



**Alabama Board of Nursing
Emergency Rules
Effective September 16, 2022
Summary**

ABN Administrative Code §610-X-3-.02 ER

The Board adopted revisions the rule related to education to make technical corrections to the text. A permanent rule change is pending.

ABN Administrative Code §610-X-3-.13 ER

The Board adopted changes to these rules to provide clarity regarding the role of the education program in conducting a student nurse apprentice program. A permanent rule change is pending.

ABN Administrative Code

§610-X-15-.01 ER

§610-X-15-.02 ER

§610-X-15-.04 ER

§610-X-15-.05 ER

§610-X-15-.06 ER

The Board adopted four changes and one new rule to clarify the roles of employers, education programs, and apprentices in student nurse apprentice programs. A permanent rule change is pending.

**CERTIFICATION OF EMERGENCY RULES
FILED WITH LEGISLATIVE SERVICES AGENCY
OTHNI LATHRAM, DIRECTOR**

Pursuant to Code of Alabama 1975, §§41-22-5(b) and 41-22-6(c) (2) a. and b.

I certify that the attached emergency rule is a correct copy as promulgated and adopted on the 16th day of September, 2022.

AGENCY NAME: Alabama Board of Nursing

RULE NO. AND TITLE: 610-X-3-.02 ER Standards for Approval

EFFECTIVE DATE OF RULE: September 16, 2022

EXPIRATION DATE (If less than 120 days):

NATURE OF EMERGENCY: The rule change is necessary to address confusion caused by number errors in the text.

STATUTORY AUTHORITY: **Code of Alabama, 1975**, § 34-21-2(c) (1)

SUBJECT OF RULE TO BE ADOPTED ON PERMANENT BASIS X YES
NO

NAME, ADDRESS, AND TELEPHONE NUMBER OF PERSON TO CONTACT FOR COPY OF RULE:

Peggy Sellers Benson
770 Washington Avenue, Suite 250
Montgomery, AL, 36104
(334)293-5200



Signature of officer authorized to promulgate and adopt rules and regulations or his or her deputy

FILING DATE
(For APA Use Only)

610-X-3-.02 ER Standards For Approval.

(1) All Alabama prelicensure nursing education programs and advanced practice nursing education programs, including Alabama distance nursing education programs, must be approved by the Alabama Board of Nursing and accredited by a national nursing accrediting agency recognized by the U.S. Department of Education by January 1, 2023, or within five (5) years of Approval by the Board, in the case of a new program. If a program is unable to satisfy this requirement as the result of ineligibility for accreditation due to the existence of a deficiency or order issued by the Alabama Board of Nursing pursuant to this Chapter, the program shall establish candidacy for accreditation within six (6) months of successful resolution of the deficiency or satisfaction of the terms of the Order.

Alabama advanced practice nursing education programs in operation prior to December 31, 2020, are considered in approved status. Advanced practice nursing education programs established in Alabama on or after January 1, 2021, shall obtain Board approval prior to implementation.

(2) The governing institution, nursing program administrator, and nursing faculty are accountable for the standards, processes, and outcomes of the nursing education program.

(3) The governing institution offering the nursing program shall be:

(a) A postsecondary education institution that is authorized to offer nursing education and is accredited by an organization recognized by the U.S. Department of Education.

(b) Approved and licensed by the appropriate State of Alabama education agency(ies), as required by law.

(4) The governing institution shall provide support and resources sufficient to ensure achievement of student learning and program outcomes. Resources include, but are not limited to:

(a) Financial..

(b) Education program physical facilities, if appropriate.

(c) Instructional and learning equipment.

(d) Technology, to include simulation tools.

(e) Administrative, instructional, and support personnel.

(5) The governing institution's administrator or program administrator shall notify the Board, in writing, of any substantive changes in the program, including, but not limited to:

(a) Nursing program administrator.

(b) Governing institution administrator, President, CEO, Chancellor, or Provost.

(c) Governance structure of the institution.

(d) Accreditation status and accreditation status reports related to the governing institution or nursing education program.

(e) Ownership or merger of governing institution.

(f) Name of the governing institution or nursing education program.

(g) Relocation of the governing institution or nursing education program.

(h) Significant curriculum changes.

(i) Intent to close a program.

(j) Expanding or collapsing, combining, or separating programs, including, but not limited to, prelicensure programmatic changes, and clinical/role populations preparing advanced practice registered nurses in an approved graduate nursing education degree program, specialty, or sub-specialty track.

