



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

Turnover & Cost Pressures: The [2026 NSI Staffing Report](#) shows nurse turnover rising again, with an estimated cost of around \$60,000 per RN lost. While this reflects a national trend, Oregon may differ—despite high national vacancy numbers, local insights show a more nuanced picture. Job postings may represent multiple roles, remain open long-term, or fluctuate seasonally. In Oregon, many organizations report relatively stable staffing, suggesting challenges are more about system dynamics than supply alone.

Shifting Hiring Landscape: The hiring environment has changed significantly from pre-COVID norms. Traditional advice—such as broadly applying or entering through alternative care settings—may no longer be as effective. Increased competition, selective hiring practices, and inconsistent use of AI screening tools are reshaping how candidates navigate the job market. Residency programs have become an entry point for new grads, but cohort sizes are shrinking while applicant pools grow—often with hundreds competing for limited spots. Many roles now require one year of inpatient RN experience, creating a circular challenge for new grads who cannot gain experience without first being hired.

Workforce Cycles & Market Contraction: Post-COVID expansion has shifted into a period of contraction, with fewer positions being opened and organizations becoming more selective in hiring. External pressures, including financial uncertainty and policy changes, are influencing hiring decisions and contributing to a more competitive job market overall.

NURSE EDUCATION

Preceptor & Training Capacity Constraints: Preceptor availability is emerging as a limiting factor across systems. Organizations must balance onboarding new graduates, supporting residency programs, and accommodating student clinical placements, all of which draw from the same pool of experienced nurses. This capacity constraint directly impacts how many new nurses can be trained and hired at any given time. There is growing recognition that existing pathways into nursing roles may need to evolve. Ideas discussed included creating alternative entry opportunities, expanding non-traditional practice settings, and improving transparency and connection between employers and new graduates to better support transition into practice.

RESOURCES

Oregon Network for Serious Illness Support: OHSU has released [an Oregon-based network](#) to help connect community health workers and individuals seeking non-medical support.

OHA Seeking AmeriCorps Sites: The Oregon Health Authority is [looking for 14 organizations to host volunteers](#). These AmeriCorps volunteers will work on projects that build local capacity to alleviate poverty and improve public health.

Happy Nurses Week! Check out the [AACN list of freebies](#) and discounts to celebrate nurses.



NEXT FRIDAY HUDDLE:

Friday, May 8th, at 8:00 a.m.

OregonCenterForNursing.org

[REGISTER HERE](#) ▶

