newsletter, letter, postcard, and/or e-mail during September of 2008. Of the 1134 who were sought for the survey, 35 were unable to be reached resulting in a sample of 1099 potential

respondents actually contacted for the survey. All respondents were asked to complete the survey on the web. All were given a password and a code based on their last name and certification number. The total number of respondents who opened the survey was 477, but 16 did not actually enter any data, making the actual number of respondents 461, or 41.9% of the sample. Because the survey was long, the respondent number dropped off during the survey. A total of 400 respondents (36.4% of the sample and 83.9% of the respondents) completed the survey. Given the length of the survey this is an impressive number. The data obtained from the 55 incomplete surveys were retained and used in the subsequent analysis. Table 1 contains the demographic characteristics of the respondents.

TABLE 1
DEMOGRAPHIC CHARACTERISTICS OF THE SURVEY
RESPONDENTS

1. Gender		
	Frequency	
	N	%
Female	454	98.5
Male	0	0.0
No Response	7	1.5

2. Ethnic Background		
	Frequency	
	N	%
Caucasian	433	94.1
African-American	4	0.8
Hispanic	6	1.3
American Indian	5	1.0
Asian	3	0.6
Other	8	1.8
No Response	2	0.4

3. US State in which you practice		
	Frequency	
	N	%
Alabama	2	0.4
Alaska	7	1.5
Arizona	5	1.0
Arkansas	8	1.7
California	55	11.9
Colorado	30	6.5
Connecticut	2	0.4
DC	0	0.0
Delaware	0	0.0
Florida	23	5.0
Georgia	4	0.9
Hawaii	4	0.9
Idaho	17	3.7
Illinois	1	0.2
Indiana	6	1.3
Iowa	3	0.7
Kansas	3	0.7
Kentucky	3	0.7
Louisiana	1	0.2
Maine	8	1.7
Maryland	1	0.2
Massachusetts	10	2.2
Michigan	9	2.0
Minnesota	7	1.5
Mississippi	0	0.0
Missouri	8	1.7
Montana	6	1.3
North Carolina	12	0.6
Nebraska	0	0.0
Nevada	2	0.4
New Hampshire	3	0.7
New Jersey	5	0.7
New Mexico	13	2.8
New York	10	2.2
North Dakota	0	0.0

3. US State in which you practice		
	Frequency	
	N	%
Ohio	10	2.2
Oklahoma	3	0.7
Oregon	25	5.4
Pennsylvania	10	2.2
Rhode Island	0	0.0
South Carolina	3	0.7
South Dakota	1	0.2
Tennessee	13	2.8
Texas	60	13.0
Utah	12	2.6
Vermont	10	2.2
Virginia	14	3.0
Washington	19	4.1
West Virginia	2	0.4
Wisconsin	11	2.4
Wyoming	0	0.0

4. Primary route of midwifery education		
	Frequency	
	N	%
Preceptor-apprentice education	208	45.1
MEAC-accredited midwifery school	151	32.7
Midwifery program not accredited by MEAC	55	11.9
Nurse-midwifery school	11	2.4
Self-taught	33	7.1
No response	4	0.8

5. Highest level of non-midwifery education achieved		
	Frequency	
	N	%
High school	41	9.0
Some college	166	36.1
College degree	173	37.5
Nursing degree	37	8.0
Master's degree	34	7.3
Doctoral degree	7	1.5
No response	3	0.6

6. Midwifery clinical training		
	Frequency	
	N	%
Apprenticeship with one preceptor	83	18.0
Apprenticeship with two or more preceptors	350	75.9
Self taught	19	4.2
No response	9	1.9

10. Is licensure or legal recognition available in your state?		
	Frequency	
	N	%
Yes	330	71.5
No	115	24.9
No response	16	3.6

11. If yes to Q. #10, do you have the license or legal recognition?		
	Frequency	
	N	%
Yes	277	60.0
No	90	19.5
12. If no to Q. #10, do you have the license or legal recognition in another state?		
	Frequency	
	N	%
Yes	56	12.2
No	184	40.0

13. Have you participated in a previous NARM Job Analysis?*	
	N
Yes, in 2001	78
Yes, in 1995	58
No	340
No response	19
*Multiple responses permitted	

14. Have you participated in any of the following aspects of NARM's certification program?*	
	N
Qualified Evaluator	70
NARM Board	19
Item Writing	49
No response (negative response)	363
*Multiple responses permitted	

15. Are you a member of the Midwives Alliance of North America?		
	Frequency	
	N	%
Yes, currently	242	52.4
Previously, but not currently	107	23.3
Never	96	20.8
No response	16	3.6
16. Are you a member of a state association of midwives?		
	Frequency	
	N	%
Yes, currently	329	71.3
Previously, but not currently	68	14.7
Never	48	10.5
No response	16	3.6

17. Are you a member of the National Association of CPMs (NACPM)?		
	Frequency	
	N	%
Yes, currently	90	19.5
Previously, but not currently	51	11.1
Never	301	65.2
No response	19	4.2

18. In addition to CPR, are you also certified in Neonatal Resuscitation?		
	Frequency	
	N	%
Yes, currently	393	85.3
Previously, but not currently	47	10.3
Never, not interested	14	3.0
Never, not available in my area	5	1.0

19. For lab work, do you:		
	Frequency	
	N	%
Draw own blood draws	293	63.5
Refer out for blood draws	149	32.3
No response	19	4.2

20. Do you carry any medications (not counting oxygen or herbs)?		
	Frequency	
	N	%
Yes, legally	231	50.1
Yes, no legal permission	165	35.8
No, not legal in my state	25	5.5
No, don't want to carry meds	13	2.9
No response	26	5.7

21. Do you start IVs?		
	Frequency	
	N	%
Yes	247	53.5
No	190	41.3
No response	24	5.2

22. Are you currently practicing (attending any births in the past year)?		
	Frequency	
	N	%
Yes	385	83.6
No, on sabbatical	43	9.4
No, retired	7	1.5
No, legal situation discouraging	8	1.7
No response	18	3.8

TABLE 2
TASK RATINGS AND ADDITIONAL TEST SPECIFICATIONS INFORMATION

1. Written Examination Task Ratings

- I. Midwifery Counseling, Education and Communication**
- II. General Healthcare Skills**
- III. Maternal Health Assessment**
- IV. Prenatal**
- V. Labor, Birth and Immediate Postpartum**
- VI. The Postpartum Period**
- VII. Well-Baby Care**

2. Skills Assessment Tasks

3. Former Skills Assessment Tasks Now Included in the Written Examination

4. Task Revisions

I. Midwifery Counseling, Education and Communication	Average Rating
A. Provides interactive support and counseling and/or referral for the possibility of less-than-optimal pregnancy outcomes	6.30
B. Provides education and counseling based on maternal and paternal health, reproductive family history and on-going risk assessment	5.75
C. Facilitates the mother's decision of where to give birth by exploring and explaining:	
1. the advantages and the risks of different birth sites	6.06
2. the requirements of the birth site	5.87
3. how to prepare, equip and supply the birth site	6.09
D. Educates the mother and her family/support unit about sharing responsibility for optimal pregnancy outcome	6.58
E. Educates the mother concerning the natural physical and emotional processes of pregnancy, labor, birth and postpartum	6.60
F. Applies the principles of informed consent	6.82
G. Communicates practice parameters and limits of practice	6.59
H. Applies the principles of client confidentiality	6.72
I. Provides individualized care	6.73
J. Advocates for the mother during pregnancy, birth and postpartum	6.59
K. Provides culturally appropriate education, counseling and/or referral to other health care professionals, services, agencies for:	
1. genetic counseling for at-risk mothers	5.21
2. abuse issues: including, emotional, physical and sexual	5.96
3. prenatal testing and lab work	6.24
4. diet, nutrition and supplements	6.59
5. effects of smoking, drugs and alcohol use	6.33
6. social risk factors	5.85