(k) Reduction in nursing program faculty size exceeding thirty percent.

(l) Annual turnover in faculty greater than thirty percent.

(m) The percentage of total nursing faculty (full-time, clinical, adjunct, part-time, and other) employed at the institution as full-time faculty falls below thirty percent.

(n) Utilization of virtual or simulation lab in lieu of a "hands-on" lab for anatomy and physiology lab.

(o) Utilization of virtual or simulation lab in lieu of any required direct clinical hours for national certification examination.

(6) There shall be an organizational chart that depicts the authority, responsibility, and channels of communication between the nursing program and the governing institution and other comparable programs within the governing institution.

(7) A nursing education program shall be administered by a qualified program administrator who is accountable for the planning, implementation, and evaluation of the program.

(a) Minimum qualifications of a nursing program administrator shall include:

~~(a)~~ 1. An active, unencumbered Alabama registered nurse license or a multistate registered nurse license issued by a party state, as defined in Chapter 4 of these rules.

~~(b)~~ 2. An earned graduate degree in nursing. Nursing program administrators for advanced practice nursing education programs should be doctoral prepared.

~~(c)~~ 3. Academic and experiential qualifications to administer a nursing education program.

~~1.~~ (8) The governing institution and nursing program administrator shall provide sufficient numbers of qualified faculty to ensure that curriculum implementation and expected program outcomes are achieved and aligned with national nursing accrediting standards. Thirty-five percent of the total faculty, excluding adjunct faculty, are employed at the Institution as full-time faculty. Minimum qualifications of nurse faculty shall include:

~~2.~~ (a) An active, unencumbered Alabama registered nurse license, or a multistate registered nurse license issued by a party state, as defined in Chapter 4 of these rules.

~~(i)~~ (b) An earned graduate degree in nursing or a related health field.

~~(ii)~~ (c) Academic and experiential qualifications to teach in the area assigned.

~~4.~~ (9) Institutional and program policies, procedures, and other publications, whether written or electronic, shall:

~~(i)~~ (a) Be written, accurate, and consistent as published, and publicly available.

~~(ii)~~ (b) Address students' abilities to assume clinical assignments including, but not limited to, educational preparedness and physical, mental, and emotional behaviors.

~~(iii)~~ (c) Provide opportunities for students to regularly participate in the development, evaluation, and continuous improvement of the program.

~~(iv)~~ (d) Provide for processes to manage and learn from student near misses and errors.

~~(v)~~ (e) Provide for student remediation strategies at the beginning of each course and ensure students are aware of how to seek help.

~~(vi)~~ (f) Programs shall hold students accountable for professional behavior, including honesty and integrity while in their program of study.

~~(vii)~~ (g) Provide for availability of assistance for students with disabilities.

~~4.~~ (10) All faculty are provided formal orientation and educated in basic instruction or teaching, adult learning principles, curriculum development, test item writing, and simulation standards, as appropriate to the faculty position.

~~(i)~~ (a) The program shall provide substantive and periodic workshops and presentations devoted to faculty development.

~~5.~~ (11) Faculty participate in and are accountable for curriculum development, implementation, and evaluation.

~~6.~~ (12) The curriculum of a nursing education program shall:

~~(i)~~ (a) Enable the student to develop the knowledge, skills, and abilities necessary for the level, scope, and standards of competent nursing practice expected at the level of licensure, approval, or certification.

~~(ii)~~ (b) Provide evidence-based, outcome-focused, and culturally-sensitive theoretical and clinical experiences specific to the expected scope of practice of graduates from each type of nursing education program.

~~(iii)~~ (c) Ensure distance education methods are consistent with the curriculum plan.

~~(iv)~~ (d) The curriculum course work of a prelicensure nursing education program shall have didactic and clinical learning experiences which include but are not limited to:

~~(I)~~ 1. Liberal arts and a sound foundation in biological, physical, social, and behavioral sciences supportive of the nursing education program.

~~(II)~~ 2. Anatomy and physiology with a corresponding lab. Utilizing a "virtual lab" in lieu of a 'hands-on' lab is considered a substantive change and requires Board notification.

~~(III)~~ 3. Nursing foundations, health assessment, pharmacology, nutrition, and community-based nursing.

