



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

Oregon's Complex Workforce System: Legislative Days prompted a look at the many agencies and organizations involved in [Oregon's workforce system](#), including higher education institutions, HECC, regional workforce boards, OED, and DHS. Nursing intersects with many of these systems, illustrating how fragmented workforce planning can become and how difficult it can be to coordinate solutions across education, healthcare, and government.

New Graduate Competition and Rural Hiring: Rural hospitals may be eager to hire new graduates, but residency positions can be highly competitive. OCN data also show the significant role of nurses entering Oregon from elsewhere: for every nurse licensed through examination, roughly seven are licensed through endorsement, while among nurses actually practicing in Oregon the ratio is closer to three or four to one.

NURSE EDUCATION

Simulation Builds Skills in a Safe Environment: Participants emphasized that simulation does not have to involve an expensive high-fidelity lab—the value comes from practicing procedures, becoming familiar with equipment, identifying gaps, and debriefing afterward in an environment where mistakes do not harm patients. While learners may initially feel nervous about being observed, simulation can become a valuable and highly requested learning experience when it is approached as practice rather than evaluation.

Oregon Has Room to Expand Simulation: OSBN allows nursing programs to use simulation for up to 50% of clinical education, but recent data discussed during the Huddle indicate that programs are currently averaging only about 14.5%. Participants noted that regulation may therefore be less of a barrier than access to simulation space, faculty resources, and the continued preference among employers for applicants with substantial hands-on clinical experience. The challenge will be ensuring students receive meaningful simulation and clinical experiences while clinical placement capacity remains limited. Employers may value simulation experience and even appreciate seeing it on a new graduate's resume, but participants emphasized that it does not fully replace hands-on clinical experience, particularly when hiring into specialty areas. At the same time, nursing programs are competing for a limited supply of clinical placements, creating pressure to find the right balance between the two forms of learning.

Statewide Nurse Faculty Orientation: OCN is developing a statewide orientation program for new nurse faculty. The program is intended to serve faculty across public and private institutions, associate degree, baccalaureate, and graduate programs, with particular attention to clinical faculty. OCN is forming an advisory council of educators and practice partners to help guide development, with meetings expected to begin this fall—those interested should [contact Jana Bitton](#).

RESOURCES

Preceptor Recognition Awards: Join OCN for our [annual Preceptor Recognition Event](#) on Wednesday, Sept. 23 at 9 a.m.

OCN Conference Registration Open: Join us for [OCN's conference on October 19](#)! Sponsorship and exhibitor opportunities are still available. This year's keynote speaker, Renee Thompson, will focus on addressing workplace incivility and fostering healthier work environments.

Faith Community Health Foundations Course: FCHN is offering a [foundations course](#) for those interested in learning more about faith community health and the role it can play in supporting communities.

AI Governance in Nursing: A [recently published paper](#) examines system-level governance of artificial intelligence in nursing. As healthcare organizations continue adopting AI, nursing participation in AI governance is increasingly important.

TikTok Terms for Workplace Trends: Terms such as “the big stay,” “lily padding,” and “over-employment” [put new names](#) to concepts previous generations may recognize as golden handcuffs, job hopping, and moonlighting—a reminder that workplace trends may evolve even when the underlying behaviors are familiar.



NEXT FRIDAY HUDDLE:

Friday, September 18th, at 8:00 a.m.

OregonCenterForNursing.org

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