Faculty Development Showcase Week:
LLU Placement Program for Prelicensure Student Nurses

Course Description:
In order to provide work experience for non-licensed students prior to graduation, a Student Nurse Assistive Personnel (SNAP) Program has been developed; this is a collaborative effort between Loma Linda University (LLU) and Loma Linda University Medical Center (LLUMC). This experience provides a potential pool for future recruitment for nurses at LLUMC. Further, real life experiences for student nurses are provided while facilitating and enhancing the care of patients within LLUMC.

Course Objectives:
The participant will:
1. Describe Student Nurse Assistive Personnel (SNAP)
2. Relate the purpose of the collaboration between LLU and LLUMC in relation to SNAP
How We Learn

By
Nancie Parmenter Ed.D, MSN, RN
Allison Ong MSN, RN, CCRN

Presentation Objectives

- Provide an overview of a description of a joint education project developed by LLUSN/LLUH/LLUCH
- Discuss the Educational Principles underlying this Project
- Share lessons learned
What do theories tell us, and why do we care?

**Pedagogy & Andragogy**

**Pedagogy**
- Learner is dependent
- Learner needs external reward
- Learner experience is not considered important

**Andragogy**
- Learner is self-directed
- Learner is internally motivated
- Learner experience is valued

**Social Cognitive Theory Applied**

Student could learn to be:
- Proactive, forward thinking
- Self-reflecting
- Self-regulating
- Learn from observation/modeling/doing
Learning by Doing

Phase I: Acquisition of Knowledge
- Observational Learning

Phase II: Application of Knowledge through Employment

Phase III: Transfer of Knowledge

Phase IV: Transfer of Knowledge

SNAP Defined
- S = student
- N = nurse
- A = assistive
- P = personnel

PROGRAM
1. Starts with a comprehensive Hospital Orientation Program
2. Continues with “buddy” system for the orientation to the unit work expectations
3. Performance evaluations done at 90 days & one year
4. Incentive established for excellent performance
5. Flexible scheduling for student learners
WE HAVE LEARNED....

Educational learning theory has direct applicability to nursing education by providing:

- the basis for the development of an experience-based pre-licensure transitional program for nursing students
- has direct applicability to nursing education
- Assisted in creating a new teaching methodology for nursing education
- Provided future opportunities for nursing & educational research

The End

Tell me & I forget,
Teach me & I remember,
Involve me and I learn.

Ben Franklin

References