

Employed Student Nurse (ESN)

Frequently Asked Questions

updated November 2022

2023-2024 Intake

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 (re: teamwork, communication, conflict resolution, your strengths, future goals, etc). Speak them out loud to yourself or someone else to ensure you are comfortable with how it sounds.

2. Research

- Research about the unit you would like to work on. 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

- No hoodies, t-shirts with large logos, jeans or sneakers.

4. Don't be late!

- ESNs should arrive 10-15 minutes early to stay relaxed and ready for in person interviews.
- If your interview is online, please log-in and test both your camera and microphone beforehand.

5. Follow up!

- Send a thank you note (email is fine) within 24 hours of the interview and reiterate your interest in the unit.

Q: How do ESNs apply?

1. Write a cover letter, providing a brief introduction of yourself and your units of interest. Express why you are interested in an ESN/ESPN position at Vancouver Coastal Health, and your short-term and long term nursing goals. *Please note: **you must** include a cover letter for your application to be considered.*
2. Update your **resume** to include your clinical placements, work experience and volunteer experience. *Please note your clinical placements **must** be listed on your resume. See below for examples of the preferred resume format*
3. Click the "Apply now" button
4. Create an online profile or use an existing profile if you have previously applied to VCH
5. Attach your CPR certificate and proof of COVID-19 vaccination with QR code.
6. Complete the application questionnaire

Examples of Preferred Application Format:

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?

- If there is any vacation or clinical placements planned for 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.
- Please reach out to ESN Clinical Education team for support at ESNVCH@vch.ca

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. The program is highly demanded. You can only be only accept an ESN position in one health authority

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. Thank you for your patience.

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

- As an ESN/ESPN you are considered supernumerary and are hired as casual employee. This allows for flexibility when scheduling shifts around school schedules.

Q: How is the ESN Schedule determined?

- ESN's must complete Regional Orientation and ESN Orientation. Once completed, ESNs work with the unit to schedule shifts based on their availability. We ask you to plan carefully when booking shifts to avoid cancelling them and to book a variety of shifts. Week day shifts offer the most opportunities for consolidation of skills and connecting with the health care team. It is preferable that you do not only work night shifts.

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 31st 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. You can apply your earned seniority towards your first job with VCH. ESNs seniority hours become effective post-graduation and remain active for one year. Seniority hours cannot be used prior to graduation.

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 BCCNM?

- Please visit this website for more details:
https://www.bccnm.ca/RN/applications_registration/how_to_apply/ESR_RN/Pages/Default.asp
[X](#)

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 rural towns to major cities.
- We have a dedicated Clinical Education team to help support and mentor you. We Support ESN orientation, facilitate ESN Skills Day and workshops, provide at-the-elbow support in the clinical areas and provide career planning/opportunities in speciality areas. Please check out our testimonial section on the ESN page to hear about others experiences.

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 studying at a BC post-secondary institution.

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:

- Cardiac
- Community
- Emergency
- Endoscopy
- High Acuity
- Intensive Care
- Long Term Care
- Medicine
- MH Inpatient
- MH Outpatient
- Neurology
- Oncology
- Operating Room
- Orthopaedics
- Palliative
- Pediatrics
- Perinatal/Postpartum
- Rehabilitation
- Renal
- Surgical

For questions and inquiries, please email esnjobs@vch.ca