Student Nurse Achievement Program (SNAP)

Frequently Asked Questions

Q: Who is eligible for the Student Nurse Achievement Program?
A: Nursing students who work in a patient-facing area and meet the following criteria may apply for SNAP to qualify as either a Student Nurse I (SNI), Student Nurse II (SNII) or Student Nurse III (SN III):

Student Nurse Achievement (SNAP)		
150018	SN I	Completion of first clinical rotation in an accredited nursing program
150019	SN II	Currently enrolled in nursing program, entering last year of 4-yr program or last term of a 2-yr program
150020	SN III	Completed 164 service hours as SN II to meet the qualifications for SN III

Q: What if the nursing student works in a non-patient-facing area? Is this student eligible?
A: Associates in non-patient-facing areas are not eligible to participate in SNAP.

For Student Nurse Applicants:

Q: How do I apply for SNAP?
A: Associates who are enrolled in an accredited nursing program and interested in SNAP should go to this form and submit copies of their transcripts to document their enrollment and/or completion of an accredited nursing program. Contact Ellen Ash at Ellen.ash@stelizabeth.com or Sue Watkins at Sue.watkins@stelizabeth.com for questions or to confirm submission. Any external individuals NOT employed by St. Elizabeth who are interested in the SNAP program should be directed to apply for one of the above positions by going to careers.stelizabeth.com.

Q: Once I apply for SNAP and submit my transcripts, how do I know if I am approved as a participant?
A: The Office of Workforce Development (OWD) will notify you that you qualify to participate in SNAP. Your manager will also be notified of your acceptance into the program.

Q: When can I apply?
A: Eligible students may apply for SNAP at any time.

Q: What if I work in a specialty area?
A: SNAP curricula have been developed for all areas including Emergency Department, perioperative areas including pre- and post-op, critical care, maternal/child, as well as acute care areas.

Q: I am attending nursing school and have been approved as a SNAP participant; when will I see a change in my title and pay?

A. Title and pay changes will be effective August 20, 2023 and are updated as soon as the manager submits the Personnel Action Form (PAF), but are dependent upon whether all requirements are met. Depending on the level in which you are placed, whether SNI, II or III, additional classes and education may be scheduled for you. You will need to request a new badge via HR4U@stelizabeth.com to reflect this title change.

Q: What if I make more in my current role than I would in a SNAP role?
A: In cases where an associate earns more in their current role than they would in their SNAP role, the associate would be transitioned into SNAP and "red circled," or allowed to keep their current rate of pay.

Q: Will I be eligible for a tenure increase while in a SNAP role?
A: All SNAP positions are flat rates roles and are not eligible for tenure increases or tenure lump sum payments.

Q: Am I eligible for Gainsharing if I am in a SNAP role?
A: Associates in SNAP job codes are eligible for Gainsharing payout.

For Managers of SNAP participants:

Q: How does an associate's title change to reflect participation in the SNAP program?
A: An associate approved for SNAP participation will see the change in title and pay to reflect their participation in the program once their manager submits the PAF.

Example: A Student Nurse works a minimum of 64 hours with 12 hours paid shadowing time, and also meets the requirements to advance to the SNII when entering the last year of a four-year program or the last term of a two-year program.

Q: What is the process to increase the level of a SNAP participant, i.e. SNI to SNII or SNII to SNIII?
A: To move to the next level of the SNAP program, the student must submit their achievement to their manager, who will share a link to submit their transcript and skills checklist to the Office of Workforce Development (OWD) for review and approval to advance. Once OWD approves the change and alerts the manager, the manager submits the PAF for status change to a Student Nurse II. Additional education will be scheduled for the effective date of the change.

Q: Are nursing students in a Clinical Care Tech role eligible for the SNAP program?
A: Nursing students in a Clinical Care Tech role are eligible for SNAP, if they meet the requirements. If they are approved as a SNAP participant they will transfer to the appropriate role once transcripts are reviewed.

Q: If an associate in a Clinical Care Tech role becomes a participant in the SNAP program, what education will be required/offered?

A: Associates that transfer from a Clinical Care Tech role to a SNAP Participant will complete education to ensure they are competent and prepared for their nurse assistant role.

Q: What if the student is an STNA in long term care? Can they participate in this program?
A: Nursing students working as a State Registered Nursing Assistant (STNA) are eligible for SNAP and may continue to work as a STNA (as long as they maintain the requirements of the STNA role).

Q: Are associates in a Patient Care Assistant (PCA) role eligible for SNAP?
A: Associates in Patient Care Assistant roles are eligible to apply for SNAP as long as they meet the educational requirements and will receive the same change in title and pay.

Q: Is a nursing student with an anticipated graduation of September 2023 eligible for SNAP?
A: A nursing student with an anticipated graduation date of September 2023 that is a nursing assistant is eligible for Student Nurse I (SNI) and a nurse extern is eligible for Student Nurse II (SNII).

Program Contact:

For additional questions please contact Lisa Blank at 859-655-4374 or lisa.blank@stelizabeth.com.