I. Midwifery Counseling, Education and Communication	Average Rating
7. situations requiring an immediate call to the midwife	6.78
8. sexually transmitted diseases/infections and safer sex practices	5.90
9. blood borne pathogens: HIV, Hepatitis B, Hepatitis C	5.88
10. complications of pregnancy	6.49
11. environmental risk factors	5.81
12. newborn care including normal/abnormal newborn activity, responses, vital signs, appearance, behavior, etc.	6.78
13. postpartum care concerning complications and self-care	6.80
14. contraception	5.49
15. female reproductive anatomy and physiology	5.54
16. monthly breast self examination techniques	5.27
17. implications for the nursing mother	6.14
18. the practice of Kegel exercises	5.75
19. risks to fetal health, including:	
a) TORCH viruses (toxoplasmosis, rubella, cytomegalovirus, herpes, other)	5.76
b) environmental hazards	5.67
c) teratogenic substances	5.82

II. General Healthcare Skills	Average Rating
A. Demonstrates the application of Universal Precautions as they relate to midwifery: (topic in WR, specific skills in SK)	
1. handwashing	6.78
2. gloving and ungloving	6.02
3. sterile technique	6.58
B. Demonstrates optimal documentation and charting skills	6.43
C. Offers alternative healthcare practices (non-allopathic treatments) and modalities, and educates on the benefits and contraindications of:	
1. herbs	5.73
2. hydrotherapy (baths, compresses, showers, etc.)	5.80
D. Refers to alternative healthcare practitioners for non-allopathic treatments	5.82
E. Manages shock by:	
1. recognition of shock, or impending shock	6.95
2. assessment of the cause of shock	6.88
3. treatment of shock by:	
a) providing fluids orally	6.34
b) positioning mother flat, legs elevated 12 inches	6.74
c) administering oxygen	6.50
d) keeping mother warm, avoid overheating	6.69
e) administering/using non-allopathic remedies	5.91
f) encouraging deep, calm, centered breathing	6.06
g) administering or refer for IV fluids	5.27

II. General Healthcare Skills	Average Rating
h) activating emergency medical services	6.52
i) preparing to transport	6.56
F. Understands the benefits and risks and recommends the appropriate use of vitamin and mineral supplements including: Prenatal Multi-Vitamin, Vitamin C, Vitamin E, Folic Acid, B-Complex, B-6, B-12, Iron, Calcium, Magnesium	6.37
G. Demonstrates knowledge of the benefits and risks and appropriate administration of the following pharmacological (prescriptive) agents:	
1. lidocaine/xylocaine for suturing	6.29
2. medical oxygen	6.51
3. methergine	6.26
4. prescriptive ophthalmic ointment	5.86
5. Pitocin® for postpartum hemorrhage	6.63
6. RhoGam®	6.45
7. vitamin K	
a) oral	5.31
b) IM	5.53
8. antibiotics for Group B Strep	5.14
9. IV fluids	5.39
H. Demonstrates knowledge of benefits/risks of ultrasounds	6.07
1. provides counseling regarding ultrasound	6.09
2. makes appropriate referrals for ultrasound	6.37
I. Demonstrates knowledge of benefits/risks of biophysical profile	6.06
1 provides counseling	6.0
2 makes appropriate referrals	6.13
J. Demonstrates knowledge of how and when to use instruments and equipment including:	
1. Amni-hook® / Amnicot®	5.68
2. bag and mask resuscitator	6.76
3. bulb syringe	5.78
4. Delee® (tube/mouth suction device)	6.07
5. hemostats	6.37
6. lancets	6.13
7. nitrazine paper	5.76
8. scissors (all kinds)	6.40
9. suturing equipment	6.32
10. urinary catheter	6.05
11. vacutainer/blood collection tube	5.91
12. gestational wheel or calendar	6.62
13. newborn and adult scale	6.42
14. thermometer	6.31
15. urinalysis strips	6.42
16. cord clamp	6.30

II. General Healthcare Skills	Average Rating
17. Doppler	6.57
18. fetoscope	6.56
19. stethoscope	6.79
20. vaginal speculum	6.26
21. blood pressure cuff	6.83
22. oxygen tank, flow meter, cannula, and face mask	6.72
K. Proper use of injection equipment	
1. syringe	6.63
2. single dose vial	6.59
3. multi dose ampule	6.40
4. sharps container	6.49
L. Draws blood for lab work	5.17
M. Obtains or refers for urine culture	6.03
N. Obtains or refers for blood screening tests	6.20
O. Evaluates laboratory and medical records	
1. hematocrit/hemoglobin	6.75
2. blood sugar (glucose)	6.49
3. HIV	6.23
4. hepatitis B and C	6.41
5. rubella	6.37
6. syphilis (VDRL or RPR)	6.41
7. Group B strep	6.11
8. gonorrhea culture	6.06
9. complete blood count	6.51
10. blood type and Rh factors	6.79
11. Rh antibodies	6.73
12. chlamydia	6.07
13. PAP test	6.05

III. Maternal Health Assessment	Average Rating
A. Obtains and maintains records of health, reproductive and family medical history and possible implications to current pregnancy, including:	
1. personal information/demographics	6.25
2. personal history, including religion, occupation, education, marital status, economic status, changes in health or behavior and woman's evaluation of her health and nutrition	6.29
3. potential exposure to environmental toxins	6.04
4. medical conditions	6.67
5. surgical history	6.56
6. reproductive history including:	
a) menstrual history	6.37

III. Maternal Health Assessment	Average Rating
b) gynecologic history	6.50
c) sexual history	6.10
d) childbearing history	6.75
e) contraceptive practice	6.05
f) history of sexually transmitted infections	6.45
g) history of behavior posing risk for sexually transmitted infection exposure	6.18
h) history of risk of exposure to blood borne pathogens	6.16
i) Rh type and plan of care if negative	6.76
7. family medical history	6.21
8. psychosocial history	6.23
9. history of abuse	6.27
10. mental health	6.32
11. mother's medical history:	
a) genetics	5.90
b) alcohol use	6.40
c) drug use	6.47
d) tobacco use	6.38
e) allergies	6.43
12. father's medical history:	
a) genetics	5.78
b) alcohol use	5.78
c) drug use	5.89
d) tobacco use	5.78
B. Performs a physical examination, including assessment of:	
1. general appearance/skin condition	5.92
2. baseline weight and height	6.05
3. vital signs	6.46
4. HEENT (Head, Eyes, Ears, Nose and Throat) including:	5.21
a) hair and scalp	4.90
b) eyes: pupils, whites, conjunctiva	5.14
c) thyroid by palpation	5.25
d) mouth, teeth, mucus membrane, and tongue	5.04
5. lymph glands of neck, chest and under arms	5.21
6. breasts	
a) evaluates mother's knowledge of self-breast examination techniques; instructs if needed	5.65
b) performs breast examination	5.23
7. torso, extremities for bruising, abrasions, moles, unusual growths	5.00
8. baseline reflexes	5.16
9. heart and lungs	5.54
10. abdomen by palpation and observation for scars	5.86

