



## New Graduate Nurse FAQs:

### 1. When are New Graduate Registered Nurses hired at UC San Diego Health?

Hiring of new graduate nurses occurs three times a year. Cohorts start in March, August, and November with positions posted 5-6 months prior. New graduate nurses are hired into Med-Surg and specialty areas including ICU, Progressive Care (PCU), Labor & Delivery, OR, Post-Partum, Neonatal ICU, Emergency Department, and Oncology. UC San Diego Health includes two main hospital campuses in Hillcrest and La Jolla.

### 2. What support is offered to new graduate nurses?

UC San Diego Health has a New Graduate Nurse Transition to Practice Program accredited by the American Nurses Credentialing Center (ANCC). The program includes a general New Employee Orientation to the Health System, a minimum of a 3-month preceptorship/unit-based orientation, Nurse Residency Program classes over a 6-month period and Specialty/Division Specific education and training. Managers, Nurse Educators, Clinical Nurse Specialists, and trained preceptors support the knowledge, skills and abilities in developing new graduate nurses in competency and safe practice. A structured mentorship program that extends formal support beyond 6 months is also available 3 times a year.

### 3. Where and how do I look for New Graduate Nurse job postings?

Go to <https://employment.ucsd.edu/nursing>. Create a profile and upload a resume so that you are ready to apply when new postings for new graduate nurses are available. To search for available openings, click on "Search all Nursing Jobs Now." Type "new grad" into the Keyword search field. Look for new grad positions within the list titled "(RN) New Grad Registered Nurse." If postings with this title are not found within the list then there are no new grad positions available at this time. Please continue to check back for open positions.

Postings will include the departments hiring, appointment percentage (100% = full time), a description, minimum qualifications, preferred qualifications and special conditions of hire.

### 4. What documents do I need for the initial application?

Documents needed include a current resume, and while a cover letter is optional, it is highly recommended. References, transcripts and letters of recommendation will be requested during the interview and selection process.

5. [Can I apply before I obtain my RN license?](#)

Yes, you can apply before you obtain your RN license as long as your anticipated NCLEX board exam date will fall before your start date.

6. [What is the definition of a New Graduate Nurse?](#)

A new graduate nurse has less than six months of RN experience. If you have more than six months of RN experience, please apply to any of the experienced RN positions you may qualify for.

7. [If I am currently living in another state, can I still apply?](#)

Yes, anyone living outside of California can apply; however, a valid California RN license is required by the start date.

8. [Do you offer a sign-on and/or relocation bonus?](#)

No we do not currently offer a sign-on or relocation bonus for new graduate nurses.

9. [Do you accept faxed/emailed resumes?](#)

No, everything must be submitted online at <https://employment.ucsd.edu/>.

10. [Does UC San Diego Health have a nursing school loan repayment program?](#)

No, we do not have a nursing school loan repayment program. Once hired, continuing education hours are allotted and compensated for when utilized. UC San Diego Health employees may be eligible for [public loan forgiveness programs](#).

11. [Do you sponsor foreign nurses?](#)

Unfortunately, at this time, UC San Diego Health does not offer sponsorship.

12. [Can you tell me about the pay for a New Graduate Nurse?](#)

Our nurses are members of the California Nurses Association and therefore our pay rates are determined by the collective bargaining agreement and are very competitive. We also offer shift differentials. For detailed wage information, you may click on the link to the union contract on the job posting.

13. Does your facility offer salary differential for an Associate degree vs. a Bachelor's degree vs. a Masters entry to practice degree?

No, UC San Diego Health System compensates all new graduate nurses the same when starting in a New Grad nurse position.

14. Are you hosting any recruitment events at your facility?

We do not host recruitment events for new grad RNs, however we do attend local job fairs. Additionally, we offer "How to get Hired" workshops quarterly. Please visit our career page for more information on current offerings.

15. Are you a Magnet designated Hospital?

Yes, we are proud to be a Magnet hospital that represents our nursing excellence.