



New Grad RN Transition to Practice Program Info Session



Welcome!
We will get started
at 11:00 am PST

September 9, 2026

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Program Coordinator | Staff Development & Education

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Talent Acquisition Partners | Human Resources

Agenda

- Introduction to Rady Children's Health
- Overview of the New Grad RN Transition to Practice Program
- Application process
- Tips to stand out
- Answering your questions!



Introduction to Rady Children's Health San Diego



Built for the Kids

- Children's Memorial Hospital opened its doors to the first 12 patients on August 19, 1954
- Originally opened for polio care
- First hospital dedicated to children in San Diego - and remains as such to this day
- Continuously dedicated to family-centered care



Rady Children's Health Today



Rady Children's Health San Diego is the region's only hospital dedicated exclusively to pediatric healthcare and serves as a trusted destination for children with complex and specialized medical needs.

- 70+ years serving children and their families
- Level 1 trauma center
- 543 beds (and soon to be more!)
- Children aged 0-18, and even beyond



Rady Children's Health



187

LOCATIONS IN
SIX COUNTIES

ORANGE COUNTY

23 Primary Care locations
30 Specialty Care locations
9 NICU locations
2 Hospitals
2 Urgent Care locations

SAN DIEGO COUNTY

55 Primary Care locations
13 Specialty Care locations
7 NICU locations
1 Hospital
4 Urgent Care locations

RIVERSIDE COUNTY

9 Primary Care locations
6 Specialty Care locations
3 NICU locations
2 Urgent Care locations

LOS ANGELES COUNTY

1 Primary Care location
8 Specialty Care locations
3 NICU locations
1 Urgent Care location

SAN BERNARDINO COUNTY

4 Specialty Care locations
3 NICU locations

IMPERIAL COUNTY

1 Specialty Care location

LA

OC

RIVERSIDE

Rady Children's Health, Orange County

Rady Children's Health at Mission Hospital

SAN DIEGO

Rady Children's Health, San Diego

> **2,400**
MEDICAL STAFF

2.6 M
CHILDREN LIVE
IN OUR SERVICE
AREA

> **950**
PATIENT
BEDS

> **13K**
EMPLOYEES

> **417K**
UNIQUE
PATIENTS SERVED

> **318K**
EMERGENCY
DEPARTMENT &
URGENT CARE VISITS

Updated March 2, 2026

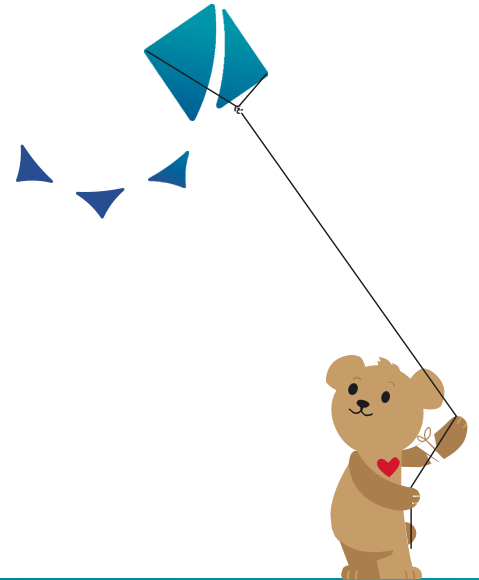


Planning for Tomorrow



- Brand new Emergency Department and Critical Care Pavilion set to open in 2028
- Double the number of emergency beds
- 140 NICU, PICU, and CTICU beds





What Guides Us

Our Mission

We're here for the kids:
advancing hope, health,
and healing.

One Team, United



G.R.O.W. with Us

Growth • Respect • Opportunity • Well-being

A multi-campus initiative creating space for connection, leadership development, and community-centered support.

Through connection, accountability, and continuous improvement, G.R.O.W. helps us build a welcoming and connected environment where every patient, family, and team member feels valued, supported, and empowered to thrive.



Our Vision

Trusted Today.
Transforming Tomorrow.



