

**ACCS and ABN
Medication Assistant Program Overview
Guideline
(November 2021)**

Medication assistant programs exist in multiple states across the nation many of which are regulated by their respective state boards of nursing. The medication assistant curriculum was developed from existing literature, specifically the National Council of State Boards of Nursing (NCSBN) recommended framework for the Medication Assistant-Certified (MA-C) Model Curriculum. This is the ideal framework for the delivery of this training as it is evidence-based and utilizes similar practice analysis approaches to other NCSBN examinations such as the NCLEX-PN and NCLEX-RN. Utilizing the existing literature, an ACCS plan-of-instruction (POI) was created with the course numbering of Nurse Assistant Science (NAS) 102 [Appendix D]. The NAS 102 POI will provide a standardized approach to the MAC program implementation.

Delivery models

ACCS will collaborate with individual colleges to allow the flexibility to offer medication assistant programs through both credit and non-credit training based on their local needs' assessments and through engagement with their local constituents. The specifics of what delivery model each individual college is offering will be outlined in its notification to the Director of Health Programs office which will in turn provide the necessary documentation to the Alabama Board of Nursing (ABN) for program approval.

Further, both credit and non-credit training will take place through either traditional classroom/lab-based courses offered on the college's campuses and/or through hybrid delivery models utilizing a combination of the ACCS/colleges' chosen learning management systems (LMS) and on-campus activities/labs. Regardless of the delivery model or type (credit/non- credit), all medication assistant programs will be 100 clock hours of training which consist of sixty hours of theory/lab and forty hours of supervised clinical activity.

MAC Student Eligibility Criteria

Eligibility to enter medication assistant programs is outlined below by general and course specific guidelines:

General Eligibility (all training programs):

- 1) Satisfactory criminal/consumer background check and drug screen
- 2) At least 17 years of age by the end of MAC program completion
- 3) Active Certified Nursing Assistant (CNA) or certification on the Alabama Nurse Aide Registry **preferred but not required.**

Credit Hour Based Programs

- 1) meets all criteria listed in *general eligibility criteria*
- 2) meets general college admission criteria of the individual college as outlined in the college catalog

Non-Credit Based Programs

- 1) meets all criteria listed in *general eligibility criteria*
- 2) completes required registration process for college's non-credit training office

ACCS Nursing Students Examination:

- 1) ACCS Nursing Students who have successfully completed the necessary coursework to be eligible for CNA certification, typically gained after their first semester of enrollment, should be eligible to challenge the Medication Assistant Certification Exam (MACE) examination following the successful completion of their second semester. This sequencing would allow for a fourth stackable credential in the education sequencing (e.g. CNA-MAC-LPN-RN).

Rationales for Eligibility Criteria:

- Completion of a criminal/consumer drug screen and background check ensures continued patient safety prior to utilizing MAC students in supervised clinical settings
- Colleges will have flexibility of offering this course on the credit hour model through the state approved dual enrollment course offerings.
- Verification of CNA certification would be through the Alabama Department of Public Health (ADPH) - Alabama Nurse Aide Registry and verification would be provided in the students record at the college

Following the successful completion of the MAC training program, the student will be eligible to sit for the NCSBN – MACE through their local Pearson Vue testing center. It is anticipated many of the local long-term care providers surrounding local colleges will provide the necessary funding to help students pay for both non-credit training and certification fees. Additionally, many colleges are anticipated to utilize this program on the eligible training provider list (ETPL) following the graduation of their first cohorts, which will release Workforce Innovation and Opportunity Act (WIOA) funding streams to further assist students in their education training endeavors.

MACs Scope of Practice

MACs scope of practice, regardless of facility, would be subject to the ABN administrative code for medication assistants found in *Chapter 610-X-14: Medication Assistant, Certified Rules*

Implementation of Medication Assistant Programs

Following application and approval by the ABN, the ACCS Director of Health Programs will collaborate with individual college presidents to identify resources needed to offer MAC programs. The following is provided to demonstrate the consistency that medication assistant programs will be delivered through the ACCS.

Program Administration

Each college will identify both a program coordinator and lead instructor for the MAC program. The program coordinator can also serve as the lead instructor and clinical instructor depending on the size of the program and individual college need. Additionally, the college will be responsible for keeping up-to-date rosters of classroom instructors and clinical instructors.

Program Coordinator qualifications will include:

1. Hold a current, unencumbered RN license in the State of Alabama
2. Posses the minimum of a Bachelor of Science in Nursing (BSN)
3. Have at least two years of full-time experience as an RN in a health agency or nursing education program
4. Have completed periodic training updates

Lead Program Instructor qualifications will include:

1. Hold a current, unencumbered RN license in the State of Alabama
2. Have a minimum of two years of full-time experience as an RN in a health agency or nursing education program
3. Have completed periodic training updates

Additional Instructors/Clinicals qualifications will include:

1. Hold a current, unencumbered RN license in the State of Alabama
2. Have completed college program specific orientation/training expectations for clinical instructors

Training Materials

Few textbook vendors (e.g. Mosby's) exist with specific text and supporting materials for MAC training. The best comprehensive training packages found through an exhaustive search include the State of Nebraska's Medication Aide Training Program instructor and student training manuals and Hartman Publishing Complete Guide to the Medication Aide Training Manual made specifically for Alabama. These materials are consistent with the NCSBN MA-C Model Curriculum outline. In addition to these training materials, programs at the individual colleges will also use existing support materials to supplement instruction.

Quality Assurance/Quality Improvement

To ensure the quality of care and training in medication assistant programs, a robust quality assurance plan is part of the ACCS implementation plan. The quality assurance/improvement plan would be structured in the following manner:

- 1) Each college participating in offering a medication assistant program will submit to the ACCS Director of Health programs its program outcomes by calendar year to include: the total number of MACs trained, retention, and pass rates on the MACE exam. This information will be made available to the ABN upon request.
- 2) Medication Assistant program coordinators/lead instructors will participate in both initial and periodic annual training on the requirements set forth by the ABN regarding MAC practice in Alabama and program structure. Unless otherwise indicated, this training would be conducted internally by the ACCS Director of Health programs.