



Oregon Center for
NURSING

CNA HUDDLE

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

DATE: January 25, 2023

CNA Workforce:

SB-703: A bill has been introduced in the Oregon Legislature to require CNA testing be made available in Spanish. Some programs expressed a concern the bill would require CNA instruction to be presented in Spanish as well. Others were concerned about whether other languages would be included. [SB-703](#) requires OSBN to offer the CNA certification examination in English and Spanish. OSBN said the current testing vendor's contract expires in April 2024 and hope to release a request for proposals for the contract in Fall 2023.

Career and Technical Education: Several high school educators discussed problems recruiting high school students into their Career and Technical Education (CTE) programs for healthcare occupations. A few high school CTE programs suggested partnering with a hospital or other healthcare setting to improve recruitment efforts. One program discussed their effort to change the perception of being a CNA (e.g., working in a nursing home and low pay) by focusing on how a CNA position can "open the door" to other healthcare jobs. The program also shared their observation that many students intending to go to college to pursue a healthcare degree do not see a benefit from CTE courses.

Changing the Narrative Campaign: The Oregon Department of Human Services (ODHS) discussed a new campaign intended to change the public's perception of being a direct care worker in long-term care. While the campaign is early in the development phase, ODHS intends to showcase direct care workers' stories with the aim to increase the respect and value placed on choosing a direct care occupation in long-term care.

Workforce Investment Boards Focus on Healthcare: Huddle participants noted the recent focus on healthcare occupations by local Workforce Investment Boards. The discussion focused on whether a CNA position served the pipeline into other healthcare jobs. While a CNA is not a direct path to nursing school or becoming a registered nurse, one huddle participant noted that some CNAs are using the clinical experience to meet the healthcare and patient care experience hours required to be admitted to a physician assistant education program.

Announcements:

OCN View on Nurse Turnover: OCN published a [paper](#) discussing the role of the work culture and connectedness on turnover among nurses and other healthcare workers. Briefly, a positive workplace culture is very important in retaining staff, and staff will readily leave a job with an organization with a toxic or negative culture.

CNA Perspective During COVID-19: A [research article](#) was published recently in the *Health Services Research* journal seeking to identify the best practices to support and grow the frontline nursing home workforce. The authors found chronic staffing shortages affecting residents and staff burnout as primary concerns.

**NEXT CNA HUDDLE:
WED, FEB 01, 8 A.M.**

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