

Student Nurse Achievement Program (SNAP)

Frequently Asked Questions

Q: Who is eligible for the Student Nurse Achievement Program (SNAP)?

A: Nursing students who work in a patient-facing area and and have completed a nursing school clinical are eligible for a Student Nurse I role.

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.

Q: How do I apply for SNAP?

A: Associates who are enrolled in an accredited nursing program and interested in SNAP should contact Rhonda House at rhonda.house@stelizabeth.com for information on how to apply. Any external individuals NOT employed by St. Elizabeth who are interested in the SNAP program should apply for one of the above positions by going to careers.stelizabeth.com.

Q: When can I apply?

A: Eligible students may apply for SNAP at any time after they have completed a nursing school clinical.

Q: What if I work in a specialty area?

A: SNAP curricula have been developed for all areas and do include some Specialty areas. To see if your department is part of SNAP, please contact Rhonda House at rhonda.house@stelizabeth.com. You will be notified at the time of applying to SNAP if your department does not participate.

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 completed after meeting all criteria and the associate will be notified via email.

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: No. 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 roles are eligible for Gainsharing payout.

Q: What is the process to increase the level of a SNAP participant, i.e. SN I to SN II or SN II to SN III?

A: To move to the next level of the SNAP program, the student must contact Rhonda House at rhonda.house@stelizabeth.com who will notify them of the paperwork for submission.

Q: Are nursing students in a Clinical Care Tech role eligible for the SNAP program?

A: Yes. Nursing students in a Clinical Care Tech role are eligible for SNAP, if they meet the eligibility 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 a skilled nursing facility? Can they participate in this program?

A: Yes. 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: Yes. 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.

Program Contact:

For additional questions please contact Rhonda House at rhonda.house@stelizabeth.com or (859) 655-1887.