

AMERICAN MIDWIFERY CERTIFICATION BOARD

2024 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 2020 and December 2024 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 23, 2024, there were a total of 14,540 AMCB-certified midwives in the United States of which 14,401 (99.04%) were CNMs and 139 (0.96%) were CMs. The average age of midwives was 48.3 (SD 12.51). Midwives 65 or older represented 14.4% (n=2092) of all CNM/CMs. Almost all (99%), of AMCB-certified midwives identify as female. The majority of CNMs/CMs identified as White (82.6%) and as non-Hispanic or Latino (90.3%), with midwives who identified as Black or African American being the next most common group (8.7%), which represents a small increase in the number of midwives who identify as Black or African American from the 2023 report (8.3%). Other self-reported racial identities comprised 8.7% of the total sample. Most AMCB-certified midwives identified English as their primary language (95.8%)

Age of all Certificants (N=14540)		
	<i>n</i>	% of all Certificants (N=14540)
20-29	412	2.8%
30-39	3820	26.3%
40-49	4309	29.6%
50-59	2780	19.1%
60-69	2257	15.5%
Over 70	962	6.6%

Sex of all Certificants (N=14540)		
	<i>n</i>	%
Female	14394	99.0%
Male	79	0.5%
Other	15	0.1%
I choose not to respond	52	0.4%

Race of all Certificants (N=14540)		
	<i>n</i>	%
American Indian or Alaska Native	87	0.6%
Asian	279	1.9%
Black or African American	1266	8.7%
More than one race	257	1.8%
Native Hawaiian or other Pacific Islander	21	0.1%
White or Caucasian	12009	82.6%
Other Race	182	1.3%
I choose not to respond	439	3.0%

Ethnicity of all Certificants (N=14540)		
	<i>n</i>	%
No, Not Hispanic/Latino	13123	90.3%
Yes, Hispanic/Latino	845	5.8%
I choose not to respond	572	3.9%

Primary Language of all Certificants (N=14540)		
	<i>n</i>	%
Language other than English	604	4.2%
English	13936	95.8%
Not reported	0	0.0%

Provides Services in Languages other than English of all Certificants (N=14540)*		
	<i>n</i>	%
Chinese (Cantonese, Mandarin, other varieties)	74	0.5%
English	11626	80.0%
French, French Creole, or Haitian Creole	360	2.5%
Spanish	3370	23.2%
Other Language	689	4.7%

* Select all that apply

Employment Data

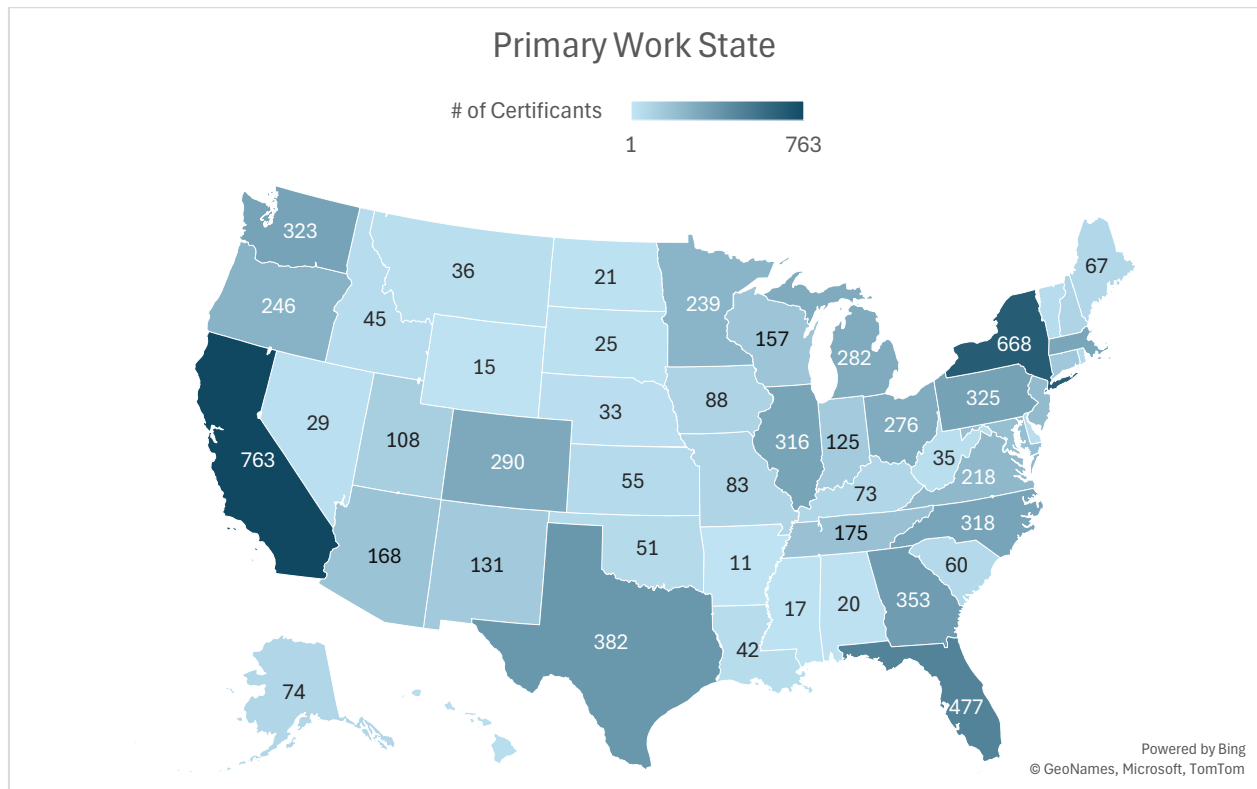
The majority of AMCB-certified midwives identified as working in full- or part-time midwifery positions (76.2%). The percentage of midwives working in a discipline other than midwifery remained stable at 11.4% after steadily increasing from 9.0% in 2019 to 11.7% in 2022, to 11.5% in 2023. Most midwives working full-time (69.2%) earned between \$100,000 and \$149,999. Only 3.2% 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: 11 in Arkansas to 763 in California). The state with the second highest number of midwives was New York (668 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=10852)*		
	<i>n</i>	%
Employed as a full-time midwife (35 hours or more per week)	5977	55.1%
Employed as a full-time midwife and employed in a second midwifery job (either part-time or full-time)	270	2.5%
Employed as a part-time midwife (34 hours or less per week)	2023	18.6%
Employed, but not in the discipline of midwifery	1233	11.4%
Not employed during the past year for reason OTHER than retirement	401	3.7%
Retired	404	3.7%
Other	544	5.0%

