



New Grad RN Transition to Practice Program Info Session

February 13, 2025

Agenda

- Introduction to Rady Children's
- Why Team Rady?
- Overview of the Transition to Practice Program
- Application process
- Tips to stand out
- Q & A



Growing Up San Diego

Introduction to Rady Children's Hospital



Growing Up San Diego

- 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

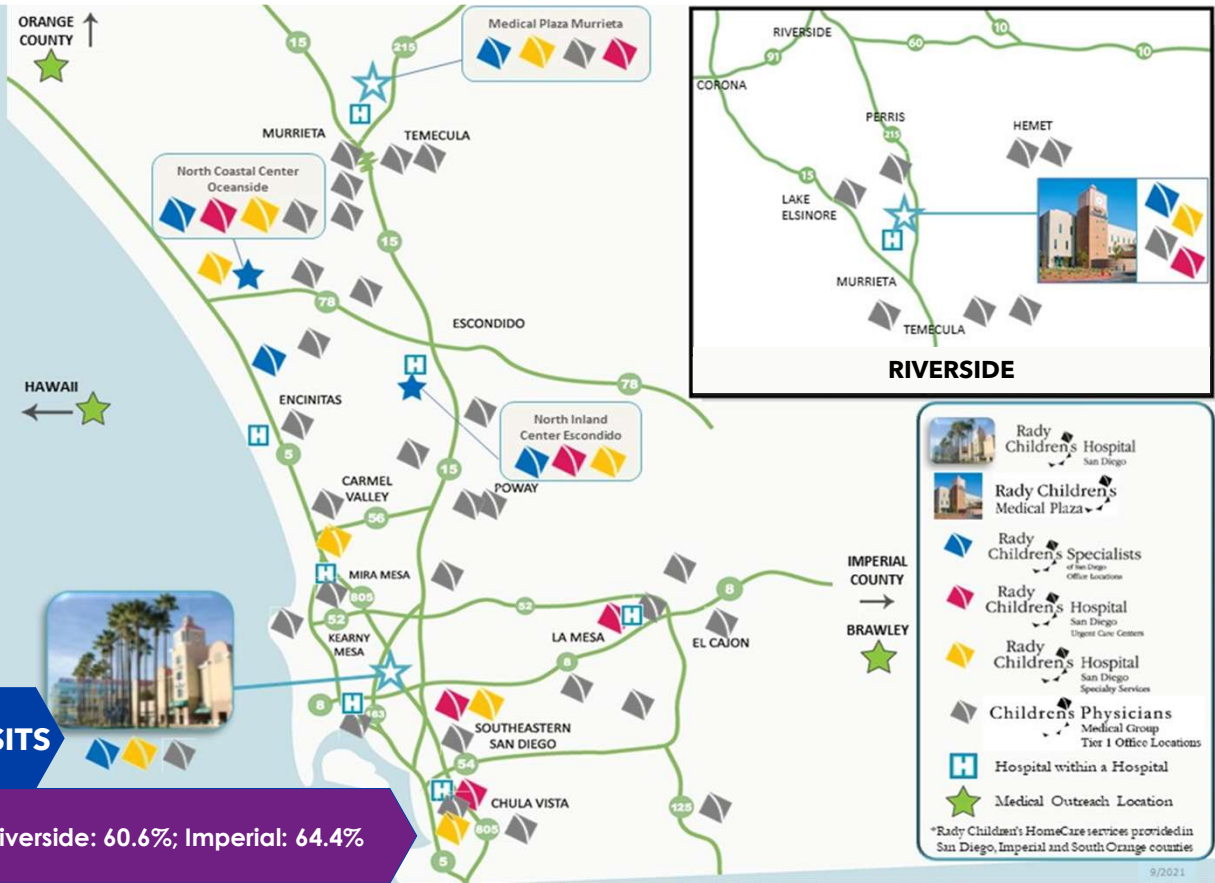
Rady Children's Today

In the 70 years since we've opened, Rady Children's 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