III. Maternal Health Assessment	Average Rating
11. kidney pain (CVAT)	5.86
12. deep tendon reflexes of the knee	5.49
13. pelvic landmarks	5.04
14. cervix (by speculum exam)	5.12
15. size of the uterus and ovaries (by bimanual exam)	5.06
16. condition of the vulva, vagina, cervix, perineum and anus	5.51
17. musculo-skeletal system, including spine straightness and symmetry, posture	4.91
18. vascular system (edema, varicosities, thrombophlebitis)	5.91

IV. Prenatal	Average Rating
A. Assesses results of routine prenatal physical exams including ongoing assessment of:	
1. maternal psycho-social, emotional health and well-being	6.42
2. signs and symptoms of infection	6.62
3. maternal health by tracking variations and changes in:	
a) blood pressure	6.74
b) weight	6.07
c) color of mucus membranes	5.30
d) general reflexes	5.08
e) elimination/urination patterns	5.79
f) sleep patterns	5.85
g) energy levels	5.98
4. nutritional patterns	6.56
5. hemoglobin/hematocrit	6.49
6. glucose levels	5.23
7. breast condition/implications for breastfeeding	6.05
8. signs of abuse	6.24
9. urine for:	
a) appearance: color, density, odor, clarity	6.05
b) protein	6.51
c) glucose	6.37
d) ketones	5.98
e) PH (in skills checklist but not wr specs)	5.27
f) leukocytes (in skills checklist but not wr specs)	5.79
g) nitrites (in skills checklist but not wr specs)	5.87
h) blood (in skills checklist but not wr specs)	5.98
10. fetal heart rate/tones auscultated with fetoscope or Doppler	6.85
11. vaginal discharge or odor	6.44

IV. Prenatal	Average Rating
12. estimated due date based upon:	
a) last menstrual period	6.41
b) last normal menstrual period	6.58
c) length of cycles	6.45
d) changes in mucus condition or ovulation history	5.74
e) date of positive pregnancy test	5.66
f) date of implantation bleeding	5.31
g) quickening	5.66
h) fundal height	6.13
i) calendar date of conception/unprotected intercourse	6.00
13. fetal growth and well-being	
a) auscultation of fetal heart	6.78
b) correlation of weeks gestation to fundal height	6.58
c) fetal activity and responsiveness to stimulation	6.67
d) fetal palpation for:	
(1) fetal weight	5.97
(2) fetal size	6.24
(3) fetal lie	6.74
(4) degree of fetal head flexion	5.72
14. clonus	5.68
15. vital signs	6.59
16. respiratory assessment	5.66
17. edema	6.42
B. Records the results of the examination in the prenatal records	6.77
C. Provides prenatal education, counseling, and recommendations for:	
1. nutritional, and non-allopathic dietary supplement support	6.53
2. normal body changes in pregnancy	6.44
3. weight gain in pregnancy	6.11
4. common complaints of pregnancy:	
a) sleep difficulties	6.14
b) nausea/vomiting	6.40
c) fatigue	6.26
d) inflammation of the sciatic nerve	6.02
e) breast tenderness	5.96
f) skin itchiness	5.97
g) vaginal yeast infections	6.42
h) bacterial vaginosis	6.32
i) symptoms of anemia	6.59
j) indigestion/heartburn	6.16
k) constipation	6.19

IV. Prenatal	Average Rating
l) hemorrhoids	6.16
m) carpal tunnel syndrome	5.47
n) round ligament pain	6.14
o) headache	6.36
p) leg cramps	6.18
q) backache	6.20
r) varicose veins	6.25
s) sexual changes	5.90
t) emotional changes	6.20
u) fluid retention/swelling/edema	6.44
5. physical preparation	
a) preparation of the perineum	5.33
b) physical activities for labor preparation (e.g., movement and exercise)	5.87
D. Recognizes and responds to potential prenatal complications/ variations by identifying/assessing:	
1. antepartum bleeding	
a) first trimester	6.70
b) second trimester	6.84
c) third trimester	6.88
2. pregnancy-induced hypertension	6.85
3. and educating and counseling for pregnancy-induced hypertension with:	
a) nutritional/hydration assessment	6.75
b) administration of calcium/magnesium supplement	6.17
c) stress assessment and management	6.36
d) non-allopathic remedies	6.24
e) monitoring for signs and symptoms of increased severity	6.85
f) increased frequency of maternal assessment	6.71
g) hydrotherapy	5.73
4. and consulting, collaborating or referring for:	
a) pre-eclampsia	6.86
b) gestational diabetes	6.33
c) urinary tract infection	6.60
d) fetus small for gestational age	6.45
e) intrauterine growth retardation	6.63
f) thrombophlebitis	6.63
g) oligohydramnios	6.46
h) polyhydramnios	6.44
5. breech presentations	
a) identifying breech presentation	6.83
b) turning breech presentation with:	
(1) alternative positions (tilt board, exercises, etc.)	6.59

IV. Prenatal	Average Rating
(2) referral for external version	5.87
(3) non-allopathic methods (moxibustion, homeopathic)	6.01
c) management strategies for unexpected breech delivery	6.84
6. multiple gestation	
a) identifying multiple gestation	6.75
b) management strategies for unexpected multiple births	6.75
7. occiput posterior position	
a) identification	6.56
b) prevention	6.40
c) techniques to encourage rotation	6.63
8. vaginal birth after cesarean (VBAC)	
a) identifying VBACs by history and physical	6.80
b) indications/contraindications for out-of-hospital births	6.70
c) management strategies for VBAC	6.69
d) recognizes signs, symptoms of uterine rupture and knows emergency treatment	6.89
9. and dealing with pre-term labor with:	
a) referral	6.59
b) consults for preterm labor	6.48
c) treats for preterm labor:	
(1) increase of fluids	6.66
(2) non-allopathic remedies	6.29
(3) discussion of the mother's fears - emotional support	6.31
(4) consumption of an alcoholic beverage	4.92
(5) evaluation of urinary tract infection	6.64
(6) evaluation of other maternal infection	6.57
(7) bed rest	5.88
(8) pelvic rest (including no sexual intercourse)	6.53
(9) no breast stimulation (including nursing)	6.23
10. and evaluating a post-date pregnancy by monitoring/ assessing:	
a) fetal movement, growth, and heart tone variability	6.82
b) estimated due date calculation	6.72
c) previous birth patterns	6.63
d) amniotic fluid volume	6.53
e) maternal tracking of fetal movement	6.63
f) consultation or referral for:	
(1) ultrasound	5.92
(2) non-stress test	5.89
(3) biophysical profile	5.95
11. and treating a post-date pregnancy by stimulating the onset of labor:	
a) sexual/nipple stimulation	6.34
b) assessment of emotional blockage and/or fears	6.04