~~(IV)~~ 4. History and trends of nursing, cultural diversity, legal and ethical responsibilities, and nursing scope of practice responsibilities, including leadership, management, delegation, and health care delivery systems.

~~(V)~~ 5. Theoretical and clinical learning experiences across the lifespan in the areas of adult, medical/surgical, maternal/infant, child/pediatric, and psychiatric/mental health and community health nursing that includes simulation, laboratory time, and direct patient care in a licensed health care setting. Provided however, that community health clinical experiences may be conducted in a non-licensed setting. This does not prohibit additional experience in licensed non-health care setting. At least 50% of clinical experiences shall include direct patient care and include a variety of clinical settings sufficient to meet program outcomes.

~~(VI)~~ 6. Simulation learning experiences conducted according to acceptable faculty training standards and guidelines which incorporate clinical objectives, student debriefing, and evaluation are acceptable components of the clinical experience. Unless otherwise authorized by the Board, Simulation shall not comprise more than 50% of the clinical learning experience. Programs utilizing simulation shall ensure:

~~I.~~ (i) There shall be a budget that will sustain the simulation activities and training of the faculty.

~~II.~~ (ii) Appropriate facilities for conducting simulation. This shall include educational and technological resources and equipment to meet the intended objectives of the simulation.

~~III.~~ (iii) Faculty involved in simulations, both didactic and clinical, are oriented and have training in the use of simulation.

~~IV.~~ (iv) Simulation activities and evaluation criteria are linked to programmatic outcomes.

~~V.~~ (v) The simulation activities are managed by or management duties are assigned to an individual who demonstrates continued expertise and competence in the use of simulation through education in healthcare simulation or, effective August 1, 2024, is certified as a healthcare simulation educator.

~~VI.~~ (vi) Students shall evaluate the simulation experience on an ongoing basis.

7. Safe and Effective Care Environment, Health Promotion, prevention of illness, and health maintenance, Psychosocial Integrity, and Physiological Integrity across the lifespan.

8. Microbiology for students pursuing an associate or baccalaureate degree.

(7 13) The governing institution, nursing program administrator, and nursing faculty are accountable for selecting and evaluating the teaching methods, delivery modalities, and processes used to achieve expected program outcomes.

(§ 14) Clinical supervision or preceptorship of students shall comply with the standards set forth in this chapter.

(a) Clinical learning experiences shall be supervised by a registered nurse with knowledge of educational strategies and subject matter, and who is experienced in the clinical technologies essential to the safe practice of nursing.

(b) The clinical supervisor or assigned clinical faculty shall hold an active, unencumbered license to practice professional nursing in Alabama, or a multistate registered nurse license issued by a party state, as defined in Chapter 4 of these rules.

(c) The clinical supervisor or assigned clinical faculty shall be readily accessible to assign or prescribe a course of action, provide procedural guidance, direction, and evaluation for students engaged in the clinical learning experience.

(d) The faculty-student ratio in clinical learning experiences shall be collaboratively determined by the professional nursing faculty, the School of Nursing administration, and the professional nurse administrator, or designee, in the clinical agency. In licensed hospitals that provide inpatient acute care, the faculty to student ratio shall not exceed 1:8 during clinical learning experiences. The faculty-student ratio shall be determined according to the:

1. Complexity of the educational experience.
2. Acuity of the patient(s).
3. Physical layout of the clinical setting.
4. Student's level of knowledge and skills necessary to provide safe patient care.

(e) The nursing education program shall work with clinical agencies for the planning, implementation, and evaluation of clinical experiences.

(f) Clinical learning experiences shall include the development of skills in clinical reasoning, management of care for groups of patients, and delegation to and supervision of other health care personnel performed in acute care and a variety of health care settings.

(g) Nursing faculty shall maintain responsibility and accountability for planning, implementation, and evaluation of all student clinical learning experiences.

(9 ~~15~~) Nursing programs that offer only simulations or clinical testing do not meet the requirements for providing clinical learning experiences for nursing students.

(~~10~~ ~~16~~) Scores on external exams shall not be utilized as the sole criterion for barring a student from graduating from the nursing program who otherwise, has successfully completed all required coursework.

(~~11~~ ~~17~~) For licensed practical nursing students, a Clinical Resource LPN may be used to enhance, but not replace, faculty-directed clinical learning experiences. The supervising faculty member remains responsible for all students in the clinical setting, including those supervised by CRLPNs.

Author: Alabama Board of Nursing

Statutory Authority: Code of Ala. 1975, §34-21-2(2).

