



FRIDAY MORNING HUDDLE

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

DATE: August 28, 2020

Workforce Concerns:

Recruitment. Providence Health & Services shared some of the many methods they are using in recruiting new staff, including prescreening questionnaires, group and individual interviewing via virtual platforms, phone calls and in-person interviews with social distancing. Workforce investment board partners are starting to arrange drive-thru and virtual hiring events in local areas. Willamette View (long term care) is conducting off-site in-person interviews and bringing candidates on-site only after a job offer has been accepted.

Onboarding. Chemeketa Community College is onboarding new staff through multiple email/meetings that address various administrative issues (i.e. policies and procedures, benefit explanations, access to email/online tools, etc.). Several facilities continue to bring small groups together when social distancing can still be observed. To onboard 80+ new grad hires, Asante Health is using a combination of elearning modules, Webex/Zoom calls, unit-level small group session, individual in-person unit orientations/competency testing.

Nursing Education:

COVID Testing for Students. This continues to be an issue for students at all levels of nursing education (NA -> graduate). CDC's updated guidelines, which do not recommend testing asymptomatic healthcare workers event after exposure, further confuse the issue. As one Huddle participant asked, "Why are we requiring testing of students, when we aren't requiring testing of employees?" University of Portland and Linfield have made testing available to students, but may not have the capacity/resources to offer testing to asymptomatic students on a regular/monthly basis. OCN's brief summary of the issue is [available online](#).

Engagement: There was wide consensus that everyone is in a period of developing new skills and techniques to engage with students, colleagues and peers using virtual technology. There is continued learning and skill development around discerning when to use individual or group communication tools and encouraging individual to recognize which tools work best for them individually. Examples: Columbia Gorge Community College is engaging clinical faculty from various facilities via weekly meetings to shared what worked, what didn't, what difficulties were encountered and then brainstormed together. They are also allowing students to join class sessions 15 minutes early to chat and catch up (fostering community).

Resources:

PPE Access: Having trouble finding PPE? Reach out to your [local emergency manager](#).

Child Care Resource and Referral Organizations. Employees still looking to identify child care resources for the fall? Have you connected them with your local child care resource and referral organization? [Contact List By Region/County](#)

Upcoming Simulation Q&A Webinars. There are two webinars schedule to continue discussing simulation use for nursing education. All Things Simulation, September 2 – [Register Now](#). Nursing Assistant Program Simulation Session, September 9 – [Register Now](#). Plus, check out the [Simulation Resources page](#) on OCN's website.

Issues Facing the Post-Pandemic Workforce in Oregon. Our latest issue brief is [available now](#).

**NEXT HUDDLE:
FRIDAY, SEPTEMBER 4, 8 A.M.**

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