

New Graduate RN Residency Program Frequently Asked Questions

When does Scripps hire new grad RNs?

Scripps offers multiple cohorts each year. View the yearly calendar posted on our training programs page to see all program dates, application periods and interview dates for each program. All programs and dates are subject to change at any time based on business need.

Does Scripps hire new grads directly into the ED, ICU, Maternal Child Health or OR?

New graduate positions may be available in our ED, ICU, Maternal Child Health and OR programs. It will vary from cohort to cohort. Individual job requisitions will indicate if specialty program is open to new graduate RNs.

Application dates for the specialty programs may differ from those of the New Graduate Residency Program application dates. View the yearly calendar posted on our training programs page to see all program dates, application periods and interview dates for each program.

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.

Can I apply for a new grad position before I get my RN license?

Yes, you can apply before you have your California RN license and before you have graduated. However, you will need your California RN license by the start of the program.

Who can apply for the new grad program?

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

What is required to fill out the application?

1. Complete a standard employment application for each position.
2. Provide your educational and employment history.
3. Uploading your resume is not required but is strongly encouraged.

Optional:

- Upload letters of recommendation, and/or a cover letter if desired.

Qualified candidates will receive an email with a link to complete a HireVue/Modern Hire On-Demand Video Interview. This link is time-sensitive and must be submitted within 72 hours from the timestamp on the email invitation before it expires.

Note: If you have submitted an on-demand video for the New Graduate RN Residency Program within the last 6 months, you do not need to re-record it; it will automatically match to the new application if position requirements are still met. However, if you are applying for a new program (e.g., Emergency Department) or if it has been longer than 6 months since the original video was recorded, you will need to complete a new on-demand video specific to that program.

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.

Which shifts do new grads work?

During the New Graduate RN Residency program, shifts will include both days and nights. After completing the program, you must be willing to work nights as most new grads are placed on night shift.

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

We require that you have a current California RN license by the program start date.

Do you accept interim permits for new graduate nurses?

No, we do not accept interim permits. Current California RN licensure is required by the program start date.

What other requirements are needed?

All positions require current Basic Life Support (BLS) for the Healthcare Provider through the American Heart Association. Advanced Cardiac Life Support (ACLS) from the American Heart Association, Pediatric Advanced Life Support (PALS) from the American Heart Association and/or Neonatal Resuscitation Program (NRP) may be required for select units.

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 can I expect to hear an update on my application, and where can I find the interview dates?

Candidates can expect to receive an update on their application status within 6 weeks of the application deadline. Our interview dates are listed in the Program Calendar, which can be found in the New Graduate RN/Training Programs section of our Careers site.

When will I know if I am selected for an interview?

Candidates who meet qualifications will receive an invite to complete a HireVue/Modern Hire On-Demand Video Interview. Managers will review these videos to select the candidates who will be invited for live interviews. Candidates can check their status in their online account at [Scripps Careers](#)