



State of Idaho
Division of Occupational and Professional Licenses
Board of Nursing

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Listening Session Minutes of 09/13/2023

Division Nicki Chopski, PharmD, Board of Nursing Executive Officer
Staff: Russell Spencer, General Counsel
Madyson Crea, Board Support Specialist

The meeting was called to order at 9:00 AM by Dr. Chopski.

Dr. Chopski invited questions and comments on draft language for a Nurse Intern pilot program the Board of Nursing is considering.

Elizabeth Steger from St. Luke's spoke in support of the draft pilot and stated that it would address obstacles encountered when hiring new graduate nurses. The proposed program would allow a logical progression from nurse apprentice to nurse intern and finally graduate nurse. The program will set new graduates up for success, and the prohibited skills listed are appropriate while still allowing additional learning opportunities.

Maura Cash from Kootenai Health supported the draft program language and stated it would allow their facility to offer a similar opportunity to what Washington is currently offering. She spoke in support of the split between a nurse apprentice and a nurse intern and expressed Kootenai Health's interest in being part of the pilot program.

Lori Moss from Kootenai Health spoke in support and added that the proposed program will help students and new graduates transition into the hospital after graduation. It will allow an opportunity for student nurses to have up-front experience and is a great way to facilitate confidence and an initial understanding of the specialty they want to pursue. Additionally, it will assist hospitals in onboarding and training.

Amy Yun from St. Alphonsus stated she was not opposed to the program. However, she expressed concerns about every Idaho facility having the ability to safely implement this program. If rural hospitals are unable to implement an intern program, she worries it will drive student nurses out of rural areas to gain experience available at larger facilities. Additionally, she foresees possible problems in defining the scope of practice and challenges verifying intern competencies and registration. Ms. Yun suggested considering stronger language regarding supervision and additional measures for patient safety. She expressed interest in hearing educators' perspectives as this program is intended to be hospital-driven rather than school-driven.

Dr. Chopski acknowledged Ms. Yun's concerns and stated that the Board does not want to be biased or draw nursing students away from rural facilities. Additionally, she referred to the pilot draft language,

which states that intern skills must be validated in a clinical setting. Dr. Chopski will be meeting with the Council of Nursing Education Leadership to gain the perspective of educators on the draft language.

Lori Moss acknowledged the concerns for critical access hospitals and stated that, while their facility is not considered critical access, the pilot would allow their program to compete with larger facilities that offer more involved learning opportunities in Spokane, WA.

Megan Boston from St. Luke's was supportive of the program and liked the flexibility the draft language offered. She stated that St. Luke's has specific badges to delineate between different positions: CNA, nurse apprentice, and SNAP. St. Luke's has overcome certain barriers with their SNAP program and would like to share what they have learned with other facilities. They found that leaders had to take on accountability for the program. Additionally, regarding the clinical verification of skills, Rule 200 Decision Making Model already provides guidance to nurses on delegating and does not ask anything new of supervising nurses.

Elizabeth Steger added that the program would facilitate more exposure to different experiences, better preparing students who return to work in rural areas of Idaho.

Dr. Chopski stated direct supervision would be a requirement for nurse interns, the same requirement for graduate nurses. Feedback from stakeholders is important to ensure the program will be successful in practice, and the Board wants to consider weaknesses in the proposed program.

Reuben DeKastle supported the draft language and offered that Idaho has a similar intern model for pharmacists. This type of program is mirrored in other professions, and it should be utilized in nursing. He expressed his personal experience working with a nurse apprentice in rural Idaho and the formative opportunity it allows for nursing students.

Jessica Garner added that the program is an opportunity for students to network, have a mentor, and would provide them with resources wherever they decide to work. Therefore, she was supportive of the draft language. She stated Med/Surg provides an opportunity to experience and understand different populations and areas of nursing practice.

Dr. Chopski asked for anything that was overlooked and should be on the not permitted list. Jessica Garner stated that epidural and intrathecal procedures should be added.

Megan Boston added that the SNAP program offered a safer environment for students to ask questions and learn, allowing them to develop relationships and mentors. Additionally, it allowed students to see an entire shift, from start to finish.

Dr. Chopski asked how floor nurses are informed of student competencies and skills they can perform when in a facility. Jessica Garner stated that it is communicated by the schools to the facility nurse educator, who communicates it to the charge nurse. The charge nurse then communicates it to the floor nurses.

Some additional topics discussed were how skills would be validated, how to document or track validated skills, and if the nurse intern program was meant to facilitate education or allow interns to work as part of a medical team.

Dr. Chopski thanked the stakeholders for their input and discussion. She stated that the Board's next meeting is on October 12, 2023, and the draft nurse intern pilot will be on the agenda.

The stakeholders were informed that additional written comments can be submitted to the email address listed on the agenda: support.hp@dopl.idaho.gov.

Adjourn

There being no further business, the meeting was adjourned at 10:00 AM.

The next Board of Nursing meeting is on 10/12/2023