



# New Grad RN Transition to Practice Program Info Session

Welcome!  
We will get started  
at 12:00 pm PST

January 14, 2026



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Program Coordinator | Staff Development & Education

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Talent Sourcing Specialists | Human Resources

# Agenda

- Introduction to Rady Children's Health - San Diego
- Why Team Rady?
- Overview of the Transition to Practice Program
- Application process
- Tips to stand out
- Answering your questions!
- Open Q&A



3

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# Growing Up San Diego

Introduction to  
Rady Children's Health  
San Diego



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## Humble Beginnings

- 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



*"We created an atmosphere that was entirely child-oriented. And, as such, everyone was expected to **treat the patients like a child.**"*

Richard L. Johnson, Executive Director and CEO, 1954-1980

5

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## Rady Children's Health Today

In the 70+ years since we've opened, Rady Children's Health San Diego has grown from a single 59-bed facility into a world-class healthcare network that attracts patients from around the globe for its innovation and research.

- Only hospital in the San Diego area dedicated exclusively to pediatric health care
- Level 1 trauma center
- 505 beds (and soon to be more!)
- Children aged 0-18, and even beyond



6

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7

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8

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## 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



**Renderings of the new Emergency Department and Critical Care Pavilion**



# Why Rady Children's Health San Diego?



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## Our Mission (For Now)

To restore, sustain and enhance the health and developmental potential of children through excellence in care, education, research and advocacy.



**It's all about the kids.**

## Team Rady



16

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## Awards and Recognition



**Top 10 in the Nation!**  
3<sup>rd</sup> year in a row



**Tied #1 in the Pacific**  
**Tied #1 in California**



18

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## Compensation

**\$62.12/hour  
for Summer 2026 cohort**

Increases annually for all new grads!

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

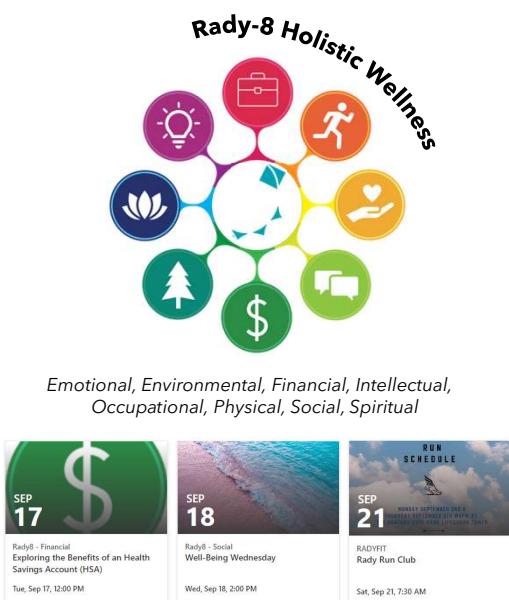


19

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## Benefits and Wellness

- Medical, dental, vision insurance
- Supplemental insurance
- 100% employer paid life insurance
- 403(b) retirement plan with 3% employer match
- Generous vacation and sick time
- Onsite gyms, 1:1 personal training, and group fitness classes
- **FREE ONSITE PARKING**



20

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## Living in America's Finest City



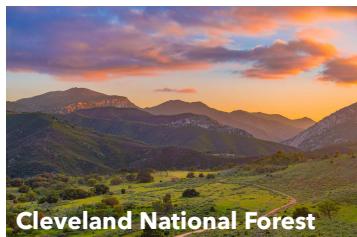
La Jolla Cove



Balboa Park



Downtown from Coronado



Cleveland National Forest

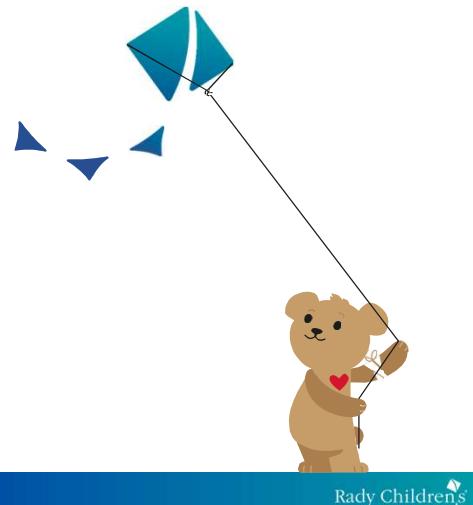


San Diego Zoo



Petco Park

## New Grad RN Transition to Practice Program



# Overview of the Transition to Practice Program



- 1 Year Residency Program
  - Studies have shown up to 30% of nurses leave the nursing profession within their first year!
- Designed to support the newly licensed RN through the transition to practice
  - Evidence supports transition to practice programs lead to more confident and competent nurses
- Goal of the program is to develop New Grads into safe and competent pediatric RNs
  - Graduate to a Clinical Nurse II at program completion

23

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## Program Structure



### Clinical Shifts

- Orientation for first 4 months
- Preceptor overseeing your work



### Residency Classes

- With all other new grads in your cohorts across all units
- 2 weeks of “bootcamp”
- Residency class once a month
- Lectures, skills, simulation, online learning, case studies, debriefing and more!



