

# Employed Student Nurse Frequently Asked Questions

## Q: What are Employed Student Nurses (ESNs)?

Our Employed Student Nurse (ESN) provides a nursing employment opportunity to work in a clinical setting of hands-on experience with pay. As an ESN you provide direct nursing care to both stable and unstable patients/residents/clients appropriate to the level of education and training you have received to date in your nursing program.

## Q: If the ESN is shortlisted for an interview, what should the ESN expect?

There are many resources available online to help ESNs prepare for an interview. Here are some interview tips to get you started.

1. Practise
  - Review some common interview questions and prepare your responses.
2. Research
  - Do some research about the Unit. ESNs will not be expected to know a lot but Managers will like to hear that ESNs are interested in their specific unit and have passion for the work.
3. Dress Professionally
4. Don't be late!
  - ESNs should arrive 10-15 minutes early to stay relaxed and ready.
5. Follow up!
  - Send a thank you note (email is fine) within 24 hours of the interview.

## Q: How do ESNs apply and what happens after?

1. Click the "Apply now" button during the application period
2. Create an online profile
3. **Submit a cover letter** providing a brief introduction of yourself and express why you are interested in an ESN position at Vancouver Coastal Health. Be sure to include what area of VCH you are interested in and why.
4. **Submit a resume** including your clinical placements, work experience and volunteer experience. (Your clinical placements must be listed on your resume, see formatting tip below).
5. Complete the application questionnaire

## Clinical Placements

Please provide the information in the same format as the sample shown below:

Clinical Placement	Facility	Dates	Length of placement
(i.e.: Surgery, Psychiatry etc.)	(i.e.: Burnaby Hospital, VGH, etc.)	(mm/dd/yyyy)	(approximate number of hours)

## Work Experience

Please provide the information in the same format as the sample shown below:

Position	Employer	Dates Employed	Hours per month
(i.e.: Care Aide, Volunteer Cast Clinic)	(i.e.: Surrey Hospital, UBCH etc.)	(mm/dd/yyyy)	(approximate number of hours)

**Q: Are there any tips for ESNs on the application process?**

- Be sure to follow the instructions on how to apply and don't forget to list clinical placements/work experience on the resume in the format requested.
- If there is any vacation that is planned in the year, please let the recruiter know as soon as possible. If something comes up during or after the application stage please still let us know.
- Check your emails frequently. It's good to have a voicemail as well on your phone so we can leave a message if needed.

**Q: Can an ESN apply to another Health Authority as an ESN and be considered for both?**

- The program seeks to give undergraduate nurses an opportunity to consolidate students' knowledge and skills so they are 'job ready' as new graduates. Because the program is highly demanded we want to be able to give as many student nurses this opportunity so you may not be employed in multiple health authorities as an ESN.

**Q: When should the ESN hear back after the application is submitted?**

- Due to the volume of applications we receive it could take approximately 6-8 weeks. We are working hard to screen all ESN applications and thank you for your patience

**Q: If the ESN is successfully hired, how often would the ESN be expected to work?**

- On the day you start work you will be expected to be fully available for 1 full week for all orientation and training. Please note this is mandatory. For some units, there may be a longer required period of time required.

**Q: How is the ESN Schedule determined?**

The first 1-2 weeks is considered mandatory orientation and must be attended. After that, ESNs work with the unit to schedule shifts based on their availability.

**Q: How many hours can ESNs work, and who is responsible for tracking this?**

- Undergraduate nurses will be considered casual employees and will be allocated to work up to 300 hours to be used by March 31<sup>st</sup> each year. All orientation, hours of work are paid employment.

**Q: Do ESNs accrue seniority?**

- Seniority for undergraduate nurses is defined as the total number of hours worked by the employee at the worksite

**Q: Can ESNs take leaves of absence from school?**

- As an ESN you must be continually enrolled full time in good standing in a recognized registered School of Nursing Program in British Columbia.

**Q: How do I obtain my Employed Student Nurse status through BCCNP?**

Please visit this website for more details:

[https://www.bccnp.ca/Registration/employed\\_student\\_app/Pages/Default.aspx](https://www.bccnp.ca/Registration/employed_student_app/Pages/Default.aspx)

**Q: What makes the ESN opportunity at VCH different than the other Health Authorities?**

Our program is unique and the ESN opportunities are different depending on the geographical location from small towns to major cities. Please check out our testimonial section on the ESN page to hear about others experience.

**Q: Can I apply to the ESN opportunity if I am from another Province?**

The priority for the ESN program will be given to undergraduate nurses who are residents of BC.

**Q: What units are there ESN positions available and where can I be hired as an ESN?**

We have many different opportunities across VCH and each site will vary, but in general we have had ESNs in the following units:

- General Medicine
- Acute Care for Elders
- Surgery
- Cardiac
- Orthopedics
- Spine
- Community
- Long Term Care
- Palliative
- Neurology
- Hospitalist
- Speciality areas such as: Maternity, Pediatrics, Operating Rooms and Emergency