



An Accelerated BSN Apprenticeship Model: A New Collaborative Solution to Solve Practice Problems

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Objectives

- Describe the AccelBSN-APPrentice™ model
- Identify key steps in the development of a collaborative partnership.
- Discuss the Holistic Admission Process implemented.
- Disseminate a new collaborative practice partnership model designed to place practice-ready nurses at the bedside quickly.

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Introduction



- *Hospitals, healthcare systems, and other practice settings are encouraged to form partnerships with schools offering accelerated entry-level programs to remove the student's financial burden in exchange for a steady stream of new nurse recruits. –AACN*
- *This model addresses both issues put forth.*

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Background/Introduction

- Healthcare/Workforce changes
 - Complexity, COVID-19, aging population, nurse shortages
- Need practice-ready nurses

What does that mean?

How do we accomplish this?

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Background/Introduction

- Alabama Board of Nursing
 - Alabama Industry Recognized and Registered Apprenticeship Program Act
- Administrative Code Chapter 610-x-15
 - March 2022
 - Student Nurse Apprentice



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Qualifications for Student Nurse Apprentice

- Currently enrolled in an approved nursing education program
- Obtained validation of fundamental skills
- Employed by a licensed healthcare facility
 - Registered apprenticeship with the Alabama Office of Apprenticeship (AOA) as an employer by an academic sponsor



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- Phase I

- Developed new accelerated plan of study
- Gained approval for a 12-month Accelerated second-degree BSN concentration
- Created Partnerships

- The Alabama Office of Apprenticeship
- Huntsville Hospital

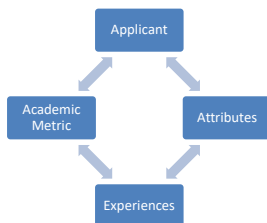


- Flagship for the Huntsville Hospital Health System (16,000 employees)
- Second largest hospital in Alabama (881-bed)

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- Phase 2

- Holistic Interview process (E-A-M Model) AACN, 2020



- Traditional academic metrics (Academic Nursing Advisor)
 - Second-degree
 - Overall GPA 2.5-3.0
 - HESI A2 75 or higher
 - Area V requirements met
- Interview Process
 - Faculty engagement
 - Team-3 Faculty (ADUG, ABSN Coordinator, 1 Faculty member)
 - Standardized Interview questions
 - » Experiences and attributes
 - » Scored and team discussion

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Methods (Continued)

- Phase 3
- Practice Partner
 - Nurse Mentor Liaison
 - Applicant Interviews at HH
 - Onboarding of applicant to employer
 - Selection of Nurse Mentors
 - Onboarding of Nurse Mentors to UAH CON
- Develop Nurse Mentor Orientation program



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Results



>70 applicants interested

Admit first cohort SP 2023

Pairing of highly qualified
Nurse Mentor with SNA

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- Addresses employer need
 - Increase practice ready nurses at bedside
 - 12-months to BSN
 - Eases hospital departmental attrition
 - New graduate burnout
- Addresses financial barrier of student
 - Earn competitive wage for clinical hours
 - 100% tuition/books
- Increase workforce diversity

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AccelBSN-APPrentice™

- 3 semesters (Spring, Summer, Fall)
 - 126 Total hours
 - 61 Upper-division
 - 810 clinical hours total
- Semester 1
 - CPR Certification (UAH RQI champion)
 - CON validates competency of skills, task, activities
 - Students obtain Student Nurse Apprentice License
 - Completes clinical requirement with 1-on-1 Nurse Mentor
 - CON maintains clinical supervision and oversight for student nurse apprentices and evaluates clinical activity

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thank you



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References

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- American Association of Colleges of Nursing (AACN). (2020). *Promising practices in holistic admissions review: Implementation in academic nursing* [White Paper]. <https://www.aacnnursing.org/Portals/42/News/White-Papers/AACN-White-Paper-Promising-Practices-in-Holistic-Admissions-Review-December-2020.pdf>
- Masso, M., Sim, J., Halcomb, E., & Thompson, C. (2022). Practice readiness of new graduate nurses and factors influencing practice readiness: A scoping review of reviews. *International Journal of Nursing Studies*, 129, 104208.

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