

AMERICAN MIDWIFERY CERTIFICATION BOARD

2023 Demographic Report



Background/Introduction

The mission of the American Midwifery Certification Board (AMCB) is to protect and serve the public by leading the certification standards in midwifery. The AMCB fulfills this mission through three primary activities: developing and administering a validated certification exam to assess the entry-level competencies of Certified Nurse-Midwives (CNM) and Certified Midwives (CM), requiring a mandatory certificate maintenance program and recertification for all CNM/CMs, and maintaining professional discipline.

Reporting demographic characteristics of AMCB-certified midwives provides critical information about the midwifery workforce to inform policy, research, and practice. AMCB maintains a secure database containing demographic data of all AMCB-certified midwives. Analysis of this data provides a snapshot of the CNM/CM workforce that is summarized in this report.

Methodology

Certificants voluntarily self-report their demographic characteristics at the time of their initial certification and at the time of subsequent recertification, which occurs every 5 years. The data reported here were therefore collected over a 5-year timeframe between January 2019 and December 2023 and reflect each certificant's demographic characteristics at the time of their certification or recertification, with the exception of age which was calculated at the time of the generation of this report based upon the birth date provided by the certificant. Variation in responses to each demographic data point may reflect changes in data collection methodology over the 5-year period. General demographic, employment, and education data of CNM/CMs are reported herein to provide a reference for describing the demographic characteristics of the CNM/CM workforce.

General Demographic Data

As of January 15, 2024, there were a total of 14,198 AMCB-certified midwives in the United States of which 14,067 (99.1%) were CNMs and 131 (0.9%) were CMs. The average age of midwives was 48.5 (SD 12.7). Midwives 65 or older represented 15.1% (n=2140) of all CNM/CMs. Almost all (98.9%), of AMCB-certified midwives identify as female. The majority of CNMs/CMs identified as White (83.3%) and as non-Hispanic or Latino (90.3%), with midwives who identified as Black or African American being the next most common group (8.3%), which represents a small increase in the number of midwives who identify as Black or African American from the 2022 report (7.7%). Other self-reported racial identities comprised 8.4% of the total sample. Most AMCB-certified midwives identified English as their primary language (95.9%)

Age of all Certificants (N=14198)		
	<i>n</i>	% of all Certificants (N=14198)
20-29	407	2.9%
30-39	3723	26.2%
40-49	4103	28.9%
50-59	2619	18.5%
60-69	2420	17.0%
Over 70	926	6.5%

Sex of all Certificants (N=14198)		
	<i>n</i>	%
Female	14048	98.9%
Male	88	0.6%
Other	16	0.1%
I choose not to respond	46	0.3%

Race of all Certificants (N=14198)		
	<i>n</i>	%
American Indian or Alaska Native	81	0.6%
Asian	263	1.9%
Black or African American	1176	8.3%
More than one race	214	1.5%
Native Hawaiian or other Pacific Islander	24	0.2%
White or Caucasian	11827	83.3%
Other Race	183	1.3%
I choose not to respond	430	3.0%

Ethnicity of all Certificants (N=14198)		
	<i>n</i>	%
No, Not Hispanic/Latino	12826	90.3%
Yes, Hispanic/Latino	789	5.6%
I choose not to respond	583	4.1%

Primary Language of all Certificants (N=14198)		
	<i>n</i>	%
Language other than English	583	4.1%
English	13615	95.9%
Not reported	0	0.0%

Provides Services in Languages other than English of all Certificants (N=14198)*		
	<i>n</i>	%
Chinese (Cantonese, Mandarin, other varieties)	78	0.5%
English	11028	77.7%
French, French Creole, or Haitian Creole	350	2.5%
Spanish	3460	24.4%
Other Language	644	4.5%

