



## 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 starting five months prior. Newly Licensed Registered Nurses are hired into Med-Surg and specialty areas including ICU, Progressive Care (PCU), Labor & Delivery, Postpartum, Neonatal ICU, Emergency, OR, PACU, and Oncology.

### 2. What support is offered to Newly Licensed Registered Nurses?

UC San Diego Health's Nurse Residency Program (NRP) is accredited with distinction as a Practice Transition Program by the American Nurses Credentialing Center (ANCC). The program includes five components which extends over a six-month period; New Employee Orientation, NRP core classes, NPR specialty classes, preceptorship/clinical orientation and nurse retention activities. Managers, Nurse Educators, Clinical Nurse Specialists, and trained preceptors support the knowledge, skills, and abilities in developing Newly Licensed Registered Nurses in competency and safe practice. In addition, nurse residents are invited to participate in mentorship throughout the program.

### 3. Where and how do I look for New Graduate RN 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 (90% = three 12-hour shifts per week), 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 and transcripts 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 the start date of the posted positions.

6. What is the definition of a New Graduate Nurse at UC San Diego Health?

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 eligible to work in the United States 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, UC San Diego Health does not offer sponsorship, with the exception of RN candidates with TN Visas.

12. Can you tell me about the pay for a New Graduate Nurse?

Our nurses are members of the California Nurses Association (CNA) 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 view the [CNA contract](#), Appendix A – Wage Tables.

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 compensates all new graduate nurses the same regardless of degree.

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

Yes, we offer a virtual recruitment webinar for New Graduate Nurses three times per year that is posted on our [job site](#) as a "Webinar Announcement" several weeks leading up to the event. The webinars are hosted one week prior to the posting of our New Grad RN jobs.

15. Are you a Magnet designated Hospital?

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