### Unit-Based Education Days (UBEDs)

- With all other new grads/new hires in your department
- Lectures, skills, simulation, online learning, case studies, debriefing, mock events and more!

24

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## Professional Development Opportunities

Shared  
Leadership  
Councils

Quality  
Improvement  
Projects

Certification  
Courses

Preceptor  
Workshops

Nelson Funds

Tuition  
Reimbursement

## Career Progression

- Advance to CN II
  - All new grads progress to Clinical Nurse II after 1 year
- Career pathing outside of clinical ladder
  - Preceptor
  - Charge Nurse
  - Unit-Based Leadership Council
  - House-wide Shared Leadership Council
  - Quality Improvement Committees
- Specialty certifications and trainings
  - BLS
  - PALS
  - NRP
  - ACLS
  - CCRN
  - CEN
  - CPHON
  - CNS-NIC
  - *And many more!*



# Cohorts and Application Submission

**2 cohorts  
annually**

- Spring 2026 - **March 2, 2026**
- Summer 2026 - **August 3, 2026**

**Applications  
open 5-6  
months prior to  
the cohort start**

- Applications for the Summer cohort open **February 9-13**

## Participating Units

*Check the job posting for  
which units are participating!*

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

Acute Care	Critical Care
<ul style="list-style-type: none"> <li>• Medical</li> <li>• Surgical</li> <li>• Inpatient Hematology/Oncology</li> <li>• Medical Behavioral Unit (MBU)</li> <li>• Child &amp; Adolescent Psych Services (CAPS)</li> </ul>	<ul style="list-style-type: none"> <li>• Neonatal ICU (NICU)</li> <li>• Cardio-Thoracic ICU (CTICU)</li> <li>• Pediatric ICU (PICU)</li> </ul>

• 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



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## Refer to our New Grad Residency page!



[jobs.rchsd.org/residency-programs](http://jobs.rchsd.org/residency-programs)



### RN New Graduate Transition to Practice Program FAQs

What are the requirements of the RN New Graduate Transition to Practice Program?



Which units typically hire new grads?



What do I need to include with my application?



What can I expect after I submit my application?



How can I check the status of my application?



Do you hire new grad RNs outside of the Transition to Practice Program?



Do I need to be a California resident to apply?



## Who can apply?



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

Can apply with a future graduation date!  
If already graduated, must be within 18 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 Summer 2026 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** 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 <sup>nd</sup> 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

**Pediatrics** | Rady Children's Hospital, San Diego | 90 hours  
Medical (2 Rose, 4 East), Neonatal Intensive Care Unit, Pediatric Intensive Care Unit

January 2024 – May 2024

## 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?

Clinical Rotations

Senior Preceptorship

Patient Care Assistant at Rady Children's

Pediatric Medical Assistant or CNA experience

Clinical Volunteer Opportunities

## 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	

39

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## Your questions, answered!

Take a look at our commonly asked questions and ones submitted by you!



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## FAQs - New Additions

### *Application & Resume*

- **NEW** How should I display my graduation date? What if I haven't graduated yet?
  - Please include the Month and Year of your graduation or anticipated graduation date, since this is used to determine program eligibility.

### *Culminating Clinical Experience*

- **NEW** How should I list my preceptorship on my resume?
  - Be sure to clearly label it as Preceptorship and include the unit/specialty and the hospital/facility where it was completed.

## FAQs - New Additions

### *Recommendation Letters*

- **NEW** Where do I upload the recommendation letter in my application?
  - Upload your recommendation letter in the "Cover Letter" section. Click "Attachments" and select "Recommendation Letter."

