



## RETENTION OF MIDWIVES THROUGHOUT THEIR PROFESSIONAL TRAINING AND BEYOND

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This study is aimed at informing educators and policy makers to retain skilled midwives in the Canadian health workforce.

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### PURPOSE/OBJECTIVES

In this study our first objective is to understand the changes in midwives' career commitments from the early stages of their professional training until a year into practice. We also intend to uncover the underlying reasons for the changes.

### FINDINGS/IMPACT/OUTCOMES

At this point, we are reporting findings from our first round of data collection from midwifery students. The results suggest that midwifery students often would have concerns with sustaining their work-life balance if they remain in the profession. Moreover, those who report higher concerns with physical demands of midwifery have significantly lower levels of career commitment.

### CONCLUSIONS

We have concluded that transition from the classroom into placement is a critical point in the midwives professional training. The issue of reality shock should be skillfully planned for and managed to empower midwives for their careers and the challenges they may face. The findings also highlight the role of preceptors in midwifery education program and in shaping midwifery students perception of the midwifery profession. effective health solution.