-  **36 LOCATIONS**
-  **505 TOTAL BEDS¹**
-  **>1,000 MEDICAL STAFF**
-  **>6,000 EMPLOYEES**
-  **>210K PATIENTS SERVED**
-  **>19K INPATIENT DISCHARGES**
-  **>20K TOTAL SURGERIES**
-  **>100K EMERGENCY DEPARTMENT VISITS**
-  **MARKET PRESENCE: San Diego: 89.5%, S. Riverside: 60.6%; Imperial: 64.4%**





Rose Pavillion

Units Participating

- Emergency Department
- Medical Unit
- Pediatric ICU (PICU)
- Cardio-Thoracic ICU (CTICU)
- CAPS (*Nelson-Hahn Pavillion*)

EMERGENCY →

BASIC EMERGENCY SERVICE PHYSICIAN ON DUTY

Main Entrance →

Rose Pavilion

Acute Care Pavilion →

A photograph of the Rady Children's Acute Care Pavilion at night. The building is a multi-story structure with a glass facade, illuminated from within. The "Rady Children's" logo is prominently displayed on the top left in blue neon. The entrance features a covered walkway with white columns and a sign that reads "Opening October 2010". A blue diamond-shaped sign with the number "2" is visible on the right side of the entrance. The sky is dark blue, and palm trees are visible in the foreground.


Rady Children's

Acute Care Pavillion

Units Participating

- Neonatal ICU (NICU)
- IP Hematology/Oncology
- Surgical Unit
- Medical Behavioral Unit

Planning for Tomorrow

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- An aerial night photograph of a large hospital complex. The buildings are illuminated with warm yellow and orange lights, contrasting with the dark sky. A prominent feature is a large, multi-story building with a central tower. A cyan arrow points from the right side of the image towards a specific area of the hospital grounds. In the foreground, there are several buildings with red-tiled roofs and a prominent tower with a clock face. The background shows a cityscape with lights and a highway with traffic.
- Brand new Emergency Department and Critical Care Pavilion set to open in 2027
 - Double the number of emergency beds
 - 140 NICU, PICU, and CTICU beds



Renderings of the new Emergency Department and Critical Care Pavilion



Rady Children's Health



Together, as **Rady Children's Health**, we will aim to build upon our clinical excellence and financial strength to:

- improve patient outcomes in Southern California;
- accelerate research and innovation that lead to new treatments and cures;
- retain and attract top talent across all functions and specialties;
- increase access to pediatric care;
- promote health equity; and
- train the next generation of pediatric physicians and health care workers.

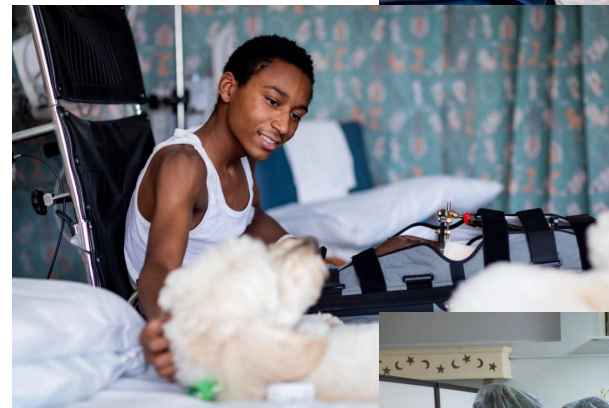
Why Rady Children's?



Our Mission

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.



Mission First, People Always



When you join Team Rady, you become part of a community dedicated to making a difference in the lives of children and families. There's something special about working at a place where everyone, no matter what their background or role, has one thing in common. At Rady Children's, it's a passion for the health and well-being of children.

Team Rady Celebrations



Rady Ice Rink



Well-Being Wednesdays



Choco meeting patients



Welcoming Choco to San Diego!



