



FRIDAY MORNING HUDDLE

A gathering of Oregon nursing workforce leaders together to offer timely updates and share insights from peers and stakeholders during the COVID-19 crisis.

DATE: April 17, 2020

Navigating Workforce Needs:

Facility Needs Survey. The Oregon Health Authority released preliminary results from its Facility Needs Survey this week. The results suggest the workforce gap in hospitals is not as dire as feared. Most hospitals report a small workforce need over the next four weeks. While many hospitals report an additional need for RNs and CNAs, the additional need is small; about six additional RNs per hospital, on average. The need for respiratory therapists was noted by a few hospitals. Lastly, most hospitals report they have mechanisms in place to cross-train employees internally.

Unemployment Claims. The Oregon Employment Department released [information](#) regarding unemployment claims during March. It showed that 6% of unemployment claims were from individuals who work in healthcare and social services. This is attributed to the closing of dentist offices, ambulatory health services, medical labs, and surgery centers, as well as postponed elective procedures.

Staffing. Staffing needs and hiring are varied across the state. Some rural facilities are reporting low census numbers that are affecting staffing, causing layoffs and furloughed staff. Bay Area Hospital is looking at voluntary furloughs for 67 employees. Wallowa County is also exploring ways to keep staff engaged during low census. For rural facilities, the low census numbers and loss of revenue associated with postponing elective procedures is having a large financial impact. But Blue Mountain Community College reported their students are still attending clinical at local area hospitals and new graduates are receiving interviews for a local new grad residency program. North Lincoln Hospital has contracted with travel nurses to provide additional support in ED and ICU departments. NWONL reported many member organizations are decreasing open positions, sometimes by up to 40%. This may affect employment opportunities for new graduates. In the coming weeks, facilities are encouraged to share plans they are putting in place to “reopen.”

Nursing Staff Experiencing Trauma. OCN announced they are working with several local PMHNPs to compile information for nurses on PTSD, trauma, self-care and local resources. Those interested in collaborating on the project can reach out to Jana Bitton at bitton@up.edu. Oregon Nurses Foundation is also exploring ways to support nurses experiencing trauma. Several organizations are currently offering webinars for healthcare staff related to behavioral health and self-care (see below).

Long Term Care. Several Huddle participants would like to discuss ways to partner with and support long term care facilities and their vulnerable communities. Oregon Health Care Association has relayed many of their members are still actively recruiting nursing staff.

Education Pipeline:

Academic Practice Partnerships. NWONL members are actively discussing how academic-practice partnership are evolving during the pandemic. Practice partners are examining how interview questions and transition-to-practice programs should be adapted to reflect the changed student experience.

Changing Practice Environment. As more organizations rely on telemedicine, schools are looking at how to educate students on the differences between telemedicine and in-person visits. University of Portland has worked to quickly create telehealth simulations for students. George Fox University had several students work in an ambulatory care clinic to develop training for MAs around topics such as cultural care, clinical judgement and ethics.

Resources:

University of Portland Health Care Self-Care Webinar – Offered weekly, you can sign up to receive invitations to upcoming webinars or view a recorded webinar at <https://nursing.up.edu/news/index.html>.

Oregon Health Authority and Bolante.net Webinars - Behavioral Health In Times of Community Crisis and Compassion Fatigue and Self-Care – Learn more at <https://www.bolante.net/webinars>

NEXT HUDDLE: FRIDAY, APRIL 24, 8 A.M.

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