IV. Prenatal	Average Rating
c) stripping membranes	5.56
d) cervical massage	4.99
e) castor oil induction	5.37
f) non-allopathic therapies	6.03
g) physical activity	5.86
h) repositioning a posterior baby	5.81
i) refer for chiropractic adjustment	5.36
j) refer for acupuncture	5.08
12. and referring for:	
a) tubal pregnancy	6.71
b) molar pregnancy	6.56
c) ectopic pregnancy	6.74
d) placental abruption	6.88
e) placenta previa	6.84
13. premature rupture of membranes	6.25
14. and managing premature rupture of membranes in a FULL-TERM pregnancy by:	
a) monitoring fetal heart tones and movement	6.77
b) minimizing internal vaginal examinations	6.90
c) reinforcing appropriate hygiene techniques	6.86
d) monitoring vital signs for signs of infection	6.87
e) encouraging increased fluid intake	6.80
f) supporting nutritional/non-allopathic treatment	6.64
g) stimulating labor	6.45
h) consulting for prolonged rupture of membranes	6.01
i) reviewing Group B Strep status and inform of options	6.47
15. consulting and referring for premature rupture of membranes in PRE-TERM pregnancy	6.73
16. establishing and following emergency contingency plans for mother/baby	6.90

V. Labor, Birth and Immediate Postpartum	Average Rating
A. Facilitates maternal relaxation and provides comfort measure throughout labor by administering/encouraging:	
1. massage	5.92
2. hydrotherapy (compresses, baths, showers)	6.40
3. warmth for physical and emotional comfort (e.g., compresses, moist warm towels, heating pads, hot water bottles, friction heat)	6.14
4. communication in a calming tone of voice, using kind and encouraging words	6.62
5. the use of music or sound	5.60

V. Labor, Birth and Immediate Postpartum	Average Rating
6. silence	6.02
7. continued mobility throughout labor	6.49
8. pain management:	
a) differentiation between normal and abnormal pain	6.56
b) validation of the woman's experience/fears	6.62
c) counter-pressure on back	6.38
d) relaxation/breathing techniques	6.36
e) non-allopathic treatments	5.95
f) position changes	6.56
B. Evaluates/responds during first stage:	
1. assesses maternal/infant status based upon:	
a) vital signs	6.59
b) food and fluid intake/output	6.56
d) status of membranes	6.47
e) uterine contractions for frequency, duration and intensity with a basic intrapartum examination	6.55
f) fetal heart tones	6.85
g) fetal lie, presentation, position and descent with:	
(1) visual observation	6.09
(2) abdominal palpation	6.31
(3) vaginal examination	6.02
h) effacement, dilation of cervix and station of the presenting part	6.22
i) maternal dehydration and/or vomiting by administering:	
(1) fluids by mouth	6.71
(2) ice chips	5.53
(3) oral herbal/homeopathic remedies	5.80
(4) IV fluids (administer or refer for)	4.42
2. anterior/swollen lip by administering/supporting	
a) position change	6.63
b) light pressure or massage to cervical lip	5.88
c) warm bath	5.55
d) pushing the lip over the baby's head while the mother pushes	6.11
e) deep breathing and relaxation between contractions	6.22
f) non-allopathic treatments	5.78
3. posterior, asynclitic position by encouraging and/or supporting:	
a) the mother's choice of position	6.21
b) physical activities (pelvic rocking, stair climbing, walking, etc.)	6.22
c) non-allopathic treatments	5.68
d) rest or relaxation	5.89
e) manual internal rotation ("dialing the phone")	4.86
4. pendulous belly inhibiting descent by:	
a) positioning semi-reclining on back	5.64

V. Labor, Birth and Immediate Postpartum	Average Rating
b) assisting the positioning of the uterus over the pelvis	6.18
c) lithotomy position	4.68
5. labor progress by providing:	
a) psychological support	6.73
b) nutritional support	6.63
c) non-allopathic treatments	5.98
d) physical activity	6.45
e) position change	6.66
f) rest	6.57
g) nipple stimulation	5.63
C. Demonstrates the ability to evaluate/support during second stage	
1. wait for the natural urge to push	6.71
2. encourage aggressive pushing in emergency situations	6.70
3. allow the mother to choose the birthing position	6.67
4. recommend position change as needed	6.62
5. perineal support	
6. encourage the mother to touch the newborn during crowning	6.09
7. provide an appropriate atmosphere for the moment of emergence	6.48
8. accurate and complete recordkeeping and documentation of labor and birth	6.69
D. Demonstrates the ability to recognize and respond to labor and birth complications such as:	
1. abnormal fetal heart tones and patterns by:	
(1) administers oxygen to mother	6.15
(2) encourages deep breathing	6.55
b) changing maternal position	6.85
c) facilitating quick delivery if birth is imminent	6.80
d) evaluating for consultation and referral	6.55
e) evaluating for transport	6.73
2. cord prolapse by:	
a) changing maternal position to knee-chest	6.96
b) activating emergency medical services/medical backup plan	6.94
d) placing cord back into vagina	6.03
e) keeping the presenting cord warm, moist and protected	6.76
f) monitoring FHT and cord for pulsation	6.85
g) administering oxygen to mother	6.59
h) facilitating immediate delivery, if birth is imminent	6.86
i) preparing to resuscitate the newborn	6.95
3. variations in presentation:	
a) breech:	
(1) understands mechanism of descent and rotation for complete, frank, or footling breech presentation	6.67

V. Labor, Birth and Immediate Postpartum	Average Rating
(2) hand maneuvers for assisting delivery	6.65
(3) techniques for release of nuchal arm	6.65
b) nuchal hand/arm:	
(1) apply counter pressure to hand/or arm and the perineum	6.25
(2) sweep arm out	6.29
c) nuchal cord:	
(1) loop finger under the cord, and sliding it over head —	6.39
(2) loop finger under the cord, and sliding it over the shoulder	6.29
(3) clamp cord in two places, cutting the cord between the two clamps	5.21
(4) press baby's head into perineum and somersault the baby out	6.14
(5) prepare to resuscitate the baby	6.53
d) face and brow:	
(1) prepare for imminent birth	6.36
(2) determine position of chin	6.54
(3) prepare resuscitation equipment	6.72
(4) prepare treatment for newborn bruising/swelling	6.44
(5) administer arnica	6.04
(6) position the mother in a squat	5.82
(7) prepare for potential eye injury	6.04
e) multiple birth and delivery:	
(1) identifies multiple gestation	6.79
(2) consults or transports according to plan	6.60
(3) prepares for attention to more than one	6.75
f) shoulder dystocia:	
(1) reposition shoulders to oblique diameter	6.40
(2) reposition the mother to:	
(a) hands and knees (Gaskin maneuver)	6.71
(b) exaggerated lithotomy (McRobert's position)	6.27
(c) end of bed	5.43
(d) squat	5.34
(3) flex shoulders of newborn, then corkscrew	6.33
(4) extract the posterior arm	6.55
(5) apply supra-pubic pressure	6.29
(6) apply gentle traction while encouraging pushing	6.06
(7) sweep arm across newborn's face	6.16
(8) fracture baby's clavicle (201, not wr specs)	5.01
4. vaginal birth after cesarean (VBAC)	6.11
5. management of meconium stained fluids:	
a) assess degree of meconium	6.75
b) prepare to resuscitate the baby	6.68
c) instruct the mother to stop pushing after delivery of head	5.47

