



## Work-Based Learning: Clinical Internship & Nursing Education

### Health Science Placements

Districts that are interested in operating a health science work-based learning (WBL) program through either the *Clinical Internship* or *Nursing Education* courses must comply with the WBL Framework guidelines established in state board High School Policy 2.103. The standards for both courses are designed to be more specific to healthcare than the overall standards for the *WBL: Career Practicum* course. However, educators teaching both *Clinical Internship* and *Nursing Education* must have a current WBL Certificate issued by the Tennessee Department of Education (the “department”) and are responsible for following the rules and regulations governing WBL experiences.

The department provides a *Personalized Learning Plan* template to ensure compliance with the WBL Framework, state and federal Child Labor Law, and department policies, which must be used for students participating in both *Clinical Internship* and *Nursing Education*. Teachers of these courses are responsible for following policies outlined in the *WBL Policy Guide* and staying up-to-date with annual changes to these policies, which will continue to be posted to the Department of Education’s website: <https://tn.gov/education/topic/work-based-learning>.

### Required Documentation

In addition to the required WBL documentation outlined in the *WBL Policy Guide*, the following documentation must also accompany any clinical internship student’s paperwork. There may be additional requirements from a given clinical site (such as orientation documentation), which would be in addition to the requirements below, if deemed necessary for a given placement.

- Exposure Control Plan
  - There is not an official form for exposure control plans, however a tool for covering exposures students may encounter can be found online at [www.osha.gov](http://www.osha.gov).
  - [OSHA Sample Exposure Control Plan](#)
  - [OSHA Blood-Borne Pathogens Exposure Control Plan](#)
- Current Student Immunization Record
  - Up-to-date record of all immunizations
  - Hepatitis B (HBV) is required prior for placement for students expected to have patient contact
  - Current Tuberculosis (TB) skin test results
- Documentation of Current Student Physical (conducted within the past year)
- Document of Student Insurance
  - Health insurance
  - Malpractice insurance: Students may be given an opportunity for individual or blanket malpractice insurance through the school district.
  - If they drive a car, they must have car insurance
  - NOTE: WBL students are not eligible for unemployment insurance.

All required documentation must be kept on record, secured for confidentiality, either in physical form or digitally for seven (7) years.



## Required Student Training

Safety trainings provided in the classroom, as well as any provided on site, must be documented in the student's required *Safety Training Log*, which is included in the *Personalized Learning Plan*, per WBL policies. The below trainings must be completed, and documented, before entering a healthcare facility for placement.

- Universal Precautions and OSHA standards (at 100% accuracy)
- Basic Life Support (BLS) Cardiopulmonary Resuscitation (CPR) Certification
- Basic competency in the following:
  - Basic First Aid
  - Body Mechanics
  - Standard Precaution Guidelines
  - Confidentiality

## Governing Regulations

Educators with students in healthcare WBL placements through *Clinical Internship* and *Nursing Education* must be familiar with the following governing rules, regulations, laws, and policies:

