



## New Graduate Nurse FAQs

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

New graduate RNs are hired twice a year, with cohorts starting in March and September. Job postings are typically published approximately 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. Nurse residents are also invited to participate in a mentorship program throughout the 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 prepared to apply when positions are posted.

To search for openings:

- Select "Search all Nursing Jobs Now"
- Enter "new grad" into the keyword search field
- Look for job titles that include "(RN) New Grad Registered Nurse"

If no postings appear with this title, there are currently no active New Grad RN openings. Please check back regularly.

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

# UC San Diego Health

## 4. What documents are required for the initial application?

A current resume is required. A cover letter is optional but strongly recommended. References and transcripts may be requested later in the recruitment process.

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

Yes. Applicants may apply prior to obtaining a California RN license, provided their anticipated NCLEX exam date is before the position start date. A valid California RN license is required prior to hire/start.

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

A New Graduate Nurse is defined as an individual with less than six months of RN experience at the time of hire.

Candidates with six or more months of RN experience should apply to experienced RN positions.

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

Yes. Applicants you are eligible to work in the United States may apply. A valid California RN license is required prior to the start date.

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

No. UC San Diego Health does not currently offer sign-on or relocation bonuses for New Graduate RNs.

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

No. All applications and required documents must be submitted through the UC San Diego Health careers site: [employment.ucsd.edu](https://employment.ucsd.edu).

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

UC San Diego Health does not offer a nursing school loan repayment program. However, employees may be eligible for compensated continuing education and federal [Public Service Loan Forgiveness \(PSLF\) programs](#).

## 11. Do you sponsor foreign nurses?

UC San Diego Health does not offer visa sponsorship, with the exception of candidates who qualify for a TN Visa.

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

New Graduate RNs are represented by the California Nurses Association (CNA). Compensation is determined by the collective bargaining agreement and includes shift differentials, as applicable.

For detailed wage information, refer to **Appendix A – Wage Tables** in the [CNA contract](#).

# UC San Diego Health

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

No. Compensation is the same for New Graduate RNs regardless of degree level.

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

Yes. UC San Diego Health hosts virtual recruitment webinars twice per year. These are posted on our [careers site](#) as "Webinar Announcements" several weeks in advance and typically occur approximately one week prior to New Grad RN job postings.

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

Yes. UC San Diego Health is Magnet-designated, reflecting a commitment to nursing excellence and quality patient care.

16. Are internal UC San Diego Health employees eligible for New Grad RN positions?

Internal applicants must meet the same eligibility criteria, including having less than six months of RN experience at the time of hire.