Trusted Today



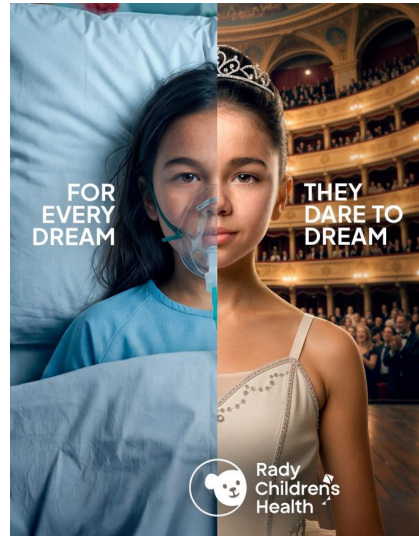
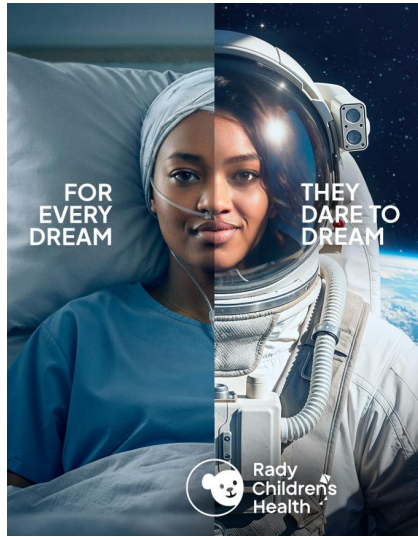
Top 10 in the Nation!
3rd year in a row



Tied #1 in the Pacific
Tied #1 in California



Transforming Tomorrow



Our Values

We are Defenders of Childhood who...

Lead with compassion

We honor each person's lived experience and treat everyone with empathy and kindness.

Own excellence

We take personal and shared responsibility for our work, holding ourselves to the highest standards in every action and decision.

Listen with intent

We are fully present with others, fostering understanding, so everyone is heard, valued, and respected.

Encourage bold ideas

We believe if we can imagine it, we can do it, empowering creativity and innovative thinking in everything we do.

Do the right thing

We act with integrity, make ethical decisions and hold ourselves accountable, even when it's difficult.

We are better together.



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Trusted today;
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Our Values

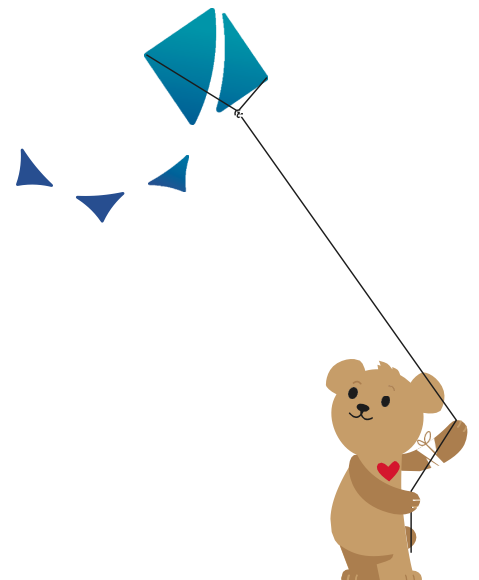
We are **Defenders of Childhood**
who:

- Lead with compassion
- Own excellence
- Listen with intent
- Encourage bold ideas
- Do the right thing

We are better together.



Total Rewards



Compensation

**\$62.12/hour
for Spring 2027 cohort**

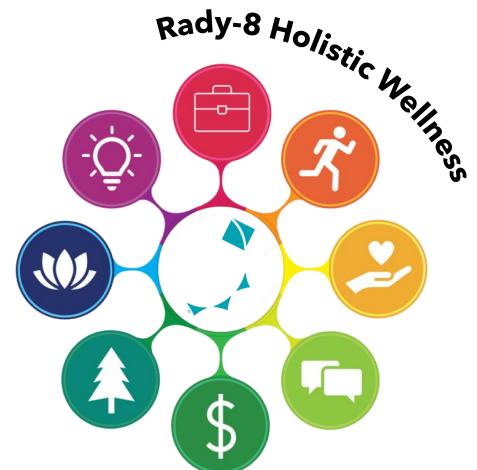
Increases annually for all new grads!

