

Statement of Work (SOW)

Initiative 10: Growing Clinical Training and Readiness – Certified Nurse Midwife Training Program

I. Initiative Overview

On Dec. 29, 2025, Indiana was awarded nearly \$207 million for the first year of the five-year federal Rural Health Transformation Program (RHTP), which aims to improve health outcomes in the State's rural communities. Through this initiative, startup funding will be provided to an Indiana institution of higher learning to establish a Certified Nurse Midwife (CNM) training program designed to prepare advanced practice nurses to deliver comprehensive maternity care services, with a particular emphasis on rural clinical preparedness, workforce development, and provider retention in underserved communities.

Indiana faces persistent shortages of maternity care providers, particularly in rural communities, where hospital obstetric unit closures and workforce shortages have reduced access to prenatal, labor and delivery, postpartum, and newborn care services. When applying criteria for Maternity Care Health Professional Target Areas for population-to-provider ratios, only 14 Indiana counties have sufficient maternity care professional capacity.

Advanced practice registered nurses (APRNs) currently represent a significant portion of Indiana's maternity care workforce; however, Indiana has fewer than 250 practicing Certified Nurse Midwives statewide. Indiana currently lacks an in-state CNM educational program, requiring prospective students to enroll in out-of-state programs, often limiting opportunities for in-person clinical training and contributing to workforce outmigration.

This initiative seeks to develop and launch an ACME-accredited Certified Nurse Midwife training program culminating in a Master of Science in Nursing (MSN) degree. The program will prepare graduates for national certification and Indiana licensure while strengthening partnerships between an academic institution, and healthcare providers,

rural hospitals, federally qualified health centers, and community-based maternity care organizations.

This Rural Health Transformation Program is supported by the Centers for Medicare & Medicaid Services (CMS) of the U.S. Department of Health and Human Services (HHS) as part of a financial assistance award totaling \$206,927,896.80 with 100 percent funded by CMS/HHS. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by CMS/HHS, or the U.S. Government.

II. Goals and Objectives

The initiative aligns with the RHTP's strategic goal of workforce development and training. The State of Indiana is seeking competitive grant proposals from institutions of higher learning to design, implement, and sustain a CNM training program culminating in an MSN degree.

Objectives include:

- Develop and launch an ACME-accredited midwifery curriculum
- Increasing access to maternity care providers in rural and underserved communities through rural-focused clinical placements and workforce development partnerships
- Preparing graduates for successful American Midwifery Certification Board (AMCB) certification and Indiana APRN licensure while supporting long-term recruitment and retention within Indiana's maternal healthcare workforce

III. Scope of Work

Selected institution will be responsible for the following activities:

Program Planning

- Create a complete course inventory, draft goals, learning objectives, and a comprehensive program plan to operationalize the CNM program, including curriculum planning, academic approval processes, accreditation preparation, systems readiness, staffing, and implementation planning.

Academic and Administrative Program Approval

- School-level faculty approval: Program concept, curriculum, and resource implications are reviewed and approved by the relevant school or department faculty governance body and the Dean
- Campus faculty governance approval: Review and approval by campus-level faculty governance bodies (e.g., Campus Faculty Council / Graduate Council), including confirmation of curricular standards and compliance with Graduate School expectations.
- Graduate School review and endorsement: Submission to graduate school for review for rigor, admissions standards, curriculum structure, compliance with Graduate School policies and eDocs requirements; Formal Graduate School endorsement before proceeding to university-level approval
- University approval: Submission through internal systems with review by the Academic Leadership Council, and university administration, resulting in final university approval authorizing program implementation
 - External notifications and approvals: Indiana Commission for Higher Education notification or approval and Higher Learning Commission substantive change notification submitted by campus accreditation officer

Curriculum and Program Development

Create integrated didactic and clinical coursework covering antepartum, intrapartum, postpartum, and newborn care

- Complete CNM curriculum and associated academic program materials aligned with ACME standards and state licensure requirements.
- Integrate rural health and access-to-care modules
- Align with American College of Nurse-Midwives (ACNM) and accrediting body standards.
- Align curriculum and program requirements with state licensure and APRN regulatory requirements

