



CNA HUDDLE

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

DATE: January 18, 2023

CNA Workforce:

Training Programs: Many CNA training programs across the state report issues with students enrolled in their programs. One of the top concerns mentioned was student behavior. Namely a lack of respect for didactic and clinical instructors and an apparent lack of empathy towards others. Some programs discussed instituting program changes to teach students “soft skills” to overcome some of the behavioral challenges.

Training program staff also shared issues with students being tardy or missing didactic and clinical instruction sessions. As these training programs have time-in-seat requirements, missed instructional sessions create hardships for the training programs in rescheduling, particularly clinical instruction hours.

CNA Employers: According to employers, CNAs have unrealistic expectations about their positions within long-term care facilities. Principally, employers cite the CNAs’ unwillingness regarding scheduling, including nightshifts and working on weekends and holidays. Some organizations believe the COVID-19 pandemic is partly responsible for the observed changes in expectations.

Staffing Issues: Many employers are reporting difficulty in finding enough CNAs to fully staff their organizations, and most of the newly hired CNAs are new to the profession with little to no previous work experience. Some training programs are also having a difficult time enrolling enough students, which makes it difficult for area employers to recruit CNAs. Employers who partner directly with a training program expressed the partnerships help alleviate recruiting concerns.

OSBN Update: OSBN holds a monthly meeting with education program directors. These meetings are meant to exchange information about program regulations and to serve as an open forum for questions. Information about these meetings are on OSBN’s website, but often occur the first Wednesday of the month at 11:00 a.m. OSBN also explained the process of certifying CNAs through endorsement. That is the certification of a CNA educated and certified in another state to obtain an Oregon certification. The process is outlined in Division 62 of OSBN’s administrative rules and can be found at: <https://www.oregon.gov/osbn/Pages/laws-rules.aspx>

Announcements:

NAHCA Survey Report: The National Association of Health Care Assistants released the results of a survey of CNAs showing CNAs felt they are underpaid, disrespected, and burnt out. The report can be found at: <https://www.nahcacna.org/cnas-cite-low-wages-burnout-lack-of-respect-as-key-contributors-to-staffing-crisis/>

**N E X T CNA HUDDLE:
WED, Jan 25, 8 A . M.**

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