



DEPARTMENT OF HEALTH AND HUMAN SERVICES

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Nevada State Board of NURSING



Date: January 14, 2022

To: Nevada Nursing Students, Nursing Teachers, Hospitals, Health Facilities

From: Joint Statement from Nevada Department of Health and Human Services and Board of Nursing

Re: Nurse Apprentice Programs

The Nevada Department of Health and Human Services and Nevada State Board of Nursing encourage all nursing students enrolled in an accredited nursing program and in good standing to strongly consider becoming a nurse apprentice. Nevada has been experiencing significant health care staffing shortages in a variety of health care settings and we believe this is a great opportunity for nursing students to maximize the skills they have learned while supporting the health care system by providing services that are vital to Nevadans.

Nurse Apprentice Program: *A nurse apprentice program offers students the opportunity to practice their clinical skills and to acclimate to the role of a licensed nurse. An apprentice nurse works in a health care facility (hospital, skilled nursing facility/long-term care facility), community health clinic or a health maintenance organization (HMO), providing nursing care following a [skills list approved by the Board of Nursing](#).*

Apprentice nurses can apply to hospitals/facilities in their area that have this program. There is an employment agreement developed between the facility and nursing student.

Benefits of Program: *Apprentice nurses can maximize the skills in which they have been trained prior to licensure. Apprentice nurses work per diem, which is ideal to work around school schedules. It is often seen as a win-win for the student and the facility. The apprentice nurse is given the opportunity to work in a facility while in school and the facility gets an opportunity to see how that apprentice performs. Often the facility will hire the apprentice nurse after graduation.*

Frequently Asked Questions:

Q: What hospitals in Nevada have a nurse apprentice program?

A: The following hospitals have formal nurse apprentice programs:

Northern Nevada:

- [Renown](#)
- [Carson Tahoe Hospital](#)
- [Carson Valley Medical Center](#)
- [Saint Mary's Regional Medical Center](#)
- [Northern Nevada Medical Center](#)

Rural/Frontier Nevada:

- [William Bee Ririe Hospital - Ely](#)
- [Pershing General Hospital](#)
- [Humboldt General Hospital](#)
- [South Lyon Medical Center](#)
- [Battle Mountain General Hospital](#)
- [Banner Health - Churchill](#)
- [Grover C. Dils Medical Center - Caliente](#)
- [Desert View Hospital - Pahrump](#)

Southern Nevada:

- [Southern Hills Hospital](#)
- [Mountain View Hospital](#)
- [Henderson Hospital](#)
- [Desert Springs Hospital](#)
- [Summerlin Hospital](#)
- [Spring Valley Hospital](#)
- [Centennial Hills Hospital](#)
- [Sunrise Hospital](#)
- [Valley Hospital](#)
- [Southern Nevada Adult Mental Health Services \(SNAMHS\)](#)

Q: How does a student sign up to be an apprentice at a Nevada facility?

A: If a student wants to be an apprentice, they should contact the facility's human resource department directly to inquire about an open position.

Q: Who determines what skills an apprentice can do?

A: The nursing student can only perform skills they have completed in their nursing program. The facility determines which of those learned skills can be performed in the facility. All skills should follow the approved skills list authorized by the State Board of Nursing. <https://nevadanursingboard.org/wp-content/uploads/2019/12/Apprentice-Nurse-Skills-List-updated.pdf>

Q: Do nursing students need approval from their nursing school to apply for a nurse apprentice program position or just coordinate directly with facility?

A: Approval is not needed from the nursing school, but the facility will need to verify that the student is in good standing with the school. The facility's human resource department will likely ask for this verification.

Q: When it comes to apprentice openings, is there a limited number of apprentice nurses a facility can employ?

A: Each facility determines the number of apprentice nurses needed at any given time. It is often fluid, and changes based on current staffing, budget and resources available to accommodate apprentices.

Q: I am a current nursing student in Nevada. Would it be an issue if I am leaving Nevada after graduation?

A: There is an investment in an apprentice nurse, and therefore it is up to each facility to determine the need for short-term apprentices.

Q: For hospitals that have programs already, who keeps track of apprentice nursing student skills?

A: Each facility is different, but often the apprentice provides skills from their school of nursing, and the facility's human resources tracks when an updated list of skills is needed from apprentice.

Q: How many hours do apprentices typically work? Are they able to balance with nursing school?

A: Each facility is different, but generally an apprentice works at least one day per week and facilities work to accommodate school schedules.

Q: Is there a test involved in applying for a nurse apprentice program position?

A: The State Board of Nursing does not require apprentice nurses to be tested. It is up to the student to show the hiring facility their qualifications and skills learned.

Q: How far into school must a student be in order to apply for an apprentice nurse position?

A: It is up to each facility to determine their preference as to the length of time and experience a nursing student has completed. Students with more school experience are competent in more skills that would benefit the hiring facility.

Q: Do facilities have the ability to teach apprentices skills they have not performed outside of the skills labs at school?

A: Skills performed as an apprentice nurse must be taught in nursing school. Students are encouraged to bring their current skills list to show the facilities the skills in which they are competent.

Q: How much do the apprentice nurse positions pay?

A: Questions regarding position availability, placement, hours expected to work, payment rate, etc. should be negotiated with the facility human resources office that is offering the nurse apprentice program.

Q: Does it matter what semester the student is in?

A: Typically, the student would need to complete their first year in nursing school, but it depends on the preference of the employing facility.

Q: Would a student need to apply to each facility individually?

A: Yes, similar to applying for any job, the student would need to apply at each facility where they are interested in apprenticing.

Q: I have applied for a nurse apprentice program before and was not accepted, what should I do?

A: Each hospital/facility has different needs at different times. Students are encouraged to apply to multiple facilities if possible.

Q: Where are apprentice nurses placed upon hire?

A: It can vary, the apprentice nurse is hired and then assigned to an area the facility determines.

Q: At what point of the program is it preferable to apply for those jobs? Are there specific skills we need to acquire before applying?

A: The skills an apprentice can perform must be skills learned in nursing school. A facility may have preference on hiring a student after they have become competent in certain skills. Students are encouraged to ask the facility their preference and be able to verify what skills they have learned.

Stories of Success:

Summerlin Hospital – “We just started hiring nurse apprentices within the last 6 months and only hiring nurses in the last semester of nursing school. The process is going very well. All our units want to hire the apprentices once they graduate school. Hiring first- and second-year nursing students for ‘patient sitter program,’ which allows students to get acclimated to sign up as apprentice the final year of school. When you grow your own workforce, it sets the stage for success.”