

# Minneapolis VA Medical Center CLINICAL LADDER PROGRAM FOR NURSING STUDENTS

## Step III: New Graduate BSN/Preceptor Program

- May and December graduates from BSN school of nursing
- Interviews during Jan/Feb and November of each year
- Work style match with preceptor
- Attempted placement based on interest
- Paid three month preceptorship

## Step II: option 2-Valor Honors Program

- BSN- Nursing student
- Learning based opportunity
- Structured clinical experience
- BSN-prepared preceptor
- Salary 80% of entry level nurse

## Step II: option 1-Student Nurse Technician (SNT-4)

- Must be enrolled in a nursing program
- One year clinical nurses training required
- Work with the unit team
- Assigned duties include patient care, treatments, special observation
- Supervision by a registered nurse
- Flexible hours, paid position

## Step I: Student Nurse Technician – (SNT-3)

- Must be enrolled in a BSN nursing program
- No previous experience required
- Certified Nursing Assistant preferred
- Provide direct patient centered observation with sitting assignments
- Supervision by a registered nurse
- Additional duties/competencies may be validated
- Flexible hours, paid position

Minneapolis VA Medical Center

**Contact:** Pam Snyder,  
Nurse Recruiter,

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**Application available at:**  
[www.va.gov/minneapolis/careers/nursing](http://www.va.gov/minneapolis/careers/nursing)