



STUDENT NURSE INTERNSHIP PROGRAM

It Takes a Village!

The UPMC Student Nurse Internship (SNI) Program is a 10-week*, paid internship opportunity for students who have completed their junior year or equivalent to gain hands-on experience while working with an experienced nurse preceptor in a 1-on-1 setting.

**The SNI Program will run from May 23 – July 29, 2022*

What You Need to Know

Whether you are a Preceptor, Unit Director, Clinician, or in any role on a participating unit in our SNI Program, you can contribute to the learning, development, and integration of any Student Nurse Intern (SNI) on your unit.

- Remember SNIs are full-time, temporary employees eager to gain hands-on experience and should be held accountable for our policies & values
 - Please be patient with our SNIs as they have varying clinical experience, but they are looking to gain their confidence and build their skills
 - SNIs should not work OT or holidays
 - i.e., Memorial Day/4th of July
 - Not permitted to work after 11:59 p.m. the day prior to a holiday due to Holiday Pay
- **IMPORTANT:** SNIs can NOT perform some patient care activities*, including NO passing medications, hanging or maintaining IVs, or administration of blood or blood products

**Refer to [Skills Checklist – PA & MD](#) or [Skills Checklist – NY](#) for complete list of tasks an SNI can NOT perform*

- Lead by example – remember to live our Key Behaviors
- Provide necessary feedback – foster a learning environment; consult with your UD & SNI Hospital Coordinator for any support needed or questions regarding your SNI and their performance
- Encourage SNIs to keep an open mind throughout the summer experience
- **Future Nursing Opportunities:** Make a positive impression; help educate the SNI on nursing support and graduate nurse opportunities to stay within the UPMC family post-program
 - **Note:** SNIs can apply for and potentially receive an offer for a GN role up to a year in advance of graduation. The Nursing University Relations & Candidate Engagement (NURCE) team will hold an event in June to discuss the Early GN Recruitment Process; encourage SNIs to attend. If SNIs have questions on this process, direct them to reach out to the [NURCE team](#).
- **Shadow Opportunities:** Provide a warm welcome to SNIs who are shadowing on your unit, introduce them to your department, and create a positive experience during their time visiting on your unit

Roles/Responsibilities

Preceptor

- SNI should follow primary preceptor's schedule; if not possible, plan ahead, communicate in person and note on the schedule
- Ensure progress & sign-off on Skills Checklist
- Complete *midpoint* and *final* SNI evaluation
 - The Skills Checklist & evaluations must be completed and returned to your hospital's SNI BU Coordinator at the end of the SNI program

UD/Clinician/Charge Nurse

- Determine alternate preceptor if assigned preceptor is not available

Questions? Reach out to your UD &/or SNI Hospital Coordinator:

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