



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

Healthcare System Financial Strain: Participants shared increasing concern about widespread budget constraints across healthcare systems, with impacts already visible in hiring freezes, layoffs, and reduced organizational capacity. There is growing recognition that these pressures are not temporary, but reflect deeper system instability that is expected to continue.

Nursing's Role in System Change: Huddlers focused on the role of nursing in shaping future systems. While nurses are essential to care delivery, they remain underrepresented in funding models and decision-making structures. Participants emphasized the need for a more unified nursing voice to influence system-level change.

Workforce Culture & Alignment: Ongoing “us vs. them” dynamics between frontline staff and leadership continue to create division within organizations, often driven more by system design than by individuals. Participants noted that while efforts like unionization have strengthened the nursing voice, they can also unintentionally reinforce separation between groups. There was strong agreement that greater alignment across roles, settings, and perspectives will be necessary to effectively respond to current and future challenges. Moving forward, participants emphasized the importance of reframing nursing as a unified profession, with shared goals and a collective ability to influence system-level change.

NURSE EDUCATION

Student & New Graduate Employment Outlook: Participants noted increased anxiety among students and new graduates, particularly regarding hospital employment. Residency programs are becoming more competitive and limited in size, while opportunities remain available in non-hospital settings, highlighting the need to reset expectations about early career pathways.

Education System Pressures: Budget constraints in higher education and K-12 systems may impact program capacity and workforce pipeline development. Participants noted potential downstream effects, including impacts on school nursing and faculty resources.

RESOURCES

The Huddle's 6th Birthday!!!: We are celebrating six years of the Friday Huddle! Take a look at our padlet to see how fellow participants answer the question [“Why I Huddle”](#).

Oregon Rural Health Transformation Program Webinar: OHA is [hosting a webinar on March 25th](#) focused on navigating the release of the RHTP request for grant proposals.

Oregon Nursing Research and Quality Consortium: [Join Salem Health on April 13th](#) at Providence St. Vincent for the annual ONRQC conference.

OSU Gerontology Conference: Registration is open for [the 49th annual Gerontology Conference](#) is coming up on April 23rd.



OREGON CENTER
for **NURSING**

NEXT FRIDAY HUDDLE:

Friday, March 27th, at 8:00 a.m.

OregonCenterForNursing.org

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