* Select all that apply

Employment Data

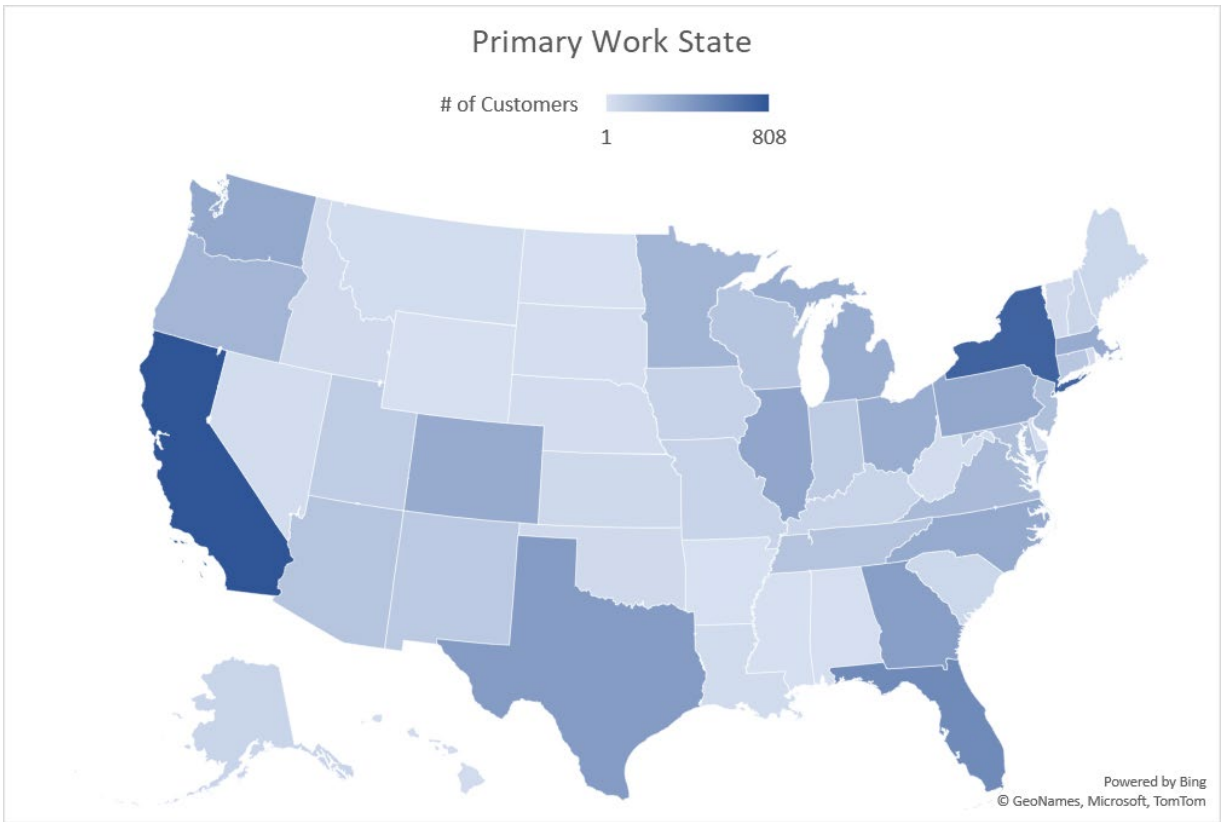
The majority of AMCB-certified midwives identified as working in full- or part-time midwifery positions (76.3%). The percentage of midwives working in a discipline other than midwifery remained stable at 11.5% after steadily increasing from 9.0% in 2019 to 11.7% for the 2022. Most midwives working full-time (69.5%) earned between \$100,000 and \$149,999. Only 2.4% of those in full-time employment reported earning more than \$200,000. There was wide variation in the number of AMCB-certified midwives across states (range: 14 in Arkansas to 808 in California). The state with the second highest number of midwives was New York (729 midwives). Midwifery employment information is asked at the time of recertification only (i.e., not asked at the time of initial certification because initial certificants are not expected to have entered the midwifery workforce prior to certification).

