



TO: Nebraska Healthcare Providers  
FROM: Nebraska Assembly of Nursing Deans and Directors (NANDD)  
DATE: April 15, 2020  
RE: Nebraska Executive Order No. 20-10

#### Purpose

The purpose of this brief is to engage with our clinical practice partners regarding Nebraska Executive Order No. 20-10 Coronavirus- Additional Healthcare Workforce Capacity.

#### Context

The COVID-19 crisis has resulted in temporary changes to Nebraska's nursing licensure requirements, specifically, licensure pathways for new RN and LPN graduates. Currently, students complete their approved and required nursing curriculum and clinical practice experiences and then graduate from their approved program. Following graduation, nursing program graduates devote significant concentrated time and effort reviewing content, decision making processes, scope of practice, and procedures for safe clinical care prior to taking the NCLEX examination. Upon passing the NCLEX, they begin employment as novice nurses with a preceptorship and often an extended orientation program. Some employers provide a residency program for new graduates that spans the first year of practice.

Due to the COVID-19 crisis Nebraska's leaders have had the foresight to take unique measures to assure an ongoing strong nursing workforce. Nebraska Executive Order No. 20-10 is a new order that will have significant impact on both employers and new nursing graduates. The order provides for temporary licenses to new graduates while awaiting their NCLEX testing dates and results; this means the graduates have applied for licensure, but are not able to take the NCLEX due to limited testing centers being open as a result of the COVID-19 pandemic. It is also noted that graduates applying for licensure under this new order have had alternate clinical experiences in the last term of their nursing programs and therefore, may have different levels of functioning than their predecessors.

To be issued a Provisional Temporary License, the following requirements must be met per Executive Order No. 20-10:

- Submission of a completed Nebraska RN/LPN by Exam nursing license application
- Registration with Pearson VUE
- Evidence of program completion by transcript

The provisional license is valid until the graduate takes the NCLEX or for 30 days after the executive order is rescinded, whichever is first.

#### Endorsement and Recommendation

The Nebraska Assembly of Nursing Deans and Directors endorse Nebraska Executive Order No. 20-10 and seek to maximize the order's benefit and minimize risk for both employers and newly graduated nurses. In the spirit of the long-standing esteemed relationship with our clinical practice partners, the NANDD provides the following recommendations:

- Graduates function under direct supervision of a licensed nurse
- Work hours be no more than full-time to allow sufficient time to prepare for the NCLEX exam
- A planned orientation of normal length, to both the facility and unit, be provided
- Graduates be assigned a mentor
- Graduates be hired into a unit, not surpassing general knowledge of a new graduate, with limited floating to alternate units.