ALABAMA BOARD OF NURSING ALABAMA ADMINISTRATIVE CODE

CHAPTER 610-X-15 STUDENT NURSE APPRENTICES

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610-X-15-.01 Definitions.

(1) Approved Alabama Nursing Education Program: A prelicensure nursing education program approved by the Board pursuant to Chapter 3 of these rules. Approved nursing education programs may award clinical credit hours toward the student nurse apprentice nursing program requirements, as long as the training is congruent with the clinical course in which the clinical credit hours are awarded.

(2) Student Nurse Apprentice: A nursing student who is engaged in a registered apprenticeship, pursuant to the Alabama Industry Recognized and Registered Apprenticeship Program Act and has obtained a Board issued permit.

(3) Student Nurse Apprentice Permit: A Board issued permit issued for the duration of the student's enrollment in an Alabama approved nurse apprentice program.

(4) Apprentice Skills listing and qualifications: A Board approved list of nursing apprentice qualifications for basic and advanced student nurse duties, skills, and activities allowed for the student nurse apprentice.

(5) Nursing Program apprentice roster: A primary source document submitted to the Board indicating nursing students eligible for apprentice permits.

(6) Apprentice competency validation: The nursing program shall validate training and competency of fundamentals in nursing prior to the student obtaining a permit; the employing agency shall document assessment of competency through direct observation and

return demonstration by a licensed nurse as new skills are added throughout the training period.

(7) Apprentice application: Form(s) and process for applicants seeking apprentice permits.

(8) Void application: Any incomplete application is voided due to failure by the applicant to satisfy all requirements.

(9) Permit Invalidation: The permit is automatically invalid if the nursing student withdraws from the apprentice program, withdraws from the nursing education program, or does not make satisfactory progress in the nursing education program. The educational program is responsible for notifying the Board of student withdrawal.

(10) Supervision Direct: Responsible licensed nurse is physically present in the facility and readily accessible to designate or prescribe a course of action or to give procedural guidance, direction, and periodic evaluation. Direct supervision is required for all invasive procedures performed by the apprentice.

(11) Primary source verification: The Board obtains primary source verification directly from educational programs prior to issuing a permit.

(12) Journey Worker/Mentor/supervising nurse: A supervising licensed nurse RN or LPN serving in the role as mentor. Provided, however, that a licensed practical nurse may not supervise a registered nursing student apprentice.
Author: Alabama Board of Nursing
Statutory Authority: Code of Ala. 1975, §34-21-2.1.
History: New Rule: Published January 31, 2022; effective March 17, 2022. **Amended:** Published November 30, 2022; effective January 14, 2023.

610-X-15-.02 Qualifications Of Applicants For Permit.

Student Nurse Apprentice/Apprentice: An individual who:

Is currently enrolled in a Board approved nursing education program.

Has obtained basic fundamental validation of nursing skills from the nursing educational program.

Is employed by a licensed healthcare facility where the apprenticeship is to be performed, and

Is actively engaged in a registered apprenticeship, pursuant to the Alabama Industry Recognized and Registered Apprenticeship Program Act.
Author: Alabama Board of Nursing
Statutory Authority: Code of Ala. 1975, §34-21-2.1.
History: **New Rule:** Published January 31, 2022; effective March 17, 2022. **Amended:** Published November 30, 2022; effective January 14, 2023.

610-X-15-.03 Application Process And Permit.

(1) The nursing program shall submit an eligible student nurse apprentice roster to the Board to include attestation of competency validation of basic or advanced apprentice skills.

(2) Apprentice applicants shall submit an on-1ine application for approval and pay a permit fee of Fifty (50.00) dollars.

(3) The nurse apprentice permit is valid for the duration of the student's enrollment in an Alabama approved nurse apprentice program or until graduation from the nursing program.

(4) An applicant shall provide a valid social security number prior to the Board issuing a permit.

(5) Be a citizen or legal resident of the United States. Individuals who are not legally present in the United States are not eligible for permit.

(6) Licensed Health Care facilities that employ apprentices shall verify permits through the Board website or subscription service.
Author: Alabama Board of Nursing
Statutory Authority: Code of Ala. 1975, §34-21-2.1.
History: **New Rule:** Published January 31, 2022; effective March 17, 2022. **Amended:** Published November 30, 2022; effective January 14, 2023.

610-X-15-.04 Competency Validation And Supervision.

(1) Licensed healthcare facilities may employ student nurse apprentices to perform nursing skills, tasks, and activities, as submitted by Alabama Industry Recognized and Registered Apprenticeship Program and approved by the Board, provided that such training, tasks, skills, and activities are performed under supervision by licensed nurses.

(2) The nursing education program retains responsibility for validating the apprentice's education or competency to perform each nursing skill pursuant to the apprentice performing those

skills under the supervision of a licensed nurse at the healthcare facility. Skills not routinely validated in the education program may be competency validated by the clinical supervising nurse.

(3) The supervising licensed nurse is responsible for validating, an apprentice's competency to perform nursing skills or activities assigned to the apprentice in the clinical setting.

(4) A supervising licensed nurse may suspend an apprenticeship - due to poor performance and collaborate with the nursing education program to oversee remediation - until the apprentice can perform at an acceptable skill level. Failure to perform at an acceptable level could result in dismissal from the apprenticeship and failure of the nursing education program.
Author: Alabama Board of Nursing
Statutory Authority: Code of Ala. 1975, §34-21-2.1.
History: **New Rule:** Published January 31, 2022; effective March 17, 2022. **Amended:** Published November 30, 2022; effective January 14, 2023.

610-X-15-.05 Standards Of Students Nurse Apprentice Practice.

(1) Nursing apprentices may perform Board approved skills or activities in any licensed healthcare facility that has authorized a nurse apprentice program, pursuant to the Alabama Industry Recognized and Registered Apprenticeship Program Act.

(2) The nursing apprentice's competency to perform the selected nursing tasks, skills, advanced skills, or activities must be validated by the nursing education program or journey worker/ mentor/supervising nurse prior to performing in the apprenticeship. The supervising licensed nurse or journey worker shall document competency validation in advance of any such independent performance or as required by facility policy.

(3) Student nurse apprentices who have been issued a permit may perform the Board approved nursing skills after meeting the qualifications for the basic or advanced skills list for apprentice nursing skills.
Author: Alabama Board of Nursing
Statutory Authority: Code of Ala. 1975, §34-21-2.1.
History: **New Rule:** Published January 31, 2022; effective March 17, 2022. **Amended:** Published November 30, 2022; effective January 14, 2023.

610-X-15-.06 Practice To Professional/Occupational Scope Permitted.

Nothing in these rules shall be construed to prohibit student nurse apprentices who hold valid nursing or other professional or occupational licenses (e.g.: licensed practical nurses enrolled in registered nursing mobility programs), or who are otherwise duly authorized to practice a profession or occupation in the state of Alabama, from practicing to the full scope of their existing education, training, and professional or occupational licensure or legal authorization.

Author: Alabama Board of Nursing
Statutory Authority: Code of Ala. 1975, §34-21-2.1.
History: New Rule: Published November 30, 2022; effective January 14, 2023.