Light The Way



Halloween Window Washers

Awards and Recognition



Top 10 in the Nation!



#1 in the Pacific!



Compensation

**\$59.73/hour
for Summer 2025 cohort**

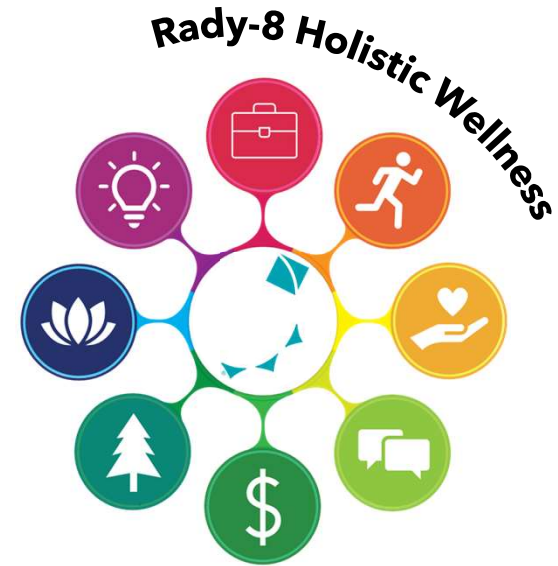
Increases annually for all new grads!

- Competitive wages
- Shift differentials for evenings, nights, weekends
- Relocation assistance for out-of-town new grads



Benefits and Wellness

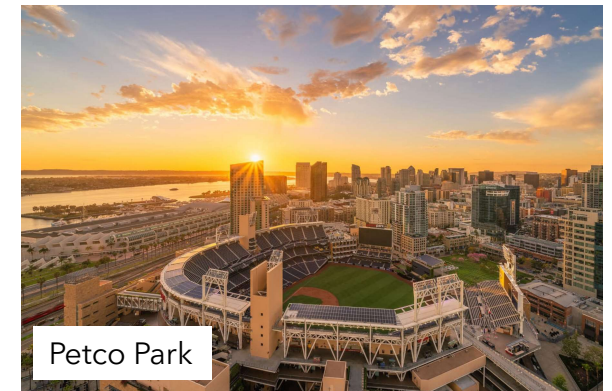
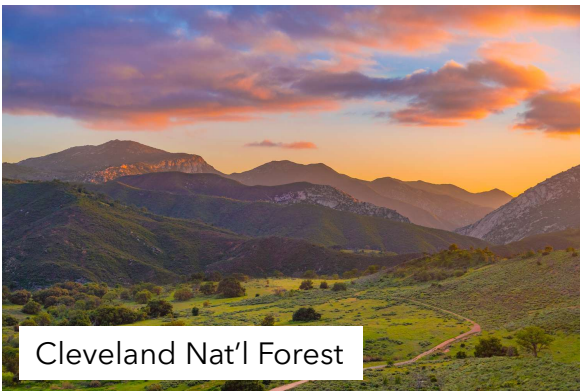
- Medical, dental, vision insurance
- Supplemental insurance
- 100% employer paid life insurance
- 403(b) retirement plan with 3% employer match
- Generous vacation and sick time
- Onsite gyms, 1:1 personal training, and group fitness classes
- FREE ONSITE PARKING



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

<p>DECEMBER WEDNESDAY 12/18</p> <p>FEB MONDAY 01/06 & WEDNESDAY 01/15</p> <p>JANUARY</p> <p>FEB MONDAY 02/03 & WEDNESDAY 02/19</p> <p>FEBRUARY</p> <p>RADYFIT Rady Run Club</p> <p>Mon, Feb 3, 6:00 PM</p>	<p>FEB 4</p> <p>Rady8 - Emotional Team Rady Baby Shower</p> <p>Tue, Feb 4, 2:00 PM</p>	<p>FEB 7</p> <p>Rady8 - Financial Retirement Readiness Seminar</p> <p>Fri, Feb 7, 11:30 AM</p>
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Living in America's Finest City