## FAQs

### *Application & Resume*

- What makes a candidate stand out?
  - Pediatric experience in desired specialty, a well-organized resume and application, and familiarity with Rady Children's
- How do I stand out if I didn't have a preceptorship/rotation at Rady Children's?
  - Highlight the pediatric and other relevant experience you do have - facility, # of hours, patient acuity, cover letter, relevant work and volunteer experience, quality improvement projects, externship, GPA
- Do you expect a summary section on a resume?
  - No. We know you're applying because your objective is to be a new grad ☺

## FAQs

### *Application & Resume*

- Would a nurse externship strengthen my resume?
  - Yes! Any clinical experience, relevant projects, and publications are helpful to note on your application.
- What opportunities are there to volunteer at Rady Children's?
  - Check out the [Rady Children's Foundation](#) website for more information about how to volunteer.
- Do I need to submit a transcript with my application?
  - No, just the resume, cover letter, and recommendation letter. Please see previous slides for more detailed information.

## FAQs

### *Application & Resume*

- Is preference given to local candidates?
  - We consider all applicants equally, regardless of location.
- I've held a variety of roles before becoming an RN. Should I include this in my resume?
  - Typically, yes! We like to see what other roles you've held that have transferable experience to a nursing role.
- How should internals apply?
  - You may use either the internal job posting or external job posting, but be sure to note that you are a current Rady employee!

## FAQs

### *Application & Resume*

- Do you use AI for application review?
  - No! We know how much time and effort it takes to apply, so each application is evaluated by a real person.
- How should I note if some of my clinicals were simulations?
  - You may note "Lab Simulation" on your rotation instead of the hospital/site name.
- Do you value experience with children outside of the clinical setting?
  - Yes! Please include relevant pediatric experience in your work and volunteer sections.

## FAQs

### *Application & Resume*

- Is GPA required?
  - **YES.** This is a change from previous applications. Please include overall GPA on your resume.
- **NEW** How should I display my graduation date? What if I haven't graduated yet?
  - Please include the Month and Year of your graduation or anticipated graduation, since this is used to determine program eligibility.

## FAQs

### *Culminating Clinical Experience*

- My preceptorship won't be assigned by the time I apply - what should I do?
  - Include a section for your future preceptorship on your resume and anticipated number of hours to be completed, and you can email us at [NewGradRN@rchsd.org](mailto>NewGradRN@rchsd.org) to update this information upon placement.
  - **Please note, we cannot update any other application documents or application information (i.e. licenses or certifications).**
- I won't have completed my preceptorship by the time I apply - is this ok?
  - Yes! Please be sure to list the anticipated number of hours you will complete by end of your preceptorship.

## FAQs

### *Culminating Clinical Experience*

- **NEW** How should I list my preceptorship on my resume?
  - Be sure to clearly label it as Preceptorship and include the unit/specialty and the hospital/facility where it was completed.
- How should I list my culminating clinical experience if my program doesn't have a traditional senior preceptorship?
  - In lieu of a section for preceptorship, please include a few sentences about your program structure and any comparable experiences or rotations you'd like to highlight. Also be sure to list all rotations!

## FAQs

### *Cover Letters*

- What are the best ways to convey our story, passion, and belief in Rady Children's culture and mission in a cover letter?
  - This is your opportunity to discuss what can't be highlighted in your resume. Did you learn leadership skills in your preceptorship? Was there a time you had to do conflict-resolution while shadowing a charge nurse? Also, why Rady Children's? Why do you want to apply with us?
- How do I list my top 2 unit preferences?
  - Please include both unit preferences in your cover letter. You may bold or highlight these preferences if you wish.

## FAQs

### *Recommendation Letters*

- Do I submit a recommendation letter with my application, or is this uploaded later?
  - You will upload your recommendation letter with your application. Please reach out to your reference now to ensure you give them enough time to write the letter before the application opens in February!
- **NEW** Where do I upload it in my application?
  - Upload your recommendation letter in the “Cover Letter” section. Click “Attachments” and select “Recommendation Letter.”

## FAQs

### *Recommendation Letters*

- Is it advantageous to upload more than 1 recommendation?
  - Most applicants upload one letter, but you're welcome to add additional if you feel they add different perspectives to your experience.

# FAQs

## *Program Structure & Support*

- How are new grads supported at Rady Children's?
  - Dedicated preceptors and mentors
  - Didactic Learning and Simulation
  - Peer Cohorts and Debriefing
  - Competency Validation & Goal Setting
  - Professional Development & Career Coaching
- How is the new grad program structured (orientation, preceptors, educational opportunities)?
  - Orientation: 18-22 weeks, depending on the unit
  - Preceptors: Dedicated preceptors throughout Orientation
  - Educational Opportunities: Didactic sessions every 2-3 weeks for first 4 months. Every 2 months Month 6-12
- What units will be participating?
  - We expect all of our typical units to participate, but check the job posting for specifics.

