



# CNA HUDDLE

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

**DATE: February 8, 2023**

## **CNA Workforce:**

**Hiring is Increasing:** Several employers have noted an increase in the number of applicants for CNA positions and have seen an increase in hiring for these positions. They said many applicants are coming from the job site Indeed and by word-of-mouth referrals.

**Partnership with Local Community College:** Employers from southern Oregon are partnering with local community colleges to provide CNA training for prospective employees. Students are being guaranteed a job once they complete the CNA training course. They are also offering this opportunity to current employees in non-nursing positions. One community college commented about the difficulty they are having in filling their training program seats as they are competing with the local high school that offers the training for no cost to the student.

**CNA Travelers:** One employer said they are seeing an increase in CNA travelers. They indicated they are not using travelers as they don't want to pay the \$30 / hour wage, especially as current CNA employees earn less. According to the Oregon Employment Department, the median wage for a CNA in 2022 was \$19.20 / hour.

**CNA Training Programs:** Several CNA training programs spoke of increasing applications and enrollment, and in a few cases have hired additional instructors to the increased demand. Many cite partnerships with local employers who are either paying for the cost of the program up front or are reimbursing students for the cost after completion of the program. Based on the conversation, it appears many employers are paying for a student's CNA training with a plan to hire them after completion of the training program.

**CNA 1 to CNA 2 Bridge Program:** One training program discussed the trend of students completing the CNA 1 training and immediately enrolling in a CNA 2 training program. OSBN explained it is allowable if the student is currently on the CNA registry and there is no time-in-license requirement for a CNA 1 to become a CNA 2. OSBN also said a list of approved [CNA training programs](#) are available on their website.

## **Announcements:**

**CNA Self-Compassion Training Study:** CNAs working in nursing homes face significant stress. Self-compassion training has been shown to decrease stress in previous studies among healthcare providers. This [study](#) examines preliminary outcomes of self-compassion training in CNAs to address stress and well-being.

**NEXT CNA HUDDLE:  
WED, Feb 15, 8 A.M.**

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