



CALIFORNIA INSTITUTE FOR  
NURSING & HEALTH CARE

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CALIFORNIA INSTITUTE FOR NURSING & HEALTH CARE AND  
THE GORDON AND BETTY MOORE FOUNDATION FUND REGIONAL  
NEW GRADUATE RN TRANSITION PROGRAMS

*Nursing Schools Collaborate with Bay Area Clinical Sites to Provide Additional Experience  
to Nurses Who Cannot Find Jobs During Economic Downturn*

BERKELEY, Calif. – March 10, 2010 – The California Institute for Nursing & Health Care ([CINHC](#)), with a \$500,000 grant from the [Gordon and Betty Moore Foundation](#), is tackling the difficulty faced by new nursing school graduates who cannot find jobs because of the troubled San Francisco Bay Area economy -- in spite of a long-term need for California to dramatically increase the nursing workforce.

The “RN Transition Programs” will be offered through local nursing schools and nurse employers. The Programs will identify 250 new, talented RN graduates who have not found nursing positions and provide them with a 12-18-week post-licensure internship in either an acute or non-acute clinical setting. Selected nurses will spend a minimum of 24 hours a week in the program.

“The employment issue for new graduates is a short-term problem,” according to Nikki West, the program’s coordinator for CINHC. “Experienced nurses are postponing retirement and part-time nurses are taking more shifts than usual. So, new grads aren’t

being hired at the moment. Once the economy picks up, we anticipate an unprecedented need for nurses. Our goal is to retain these new graduates in the local workforce.”

The purpose of the RN Transition Program is to keep new graduates’ skills current, enhance their professional competencies and to provide opportunities for them to gather experience in clinical settings where they may ultimately find employment.

The Program will be coordinated through four collaboratives, lead by:

- Samuel Merritt University, working closely with Kaiser Permanente
- California State University, East Bay, working with multiple acute and non-acute partners in the East Bay
- University of San Francisco, working with Community Health Partnership, Inc. and California Student Nurses Organization
- South Bay Transition Program Collaborative, including Mission Hospice, Santa Clara Valley Medical Center, and San Jose/Evergreen Community College District

Samuel Merritt University and California State East Bay have enrolled participants and begun their programs. University of San Francisco and the South Bay collaborative will start their programs later in 2010.

Nurses completing the program will obtain a certificate and academic credits showing advancement of professional skills. Collaborative partners will also participate in a process to develop a statewide/industry recognized certificate of completion.

CINHC ([www.cinhc.org](http://www.cinhc.org)) is nonprofit organization dedicated to collaboratively developing statewide solutions to a critical nursing shortage and related nursing issues that affect the health of all Californians.

The Gordon and Betty Moore Foundation, established in 2000, seeks to advance environmental conservation and cutting-edge scientific research around the world and improve the quality of life in the San Francisco Bay Area. In 2003, the Gordon and Betty Moore Foundation established the Betty Irene Moore Nursing Initiative to improve nursing-related patient outcomes in adult acute care hospitals in five San Francisco Bay Area counties (Alameda, Marin, San Francisco, San Mateo and Santa Clara). In 2007, the Betty Irene Moore Nursing Initiative expanded to five Greater Sacramento counties (Amador, Nevada, Placer, Sacramento and Yolo). For more information, visit [www.moore.org](http://www.moore.org).

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