- Competitive wages
- Shift differentials for evenings, nights, weekends
- On call pay



Benefits and Wellness

- Medical, dental, vision insurance
- Supplemental insurance
- 403(b) retirement plan with employer match
- Onsite therapist with individual and group therapy options
- Generous vacation and sick time
- Onsite gyms, free 1:1 personal training, and group fitness classes
- **FREE ONSITE PARKING**



Emotional, Environmental, Financial, Intellectual, Occupational, Physical, Social, Spiritual

SEP 17	SEP 18	SEP 21
		
Rady8 - Financial Exploring the Benefits of an Health Savings Account (HSA)	Rady8 - Social Well-Being Wednesday	RADYFIT Rady Run Club
Tue, Sep 17, 12:00 PM	Wed, Sep 18, 2:00 PM	Sat, Sep 21, 7:30 AM

Living in America's Finest City



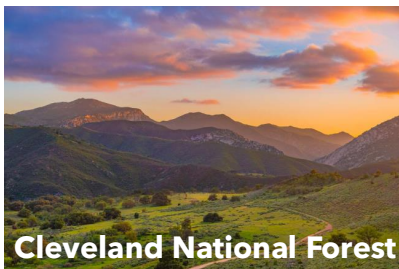
La Jolla Cove



Balboa Park



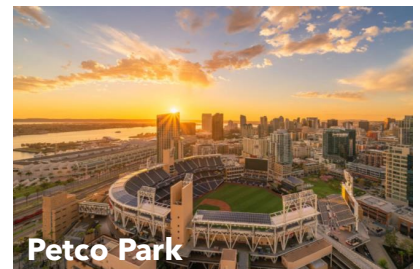
Downtown from Coronado



Cleveland National Forest



San Diego Zoo



Petco Park



Team Rady



New Grad RN Transition to Practice Program



Overview of the Transition to Practice Program



1 Year

- Residency Program

Supports

- Newly licensed RNs

Outcome

- Safe and competent pediatric nurses

- Evidence-based support for transition to practice
- Builds confidence, competence and retention



Program Structure



Clinical Shifts

5-6 month orientation

Preceptor oversight

Residency Classes

Core nursing knowledge and skills training

Cohort-based learning

Unit-Based Education Days

Specialty-specific education and skills training

Unit-based Learning

Professional Development Opportunities

Shared Leadership Councils

Quality Improvement Projects

Certification Courses

Preceptor Workshops

Nelson Funds

Tuition Reimbursement



Career Progression

Clinical Advancement

- Advancement to Clinical Nurse II after 1 year
- Clinical ladder opportunities

Leadership Opportunities

- Preceptor
- Charge Nurse
- Shared Leadership Councils
- Quality Improvement Projects

Specialty Certifications

- BLS, PALS, NRP, ACLS
- CPN, CCRN, CEN, CPHON
- ... and many more!



Cohorts

**2 Cohorts
Annually**

- Spring 2027 - **March 1, 2027**
- Summer 2027 - **August 2, 2027**

Participating Units

- Units typically include inpatient acute care, critical care, and emergency department.

Acute Care	Critical Care
• Medical • Surgical • Inpatient Hematology/Oncology • Medical Behavioral Unit (MBU) • Child & Adolescent Psych Services (CAPS)	• Neonatal ICU (NICU) • Cardio-Thoracic ICU (CTICU) • Pediatric ICU (PICU)
• Emergency Care Center	

- Most new grads will work at the Main Campus in San Diego, with some satellite NICU participation.
- New grads can expect to work days, nights, weekends and rotating shifts.
- Guaranteed employment in unit following successful program completion.

New Grad RN Application Process



Refer to our New Grad Residency page!

Kickstart your
nursing career



jobs.rchsd.org/residency-programs



Who can apply?



Graduates of an accredited ADN, BSN,
or MSN program *by program start date*

Can apply with a future graduation date!

