

Date: April 18, 2025



Oregon Center for  
N U R S I N G

# FRIDAY HUDDLE

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

## Nursing Workforce

**Retention Challenges in Rural Healthcare:** According to a recent article from KFF, [rural hospitals across the United States continue to struggle with adequate staffing](#). The pandemic exacerbated existing challenges, resulting in heightened burnout among healthcare professionals, with many leaving the profession or retiring prematurely. Already plagued with low staffing levels, rural healthcare systems also face physician shortages and high demands for services. [Approximately 35% of community hospitals are located in rural areas](#), serving about 46 million people.

**The Impact of Health Agency Cuts:** Extensive Federal [layoffs and budgetary cuts continue to impact nationwide health efforts](#), including the termination of numerous data collection programs, including abortion rates, HIV treatment, and the spread of drug-resistant diseases. Experts warn that without this data, the nation is less equipped to identify and respond to emerging health threats. The American Nurses Association [issued a statement on these Federal-level changes](#), detailing the potential impact on the nursing workforce.

**Statewide Approach to Pain Management:** The Oregon Health Authority (OHA) seeks public input on pain management and what comprehensive pain treatment looks like in Oregon. Anyone interested can [share their feedback via this survey link](#).

**The Latest from OSBN:** The Oregon State Board of Nursing (OSBN) hosted its two-day meeting on April 16-17. Topics included a presentation of the [proposed revisions to Division 21](#), which set the parameters for the evaluation and approval of nursing education programs in Oregon. The updated draft was approved with some modifications and will be put forward for public hearing in the coming months. Board members and attendees also discussed Divisions 61 and 62, as well as the definition of “nursing practice hours.” You can find replays for the [Wednesday session](#) and the [Thursday session](#) on the OSBN YouTube channel.

**Nursing Practice Hours and Continuing Education:** Following the update from OSBN, Huddlers explored what constitutes nursing practice hours and the role of continuing education (CE) in the profession. License renewal in Oregon requires nurses to attest they’ve worked the minimum number of practice hours. Nurses must be able to verify their practice hours if audited by the board, typically through documentation such as pay stubs. OSBN is currently working to clarify what constitutes valid practice hours in the form of an interpretive statement. The conversation also focused on continuing education as a requirement for licensure renewal. While some participants expressed concern that mandated CE can become a superficial “click button” task, the group widely agreed that CE is essential to ensuring patient safety and should be integrated meaningfully into nursing practice. There was discussion about whether certifications could count toward CE requirements, and concerns were raised about potential redundancy with facility-level education requirements. Additionally, participants noted that employers may be reluctant to support CE due to financial constraints. For example, limited employer funding often forces nurses to pay out of pocket to attend conferences and other events. Despite these challenges, Huddlers largely agree that CE was viewed as a necessary element of professional growth and safe practice.

### Next Friday Huddle:

Friday, April 25, at 8:00 a.m.

[Register Here!](#)

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