



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

Health Workforce Well-Being Day (March 18): Participants discussed the upcoming [Health Workforce Well-Being Day](#). Organizations were encouraged to consider workplace initiatives that support staff well-being and recognition.

Retention and Workplace Culture: Discussion highlighted ongoing efforts across healthcare organizations to improve retention by strengthening workplace culture and supporting early-career nurses. Participants noted progress in shifting from “eating our young” to intentionally mentoring and supporting new nurses, though challenges remain as expectations from newer generations of nurses continue to evolve.

Student Concerns About Employment: Leaders shared that many nursing students are currently worried about job prospects after graduation, particularly given the financial burden of nursing education and limited ability to work during programs. Concerns about student loan debt and the competitiveness of new graduate residency programs were also raised during the discussion.

NURSE EDUCATION

Graduate Residency Competitiveness: Participants shared that some hospital new-graduate residency programs in the Portland area may be extremely competitive, with acceptance rates compared to highly selective universities. This raised broader questions about workforce entry pathways and how graduates transition into clinical roles. Many employers shared that they tend to choose residents from local programs as they consider practicum as a “working interview.”

Federal Student Loan & Professional Degree Designation: Participants discussed [a NYT article](#) covering potential federal policy changes that could affect whether certain nursing degrees are classified as “professional degrees.” While nurses would still qualify for federal student loans, changes could affect borrowing limits, which may create barriers for students pursuing advanced nursing degrees and impact the nursing education pipeline.

RESOURCES

American Nurses Association - Relational Excellence Survey: The American Nurses Association is [conducting a survey](#) focused on relational excellence in healthcare. Huddlers are encouraged to participate and share feedback to help inform national discussions on workforce relationships and professional environments.

Healthcare Workforce Committee Meeting: The Healthcare Workforce Committee, which addresses statewide healthcare workforce issues, will be held on March 11, 2026. Interested participants can [register here](#).



NEXT FRIDAY HUDDLE:

Friday, March 13th, at 8:00 a.m.

OregonCenterForNursing.org

[REGISTER HERE](#) ▶