History: Filed September 29, 1982. **Amended:** Filed September 21, 1984; effective October 29, 1984. **Amended:** Filed July 23, 1997; effective August 27, 1997. **Repealed and New**
Rule: Filed July 22, 2002; effective August 26, 2002. **Amended:** Filed September 27, 2004; effective November 1, 2004. **Amended:** Filed September 25, 2006; effective October 30, 2006. **Amended:** Filed March 12, 2007; effective April 16, 2007. **Amended:** Filed September 21, 2007; effective October 26, 2007. **Amended:** Filed November 19, 2010; effective December 24, 2010. **Amended:** Filed March 16, 2012; effective April 20, 2012. **Amended:** Filed April 21, 2015; effective May 26, 2015. **Amended:** Filed November 21, 2016; effective January 5, 2017. **Amended:** Filed July 25, 2019; effective September 9, 2019; operative January 1, 2020. **Amended:** Published June 30, 2020; effective August 14, 2020. **Amended:** Published November 30, 2020; effective January 14, 2021. **Amended:** Published November 30, 2021; effective January 14, 2022. **Amended:** Published May 31, 2022; effective July 15, 2022. **Emergency Rule:** Filed September 16, 2022.

Ed. Note: Rule 610-X-3-.01 was renumber to .02 as per certification filed September 25, 2006; effective October 30, 2006.

**CERTIFICATION OF EMERGENCY RULES
FILED WITH LEGISLATIVE SERVICES AGENCY
OTHNI LATHRAM, DIRECTOR**

Pursuant to Code of Alabama 1975, §§41-22-5(b) and 41-22-6(c) (2)a. and b.

I certify that the attached emergency rule is a correct copy as promulgated and adopted on the 16th day of September, 2022.

AGENCY NAME: Alabama Board of Nursing

RULE NO. AND TITLE: 610-X-3-.13 ER Student Nurse Apprenticeship Programs

EFFECTIVE DATE OF RULE: September 16, 2022

EXPIRATION DATE (If less than 120 days):

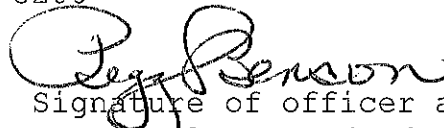
NATURE OF EMERGENCY: The rule change is necessary to address confusion among nursing education programs conducting student nurse apprenticeship programs to prepare Alabama's future healthcare workforce.

STATUTORY AUTHORITY: **Code of Alabama, 1975**, § 34-21-2(c) (1)

SUBJECT OF RULE TO BE ADOPTED ON PERMANENT BASIS X YES
NO

NAME, ADDRESS, AND TELEPHONE NUMBER OF PERSON TO CONTACT FOR COPY OF RULE:

Peggy Sellers Benson
770 Washington Avenue, Suite 250
Montgomery, AL, 36104
(334)293-5200



Signature of officer authorized to promulgate and adopt rules and regulations or his or her deputy

FILING DATE
(For APA Use Only)

610-X-3-.13 ER Student Nurse Apprenticeship Programs.

(1) A Board approved prelicensure nursing education program pursuant to 610-X-15 and the Alabama Industry Recognized and Registered Apprenticeship Program Act may establish a student nurse apprenticeship program and award clinical credit hours toward the student nurse apprentice's nursing degree, provided that the training is congruent with the clinical course in which the clinical credit hours are awarded.

(2) The nursing program initiating a student nurse apprenticeship program shall submit its curriculum and/or clinical training plan changes to the Board as a ~~substantiative~~ additional program option change ~~report~~.

(3) The nursing program shall validate the nursing apprentice's competency to perform and/or knowledge of the selected nursing tasks, skills or activities prior to initiating the apprenticeship and assignment of skills unless the nursing concepts are didactic only thereby requiring the clinical training and skills/Competency validation to occur at the clinical site by the journey worker.

(4) The nursing program shall ~~submit~~ notify the Board in writing when ~~to the board a copy of the an~~ apprenticeship agreement between the program, employer, and Office of Apprenticeship has been executed.

(5) 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 for each~~ eligible student applicants seeking an apprenticeship permit.

(6) The nursing program shall notify the Board in writing when a nursing student apprentice withdraws from the program or apprenticeship.

(7) The nursing program shall retain clinical supervision oversight for all student nurse apprenticeships and monitor and evaluate their clinical activity periodically throughout each course.