- [Tennessee State Board of Education's WBL Framework](#)
- [Tennessee Child Labor Laws](#)
- [Tennessee Standards for Hospitals](#)
- [Bureau of Health Licensure and Regulation Board for Licensing Health Care Facilities Division of Health Care Facilities](#)
- All State and Federal regulations for healthcare facilities and training programs including:
  - *Clinical Internship:*
    - [Health Insurance Portability and Accountability Act \(HIPAA\) including:](#)
      - [The Health Information Technology for Economic and Clinical Health Act \(HITECH\)](#)
      - [The Genetic Information Nondiscrimination Act of 2008 \(GINA\)](#)
      - [Patient Safety and Quality Improvement Act of 2005 \(PSQIA\)](#)
    - [Elder Justice Act](#)
    - [Occupational Safety and Health Administration \(OSHA\) regulations for healthcare facilities](#)
  - *Nursing Education*
    - [Omnibus Budget Reconciliation Act \(OBRA\) of 1987](#)
      - [Federal Nurse Aide Training and Competency Regulations](#)
      - [TN Department of Health Nurse Aide Training and Competency Evaluation Standards](#)
    - [Health Insurance Portability and Accountability Act \(HIPAA\) including:](#)
      - [The Health Information Technology for Economic and Clinical Health Act \(HITECH\)](#)
      - [The Genetic Information Nondiscrimination Act of 2008 \(GINA\)](#)
      - [Patient Safety and Quality Improvement Act of 2005 \(PSQIA\)](#)
    - [Patient Protection and Affordable Care Act \(PPACA\)](#) Subtitle H is titled Elder Justice Act, and the provisions found in U.S. Code § 6701-6703
      - [Elder Justice Act](#)
      - [Reporting Reasonable Suspicion of A Crime in a LTC Facility:](#) Section 1150B of the Social Security Act
    - [Occupational Safety and Health Administration \(OSHA\) regulations for Long Term Care: Nursing Home e-Tool](#)

## Course Requirements

	<i>Clinical Internship</i>	<i>Nursing Education</i>
Teacher Licensure and Endorsement	577, 720	577 Must be a Registered Nurse with a minimum of 2 years of nursing experiences, at least 1 year of which must be in a long term care (LTC) facility.*
Required Training	<ul style="list-style-type: none"> <li>• Current WBL Certificate</li> <li>• Prior to teaching first time, must attend <i>Clinical Internship</i> training provided by the department</li> </ul>	<ul style="list-style-type: none"> <li>• Current WBL Certificate</li> <li>• Prior to teaching first time, must attend <i>Nursing Education</i> training provided by the department</li> </ul>
Recommended Training & Resources	N/A	<ul style="list-style-type: none"> <li>• Certified Nursing Assistant (CNA) Instructor Workshop provided by <a href="#">D&amp;S Diversified Technologies LLP</a></li> <li>• <a href="#">CNA Handbook</a> published by D&amp;S Diversified Technologies LLP contains useful resources, equipment lists and skills lists</li> </ul>
Student Teacher Ratio	15 to 1	15 to 1
Age Restrictions	Students must be 16 years of age	Students must be 16 years of age
Placements	Rotation thru various departments at a hospital or standalone clinical site to observe employees providing direct patient care	Long Term Care (LTC) clinical rotation at a Nursing Home or Hospital LTC unit
Credits	1 to 4	
Programmatic Requirements	Same as outlined in the <i>WBL Policy Guide</i> .	In order for students to qualify for the nursing assistant certification examination, the training program must be approved at least 30 days before the first day of class by the Tennessee Department of Health Nurse Aide Training program staff. For a full list of program requirements, see <a href="#">Federal Law §483.152 Requirements for approval of a nurse aide training and competency evaluation program</a> and <a href="#">State of Tennessee 1200-08-06-.15 Nurse Aide Training and Competency Evaluation</a> . To become a training site, you will also need to complete the Test Site Agreement found on <a href="#">D&amp;S Diversified Technologies LLP website</a> .
Required Hours	Same as outlined in the <i>WBL Policy Guide</i> .	<ul style="list-style-type: none"> <li>• Federal classroom hour requirement prior to patient contact: 16</li> <li>• Total Federal program hour requirement: 75</li> <li>• TDOE Classroom hour requirement: <ul style="list-style-type: none"> <li>○ 40 clock hours of classroom instruction</li> <li>○ 20 hours of classroom practical training in a laboratory</li> </ul> </li> <li>• TDOE Clinical hour requirement: <ul style="list-style-type: none"> <li>○ 40 clinical hours, 24 of which must be in a long-term care facility</li> </ul> </li> </ul>

\* If the teacher does not have the LTC experience, he or she can work under the supervision of a Program Coordinator, such as the Director of Nursing at the LTC facility.