Graduate within 12 months of cohort start

If graduating with an ADN, applicants must be enrolled in a BSN program



Current California RN license *by program start date*



Current BLS certification from the American Heart Association *by program start date*



Less than 12 months RN work experience *by program start date*

If you have more than 12 months of RN experience,
check out our Registered Nurse openings!



Who should apply?

Nurses who want to be a part of a team dedicated to the kids... and each other.



Application Process Overview

- If you are interested in the Spring 2027 cohort, create a login on our Careers page and sign up for job alerts!
 - Refer to our FAQ page for the most updated information and dates
- Required documents
 - Resume, **with GPA** (1-2 pages)
 - Cover letter (1 page)
 - 1 letter of recommendation (1 page)



Incomplete applications are unable to be considered.



Resume (1-2 pages)

- List **all** clinical rotations completed throughout your nursing program. Include specialty area/unit, site location, and total number of hours completed for each rotation.
- Specify your nursing program culminating clinical experience, e.g., **practicum, preceptorship, capstone, transitions course, student externship**. Include the specialty area/unit, site location, and total number of hours completed.
- Please ensure you've listed your **GPA, academic achievements, evidence-based practice projects, publications, work, volunteer, and leadership experience and impact** that you'd like to showcase.

Examples of how to display clinical rotations

Semester	Rotation	Location	Unit	Hours
Summer 2024	Women's Health	Sharp Mary Birch	NICU, post-partum, L&D	96
Summer & Fall 2024	Community Health	Monarch School	2 nd grade and kindergarten	192
Fall 2024	Nurse Leadership Preceptorship	Rady Children's	Infection Control	144
Spring 2025	Advanced Nurse Generalist Preceptorship	Rady Children's	Medical	192

Cover letter (1 page)

This is your opportunity to introduce yourself to us and make your “elevator pitch” for why you’re the best candidate for this role. We want you to brag about yourself – **you’ve earned it!**

- List **top 2 units** of interest
 - If you're open to all units, great! Please include that after you've listed your top 2 choices.
- Clearly articulate your **WHY**
 - Why pediatrics?
 - Why the specialties of interest?
 - Why Rady Children's?
 - Why should we choose you?

Recommendation Letter (1 page)

- Include 1 letter from a clinical instructor, preceptor, or supervisor who can speak to your abilities as a new graduate nurse and potential for success working with the pediatric and/or neonatal population.
- This should **not** be done by a family member, friend or anyone outside of a clinical, medical or healthcare setting.

Current nursing students – what can I do now?



Timeline



Application Review

5 weeks from application close date



Interviews

2-3 months from application close date



Offer Decisions

3-4 months from application close date



New Hire Onboarding

1-2 months prior to cohort start date

Must be in San Diego at least 1-2 weeks before start date



Please note, these review periods are subject to change based on unit and organizational needs

Application Updates



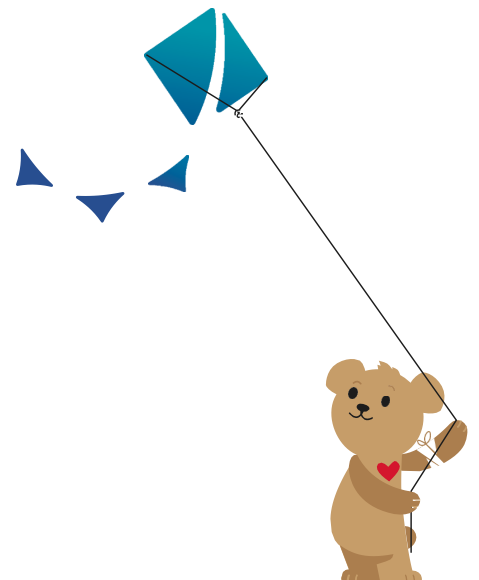
External candidates can access the Spring 2027 application between 10/6-10/8.

Internal candidates will have access starting October 1st.

Changes **cannot** be made after the application closes.



Your Questions, Answered!





Thank you!

NewGradRN@rchsd.org

