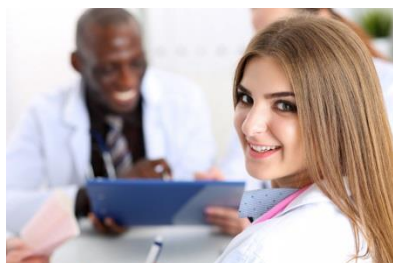




Searching for a Job Outside of Our Local Area

How do I get started looking for a New Graduate RN job in a state/city I don't know very well?

1. Visit the National Student Nurses Association site and search by state for hospitals that have chosen to list themselves because they are particularly interested in welcoming new graduate RNs.
<http://www.nсна.org/hospitals.html>
2. Locate the hospitals in the US that are Magnet award winning facilities. Magnet hospitals have received international recognition for nursing care excellence. Only about 8% of hospitals in the US have this recognition. You can search by state:
<http://www.nursecredentialing.org/Magnet/FindaMagnetFacility>
3. You may want to visit the state nursing association of the state you are targeting for jobs, contact names, and information. Just google on _____ (state) nurses association
4. Visit the particular hospitals' websites to find out their exact openings and links for any new graduate RN jobs. See if they offer a new graduate "residency" job and read to find out when to apply for it. If there is any contact information from Human Resources, click those email addresses (or call if there is a phone number) and ask about timeframes for applying, a chance to "shadow" or observe, and any other details regarding applying and interviewing.
5. National job boards like www.indeed.com may be options as well. Going straight to the hospital's site has the advantage of knowing the job is still open if it is posted, as well as learning more about the hospital and nursing careers there.
6. If transcripts are required, please send your request to Shawn_Ruppert@bshsi.org
7. Check out the Board of Nursing for the state where you plan to practice to find out whether you should take the NCLEX exam in that state, and if it is a compact state.





The cover letter. This sample lets you tell about yourself, but also about your nursing school.

Jeremy Gilbert
618 West Franklin Street
Richmond, VA 23220
Jeremy_Gilbert@msn.com

March 25, 2020

Name of Nurse Manager or simply "Human Resources"

Name of Hospital

Address

City, State, Zip

Dear _____,

I am currently a senior at Bon Secours Memorial College of Nursing, graduating in **December 2020** with my Bachelor of Science in Nursing degree. While our college is well known in Central Virginia, it may be unfamiliar to you. Part of the international Bon Secours Mercy Health System, the nursing school has been in operation for more than 50 years.

My program featured more than 800 clinical hours in the Bon Secours Virginia hospitals. Our primary clinical sites are all ANCC Magnet-designated hospitals, recognized for quality care and nursing excellence. Another highlight of our college is that it is among the highest ranked programs in the U.S. for its NCLEX passing rates, a recognition it has held since 2011.

My final senior semester included a 200+ hour clinical immersion class in which a nurse preceptor guided my clinical training as I functioned in the role of an RN in the Emergency Department at Bon Secours St. Francis Medical Center. Through this experience, I have gained first-hand the knowledge, skills, and attitudes of a new nurse generalist in a busy ER. Medication administration, EKGs, IV starts, basic wound care and patient education are just some of the skills I have performed confidently and efficiently. I also assisted with codes.

Prior to attending Bon Secours, I earned a BS from Randolph-Macon College where I majored in biology and minored in chemistry.

I would be an asset to the Orthopedic Unit at _____ hospital because of my education and also my work experience as a Patient Care Technician at Bon Secours St. Mary's Hospital in the Joint Replacement Center. In that role, I collaborated with other healthcare professionals while strengthening my clinical skills in performing phlebotomy, removing IV's and Foley catheters, assisting with patient care, ambulation, and vital signs.

I look forward to the possibility of working at _____ and would enjoy the opportunity to discuss your needs in person. I look forward to hearing from you soon at (804) 755-5555.

Sincerely,

Jeremy Gilbert



The interview & job offer.

Remember to tell the manager about yourself, but also about your nursing school.



Your nursing program was:

1. *Clinically intensive.* The Virginia Board of Nursing only requires you have about 450 hours of clinical, hands-on training. Your program included more than 800 hours of clinical experience.
2. *Highly ranked nationally* among US nursing schools for our students' success on passing the NCLEX exam.
3. *High quality clinical sites.* The majority of your clinical classes took place in Magnet-designated hospitals, including St. Mary's, Memorial Regional and St. Francis. Magnet is an ANCC (www.nursecredentialing.org) award for nursing quality excellence. Only 8% of hospitals in the US have this prestigious recognition.

Your Clinical Immersion class:

1. *Involved significant responsibility* of caring for a patient – sometimes, several patients. Describe how independently you operated in the nursing role by the end of your Immersion and how many patients you were caring for. Mention your comfort level with various invasive procedures (if you've had a lot of practice) such as giving IVs. Some nursing grads have done this only once or twice.
2. *Was more than 200-hours long.* Many schools offer short immersion experiences but ours is much longer.

Advice from our Graduates

from Meagan who relocated to Long Island, NY:

- Try to get at 2-3 three letters of recommendation from faculty or previous managers. Some hospitals require this and once you have moved, it's more difficult to get it all together. They should be on the organization's letterhead.
- Let faculty and managers know in advance if you list them as a reference and get their emails and phone numbers in case it's required on the application. They will be more prepared if they receive a



- call. Providing the hospital with this info, whether required or not, can only help your chances. There's no harm letting your references know what it is your applying for and why it's important to you. This will help them brag about you.
- Obtain copies of official transcripts in case they ask for them. 2 of the hospitals I applied to required the transcript, which surprised me.
- Make sure to highlight the best parts of Bon Secours on your resume...coming from experience, we are truly more prepared and have more clinical experience than any of the other new nurses I have worked with thus far, or at least it seems that way.
- Lastly, continue to call human resources and try to speak to the nursing recruiter. They usually don't answer and they don't really call back if you leave a message, but if you call enough eventually they will pick up.
- Be persistent and something will come your way. Don't get discouraged if it takes a while. I started my job in New York 2 months after the rest of my classmates in Richmond had been working for a Bon Secours hospital. Once you do land your job, you will realize how lucky they are to have a Bon Secours graduate! My skills were much better than the other new RNs.

From JoAnna, who relocated to Seattle, Washington

- Incorporate some wording into your resume/cover letter that helps educate those employers about our program.
- Consider joining the state chapter of the American Nurses Association. On the web site, you might see members who work for hospitals you are targeting, or by attending a meeting, you might meet someone who can help you. Check out the Board of Nursing for that state to see whether they suggest you get licensed there or in Virginia.
- I had to apply for a number of jobs, but finally found one in the ER which was my first choice.

[Continued...](#)



The job offer:

Once you accept a job offer, you are committed. Changing your mind would be highly unprofessional and may compromise your employability in the future. Rule #1 of your nursing career: Nurses talk. And nurses in the same city often know one another!

Because of nursing shortages in many markets, ask about signing bonuses and relocation bonuses. Signing bonuses are more common for experienced RNs, but relocation packages are common for all nurses in any area with a nursing shortage.

When the job offer comes, ask yourself:

Is this my ideal job?	√	Accept this job offer!
Is this a job I can imagine doing for at least one year?	➔	Consider accepting this.
Would this job provide a good foundation to build upon?	➔	Consider accepting this.
Does the team seem to enjoy working with new graduates?	➔	Consider accepting this.
Is this a job I would dread going to every day?	X	Do not accept this.
Is this shift unworkable given my family needs?	X	Do not accept this.
Is the commute extremely long?	?	Only accept if no other options