



POLICY: Midwifery Leadership Bursary

Date Approved: 14 June 2022
Last Review: November 2022

Preamble

Cultivating midwifery leaders is essential for the growth, success, and development of the profession. MABC has recognized the importance of education in supporting and helping to prepare midwives to step into leadership roles from a place of confidence and competence.

Purpose

The purpose of the Midwifery Leadership Bursary is to support up to five registered midwives in the pursuit of leadership training. Applicants should demonstrate not only how they propose to complete this training (by providing a learning plan), but also how they will then implement this new skill set. This is a pilot project for fiscal years April 1, 2022 – March 31, 2024.

Upon completion of the pilot, the MABC will review and evaluate outcomes and determine whether this bursary will be offered in future fiscal years.

Selection Criteria and Application Process

Access to funding will be available from April 1, 2022 – March 31, 2024. First year funding cycle applications must be submitted by February 28, 2023. Successful applicants must then enroll in their chosen course within 9 months. MABC may extend this deadline if all five grants have not been awarded.

Members who have already enrolled in and have paid for a course on or after April 1, 2022 can apply for retroactive funding.

- MABC will sponsor five Midwives to complete a Management and Leadership training course (see below for approved courses).
- Funding will be up to \$5,000 per applicant for enrolment fees and textbooks.
- All MABC members are encouraged to apply, however MABC will give preference to applicants who identify as Indigenous/BIPoC or 2SLGBTQIA+.
- The successful applicant must enroll in a leadership course within 9 months of acknowledgement of application success.
- The leadership course must be completed within 2 years of the initial course enrolment
- A learning plan with an associated timeline must be provided by each applicant to detail how the Leadership course will be completed in the stated timeframe.
- The MABC will liaise with successful applicants on a regular basis to track progress. Successful applicants must notify MABC if their circumstances change as soon as possible.

Application process

Applicants must submit an application form and learning plan. Applications must be submitted by February 28, 2023 for consideration in the first year funding cycle. Successful applicants must enroll in their chosen course within 9 months of notification of acceptance.

A second cycle of applications will be accepted with a deadline of December 31, 2023.

Link to application form (<https://form.jotform.com/231235242691249>)

Selection Criteria

Applicants will be assessed on:

- **Years of practice (5+):** the goal of this training is for a member to become a future leader within the Midwifery profession. Although applicants with less than 5 years of service are welcome to apply, those applicants with 5+ years of service (recent) will be prioritised
- **Communities served:** representation from throughout BC is desirable. In selecting successful applicants, we will aim to support midwives from a variety of practice settings
- **Indigenous/BIPoC and 2SLGBTQIA+:** MABC will hold 2 seats for midwives that identify as Indigenous/BIPoC or 2SLGBTQIA.
- **Previous leadership roles:** previous leadership experience is considered an asset
- **Career goals:** A detailed explanation of how this Leadership course will align with the applicant's career goals is essential
- **Learning Plan:** A timeline with associated goals / deliverables for how this training will be completed and assessed for feasibility

If MABC receive a large volume of applications (10+) the Clinical Advisor will form a selections committee to review and possibly interview applicants.

List of approved Management and Leadership Training courses*:

- Royal Roads Professional Certificate in Management and Leadership: <https://pcs.royalroads.ca/management-leadership-certificate-online>
- UBC Mini-MBA Program: <https://www.sauder.ubc.ca/programs/executive-education/programs-certificates/programs/mini-mba-essential-business-skills>
- BCIT Nonprofit Management: <https://www.bcit.ca/programs/nonprofit-management-associate-certificate-part-time-distance-and-online-learning-6310acert/>
- UVic Strategic Leadership: <https://continuingstudies.uvic.ca/business-technology-and-public-relations/courses/strategic-leadership>

*If an applicant identifies a comparable leadership course not listed above, contact MABC for consideration.