V. Labor, Birth and Immediate Postpartum	Average Rating
d) clear the airway with suction of mouth and nose	5.84
6. management of maternal exhaustion by:	
a) nutritional support	6.78
b) adequate hydration	6.86
c) non-allopathic treatments	6.15
d) evaluating the mother's psychological condition	6.55
e) increasing rest	6.63
f) monitoring vital signs	6.72
g) monitoring fetal well-being	6.84
h) evaluating urine for ketones	5.79
i) evaluating effect of support team or visitors	6.46
j) evaluating for consultation and/or referral	6.47
E. Recognizes/consults/transport for signs of:	
1. uterine rupture	6.91
2. uterine inversion	6.84
3. amniotic fluid embolism	6.78
4. stillbirth	6.72
F. Assesses the condition of, and provides care for the newborn by:	
1. keeping baby warm	6.82
2. making initial newborn assessment	6.77
3. determining APGAR score at:	
a) 1 minute	6.54
b) 5 minutes	6.55
c) 10 minutes (as appropriate)	6.35
4. keeping baby and mother together	6.91
5. monitoring respiratory and cardiac function by assessing:	
a) symmetry of the chest	6.44
b) sound and rate of heart tones and respirations	6.88
c) nasal flaring	6.83
d) grunting	6.83
e) chest retractions	6.87
f) circumoral cyanosis	6.55
g) central cyanosis	6.84
6. stimulating newborn respiration by:	
a) rubbing up the baby's spine	6.58
b) encouraging parental touch, and call newborn's name	6.77
c) flicking or rubbing the soles of the baby's feet	6.26
d) keeping baby warm	6.83
e) rubbing skin with blanket	6.33
f) applying percussion massage for wet lungs	5.68
7. responding to the need for newborn resuscitation by:	

V. Labor, Birth and Immediate Postpartum	Average Rating
a) administering mouth-to-mouth breaths	6.17
b) positive pressure ventilation for 15-30 seconds	6.77
c) administering oxygen	6.30
d) leaving cord unclamped until placenta delivers	6.52
e) consulting and transport if needed	6.89
8. recognizing and consulting or transporting for apparent birth defects	6.74
9. recognizing signs and symptoms of Meconium Aspiration Syndrome and consults or refers as needed	6.84
10. supporting family bonding	6.90
11. Immediate cord care	
a) clamping the cord after pulsing stops	6.13
b) cutting the cord after clamping	6.09
c) evaluating the cord stump	6.42
d) collecting a cord blood sample, if needed	6.20
12. administering eye prophylaxis	5.00
13. assessing gestational age	5.87
14. assessing for central nervous system disorder	6.43
G. Assists in placental delivery and responds to blood loss by:	
1. reminding mother of the onset of third stage of labor	6.12
2. determining signs of placental separation such as:	
a) lengthening of cord	6.48
b) separation gush	6.63
c) rise in fundus	6.41
d) contractions	6.60
e) urge to push	6.46
3. facilitating the delivery of the placenta by:	
a) breast feeding/nipple stimulation	6.55
b) change the mother's position	6.30
c) emptying the bladder	5.55
d) administer non-allopathic treatments	5.74
e) perform guarded cord traction	6.11
f) encourage release verbally	5.75
g) manual removal of placenta	5.29
h) transport for removal of placenta	5.82
4 assessing, after delivery, the condition of the placenta	6.69
5 estimating blood loss	6.70
6 responding to a trickle bleed by:	
a) assessing origin	6.84
(1) breastfeeding/nipple stimulation	6.71
(2) fundal massage	6.70
(3) assess fundal height and uterine size	6.76
(4) non-allopathic treatments	6.27

V. Labor, Birth and Immediate Postpartum	Average Rating
(5) express clots	6.63
(6) empty bladder	6.67
(7) assess vital signs	6.82
b) responding to vaginal tear and bleeding with:	
(1) direct pressure on tear	6.41
(2) clamp with forceps	5.04
(3) suturing	6.31
(4) assessment of blood color and volume	6.62
7. responding to postpartum hemorrhage with:	
a) fundal massage	6.82
b) external bimanual compression	6.64
c) internal bimanual compression	6.25
d) manual removal of clots	6.13
e) administer medication	6.58
f) non-allopathic treatments	6.29
g) maternal focus on stopping the bleeding/ tightening the uterus	6.21
h) administer oxygen	6.29
i) treat for shock	6.74
j) consult and/or transfer	6.57
k) activate medical emergency backup plan	6.58
l) prepare to increase postpartum care	6.65
m) administration of, or referral for IV fluids	5.37
H. Assesses general condition of mother by:	
1. assessing for bladder distension	6.57
2. encouraging urination for bladder distension	6.77
3. performing catheterization for bladder distension	6.02
4. assessing lochia	6.81
5. assessing the condition of vagina, cervix and perineum for:	
a) cystocele	5.95
b) rectocele	5.95
c) hematoma	6.45
d) tears, lacerations	6.82
e) hemorrhoids	6.15
f) bruising	6.10
g) prolapsed cervix	6.50
6. repairing the perineum:	
a) administer a local anesthetic	6.26
b) perform basic suturing of:	
(1) 1st degree tears	5.59
(2) 2nd degree tears	6.25
(3) labial tears	5.53

V. Labor, Birth and Immediate Postpartum	Average Rating
c) providing alternate repair methods (non-suturing)	5.96
7. providing instruction for care and treatment of the perineum	6.83
8. facilitating breastfeeding by assisting and teaching about:	
a) colostrum	6.74
b) positions for mother and baby	6.78
c) skin-to-skin contact	6.78
d) latching on	6.86
e) maternal hydration	6.75
f) maternal nutrition	6.74
g) maternal rest	6.76
h) feeding patterns	6.70
i) maternal comfort measures for engorgement	6.67
j) letdown reflex	6.55
k) milk expression	6.38
l) normal newborn urine and stool output	6.77
I. Performs a Newborn Exam by assessing:	
1. the head for:	
a) size/circumference	6.56
b) molding	6.58
c) hematoma	6.72
d) caput	6.60
e) sutures	6.61
f) fontanel	6.63
2. the eyes for:	
a) jaundice	6.62
b) pupil condition	6.21
c) tracking	6.11
d) spacing	6.28
e) clarity	6.21
f) hemorrhage	6.41
g) discharge	6.42
3. the ears for:	
a) positioning	6.58
b) response to sound	6.19
c) patency	6.05
d) cartilage	6.15
4. the mouth for:	
a) appearance and feel of palate	6.75
b) lip and mouth color	6.61
c) tongue	6.55
d) lip cleft	6.64
e) signs of dehydration	6.59

V. Labor, Birth and Immediate Postpartum	Average Rating
5. the nose for:	
a) patency	6.58
b) flaring nostrils	6.76
6. the neck for:	
a) enlarged glands; thyroid and lymph	6.04
b) trachea placement	5.61
c) soft tissue swelling	5.97
d) unusual range of motion	6.25
7. the clavicle for:	
a) integrity	6.51
b) symmetry	6.38
8. the chest for:	
a) symmetry	6.47
b) nipples	6.32
c) breast enlargement including discharge	6.19
d) measurement (chest circumference)	6.30
e) count heart rate	6.80
f) monitor heartbeat for irregularities	6.81
g) auscultate the lungs, front and back for:	
(1) breath sounds	6.78
(2) equal bilateral expansion	6.49
9. the abdomen for:	
a) enlarged organs	6.54
b) masses	6.59
c) hernias	6.47
d) bowel sounds	6.23
e) rigidity	6.44
10. the groin for:	
a) femoral pulses	5.96
b) swollen glands	5.89
11. the genitalia for:	
a) appearance	6.58
b) position of urethral opening	6.53
c) testicles for:	
(1) descent	6.53
(2) rugae	6.16
(3) herniation	6.24
d) labia for:	
(1) patency	6.27
(2) maturity of clitoris and labia	6.23
12. the rectum for:	
a) patency	6.62

