

Date: September 6, 2024



Oregon Center for  
**NURSING**

# FRIDAY HUDDLE

A gathering of Oregon nursing workforce leaders to offer timely updates and share insights from peers and stakeholders.

## Nursing Workforce

**Nursing Workforce Infographics:** OCN is excited to share a new series of sharable, data-driven infographics that visualize Oregon's nursing workforce, including education, employment, and workforce supply. The infographics are [downloadable as PDFs from the OCN website](#).

**Addressing Labor Shortages in Community-Based Care:** Huddlers discussed the ongoing challenges of staff retention and reliable agency staffer coverage in community-based care settings, including long-term and memory care. Many of these facilities rely on contract employees hired through staffing agencies to maintain operations and ensure patient safety. However, shift abandonment and absenteeism among these temporary workers are trending. One Huddler shared that it isn't rare for agency contractors to leave mid-shift, leaving the facility without a replacement employee and little support from the staffing agency. Huddlers mused if such action would be considered patient abandonment, but as some long-term care facilities utilize unlicensed caregivers, the Oregon Nurse Practice Act does not apply to these situations. Furthermore, retention of permanent staff remains a challenge as employees seek roles with higher pay and less stress. Huddlers agreed that improving access to education and creating more accessible pathways to certification as a certified nursing assistant (CNA) would help combat this. Others suggest that benefits such as fully-paid insurance premiums are a way to incentivize permanent employment. However, pay continues to be a driving factor in employee retention. To offer competitive wages, facilities must charge residents more, which could drive families to seek placement elsewhere. Finally, the discrepancy between Medicare reimbursement rates and the actual cost of care further complicates the issue.

**Free Education for Community-Based Care Nurses:** From nursing delegation to care management, NurseLearn offers a comprehensive curriculum of CBC-focused courses to all licensed RNs and LPNs in Oregon. Learning material is also free to RCFA-licensed administrators (now) and nursing students in Oregon-based programs (starting Fall 2024). Interested nursing professionals can [learn more and enroll online](#).

## Upcoming Events

**Celebrating Outstanding Nurse Preceptors:** Mark your calendars! The 2024 [Outstanding Nurse Preceptor Awards Virtual Award Ceremony](#) is scheduled for Wednesday, September 18, at 8:30 a.m. (PST). Representative Travis Nelson joins us as a guest speaker as we highlight the contributions of 18 nurse preceptors from across Oregon. This is a public event, but [registration is required](#).

**2024 NPO Education Conference:** Join Nurse Practitioners of Oregon (NPO) for its annual conference in Portland, Oregon, from September 26 to 28. This multi-day event provides [continuing education, networking, and more](#) for nurse practitioners serving Oregon communities. [Registration for the conference is open now](#).

### Next Friday Huddle:

Friday, September 13, at 8:00 a.m.

[Register Here!](#)

### Find OCN Online:

[www.oregoncenterfornursing.org](http://www.oregoncenterfornursing.org)