# FAQs

## *Eligibility & Requirements*

- ADN vs. BSN vs. MSN
  - All nursing degree types are accepted and evaluated as equals. Some programs may contain elements that strengthen the application (EBP projects, rotations at Rady Children's, etc.) but there is no preference given to one degree type over the others.
- If I'm graduating with an ADN, do I have to enroll in a BSN/MSN program?
  - Yes, as part of the program requirements, ADN grads should be enrolled in a BSN/MSN program by the time of hire.
- What licenses and certifications are required for the position?
  - Just RN license and BLS by program start date. Additional certs like PALS and NRP are nice to have but never a deciding factor in whether an application moves forward.

## FAQs

### *Eligibility & Requirements*

- What is the maximum amount of RN experience you can have as a new grad?
  - Up to 12 months by program start date. More experienced nurses may apply for our regular Registered Nurse positions.
- How long ago can you have graduated from your nursing program?
  - Up to 18 months from cohort start date. We want your education and learned skills to be current enough to support your success in the program.
  - For the Summer 2026 cohort, we are accepting new grad applicants from February 2025 to June 2026.

## FAQs

### *Eligibility & Requirements*

- Should we still apply for specialties without a preceptorship/externship in that unit?
  - Due to the number of applications received and competitive nature of the program, we discourage applying for specialties that you don't have significant experience in.
- Is there a requirement for number of hours completed in nursing school?
  - No, we recognize that every school has a different program structure, so there is no specific requirement. However, we do want to see the number of hours listed for each rotation.

## FAQs

### *Eligibility & Requirements*

- Can a second degree or accelerated nursing program apply?
  - Yes! As long as your program is accredited, you are welcome to apply.
- I'm not graduating until 2027 - when should I apply?
  - Keep an eye out on our Residency Program page for the most up to date information. As a rule of thumb, we typically post applications 5-6 months prior to cohort start date.

## FAQs

### *Timeline & Cohorts*

- When is the application period?
  - Opens the morning of Monday, February 9
  - Closes on Friday, February 13 at 11:59 pm (PT)
- What is the cohort start date?
  - Monday, August 3, 2026

## FAQs

### *Timeline & Cohorts*

- How many resident positions are available?
  - Typically 30-40 per cohort. Some higher acuity units will only take 2-3 per cohort, other units may take 7-8.
- How many applications do you typically receive?
  - Around 1000.

### *Hiring & Selection*

- How are interviews conducted?
  - It depends on the unit. Oftentimes there are 1-2 interviews – an initial introductory call/interview and a final interview. Most units do panel interviews with multiple hiring leaders interviewing.
  - If you are not local, Zoom options are offered.

## FAQs

### *Career Growth*

- What growth or career advancement opportunities are available to new grads after residency?
  - After your year-long residency, you will move up the clinical ladder to Clinical Nurse II. We have multiple opportunities for growth, including CN III, committee work, advanced certifications, evidence-based practice programs, and more!
- How does Rady Children's support nurses who want to specialize, pursue certifications, or move into leadership roles?
  - We offer education benefits, certification reimbursement, unit-based funds, and opportunities hosted within our Education department for advanced certifications. Many in our nursing leadership team have been promoted from CN II/III into leadership!

## FAQs

### *Compensation*

- How is compensation determined for new grads?
  - It's based on our collective bargaining agreement (CBA) with our union.
  - Some RN positions have different rates of pay, depending on the role and unit; however, all new grads are compensated at the same rate.

## FAQs

### *Registered Nurse / Clinical Nurse II Openings*

- If I'm not selected for the residency, do certain units (e.g. NICU) require specialty experience or is a year of general RN experience sufficient?
  - We typically look for similar experience to the specialty being hired. However, we do offer "New To" programs, such as New to NICU, periodically!
- I have <1 of RN experience but will have graduated more than 18 months from the cohort start date. What other options do I have?
  - We recommend applying to other openings, such as our Bernardy Center or clinic roles that don't require 1 year of RN experience.

For additional program details and FAQs,  
please visit our website

Website: [www.rchsd.org/careers](http://www.rchsd.org/careers) and select Residency Programs



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**Thank you!**

NewGradRN@rchsd.org




**A Kind Leader and Curious Mind**

**Kendall is Team Rady.**

"Everyone at **Rady Children's** really **cares** and wants to continue to push the boundaries of what we do **because it is what our community and the kids deserve.**"

Kendall began working at Rady Children's in 2014 and has been a strong supporter of our mission since day one. Now as the Manager, MPP Analytics and Clinical Operations, he is constantly looking for ways to improve our organization, our ultimately upper leadership and the patients.

#IAmTeamRady