

RN New Graduate Frequently Asked Questions

When is the best time to apply for a new grad position and what is the process?

New Graduate programs typically open during the spring and/or fall. The first step is to complete an online application when a position becomes available. A position will be posted in the Careers section of our website when applications are being accepted for the next program. New Grad RN positions will be labeled and will specify less than one year experience is required.

How many hours per week will a new grad work?

All training program positions are full time, which require 72 to 80 hours per pay period (2 weeks) for the length of the program, including weekends.

What time will the position be posted?

Positions will automatically open at 12am on the first day of the posting period.

What is required to fill out the application?

A standard employment application is required for each position. You will need to provide your educational and employment history. You may upload a resume, letters of recommendation and/or a cover letter during the application process if you would like but it is not required.

Who should a cover letter be addressed to?

Please address your cover letter to "Hiring Manager".

What are the start dates for each session?

We have 5 program starts a year. Programs will start in January, March, June, August and October.

Will I be working weekends and holidays?

Yes. Each new grad follows the preceptor's schedule.

At which facility do new grads work?

All Scripps hospital locations accept new grads on their Med/Surg/DOU/Tele units/Med Oncology.

Which shift do new grads work?

Both days and nights

Do I need a California Interim Permit or a California RN license in order to be hired?

We require that you have a current California interim permit or RN license by the time the program you are applying for begins.

What other requirements are needed?

Current Basic Life Support (BLS) for the Healthcare Provider through the American Heart Association.

What is the new grad hourly pay rate?

The hourly pay rate depends on your nursing degree. Scripps offers additional compensation for BSN degrees and above.

Do you offer a sign-on bonus and loan forgiveness?

We do not offer any sign-on bonus or loan forgiveness at this time.

Who can apply for the new grad program?

New graduate RNs who have graduated from nursing school within the past 12 months and have less than 6 months of experience working as an RN may apply.

When will I know if I get an interview?

Selected candidates will receive an invite to do an on-demand interview video. Managers will view the on-demand video to determine the candidates who will be invited for a live virtual interview. Candidates will be notified by email if they are not selected for the live virtual interview.