



## FRIDAY HUDDLE

*Convene • Connect • Collaborate*

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



**ATTENTION!** We are upgrading to allow more people to attend the Friday Huddle, but that means your current registration may be cancelled. Please [CLICK HERE](#) or use the button below to re-register for upcoming huddles.

### NURSE WORKFORCE

**Workforce Strain, Burnout, and “Survival Mode”:** Conversation centered on the reality that many nurses are operating in “survival mode.” The strain is not just workplace-related but compounded by broader societal stressors, creating a shared sense of overwhelm. This environment makes it difficult for nurses to engage in long-term planning or innovation, even when opportunities (like new funding) are available.

**Rural Workforce Challenges & Recruitment:** Discussion highlighted persistent challenges in attracting and retaining nurses in rural communities. Incentives exist for some provider types, but gaps remain for registered nurses. Participants emphasized that workforce solutions must go beyond recruitment incentives to include improving overall community livability like infrastructure, amenities, and quality of life, to make rural practice more appealing. Rural healthcare access issues were underscored, particularly around emergency response times. In some regions, ambulance availability and geographic barriers create dangerous delays in care. These challenges point to broader system-level gaps that impact both patients and the nursing workforce supporting them.

**Public Health as Everyone’s Work:** There was strong acknowledgment that modern nursing increasingly includes a public health lens. COVID-19 reshaped the role, and current concerns like [measles outbreaks](#) reinforce that “every nurse is a public health nurse,” requiring awareness beyond traditional clinical boundaries.

### NURSE EDUCATION

**Clinical Placement Bottlenecks:** While simulation labs and educational infrastructure are valuable, the primary limitation in expanding nursing education remains access to clinical placements and preceptors. Even in rural settings with strong partnerships, hospitals are already at capacity supporting students across multiple disciplines. There is growing interest in expanding flexible education spaces, like sim labs, that can support students, staff upskilling, and broader community collaboration. These spaces are seen as opportunities not just for education, but for ongoing workforce development in rural areas.

**Interdisciplinary Training Demand:** Rural sites are supporting a wide range of learners (nursing, MA, PT/OT), highlighting the need for integrated training models. Expanding education capacity must consider the full healthcare team, not just nursing in isolation.

### RESOURCES

**Dr. Pam Fifer Memorial:** A memorial service for [Dr. Pam Fifer](#)—GFU Dean of Nursing, former OCN board president, and deeply respected leader in the nursing community—will be held April 18, 10am, at George Fox University.

**OCN Trends Report Extended Cut:** If you missed the extended cut this morning, [check out the recording!](#)

**NWONL Leadership Symposium:** [Join Northwest Organization of Nurse Leaders](#) on May 1<sup>st</sup> in Renton, WA to explore healthy work environments and nurse Well-Being.

**RHTP Updates:** Catalyst Awards [RFGP are open](#) through May 26<sup>th</sup>. A [press conference from OHA](#) goes deeper on what programs have been funded through the RFTP so far.



**OREGON CENTER**  
for **NURSING**

NEXT FRIDAY HUDDLE:

Friday, April 24th, at 8:00 a.m.

[OregonCenterForNursing.org](https://OregonCenterForNursing.org)

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