



## New Graduate Nurse FAQs

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

New graduate nurses are hiring twice a year, with cohorts starting in March and September. Job postings typically go live five months prior to each start date. Newly Licensed Registered Nurses are hired into Medical-Surgical units as well as specialty areas including Intensive Care Unit (ICU), Progressive Care Unit (PCU), Labor & Delivery, Postpartum, Neonatal ICU (NICU), Emergency Department, and Operating Room (OR).

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

UC San Diego Health's Nurse Residency Program (NRP) is accredited with distinction by the American Nurses Credentialing Center's Commission on Accreditation in Practice Transition Programs. The program spans six months and includes five key components: New Employee Orientation, NRP core classes, NRP specialty classes, preceptorship/clinical orientation, and nurse retention activities. Support is provided by Managers, Nurse Educators, Clinical Nurse Specialists, and trained preceptors to help develop the knowledge, skills, and competencies needed for safe and effective practice. Additionally, nurse residents are invited to participate in a mentorship program throughout their residency.

### 3. Where and how do I find New Graduate RN job postings?

Visit [employment.ucsd.edu/nursing](https://employment.ucsd.edu/nursing) to get started. Create a profile and upload a resume so you are ready to apply when new graduate RN positions become available.

To search for openings, click on "Search all Nursing Jobs Now." Enter "new grad" into the Keyword search field. Look for listings titled "(RN) New Grad Registered Nurse." If you don't see postings with this title, it means there are no new grad RN positions available at the moment. Please check back regularly for updates.

Each job posting will include the departments hiring, appointment percentage (e.g., 90% = three 12-hour shifts per week), a description, minimum and preferred qualifications, and special conditions of hire.

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

You'll need a current resume. While a cover letter is optional, it is *highly* recommended. References and transcripts will be requested later during the interview and selection process.

### 5. Can I apply before I obtain my RN license?

Yes, you may apply before you obtain your RN license, as long as your anticipated NCLEX exam date falls before the start date of the posted position.

# UC San Diego Health

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

A New Graduate Nurse is defined as someone with less than six months of RN experience. If you have more than six months, please apply to experienced RN positions that match your qualifications.

## 7. If I currently live in another state, can I still apply?

Yes, anyone eligible to work in the United States may apply. However, a valid California RN license is required by the start date.

## 8. Do you offer a sign-on or relocation bonus?

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

## 9. Do you accept faxed/emailed resumes?

No. All applications and documents must be submitted online at [employment.ucsd.edu](https://employment.ucsd.edu).

## 10. Does UC San Diego Health offer a nursing school loan repayment program?

We do not offer a nursing school loan repayment program. However, once hired, nurses are eligible for compensated continuing education hours. UC San Diego Health employees may also be eligible for [public loan forgiveness programs](#).

## 11. Do you sponsor foreign nurses?

UC San Diego Health does not offer sponsorship, except for RN candidates who qualify for a TN Visa.

## 12. What is the pay for a New Graduate Nurse?

Our nurses are represented by the California Nurses Association (CNA). Pay rates are determined by the collective bargaining agreement and are highly competitive, with shift differentials available. For detailed wage information, refer to **Appendix A – Wage Tables** in the [CNA contract](#).

## 13. Is there a salary difference based on degree level (Associate, Bachelor's, or Master's)?

No. All new graduate nurses are compensated equally, regardless of degree level.

## 14. Are there any recruitment events for New Graduate Nurses?

Yes! We host virtual recruitment webinars twice a year. These are posted on our [job site](#) as “Webinar Announcements” several weeks in advance. Webinars typically occur one week prior to the posting of our New Grad RN jobs.

## 15. Is UC San Diego Health a Magnet-designated hospital?

Yes, we are proud to be a Magnet-designated hospital, a recognition of our nursing excellence.