Accreditation and Compliance

- Submit program for American College of Nurse-Midwives (ACNM) for pre-

accreditation review and site visit (organization, Administration, Faculty, Students, Curriculum, Resources, Assessments & Outcomes) and accrediting body approval (e.g., Commission on Collegiate Nursing Education (CCNE))

Systems Setup and Catalog Activation

- Systems setup and catalog activation
- Activate program in curriculum and catalog systems, student information systems, admissions and eDocs workflows
- Align other university systems (e.g., for applications, advising etc - Slate, Stellar)
- Publish in the Academic Bulletin and on relevant university websites

Faculty and Staff

- Recruit program director, core faculty, and clinical preceptors.

Marketing & Recruiting

- Launch coordinated marketing and recruitment initiatives

Clinical Site Agreements

- Formalize partnerships with healthcare organizations to support clinical education and student placements.
- Establish clinical training sites in hospitals, birth centers, and community health settings to provide supervised hands-on clinical experience.
- Establish clinical placements across inpatient and outpatient settings, including underserved and rural areas.

Student Support Services

- Provide academic advising, mentorship, and financial aid guidance throughout the program lifecycle.
- Ensure graduates meet eligibility requirements and are prepared for American Midwifery Certification Board (AMCB) certification and state APRN licensure with CNM specialty.

Evaluation and Quality Improvement

Implement continuous quality improvement processes, including assessment of program outcomes, student performance, and graduate employment rates.

IV. Outcomes and Metrics

The initiative will track measurable outcomes at both regional and county levels:

- **Student Enrollment:** Track enrollment of annual student cohorts into the CNM program upon program launch.
- **Program Completion & Rural Placement:** Graduate at least five (5) CNMs annually with rural obstetric clinical placements.
- **Long-Term Program Sustainability:** Demonstrate long-term sustainability of the CNM program beyond the five-year grant period.
- Monthly, quarterly and annual reports identifying outcomes including enrollment, program completion, and clinical placement with a focus on rural communities.

V. Suggested Staffing and Governance

The following staffing and governance structure is suggested to support effective statewide implementation, coordination, oversight, and long-term sustainability of the initiative:

- **Project Manager:** Oversees CNM program implementation, reporting, and coordination
- **Program Leads:** Manage CNM program operations, recruitment, and performance metrics.
- **Faculty and Clinical Instructors:** Deliver didactic instruction, simulation training, and clinical oversight.
- **Clinical Placement Coordinator:** Manages clinical affiliation agreements, placement logistics, and preceptor engagement.
- **Administrative Support:** Coordinates logistics, reporting, and communication.
- **Recruitment and Outreach Staff:** Support recruitment, stakeholder engagement, and marketing activities.

Oversight will be provided by State leadership with experience in statewide healthcare workforce initiatives to ensure alignment with State priorities and sustainability efforts.

VI. Stakeholder Engagement

The initiative will collaborate with:

- Indiana institutions of higher learning with accredited nursing programs to support development, implementation, and long-term sustainability of the CNM training program.
- Rural hospitals and critical access hospitals to support clinical placements and workforce recruitment.
- Federally qualified health centers (FQHCs), community health centers, and obstetric providers to support experiential learning opportunities.
- Other institutions nation-wide that offer CNM training to gather curriculum best-practices.
- Professional associations and maternal health organizations to support curriculum development and workforce alignment.
- State agencies and rural health stakeholders to ensure alignment with statewide maternal health workforce needs.

Conclusion

This initiative provides a long-term strategy to strengthen Indiana's maternal healthcare workforce by establishing the State's first CNM training program. By expanding access to in-state midwifery education, increasing rural clinical training opportunities, and strengthening workforce retention pathways, the program will improve access to maternity care services and support healthier outcomes for Indiana families and rural communities.

To apply for this grant opportunity, please complete the REDCap survey linked below by **July 06, 2026, at 5:00 PM EST:** [RHTP Initiative 10 - Certified Nurse Midwife Training Program RFA Questions](#)

The REDCap survey will serve as the official grant application for this opportunity and will collect information related to institutional background, existing infrastructure and readiness, program implementation approach, staffing and partnership plans, rural workforce strategies, evaluation and sustainability planning, and anticipated budget

needs.