



The Kid Experts™

SUMMER NURSE INTERNSHIP FAQ

Children’s Minnesota offers a Summer Nurse Internship (SNI) for pre-licensure nursing students the summer between junior and senior year. This paid internship allows nursing students to experience working in a clinical setting under the direct supervision of a licensed clinical nurse.

Key Dates:

- Application available typically November 1st – mid December
- Interviews anticipated in early January
- Offers anticipated End of January/Beginning of February
- Internship is 10 weeks between June – August
- Candidates should be graduating between December to May

Eligibility:

- Students must be enrolled in an Associate's Degree in Nursing (ADN) or Baccalaureate Degree Nursing program (BSN) with a graduation expected within 12 months of the internship. Basic Life Support for Providers (BLS) Certification is required by start date.

What are the intern course requirements?

- Interns must enroll in a Summer Intern Course at a University or College in Minnesota for the internship's duration to participate in the SNI Program.
- **Minnesota Students** can enroll in their nursing program college, if listed below (if not listed, see the next bullet for “Out of State Students”):

Bemidji State University	North Hennepin Community College
Bethel University	St. Benedict/ St. John’s University
College of St. Scholastica	St. Catherine University
Crown College	St. Cloud State University
Gustavus Adolphus College	St. Olaf College
Metropolitan State University	University of Minnesota
Minnesota State University Mankato	Winona State University

- **Out of State Students** – If you are an out of state student or your nursing college is not listed in the bullet above, you can enroll in an internship course at:
 - College of St. Scholastica
 - Metropolitan State University
 - Minnesota State University Mankato
 - St. Cloud State University
 - Winona State University

What is the application process?

- The application, interview, and job offer timeframe information can be found here: [Student Nurse Internship | Children's Minnesota \(childrensmn.org\)](#)
- Applications are accepted on our careers posting page here: [Children's Career Postings](#)
 - Applications consist of demographic information, a resume, and an essay to showcase your skills
 - Applicants are scored based on the essay, and this score is used to identify who receives an interview. When completing the essay – be as specific as possible about dates and experiences.
- Interviews are offered to the highest scoring essays. Interviews are done by numerous unit managers.

How is the Intern's schedule determined?

- Intern schedules are based on preceptors' schedules. Interns are expected to work between a .75 and .9 FTE per pay period, or 30 – 36 hours per week. We will match you with at least two preceptors to ensure schedule flexibility.

Do interns receive benefits or paid time off?

- No – interns are temporary employees and do not receive health benefits, cannot work overtime, and do not receive holiday pay or paid time off.

What if an intern needs time off?

- If the intern listed their time off needs in their application, all efforts will be made to allow for the intern to be off on those dates. New time off requests after hire will be considered by Patient Care Manager. Intern time off should be limited to less than three days during ten-week course.

What if the intern or preceptor is sick?

- The intern will call the unit and speak to the charge nurse to let them know they are ill and will not be working. If the preceptor is sick, the charge nurse will assign the intern with another preceptor for the shift.

Can interns float or experience different units?

- If an intern's preceptor floats to another unit or campus, the intern will float with them.

What does SNI orientation look like?

- Interns will attend the same New Employee Orientation (NEO) as all new employees to Children's Minnesota for the first 2 days. This includes mandatory education, systems training – such as our timecard system and our electronic health record; diversity and inclusion training, and an intern-specific orientation session.

What is the intern dress code?

- During classroom orientation days, business casual attire or scrubs are expected. During clinical shifts, students should wear their school assigned scrubs. If school does not have assigned scrubs, interns can wear any color except royal blue.

What are the goals of being an intern?

- Utilize the nursing process to provide safe patient care.
- Enhance prioritization, organization, and time management skills in the delivery of nursing care.
- Report assessments and collected data in a timely manner to the appropriate clinical site staff.
- Document patient care provided accurately and completely and consistent with clinical site protocols.
- Enhance communication skills with patients, families, coworkers, and the members of the health care team.
- Demonstrate accountability for nursing actions consistent with professional standards.
- Demonstrate accountability for personal and professional development.
- Develop reflective thinking skills in relation to professional nursing practice.

What skills can a SNI perform?

- SNI's follow the current Nursing Student Guidelines & Limits at Children's Minnesota. This policy will be shared with hired interns. Generally, nursing students are able to perform cares within the scope of a nurse with appropriate supervision. Some cares are prohibited due to patient safety. Contact childrens.education@childrensmn.org for any specific questions.

How does being a SNI impact chances of becoming an employee?

- Strong performers would be given strong preference for our Transition to Practice (TTP) new graduate program.

Questions?

childrens.education@childrensmn.org – Center for Professional Development & Practice

workforce@childrensmn.org – Talent Acquisition