* Asked of re-certificants only

Salary Range for Midwifery-Related Work of Re-certificants (N=8270)				
	Full-time (n=6247)		Part-time (n=2023)	
	<i>n</i>	%	<i>n</i>	%
Less than \$30,000	22	0.4%	220	10.9%
\$30,000 - \$39,999	20	0.3%	95	4.7%
\$40,000 - \$49,999	23	0.4%	112	5.5%
\$50,000 - \$59,999	27	0.4%	193	9.5%
\$60,000 - \$74,999	90	1.4%	309	15.3%
\$75,000 - \$99,999	724	11.6%	507	25.1%
\$100,000 - \$149,999	4324	69.2%	493	24.4%
\$150,000 - \$199,999	807	12.9%	79	3.9%
\$200,000 - \$249,999	163	2.6%	11	0.5%
\$250,000 - \$499,999	27	0.4%	3	0.1%
\$500,000 - \$999,999	3	0.0%	0	0.0%
\$1,000,000 or more	14	0.2%	1	0.0%
Not reported	3	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 13% of AMCB-certified midwives hold doctoral degrees (n=1914). The largest proportion of AMCB-certified midwives have been certified for 10 years or less (47%), compared to approximately 23.9% certified for 11 to 20 years and 29.1% certified for over 20 years. The number of entrants to the profession yearly has been stable with 3720 (25.6% of all certificants) certifying within the last 5 years, compared to 360 (also 25.6% of all certificants) in the 2023 Demographic Report.

Number of Years Certified for all Certificants (N=14540)		
	<i>n</i>	%
0-5 Years	3720	25.6%
6-10 Years	3115	21.4%
11-15 Years	2153	14.8%
16-20 Years	1327	9.1%
21-25 Years	1474	10.1%
26-30 Years	1334	9.2%
31-35 Years	712	4.9%
36-40 Years	348	2.4%
41-45 Years	247	1.7%
46-50 Years	87	0.6%
Over 50 Years	23	0.2%

Academic Degrees				
	Initial certificants (N=3688)		Re-certificants (N=10852)^a	
	<i>n</i>	%	<i>n</i>	%
Associate, Not Nursing	177	4.8%	350	3.2%
Associate, Nursing	853	23.1%	2177	20.1%
Bachelor's Midwifery	NA		36	0.3%
Bachelor's, Not Nursing	1100	29.8%	2924	26.9%
Bachelor's, Nursing	2861	77.6%	7276	67.0%
Certificate	NA		827	7.6%
Doctorate (any type e.g. DNP, PhD, etc.)	412	11.2%	1502	13.8%
Master's, Midwifery	2009	54.5%	6186	57.0%
Master's, Not Nursing	88	2.4%	426	3.9%
Master's, Not Nursing, Midwifery, or Public Health	33	0.9%	151	1.4%
Master's, Nursing	1322	35.8%	5574	51.4%
Master's, Public Health	61	1.7%	361	3.3%
Post-master's Certificate	NA		717	6.6%
Precertification	NA		33	0.3%
Other	71	1.9%	775	7.1%
Not reported	3	0.1%	5	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 23, 2025. 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.