

Date: November 21, 2025



# FRIDAY HUDDLE

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

## Nurse Workforce

**OCN New Report Out Now:** OCN announced the release of the RN Well-Being Project report, "[From Burnout to Belonging](#)," a culmination of four years of work grounded in insights shared during the Friday Huddle. The report captures the learnings of the RN Well-Being Project as well as sharing the outcomes of the individual projects funded through the project.

**New Graduate Hiring Trends:** Educators discussed current challenges for new graduates entering the job market. Hospital residencies are more competitive, and students often seek idealized first jobs shaped by media portrayals of nursing. Faculty emphasized that nursing careers are long and varied, encouraging graduates to begin with positions that build strong foundational experience before moving into desired specialties.

## Nurse Education

**Student Loan Classification:** [New rules cap borrowing](#) for graduate programs at \$20,500 per year/\$100,000 lifetime, while "professional" degree programs may borrow up to \$200,000. The Department of Education has preliminarily [classified advanced nursing degrees](#)—including NP and DNP programs—as graduate rather than professional, restricting access to higher loan limits. Huddlers expressed concern that this classification feels like a devaluation of nursing as a profession. Some emphasized that the federal definition of "professional degree" is technical and tied to program format, not professional respect.

While some nursing graduate programs fall within the new cap, combined degrees such as CRNA followed by NP exceed the limit. The conversation broadened into deeper concerns about the high cost of healthcare education and the expectation that essential frontline workers take on substantial debt to serve the public.

**Nursing Student Employment:** Faculty shared ongoing challenges related to students working while enrolled in demanding nursing programs, both graduate and undergraduate. Many programs strongly discourage employment, but students often must work to cover living expenses. Instructors noted that students who work full-time frequently struggle academically, are more likely to repeat courses, and may ultimately face higher educational costs over time.

## Resources

**Missed the Extended Cut?:** You can watch a recording of last week's extended cut [HERE](#).

**Oregon Universal Health Insurance:** Read the [governance board's status report](#), or this [article summary](#).

**OSBN New Deans & Directors Orientation:** OSBN is offering an orientation for new nursing school deans and directors on Division 21. [Email Knico VanWinkle](#) for more information.

**NO HUDDLE NEXT WEEK: HAPPY HOLIDAYS!**



## Next Friday Huddle:

Friday, December 1st, at 8:00 a.m.

[Register Here!](#)

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

