



# 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

**Proactive Nursing & Retention:** Conversation focused on what proactive action looks like in the current moment. Participants emphasized the importance of retaining and supporting nurses already in the workforce through relationship-based leadership, consistent check-ins, and psychologically safe spaces to surface operational challenges such as workload pressures, prior authorizations, and scope creep. Huddlers reinforced that burnout reflects broader structural strain rather than individual failure.

**Scope of Practice & Staffing Pressures:** Participants raised concerns about how budget constraints and changing payment models may impact staffing decisions. Discussion centered on the risk that organizations may either shift registered nurse responsibilities to lower-paid staff or place increasing workloads on RNs, both of which could accelerate burnout and attrition. Huddlers stressed the need to clearly articulate the value and scope of nursing practice to clinicians and administrators to protect patient care and workforce sustainability.

## NURSE EDUCATION

**Economic Forecast & Education Implications:** The Oregon Department of Administrative Services released the Oregon Economic and Revenue Forecast this week. While the state anticipates a budget shortfall, healthcare employment demand remains high. Click [here](#) to read OCN's analysis of how this will impact the nursing workforce

**Supporting Nursing Students:** Participants emphasized the importance of proactively supporting nursing students by broadening narratives around career pathways. Huddlers encouraged educators and practicing nurses to highlight the versatility of nursing roles across settings and to move away from rigid expectations about "required" first jobs, reinforcing nursing as a flexible and evolving profession.

**Hiring, Interviewing & Transferable Skills:** The group offered peer support to a nurse preparing for interviews, sharing insights from hiring and leadership experience. Participants emphasized hiring for character and cultural alignment, recognizing transferable skills from service and non-clinical roles, and preparing specific examples demonstrating communication, accountability, teamwork, and problem-solving. Huddlers reinforced that interviews are a two-way process and encouraged thoughtful questions to assess organizational fit.

## RESOURCES

**Legislative Tracker & Policy Updates:** Oregon's Legislative Session has begun. Check out OCN's [2026 Legislative Tracker](#) for updates.

**Food Access & Community Supports:** ODHS has released a new [centralized, statewide food resource hub](#).

**Vaccine Guidance & Public Trust:** Participants discussed growing patient uncertainty and apprehension regarding vaccine guidance, click [here](#) to KFF's recent article about trust in vaccine schedule guidance.

**Technology & AI Awareness:** Huddlers discussed the increasing and often invisible role of artificial intelligence in healthcare, education, and daily work tools. Click [here](#) to learn more.