Author: Alabama Board of Nursing

Statutory Authority: Code of Ala. 1975, §34-21-2(2).

History: New Rule: Published May 31, 2022; effective July 15, 2022. **Emergency Rule:** Filed September 16, 2022.

**CERTIFICATION OF EMERGENCY RULES
FILED WITH LEGISLATIVE SERVICES AGENCY
OTHNI LATHRAM, DIRECTOR**

Pursuant to Code of Alabama 1975, §§41-22-5(b) and 41-22-6(c)(2)a. and b.

I certify that the attached emergency rule is a correct copy as promulgated and adopted on the 16th day of September, 2022.

AGENCY NAME: Alabama Board of Nursing

RULE NO. AND TITLE: 610-X-15-.01 ER Definitions

EFFECTIVE DATE OF RULE: September 16, 2022

EXPIRATION DATE (If less than 120 days):

NATURE OF EMERGENCY: The rule change is necessary to address issues for employers and education programs in implementing student nurse apprentice programs.

STATUTORY AUTHORITY: **Code of Alabama, 1975**, § 34-21-2(c)(1)

SUBJECT OF RULE TO BE ADOPTED ON PERMANENT BASIS X YES
NO

NAME, ADDRESS, AND TELEPHONE NUMBER OF PERSON TO CONTACT FOR COPY OF RULE:

Peggy Sellers Benson
770 Washington Avenue, Suite 250
Montgomery, AL, 36104
(334) 293-5200



Signature of officer authorized to promulgate and adopt rules and regulations or his or her deputy

FILING DATE
(For APA Use Only)

ALABAMA BOARD OF NURSING
ALABAMA ADMINISTRATIVE CODECHAPTER 610-X-15
STUDENT NURSE APPRENTICES

TABLE OF CONTENTS

610-X-15-.01	Definitions
610-X-15-.02	Qualifications Of Applicants For Permit
610-X-15-.03	Application Process
610-X-15-.04	Competency Validation And Supervision
610-X-15-.05	Standards Of Student Nurse Apprentice Practice

610-X-15-.01 ER 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 degree 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. ~~and certifying the student competency validation for basic or advanced nursing skills.~~

(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 intravenous and 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 ~~preceptor~~-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. **Emergency Rule:** Filed September 16, 2022.

**CERTIFICATION OF EMERGENCY RULES
FILED WITH LEGISLATIVE SERVICES AGENCY
OTHNI LATHRAM, DIRECTOR**

Pursuant to Code of Alabama 1975, §§41-22-5(b) and 41-22-6(c)(2)a. and b.

I certify that the attached emergency rule is a correct copy as promulgated and adopted on the 16th day of September, 2022.

AGENCY NAME: Alabama Board of Nursing

RULE NO. AND TITLE: 610-X-15-.02 ER Qualifications Of Applicants For Permit

EFFECTIVE DATE OF RULE: September 16, 2022

EXPIRATION DATE (If less than 120 days):

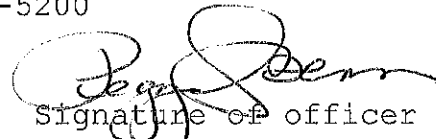
NATURE OF EMERGENCY: The rule change is necessary to address issues for employers and education programs in implementing student nurse apprentice programs.

STATUTORY AUTHORITY: **Code of Alabama, 1975**, § 34-21-2(c)(1)

SUBJECT OF RULE TO BE ADOPTED ON PERMANENT BASIS X YES
NO

NAME, ADDRESS, AND TELEPHONE NUMBER OF PERSON TO CONTACT FOR COPY OF RULE:

Peggy Sellers Benson
770 Washington Avenue, Suite 250
Montgomery, AL 36104
(334)293-5200



Signature of officer authorized to promulgate and adopt rules and regulations or his or her deputy

FILING DATE
(For APA Use Only)

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

Student Nurse Apprentice/Apprentice: An individual who:

Is currently enrolled in a Board approved nursing education program.

Has obtained ~~approval and~~ basic fundamental ~~competency~~ validation of ~~Board approved~~ 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. **Emergency Rule:** Filed September 16, 2022.

**CERTIFICATION OF EMERGENCY RULES
FILED WITH LEGISLATIVE SERVICES AGENCY
OTHNI LATHRAM, DIRECTOR**

Pursuant to Code of Alabama 1975, §§41-22-5(b) and 41-22-6(c)(2)a. and b.