V. Labor, Birth and Immediate Postpartum	Average Rating
b) meconium	6.57
13. abduct hips for dislocation	6.55
14. the legs for:	
a) symmetry of creases in the back of the legs	6.40
b) equal length	6.46
c) foot/ankle abnormality	6.44
15. the feet for:	
a) digits, number, webbing	6.50
b) creases	6.47
c) abnormalities	6.50
16. the arms for symmetry in:	
a) structure	6.43
b) movement	6.50
17. the hands for:	
a) number of digits, webbing	6.50
b) finger taper	5.97
c) palm crease	6.47
d) length of nails	5.83
18. the backside of baby for:	
a) symmetry of hips, range of motion	6.48
b) condition of the spine for:	
(1) dimpling	6.64
(2) holes	6.84
(3) straightness	6.59
19. temperature	6.29
20. reflexes:	
a) flexion of extremities and muscle tone	6.69
b) sucking	6.78
c) moro	6.62
d) babinski	6.55
e) plantar/palmar	6.52
f) stepping	6.14
g) grasp	6.54
h) rooting	6.70
i) blink	6.08
21. skin condition for:	
a) color	6.75
b) lesions	6.57
c) birthmarks	6.28
d) milia	5.95
e) vernix	6.23
f) lanugo	6.19

V. Labor, Birth and Immediate Postpartum	Average Rating
g) peeling	6.24
h) rashes	6.43
i) bruising	6.57
j) Mongolian spots	6.18
22. length of baby	6.33
23. weight of baby	6.59

VI. The Postpartum Period	Average Rating
A. Completes the birth certificate	6.50
B. Performs postpartum reevaluation of mother and baby at:	
1. day-one to day-two	6.79
2. day-three to day-four	6.15
3. one to two weeks	6.43
4. three to four weeks	4.95
5. six to eight weeks	6.29
C. Assesses and provides counseling and education as needed for:	
1. postpartum-subjective history	6.46
2. lochia vs abnormal bleeding	6.79
3. return of menses	6.26
4. vital signs, digestion, elimination patterns	6.51
5. breastfeeding, condition of breasts and nipples	6.77
6. muscle prolapse of vagina and rectum (cystocele, rectocele)	6.42
7. strength of pelvic floor	6.36
8. condition of the uterus (size and involution), ovaries and cervix	6.49
9. condition of the vulva, vagina, perineum and anus	6.54
D. Educates regarding adverse factors affecting breastfeeding	
1. environmental	6.13
2. biological	6.15
3. occupational	6.10
4. pharmacological	6.25
E. Provides contraceptive/family planning education and counseling	5.80
F. Facilitates psycho-social adjustment	6.27
G. Provides opportunity for client feedback	
1. written	5.42
2. verbal	6.40

VI. The Postpartum Period	Average Rating
H. Knows signs and symptoms, differential diagnosis, and appropriate midwifery management or referral for:	
1. uterine infection	6.86
2. urinary tract infection	6.80
3. infection of vaginal tear or incision	6.85
4. postpartum depression	6.83
5. postpartum psychosis	6.73
6. late postpartum bleeding/hemorrhage	6.83
7. thrombophlebitis	6.71
8. separation of abdominal muscles	6.29
9. separation of symphysis pubis	6.34
I. Assesses for, and treats jaundice by:	
1. encouraging mother to breastfeed every two hours	6.75
2. exposing the front and back of newborn to sunlight through window glass	6.55
3. assessing newborn lethargy and hydration	6.85
4. consult or referral	6.38
J. Provides direction for care of circumcised penis	5.39
K. Provides direction for care of uncircumcised penis	6.33
L. Treats thrush on nipples :	
1. dry nipples after nursing	6.29
2. non-allopathic remedies	6.54
3. allopathic treatments	5.76
M. Treats sore nipples with:	
1. apply topical agents	6.25
2. expose to air	6.46
3. suggest alternate nursing positions	6.71
4. evaluate baby's sucking method	6.81
5. apply expressed milk	6.27
N. Treats mastitis by:	
1. providing immune system support including:	
a) nutrition/hydration	6.71
b) non-allopathic remedies	6.46
2. encouraging multiple nursing positions	6.72
3. applying herbal/non-allopathic compresses	6.37
4. applying warmth, soaking in tub or by shower	6.61
5. encouraging adequate rest/relaxation	6.77
6. assessing for signs and symptoms of infections	6.83
7. teaching mother to empty breasts at each feeding	6.57
8. providing/teaching gentle massage of sore spots	6.60
9. consulting/referring to:	
a) La Leche League	5.93

VI. The Postpartum Period	Average Rating
b) lactation counselor	6.03
c) other healthcare providers	5.94

VII. Well-Baby Care	Average Rating
A. Provides well-baby care up to six weeks	6.29
B. Instructs on newborn care including normal/abnormal newborn activity, responses, vital signs, appearance, behavior, etc.	6.67
C. Assesses the current health and appearance of baby including:	
1. temperature	6.43
2. heart rate, rhythm and regularity	6.69
3. respirations	6.69
4. appropriate weight gain	6.78
5. length	5.90
6. measurement of circumference of head	5.81
7. neuro-muscular response	6.37
8. level of alertness	6.66
9. wake/sleep cycles	6.50
10. feeding patterns	6.65
11. urination and stool for frequency, quantity and color	6.69
12. appearance of skin	6.58
13. jaundice	6.66
14. condition of cord	6.64
D. Instructs mother in care of :	
1. diaper rash	6.14
2. cradle cap	5.92
3. heat rash	5.99
E. Advises and facilitates treatment of thrush	6.48
F. Advises and facilitates treatment for colic 6.20	6.20
G. Recognizes signs/symptoms and differential diagnosis of:	
1. infections 6.74	6.74
2. polycythemia	6.14
3. cardio-respiratory abnormalities	6.66
4. glucose disorders	6.38
5. hyperbilirubinemia	6.51
6. birth defects	6.62
7. failure to thrive	6.74
8. newborn hemorrhagic disease (early and late onset)	6.58

VII. Well-Baby Care	Average Rating
H. Provides information for referral for continued well-baby care	6.40
I. Supports integration of baby into family	6.57
J. Performs or refer for newborn metabolic screening	6.43
K. Perform or refer for hearing screening	5.16

2. Tasks Specific to the Skills Assessment

Task	Average Rating
I. General Healthcare Skills	
Demonstrates proper injection skills, including:	
1. checking appearance, name, expiration date of medications	6.74
2. observing sterile technique	6.73
3. drawing up fluids in the syringe appropriately	6.73
4. injecting fluids appropriately	6.76
5. disposing of needles appropriately	66.5
Demonstrates proposer use of oxygen equipment, including:	
1. proper set up of oxygen equipment	6.74
2. use of cannula and face mask	6.66
3. regulates flow meter appropriately	6.71
A. Demonstrates the application of Universal Precautions as they relate to midwifery (topic in WR, specific skills in SK)	
1. handwashing	6.78
2. gloving and ungloving	6.02
3. sterile technique	6.58
IV. Prenatal	
A. Assesses results of routine prenatal physical exams including ongoing assessment of:	
9. urine for :	
e) PH	5.27
f) Leukocytes	5.79
g) Nitrites	5.87
h) Blood	5.98

3. Former Skills Assessment Tasks Now Included in the Written Examination

The following ***bold and italicized*** tasks were previously listed only in the Skills Assessment Test Specifications.

