



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

Changing workforce pipelines and career shifts: Discussion highlighted a growing trend of individuals from other industries (e.g., tech layoffs) considering [nursing as a stable career path](#). While this reinforces nursing as a reliable profession, participants raised concerns about whether these transitions are intentional and sustainable, or simply reactive to economic shifts.

Clinical placement bottlenecks and system pressures: A major theme was the growing strain on clinical placement capacity. Increased student numbers—especially from online programs—are colliding with limited placement sites and reduced willingness/ability of healthcare organizations to precept students due to productivity pressures. This is creating a critical bottleneck in workforce development and may signal a shift away from traditional clinical education models.

NURSE EDUCATION

Graduate student loan caps and access concerns: Significant concern was raised about new [federal graduate loan caps](#), which could impact approximately [42% of Oregon graduate students](#). Without a state-level lending backfill (which other states have), access to advanced education—especially in healthcare—may be restricted, further tightening the pipeline for advanced practice and faculty roles.

Cost of education vs. ability to participate: Participants emphasized the growing disconnect between the cost of nursing education and students' ability to work while enrolled. Rigid clinical schedules, high tuition, and living expenses make it increasingly difficult for students—especially those with families or without support systems—to complete programs, contributing to attrition and limiting diversity in the workforce.

Rigor, expectations, and equity: There was strong agreement that nursing education must remain rigorous, but that rigor combined with financial and structural barriers may unintentionally narrow the pipeline. Some participants noted that fewer students are able to persist through programs, not due to lack of capability, but due to competing life demands and systemic barriers.

Shifting educational pathways and workforce design: The group explored how shorter training pathways (e.g., CNA, LPN) and reduced access to higher education may influence the future workforce. Concerns were raised that limiting access to advanced education could reduce critical thinking, policy engagement, and leadership capacity within nursing over time.

RESOURCES

National Volunteer Appreciation Week & SERV-OR: The huddle highlighted volunteer contributions, including the [OCN Board of Directors](#), and encouraged engagement with [SERV-OR](#) as a pathway for community and emergency response involvement.

Online Journal of Nursing Workforce: A [peer-reviewed journal focused on nursing workforce](#) issues was shared, with current topics including clinical placement, AI, and faculty development. It was noted as an accessible and growing resource for workforce-focused scholarship.



OREGON CENTER
for **NURSING**

NEXT FRIDAY HUDDLE:

Friday, May 1st, at 8:00 a.m.

OregonCenterForNursing.org

[REGISTER HERE](#) ▶

