### Analyzing the Benefits and Challenges of the Student Nurse Apprentice Program (SNAP)

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#### Purpose

To review the benefits and challenges of the Student Nurse Apprentice Program (SNAP)

#### Program Goals

Teaching Apprentice will:
- Enhance own knowledge of nursing
- Improve ability to communicate that knowledge
- Facilitate teaching and learning in specific course(s)
- Develop competence in providing constructive feedback

#### Qualifications of TA

- Supervised by faculty
- Completed prior nursing courses with grades of B or better

#### Review of Literature: Student Benefits

- Appreciated receiving 1:1 attention
- Enjoyed being shown new ways of thinking/handling different situations
- Felt encouraged, cared for & supported by preceptor
- Experience was instructive and personally satisfying
- Learning was fostered in a safe, supportive climate, enhancing personal growth and professional development

#### Review of Literature: Mentoring Benefits

- Appreciated giving 1:1 attention
- Assisted students with critical thinking
- Extension of nursing commitment
- Visualized as a learning team
- Developed peer/collegial relationship
- Personal satisfaction with shaping students’ professional development
- Recognized personal and professional growth

#### Review of Literature: Identified Themes

- Professional Development
- Critical Thinking
- Assistance/Support/Guidance
- Reciprocity/Caring
- Confidence

#### Sophomore Student Questionnaire

- 12 statements with Likert Response Scale
- Gradients:
  - 1=Strongly disagree; 2=Disagree; 3=Unsure; 4=Agree; 5=Strongly Agree

#### Responses

<table>
<thead>
<tr>
<th>Statement</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Was a positive role model</td>
<td>3.7</td>
</tr>
<tr>
<td>Clearly stated the TA role and purpose</td>
<td>4.0</td>
</tr>
<tr>
<td>Encouraged time management and organization</td>
<td>4.0</td>
</tr>
<tr>
<td>Assisted me in reaching the objectives of this course</td>
<td>3.9</td>
</tr>
<tr>
<td>Was encouraging and fun</td>
<td>4.3</td>
</tr>
<tr>
<td>Motivated me to learn more</td>
<td>4.0</td>
</tr>
<tr>
<td>Did not help me at all</td>
<td>1.7</td>
</tr>
<tr>
<td>Motivated me to do my best work</td>
<td>3.8</td>
</tr>
<tr>
<td>Followed through in commitments and obligations</td>
<td>4.0</td>
</tr>
<tr>
<td>Seemed unorganized or distracted</td>
<td>2.0</td>
</tr>
<tr>
<td>Provided insight and knowledge regarding the student nurse role</td>
<td>4.3</td>
</tr>
<tr>
<td>Was easy to talk to and listened to my concerns</td>
<td>4.2</td>
</tr>
</tbody>
</table>

#### Three Open-Ended Questions

- Positive aspects of the Teaching Apprentice are:
- Negative aspects of the Teaching Apprentice are:
- Suggestions for improvement:

#### Student Responses: Benefits

- TA's helpful and supportive (7)
- Knowledge about content/skills (4)
- Available to answer questions (2)
- Felt comfortable with TA
- Able to relate to TA
- Student point of view/shared experience
- Resource in addition to instructor

#### Student Responses: Challenges

- Seemed distracted (6)
- TA's seemed hurried at times (4)
- Felt inadequate (4)
- Lack of interaction (3)
- Checking in too much

#### Emerging Themes from Sophomore Students

- Review of student course evaluations
  - Confidence
  - Socialization
  - Critical Thinking
  - Assistance

#### TA Questionnaire

- 12 Statements with Likert Response Scale
- Gradients:
  - 1=No; 2=Unsure; 3=Maybe; 4=Yes

#### Responses

<table>
<thead>
<tr>
<th>Statement</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reinforced my knowledge base</td>
<td>4.0</td>
</tr>
<tr>
<td>Provided opportunity to practice my communication skills</td>
<td>4.0</td>
</tr>
<tr>
<td>Encouraged time management and organization</td>
<td>3.5</td>
</tr>
<tr>
<td>Increased my supervisory skills</td>
<td>3.5</td>
</tr>
<tr>
<td>Was encouraging and fun</td>
<td>3.9</td>
</tr>
<tr>
<td>Motivated me to learn more</td>
<td>3.8</td>
</tr>
<tr>
<td>Took more than I wanted to give</td>
<td>1.3</td>
</tr>
<tr>
<td>Was a disappointment</td>
<td>1.4</td>
</tr>
<tr>
<td>Was not helpful in my nursing education</td>
<td>1.0</td>
</tr>
<tr>
<td>Was taken for easy credit</td>
<td>1.5</td>
</tr>
<tr>
<td>Allowed me to witness the instructor's side of nursing</td>
<td>4.0</td>
</tr>
<tr>
<td>Gave me new nursing experiences in different settings</td>
<td>1.5</td>
</tr>
</tbody>
</table>

#### Three Open-Ended Questions

- Things I enjoyed the most about the experience:
- Things I enjoyed least about the experience:
- Suggestions for improvements:

#### TA Responses: Benefits

- Interacting with assisting sophomores (9)
- Reinforced previous knowledge (5)
- Gaining experience through instructor’s perspective (3)
- Developing leadership skills (2)
- Broadening clinical experience (2)
- Sharing insight into professional practice

#### TA Responses: Challenges

- Too much downtime/bored at times (5)
- Felt sophomore students were frustrated related to class expectations (4)
- None (3)
- Students unwilling to ask questions (2)
- Lack of responsibility during clinicals (2)
- Staying late
- Repetitious class format

#### Emerging Themes from TAs

- Professional development/confidence
- Critical thinking
- Assistance/Support/Guidance
- Caring interaction
- Expanding clinical experiences