



### **New Graduates and Job Seeking**

New nursing graduates face a number of challenges as they transition into practice. One of the first transitional challenges is job seeking. Most new graduates will find jobs within the first few months after licensure. However, for others, it may be more challenging to secure their first nursing position. A number of factors influence a new graduate's success in securing their first job. Some of these factors include; previous clinical exposure during the nursing program, realistic expectations concerning first job, availability of preferred type of position, job seeking behaviors, resume and interviewing skills.

A number of small surveys and interviews have been conducted over the past 12 months to help uncover what nursing students and new graduates' career aspirations are and their employment preferences.

### **Talking Points**

- ✓ Most nursing students have career preferences
- ✓ Approx 80% of nursing students would like to work in acute hospital setting, 15% in the community, and 5% in Long Term Care
- ✓ Most have realistic expectations of securing first positions as a general staff nurse.
- ✓ Others have unrealistic expectations of securing specialty positions that require the skill base of a seasoned nurse
- ✓ 25% expect to secure their first job in 4-6 months
- ✓ Most nursing students plan to job seek in Hawaii but nearly 40% also intend to job seek out-of-state
- ✓ Approx 30% believe there are better job opportunities out-of-state
- ✓ Inform policymakers that new graduates' difficulties in finding jobs are short-term and reflective of the economic downturn in Hawaii
- ✓ Emphasize the importance of staying the course with efforts to increase educational capacity and retention efforts
  - New consortium model of education
  - Educational redesign using technology and simulation
  - Development of innovative clinical nursing education