Midwifery Employment Status of Re-certificants (N=10583)*		
	<i>n</i>	%
Employed as a full-time midwife (35 hours or more per week)	5869	55.5%
Employed as a full-time midwife and employed in a second midwifery job (either part-time or full-time)	251	2.4%
Employed as a part-time midwife (34 hours or less per week)	1958	18.5%
Employed, but not in the discipline of midwifery	1212	11.5%
Not employed during the past year for reason OTHER than retirement	387	3.7%
Retired	373	3.5%
Other	533	5.0%

* Asked of re-certificants only

Salary Range for Midwifery-Related Work of Re-certificants (N=8078)				
	Full-time (n=6120)		Part-time (n=1958)	
	<i>n</i>	%	<i>n</i>	%
Less than \$30,000	30	0.5%	237	12.1%
\$30,000 - \$39,999	16	0.3%	98	5.0%
\$40,000 - \$49,999	26	0.4%	123	6.3%
\$50,000 - \$59,999	28	0.5%	184	9.4%
\$60,000 - \$74,999	117	1.9%	310	15.8%
\$75,000 - \$99,999	899	14.7%	518	26.5%
\$100,000 - \$149,999	4254	69.5%	430	22.0%
\$150,000 - \$199,999	605	9.9%	48	2.5%
\$200,000 - \$249,999	99	1.6%	7	0.4%
\$250,000 - \$499,999	24	0.4%	2	0.1%
\$500,000 - \$999,999	4	0.1%	0	0.0%
\$1,000,000 or more	17	0.3%	1	0.1%
Not reported	1	0.0%	0	0.0%

*Asked of re-certificants only



Education and Certification Data

A master’s degree is required to obtain certification. Additionally, about 12% of AMCB-certified midwives hold doctoral degrees (n=1707). The largest proportion of AMCB-certified midwives have been certified for 10 years or less (46.7%), compared to approximately 23% certified for 11 to 20 years and 30.3% certified for over 20 years. The number of entrants to the profession yearly has been stable with 3630 (25.6% of all certificants) certifying within the last 5 years, compared to 3565 (25.7% of all certificants) in the 2022 Demographic Report.

Number of Years Certified for all Certificants (N=14198)		
	<i>n</i>	%
0-5 Years	3630	25.6%
6-10 Years	3001	21.1%
11-15 Years	1930	13.6%
16-20 Years	1329	9.4%
21-25 Years	1606	11.3%
26-30 Years	1361	9.6%
31-35 Years	640	4.5%
36-40 Years	373	2.6%
41-45 Years	228	1.6%
46-50 Years	85	0.6%
Over 50 Years	15	0.1%

Academic Degrees				
	Initial certificants (N=3615)		Re-certificants (N=10583)^a	
	<i>n</i>	%	<i>n</i>	%
Associate, Not Nursing	172	4.8%	325	3.1%
Associate, Nursing	850	23.5%	2087	19.7%
Bachelor's Midwifery	NA		30	0.3%
Bachelor's, Not Nursing	1085	30.0%	2826	26.7%
Bachelor's, Nursing	2776	76.8%	6982	66.0%
Certificate	NA		605	5.7%
Doctorate (any type e.g. DNP, PhD, etc.)	355	9.8%	1352	12.8%
Master's, Midwifery	1975	54.6%	5820	55.0%
Master's, Not Nursing	82	2.3%	410	3.9%
Master's, Not Nursing, Midwifery, or Public Health	35	1.0%	160	1.5%
Master's, Nursing	1358	37.6%	5514	52.1%
Master's, Public Health	59	1.6%	364	3.4%
Post-master's Certificate	NA		582	5.5%
Precertification	NA		30	0.3%
Other	74	2.0%	817	7.7%
Not reported	15	0.4%	0	0.0%

* Select all that apply, NA=Not asked

^a Inclusive of individuals who are in their first 5 years of certification after a lapse or change of certification.

Conclusion

The landscape of midwifery integration in the US healthcare system is rapidly changing with federal investment in growing and diversifying the midwifery workforce and states changing legislation with the goal of increasing access to midwifery care. Monitoring trends in the demographic characteristics of the midwifery workforce is an essential component of understanding the effects of these initiatives. This report provides a snapshot of AMCB-certified midwives in the United States as of January 15, 2024. Limitations of this report include temporal variation of data collection instruments and methodology, and lack of comparable long-term historical data. Additional data to consider monitoring in the future includes more detailed salary data, models of care in which midwives are working, county-level distribution data, and populations served by AMCB-certified midwives.