



Alabama Workforce Initiatives 2024

Nursing Support Technician- Certified (NST-C)

The Alabama Board of Nursing introduced legislation in 2024 to regulate support workers to aid the nursing workforce from state level changes to practice with the overall goal to increase public protection. Nursing Support positions are currently utilized in every hospital, healthcare facility, home health and in numerous patient care organizations across the state. The current workforce for these workers in Alabama is approximately 12,000-14,000 nursing support workers utilizing numerous titles. Currently, there is no uniformity in the education, training, and monitoring of these support workers which leads to redundancies. Allowing the ABN to issue permits to nursing support technicians will allow for the following:

1. Establishes consistent educational, training, and certification requirements which promote a standardized curriculum plan and a well-trained staff to meet the approved skills list for nursing support duties.
2. Establishes a scope of practice for which the NST may perform certain job duties, skills, and provide care consistent with their training and education, specifically allowing them to perform duties within their scope of practice under supervision without delegation from a nurse.
3. Establishes standards of practice for nursing support service duties and functions to promote high quality patient care and a more well-rounded professional staff of MACs, NST-C, LPN, RN and APRNs.
4. Increases public protection by providing a mechanism to identify and hold accountable nursing support technicians who fail to comply with the standards of practice.
5. Assists employers by providing a mechanism for employers to validate the status of a potential employee's education, permit, or certification through regulatory oversight.
6. Assists workers by providing transferable credentials which may be accepted by employers without duplication of cost and effort related to education and training of employees.
7. Provides consistency in job titles and decreases role confusion for the NST, nursing staff, and employers.
8. Creates an entry pathway and pipeline to health-related professions by recognition and utilization of stackable educational credentials by post-secondary.
9. Builds NST-C self-esteem and recognition of accomplishment for the nursing support worker.
10. Increases recruitment opportunities to fill the current 2000 plus vacancies across the state.
11. Current healthcare employers may grandfather support staff to this role through application to the ABN.
12. The NST-C skills list approved by the Board takes the guess work out of what the NST-C can do within the scope of practice.