



New Graduate Nurse FAQ's:

1. When are New Graduate 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 5-6 months prior. Newly Licensed Registered Nurses are hired into Med-Surg and specialty areas including ICU, PCU, L&D, OR, PACU, Psych, Postpartum, NICU, ED and Oncology. UC San Diego Health includes two main hospital campuses in Hillcrest and La Jolla.

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. The program includes five components which extend over a six-month period; New Employee Orientation, NRP Core classes, NRP 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 Nurse 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 new grad postings 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 a cover letter. 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 occur before the start date of the posted positions.

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 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.

9. Do you accept faxed/emailed resumes?

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

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.

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 compensates all Newly Licensed Registered Nurses the same when starting in a New Graduate Nurse position.

14. Are you hosting any recruitment events?

Yes, we offer a virtual webinar recruitment event for New Graduate Nurses three times a year that is [posted](#) in our job search as a Webinar Announcement.

15. Are you a designated Magnet Hospital?

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