

Student Nurse Apprenticeship Program: Innovation in Clinical Education Models



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INTRODUCTION

- Approved by Alabama BON in 2022
- State of Alabama has the only pre-licensure apprenticeship in the nation
- 1 on 1 preceptorship model for clinical hours and work hours
- Apprentices earn progressive compensation for clinical and work time

BACKGROUND

- 21 colleges and universities currently participating
- AU was first BSN program, currently 3 participating
- Students begin apprenticeship in the second of a five semester program.
- Alabama Office of Apprenticeship began the program to address the critical nursing shortage, enhance student preparation and to eliminate barriers to completing nursing school.
- Auburn University pursued this opportunity to assist students with working while in school and to enhance their transition to practice.

PURPOSE AND SIGNIFICANCE

- The purpose of implementing the apprenticeship program at Auburn University College of Nursing was to provide individualized clinical experiences for students under the direct supervision of nursing faculty where compensation is provided by the partnering healthcare facility for required clinical hours.

PROCESS AND PROCEDURE

- Students apply through the healthcare facility after completion of their first semester
- Qualified applicants complete interviews with healthcare facility
- Healthcare facility selects nurse apprentices based on availability of RN mentors
- Site visits are made to students and preceptors by course faculty, academic clinical coordinators and healthcare facility program coordinator
- Debriefing sessions are conducted by healthcare facility and nursing program to collect student feedback at midterm and end of term.

Demographics		
Gender	Male	2
	Female	16
Race/ Ethnicity (%)	African American	3 (16.7%)
	Caucasian	14 (77.8%)
	Hispanic	1 (5.5%)
Age Range (%)	18-20 yrs	5 (27.8%)
	21-23 yrs	10 (55.6%)
	>24 yrs	3 (16.6%)
Hometown	Suburban	9 (50%)
	Rural	9 (50%)
First Generation	Yes	5
	No	13
Veteran	Yes	3 (16.7%)
	No	15 (83.3%)

RESULTS

- 100% are maintaining or improving course grades/GPA
- Three apprentices had to repeat a course prior to becoming an apprentice and all have been successful in their courses since beginning apprenticeship
- Fewer students to place in clinical groups
- Apprentices provide added dialogue in class discussions
- HESI Exam Scores:

	> National Average	> Cohort Average	> National & Cohort Average
Cohort 1 Of the 5 HESI exams taken:	1	1	2
Cohort 2 Of the 3 HESI exams taken:	1	2	NA
Cohort 3 Of the 1 HESI exam taken:	NA	NA	1

Feedback from faculty and Apprentices



RECOMMENDATIONS

- Can be modeled in hospitals that do not have program at state level
- Need for frequent communication between college and healthcare facility representatives
- Need for frequent check-ins with students
- Need to have open dialogue between healthcare facility and college to address opportunities and collaborate on solutions