Task	Average Rating
II. General Healthcare Skills	
J. Demonstrates knowledge of how and when to use instruments and equipment including:	
<i>12. gestational wheel or calendar</i>	6.62
<i>13. newborn and adult scale</i>	6.42
<i>14. thermometer</i>	6.31
<i>15. urinalysis strips</i>	6.42
<i>16. cord clamp</i>	6.30
<i>17. Doppler</i>	6.57
<i>18. fetoscope</i>	6.56
<i>19. stethoscope</i>	6.79
<i>20. vaginal speculum</i>	6.26
<i>21. blood pressure cuff</i>	6.83
<i>22. oxygen tank, flow meter, cannula, and face mask</i>	6.72
K. Proper use of injection equipment	
<i>1. syringe</i>	6.63
<i>2. single dose vial</i>	6.59
<i>3. multi dose ampoule</i>	6.40
<i>4. sharps container</i>	6.49
L. Draws blood for lab work	5.17
M. Obtains or refers for urine culture	6.03
N. Obtains or refers for blood screening tests	6.20
III. Maternal Health Assessment	
B. Performs a physical examination, including assessment of:	
<i>12. deep tendon reflexes of the knee</i>	5.49
IV. Prenatal	
A. Assesses results of routine prenatal physical exams including ongoing assessment of:	
<i>14. clonus</i>	5.68
<i>15. vital signs</i>	6.59
<i>16. respiratory assessment</i>	5.66
<i>17. edema</i>	6.42
V. Labor, Birth and Immediate Postpartum	

Task	Average Rating
D. Demonstrates the ability to recognize and respond to labor and birth complications such as:	
3. variations in presentation	
f) shoulder dystocia	
(2) reposition the mother to:	
<i>(d) squat</i>	5.34
F. Assesses the condition of, and provides care for the newborn by:	
6. stimulating newborn respiration by:	
<i>f) applying percussion massage for wet lungs</i>	5.68
7. responding to the need for newborn resuscitation by:	
<i>e) consulting and transporting if needed</i>	6.89
G. Assists in placental delivery and responds to blood loss by:	
3. facilitating the delivery of the placenta by:	
<i>g) manual removal of placenta</i>	5.29
7. responding to postpartum hemorrhage with:	
<i>m) administration of, or referral for IV fluids</i>	5.37
I. Performs a Newborn Exam by assessing:	
1. the head for:	
a) size/circumference	6.56
b) molding	6.58
c) hematoma	6.72
d) caput	6.60
e) sutures	6.61
f) fontanel	6.63
2. the eyes for:	
a) jaundice	6.62
b) pupil condition	6.21
c) tracking	6.11
d) spacing	6.28
3. the ears for:	
a) positioning	6.58
b) response to sound	6.19
c) patency	6.05
d) cartilage	6.15
4. the mouth for:	
a) appearance and feel of palate	6.75
b) lip and mouth color	6.61
c) tongue	6.55
d) lip cleft	6.64
e) signs of dehydration	6.59
5. the nose for:	

Task	Average Rating
<i>a) patency</i>	6.58
<i>b) flaring nostrils</i>	6.76
6. the neck for:	
<i>a) enlarged glands; thyroid and lymph</i>	6.04
<i>b) trachea placement</i>	5.61
<i>c) soft tissue swelling</i>	5.97
<i>d) unusual range of motion</i>	6.25
7. the clavicle for:	
<i>a) integrity</i>	6.51
<i>b) symmetry</i>	6.38
8. the chest for:	
<i>a) symmetry</i>	6.47
<i>b) nipples</i>	6.32
<i>c) breast enlargement including discharge</i>	6.19
<i>d) measurement (chest circumference)</i>	6.30
<i>e) count heart rate</i>	6.80
<i>f) monitor heartbeat for irregularities</i>	6.81
<i>g) auscultate the lungs, front and back for:</i>	
<i>(1) breath sounds</i>	6.78
<i>(2) equal bilateral expansion</i>	6.49
9. the abdomen for:	
<i>a) enlarged organs</i>	6.54
<i>b) masses</i>	6.59
<i>c) hernias</i>	6.47
<i>d) bowel sounds</i>	6.23
<i>e) rigidity</i>	6.44
10. the groin for:	
<i>a) femoral pulses</i>	5.96
<i>b) swollen glands</i>	5.89
11. the genitalia for:	
<i>a) appearance</i>	6.58
<i>b) position of urethral opening</i>	6.53
<i>c) testicles for:</i>	
<i>(1) descent</i>	6.53
<i>(2) rugae</i>	6.16
<i>(3) herniation</i>	6.24
<i>d) labia for:</i>	
<i>(1) patency</i>	6.27
<i>(2) maturity of clitoris and labia</i>	6.23
12. the rectum for:	
<i>a) patency</i>	6.62
<i>b) meconium</i>	6.57

Task	Average Rating
<i>13. abduct hips for dislocation</i>	6.55
<i>14. the legs for:</i>	
<i>a) symmetry of creases in the back of the legs</i>	6.40
<i>b) equal length</i>	6.46
<i>c) foot/ankle abnormality</i>	6.44
<i>15. the feet for:</i>	
<i>a) digits, number, webbing</i>	6.50
<i>b) creases</i>	6.47
<i>c) abnormalities</i>	6.50
<i>16. the arms for symmetry in:</i>	
<i>a) structure</i>	6.43
<i>b) movement</i>	6.50
<i>17. the hands for:</i>	
<i>a) number of digits, webbing</i>	6.50
<i>b) finger taper</i>	5.97
<i>c) palm crease</i>	6.47
<i>d) length of nails</i>	5.83
<i>18. the backside of baby for:</i>	
<i>a) symmetry of hips, range of motion</i>	6.48
<i>b) condition of the spine for:</i>	
<i>(1) dimpling</i>	6.64
<i>(2) holes</i>	6.84
<i>(3) straightness</i>	6.59
<i>19. temperature</i>	6.29
<i>20. reflexes:</i>	
<i>a) flexion of extremities and muscle tone</i>	6.69
<i>b) sucking</i>	6.78
<i>c) moro</i>	6.62
<i>d) babinski</i>	6.55
<i>e) plantar/palmar</i>	6.52
<i>f) stepping</i>	6.14
<i>g) grasp</i>	6.54
<i>h) rooting</i>	6.70
<i>i) blink</i>	6.08
<i>21. skin condition for:</i>	
<i>a) color</i>	6.75
<i>b) lesions</i>	6.57
<i>c) birthmarks</i>	6.28
<i>d) milia</i>	5.95
<i>e) vernix</i>	6.23
<i>f) lanugo</i>	6.19
<i>g) peeling</i>	6.24

Task	Average Rating
<i>h) rashes</i>	6.43
<i>i) bruising</i>	6.57
<i>j) Mongolian spots</i>	6.18
22. <i>length of baby</i>	6.33
23. <i>weight of baby</i>	6.59
VI. The Postpartum Period	
B. Performs postpartum reevaluation of mother and baby at:	
4. <i>three to four weeks</i>	4.95

4. Task Revisions

The following ***bold and italicized*** tasks were revised based on the results of the survey ratings and editing.