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

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
- First 2-3 weeks during Orientation (first 4 months)
- After Orientation, classes will be held every 2 months
- 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, Mock Events



Professional Development Opportunities

Shared
Leadership
Councils

Quality
Improvement
Projects

Certification
Courses

Preceptor
Workshops

Nelson Funds

Tuition
Reimbursement

Cohorts and application submission

**2 cohorts
annually**

- Spring 2025 - **March 17, 2025**
- Summer 2025 - **August 4, 2025**

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

- Applications for the Summer cohort open **February 24 - March 8, 2025**

Participating units

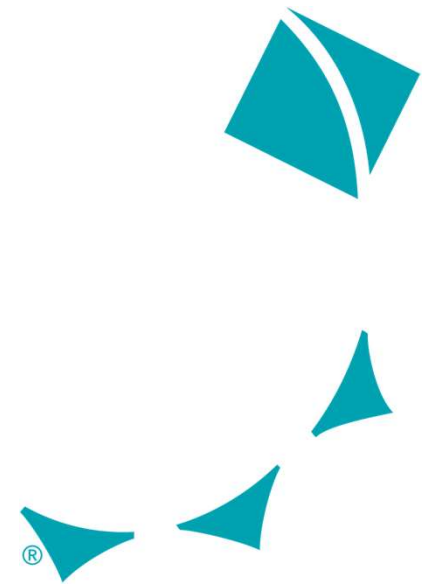
Check the job posting for which units are participating!

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

Acute Care	Critical Care
<ul style="list-style-type: none">• Medical• Surgical• Inpatient Hematology/Oncology• Medical Behavioral Unit (MBU)• Child & Adolescent Psych Services (CAPS)	<ul style="list-style-type: none">• 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!



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 2025 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 (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 all **academic achievements, work, volunteer, and leadership experience** that you'd like to showcase.

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?

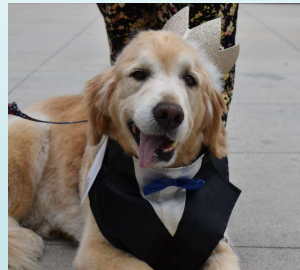
Clinical Rotations

Senior Preceptorship

Patient Care Assistant at Rady Children's

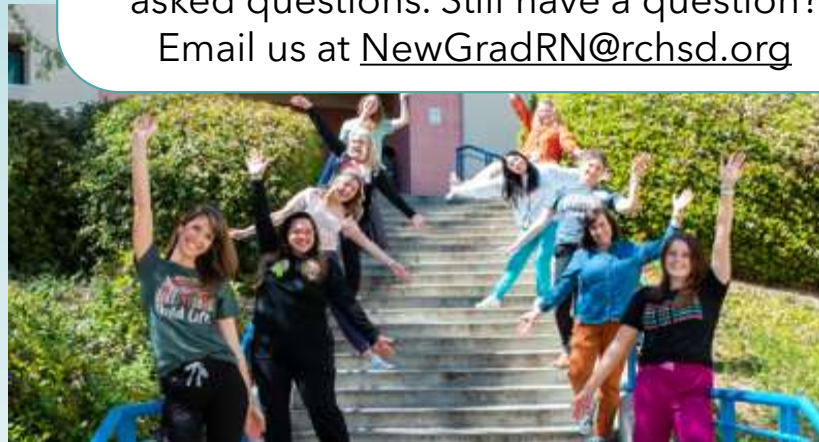
Pediatric Medical Assistant or CNA experience

Volunteer Opportunities



Thank you!

Please check out our FAQs for a comprehensive list of the most commonly asked questions. Still have a question? Email us at 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 2016 and has been a strong supporter of our mission since day one. Now as the Manager, MPF Analytics and Clinical Operations, he is constantly looking to make processes better for his team, and ultimately upper leadership and the patients.

