

Alabama Board of Nursing

Leading Workforce Solutions

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Leading Workforce Solutions



**Medication Assistant-Certified
(MAC)**



Student Nurse Aides



**Student Nurse Apprenticeship
(SNA)**



**Nursing Support Technician,
Certified (NST-C)**



Medication Assistant Certified (MAC-C)

- Medication Assistant, Certified(MAC): A Medication Assistant, Certified through a Board approved program and the Medication Assistant Certification Exam (MACE) may perform limited medication administration tasks in a licensed healthcare facility .

[Chapter 610-X-14 Medication Assistant, Certified \(MAC\)](#)
[\(state.al.us\)](#)

- Over 1400 permits issued



Nursing Student/Graduate Aide

- Developed rules allowing for a higher level of functioning for student nurses who have completed fundamental education.
- While awaiting legislative changes, the ABN implemented Nursing Student Aide rules allowing nursing students to work under delegation and assist the nurses at the bedside while being paid at a higher rate and at a higher level of skills until they achieve RN/LPN licensure.



[Chapter 610-X-7 Standards of Nursing Practice;
Specific Settings \(state.al.us\)](#)



Student Nurse Apprentice

- 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.

[Chapter 610-X-15 Student Nurse Apprentices \(state.al.us\)](http://state.al.us)

Results

- Over 1000 permits issued
- 80 healthcare facilities
- 18 colleges



Nursing Support Technician-Certified

(PCA, PCT, NA, MST, NE, Home Aide, CNA, Nurse
Tech, Med/Surg Tech, Male Tech, ER Tech, Orderly
etc.)

WHY NST-C

- 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 support workers in Alabama is approximately 12,000 utilizing numerous titles. Currently there is no uniformity in the education, training, and monitoring which leads to redundancies and a lack on understanding the scope of practice.
- A regulated NST-C role establishes a scope of practice for which the NST may perform certain job duties and skills consistent with NST training and education and specifically allows the NST-C to perform duties under supervision of the nurse.
- Further the ABN rules establishes standards of practice for nursing support service duties and functions to promote high quality patient care and a more rounded professional staff of MACs, NST-C, LPN, RN and APRNs.



NST-C Benefits

IMPROVED PUBLIC PROTECTION

- Consistent educational, training and certification requirements with a standardized curriculum plan.
- Sets the scope and standards of practice for which the NST may perform certain job duties, skills.
- Mechanism to identify and hold accountable nursing support technicians who fail to comply with the standards of practice.
- Standard process for employers to validate the status of a potential employee's permit.
- Establishes transferable credentials accepted by employers without duplication of cost and effort related to education and training of employees.
- Establishes consistency in job titles and elimination of role confusion for the NST, nursing staff, and employers.
- Creates entry pathway to health professions by recognition and utilization of stackable educational credentials by Alabama Community College System (ACCS).
- Creates recognition and pride of accomplishment for the nursing support worker.
- Aids in increased recruitment opportunities to fill the 1,900+ current vacancies in Alabama.

ABN Leadership Institute



Center for Nursing Excellence



Three Tiers in Leadership



Six Leadership Competencies