Task	Average Rating
I. Midwifery Counseling, Education and Communication	
A. Provides <i>interactive</i> support and counseling and/or referral for the possibility of less-than-optimal pregnancy outcomes	6.30
B. Provides education and counseling based on maternal <i>and paternal</i> health/reproductive family history and on-going risk assessment	5.75
<i>G. Communicates practice parameters and limits of practice</i>	6.59
K. Provides culturally appropriate education, counseling and/or referral to other health care professionals, services, agencies for:	
6. <i>social risk factors</i>	5.85
II. General Healthcare Skills	
<i>B. Demonstrates optimal documentation and charting skills</i>	6.43
E. Manages shock by:	
<i>g) administration of, or referral for IV fluids</i>	5.27
G. Demonstrates knowledge of the benefits and risks and appropriate administration of the following pharmacological (prescriptive) agents:	
1. <i>lidocaine/xylocaine for suturing</i>	6.29
8. <i>antibiotics for Group B Strep</i>	5.14
9. <i>IV fluids</i>	5.39
III. Maternal Health Assessment	
A. Obtains and maintains records of health, reproductive and family medical history and possible implications to current pregnancy, including:	
11. <i>mother's medical history:</i>	
<i>a) genetics</i>	5.90
<i>b) alcohol use</i>	6.40

Task	Average Rating
<i>c) drug use</i>	6.47
<i>d) tobacco use</i>	6.38
<i>e) allergies</i>	6.43
12. father's medical history:	
<i>a) genetics</i>	5.78
<i>b) alcohol use</i>	5.78
<i>c) drug use</i>	5.89
<i>d) tobacco use</i>	5.78
IV. Prenatal	
A. Assess results of routine prenatal physical exams including ongoing assessment of:	
13. fetal growth and well-being	
d) fetal palpation for:	
<i>(1) fetal weight</i>	5.97
<i>(2) fetal size</i>	6.24
<i>(3) fetal lie</i>	6.74
<i>(4) degree of fetal head flexion</i>	5.72
C. Provides prenatal education, counseling, and recommendations for:	
4. common complaints of pregnancy:	
<i>h) bacterial vaginosis</i>	6.32
<i>l) hemorrhoids</i>	6.16
<i>m) carpal tunnel syndrome</i>	5.47
<i>n) round ligament pain</i>	6.14
<i>o) headache</i>	6.36
<i>p) leg cramps</i>	6.18
<i>q) backache</i>	6.20
D. Recognizes and responds to potential prenatal complications/ variations by identifying/assessing:	
5. breech presentations	
<i>(3) non-allopathic methods (moxibustion, homeopathic)</i>	6.01
11. and treating a post-date pregnancy by stimulating the onset of labor	
<i>h) repositioning a posterior baby</i>	5.81
<i>i) refer for chiropractic adjustment</i>	5.36
<i>j) refer for acupuncture</i>	5.08
14. managing premature rupture of membranes in a FULL-TERM pregnancy:	
<i>i) review Group B Strep status and inform of options</i>	6.47
V. Labor, Birth and Immediate Postpartum	
A. Facilitates maternal relaxation and provides comfort measure throughout labor by administering/encouraging:	

Task	Average Rating
5. the use of music <i>or sound</i>	5.60
B. Evaluates/responds during first stage:	
1. assess maternal/infant status based upon:	
i) maternal dehydration and/or vomiting by administering:	
(4) <i>IV fluids (administer or refer for)</i>	4.42
C. Demonstrates the ability to evaluate/support during second stage	
5. perineal <i>support</i>	
8. <i>accurate and complete recordkeeping and</i> documentation of labor and birth	6.69
D. Demonstrates the ability to recognize and respond to labor and birth complications such as:	
1. abnormal fetal heart tones and patterns by:	
(1) administer oxygen <i>to mother</i>	6.15
3. variations in presentation	
a) breech:	
(1) <i>understands mechanism of descent and rotation for complete, frank, or footing breech presentation</i>	6.67
(2) <i>hand maneuvers for assisting delivery</i>	6.65
(3) <i>techniques for release of nuchal arm</i>	6.65
d) face and brow:	
(2) <i>determine position of chin</i>	6.54
e) multiple birth and delivery:	
(1) <i>identifies multiple gestation</i>	6.79
(2) <i>consults or transports according to plan</i>	6.60
(3) <i>prepares for attention to more than one</i>	6.75
5. management of meconium stained fluids:	
a) <i>assess degree of meconium</i>	6.75
6. management of maternal exhaustion by:	
i) <i>evaluate effect of support team or visitors</i>	6.46
F. Assesses the condition of, and provides care for the newborn	
14. <i>assess for central nervous system disorder</i>	6.43
G. Assists in placental delivery and responds to blood loss by:	
3. facilitating the delivery of the placenta by:	
c) <i>emptying the bladder</i>	5.55
f) <i>encouraging release verbally</i>	5.75
h) <i>transporting for removal of placenta</i>	5.82
6. responding to a trickle bleed by:	
b) respond to vaginal tear and bleeding with:	
(2) <i>clamp with forceps</i>	5.04
H. Assesses general condition of mother:	
8. facilitating breastfeeding by assisting and teaching about:	
l) <i>normal newborn urine and stool output</i>	6.77

Task	Average Rating
I. Performs a Newborn Exam by assessing: (formerly listed only under Skills Assessment Specs; now added to WR specs)	
2. the eyes for:	
<i>e) clarity</i>	6.21
<i>f) hemorrhage</i>	6.41
<i>g) discharge</i>	6.42
9. the abdomen for:	
<i>e) rigidity</i>	6.44
11. the genitalia for:	
<i>b) position of urethral opening</i>	6.53
20. reflexes:	
<i>i) blink</i>	6.08
21. skin condition for:	
<i>j) Mongolian spots</i>	6.18
VI. The Postpartum Period	
<i>G. Provides opportunity for client feedback</i>	
<i>1. written</i>	5.42
<i>2. verbal</i>	6.40
H. Knows signs and symptoms, differential diagnosis, and appropriate midwifery management or referral for:	
<i>8. separation of abdominal muscles</i>	6.29
<i>9. separation of symphysis pubis</i>	6.34
VII. Well-Baby Care	
<i>K. Performs or refers for hearing screening</i>	5.16

Results

Results were tabulated, and a committee of SMEs reviewed the results. All items scoring above 5 were included on the final list, below 4 were not included, and items scoring between 4-5 were reviewed by the SMEs for a final decision. The final list of tasks became the new Test Specifications. Most newly suggested items did not make the cut, so there were very few additions to the list. Very few old items were removed from the list. The outcome of the 2008-2009 Job Analysis survey indicated to the board that the essential knowledge and skills for certified professional midwives has not changed significantly in recent years. In a comparison of the items on the current written exam, no items were found on the current exam that were not included in the new specifications. The few new content areas will be reflected in items writing during 2010. The percentage of items in each content domain does not need to be changed based on the job

analysis results.

Conclusion

The objective of the 2008-2009 job analysis survey was twofold: to update the findings of the 2001 job analysis survey and to provide as comprehensive a picture of the duties and responsibilities of the practicing midwife as possible. The exhaustive nature of the survey instrument and ensuing results undoubtedly furnished the necessary information needed to define the current state of the practice of midwifery, revise the test specifications and make appropriate changes in the content of the CPM examinations.