

New Grad RN Residency Program Frequently Asked Questions

2024 Program Start Dates:

January 15, 2024	Application period: 9/24/2023 – 10/7/2023
March 25, 2024	Application period: 12/3/2023 – 12/16/2023
June 3, 2024	Application period: 2/11/2024 – 2/24/2024
August 12, 2024	Application period: 4/21/2024 – 5/4/2024
October 24, 2024	Application period: 6/30/2024 – 7/13/2024

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

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. You can search for “New Grad RN” positions.

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.

What time will the position be posted?

Positions will automatically open 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.”

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.

Will I be working weekends and holidays?

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

Will I be able to take PTO during the program?

Attendance is mandatory for all class sessions. The expectation is that no PTO should be requested for the first 12 weeks of the program. Any PTO requests after that time period will be per department guidelines.

At which facility do new grads work?

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

Which shifts 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.

How long can I work with an Interim Permit?

Interim permits are valid for 6 months or until NCLEX results are posted on the Board of Registered Nursing website. Once the ATT is received, Scripps' expectation is that you schedule your boards at the earliest opportunity.

What other requirements are needed?

Current Basic Life Support (BLS) for the Healthcare Provider through the American Heart Association. Advanced Cardiac Life Support (ACLS) from the American Heart Association may be required for select unit.

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

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

When will I know if I get an interview?

Candidates who meet qualifications 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 may check their status in their online account at careers.scripps.org.