



FRIDAY HUDDLE

Convene • Connect • Collaborate

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



NURSE WORKFORCE

Economic Pressure, Resource Scarcity, and Care Consistency: A central discussion focused on how increasing financial constraints show up at the bedside and across the continuum, including premature discharges, limited community supports, and uneven access to specialty care (especially in rural areas). Several participants described an erosion in the consistency and thoroughness of care, driven less by individual intent and more by staffing strain, reduced reimbursement, and disappearing resources. The conversation returned repeatedly to the tension between healthcare as a business model and nursing's ethical commitment to people, with concern that system-level decisions are pushing the workforce toward a tipping point.

NURSE EDUCATION

Retention Versus “More Graduates”: Participants questioned whether simply graduating more nurses is a sustainable solution, noting examples of significant early-career attrition, especially among cohorts entering practice around the pandemic. The group emphasized the importance of supporting nurses in their first years of practice and creating conditions that make staying viable, rather than treating predictable loss as an acceptable attrition rate.

Values, Ethics, and Voice in Training: The discussion reinforced that nursing education must prepare nurses not only with skills, but with grounding in ethics, professional responsibility, and the confidence to speak up for safe care. Several participants described the need to be explicit with students about the realities of the work, the reasons for entering the profession, and how to navigate moral distress and complex systems without losing compassion or professional agency.

Employer Partnership and Preceptor Investment: Participants stressed that education alone cannot carry the burden if employers cannot fund strong precepting, residency support, and protected time for developing new nurses. The group noted that under-resourced onboarding and inconsistent role modeling can accelerate “practice drift” and burnout. There was broad agreement that strengthening the preceptor/new-grad environment is essential, even as organizations face difficult budget choices.

RESOURCES

Healthcare Jobs - Engine of America's Labor Market: The Wall Street Journal recently published [an article](#) showing how the majority of job growth in America is due to healthcare employment.

Rooted HEART Resilience Intensive: A five-day [retreat](#) focused on burnout recovery and resilience building, with ANCC continuing education hours available.

Rural Health Transformation Program: OHA will host a [webinar](#) Feb. 24 about applying for RHTP funds.

New Report on Vaccine Hesitation: Click [here](#) to read a study on why Oregon parents choose not to vaccinate their children.

CDC Releasing Less Alerts: According to [NPR](#), the CDC is issuing fewer alerts about public health concerns.



NEXT FRIDAY HUDDLE:

Friday, February 20th, at 8:00 a.m.

OregonCenterForNursing.org

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