I certify that the attached emergency rule is a correct copy as promulgated and adopted on the 16th day of September, 2022.

AGENCY NAME: Alabama Board of Nursing

RULE NO. AND TITLE: 610-X-15-.04 ER Competency Validation And Supervision

EFFECTIVE DATE OF RULE: September 16, 2022

EXPIRATION DATE (If less than 120 days):

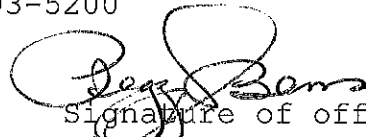
NATURE OF EMERGENCY: The rule change is necessary to address issues for employers and education programs in implementing student nurse apprentice programs.

STATUTORY AUTHORITY: **Code of Alabama, 1975**, § 34-21-2(c)(1)

SUBJECT OF RULE TO BE ADOPTED ON PERMANENT BASIS X YES
NO

NAME, ADDRESS, AND TELEPHONE NUMBER OF PERSON TO CONTACT FOR COPY OF RULE:

Peggy Sellers Benson
770 Washington Avenue, Suite 250
Montgomery, AL 36104
(334)293-5200



Signature of officer authorized to promulgate and adopt rules and regulations or his or her deputy

FILING DATE
(For APA Use Only)

610-X-15-.04 ER 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, ~~in advance,~~ 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. **Emergency Rule:** Filed September 16, 2022.

**CERTIFICATION OF EMERGENCY RULES
FILED WITH LEGISLATIVE SERVICES AGENCY
OTHNI LATHRAM, DIRECTOR**

Pursuant to Code of Alabama 1975, §§41-22-5(b) and 41-22-6(c)(2)a. and b.

I certify that the attached emergency rule is a correct copy as promulgated and adopted on the 16th day of September, 2022.

AGENCY NAME: Alabama Board of Nursing

RULE NO. AND TITLE: 610-X-15-.05 ER Standards Of Students
Nurse Apprentice Practice

EFFECTIVE DATE OF RULE: September 16, 2022

EXPIRATION DATE (If less than 120 days):

NATURE OF EMERGENCY: The rule change is necessary to address issues for employers and education programs in implementing student nurse apprentice programs.

STATUTORY AUTHORITY: **Code of Alabama, 1975**, § 34-21-2(c)(1)

SUBJECT OF RULE TO BE ADOPTED ON PERMANENT BASIS X YES
NO

NAME, ADDRESS, AND TELEPHONE NUMBER OF PERSON TO CONTACT FOR COPY OF RULE:

Peggy Sellers Benson
770 Washington Avenue, Suite 250
Montgomery, AL 36104
(334)293-5200



Signature of officer authorized to promulgate and adopt rules and regulations or his or her deputy

FILING DATE
(For APA Use Only)

610-X-15-.05 ER 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. **Emergency Rule:** Filed September 16, 2022.

**CERTIFICATION OF EMERGENCY RULES
FILED WITH LEGISLATIVE SERVICES AGENCY
OTHNI LATHRAM, DIRECTOR**

Pursuant to Code of Alabama 1975, §§41-22-5(b) and 41-22-6(c)(2)a. and b.

I certify that the attached emergency rule is a correct copy as promulgated and adopted on the 16th day of September, 2022.

AGENCY NAME: Alabama Board of Nursing

RULE NO. AND TITLE: 610-X-15-.06 ER Practice to Professional/Occupational Scope Permitted

EFFECTIVE DATE OF RULE: September 16, 2022

EXPIRATION DATE (If less than 120 days):

NATURE OF EMERGENCY: The rule change is necessary to address issues for employers and education programs in implementing student nurse apprentice programs.

STATUTORY AUTHORITY: **Code of Alabama, 1975**, § 34-21-2(c)(1)

SUBJECT OF RULE TO BE ADOPTED ON PERMANENT BASIS X YES
NO

NAME, ADDRESS, AND TELEPHONE NUMBER OF PERSON TO CONTACT FOR COPY OF RULE:

Peggy Sellers Benson
770 Washington Avenue, Suite 250
Montgomery, AL 36104
(334)293-5200



Signature of officer authorized to promulgate and adopt rules and regulations or his or her deputy

FILING DATE
(For APA Use Only)

610-X-15-.06 ER 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.

Emergency Rule: Filed September 16, 2022.