
UNDERSTANDING OREGON'S NURSING WORKFORCE

ONA CONVENTION AND HOUSE OF DELEGATES

MAY 17, 2022



OREGON CENTER FOR NURSING

- Created to address the nursing workforce shortage
- Provides information on the nursing workforce in Oregon
- Convenes people to address pressing issues





ONLINE CHARITY AUCTION



MYTH

OREGON IS EXPERIENCING A NURSING SHORTAGE.



DATA SOURCES

- National
 - HRSA, BLS, NCSBN, National Forum
- State
 - Nurse licenses, employment department, OCN surveys
- Local
 - Employer surveys, anecdotes





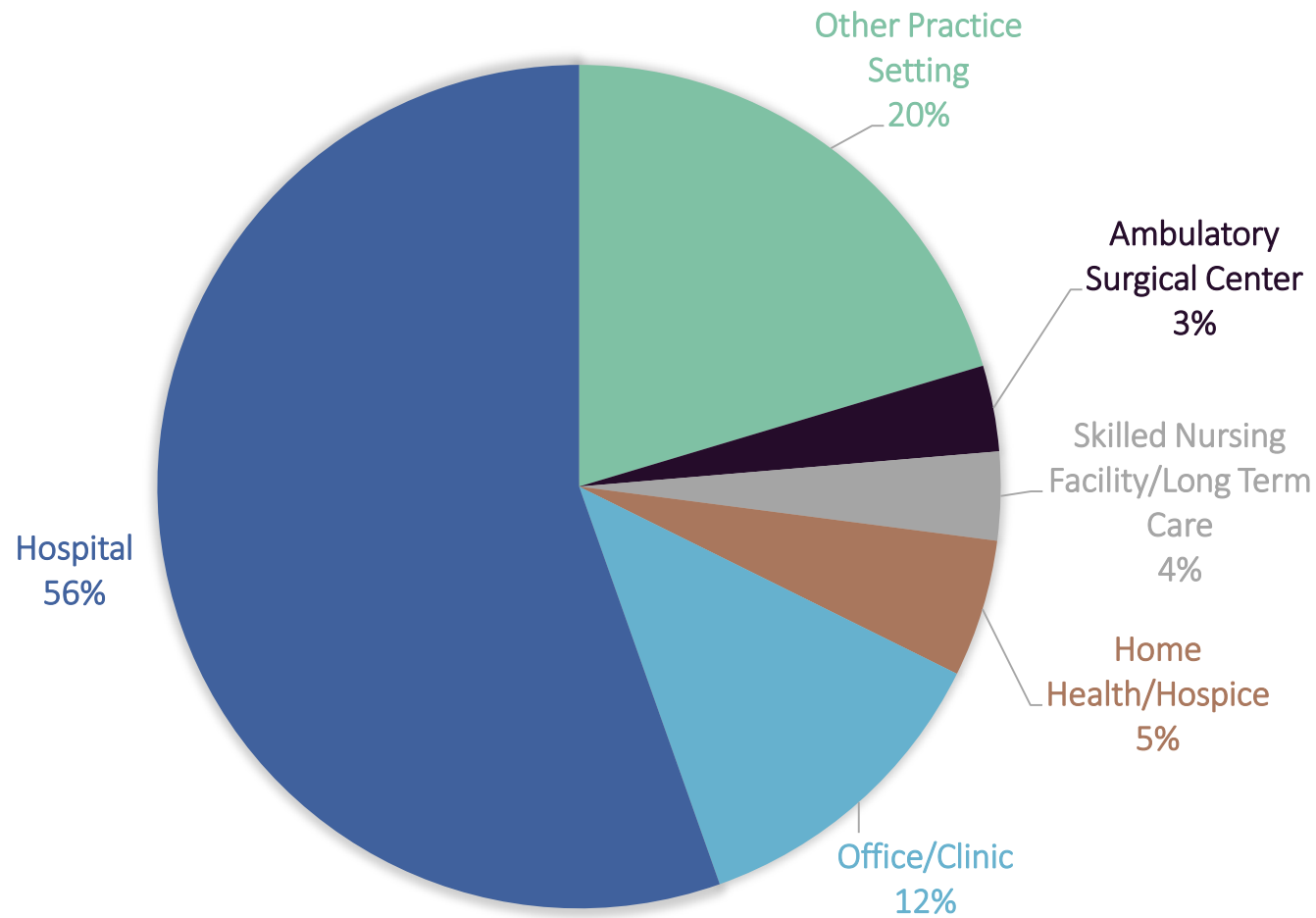
SO, DO WE HAVE A NURSING SHORTAGE?



NUMBER OF NURSING PROFESSIONALS IN OREGON

	Certified Nursing Assistants (CNA)	Licensed Practical Nurses (LPN)	Registered Nurses (RN)	Advanced Practice Registered Nurses (APRN)
Licensed	18,640	5,644	59,778	5,574
Practicing	16,200	4,680	44,900	4,330

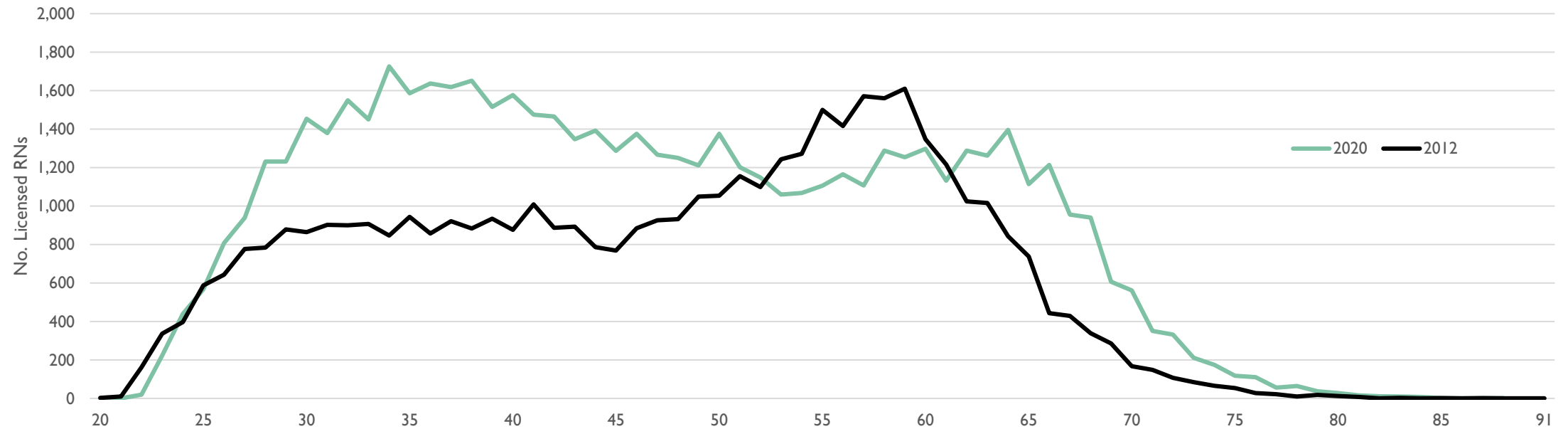
Source: OHA, Public Use Nursing Workforce Data File, 2020



PRACTICE SETTINGS OF OREGON REGISTERED NURSES

Source: OHA, Public Use Nursing Workforce Data File, 2020

AREN'T OREGON NURSES GETTING OLDER? (MYTH #2)



Source: : OHA, Public Use Nursing Workforce Data File, 2012,2020

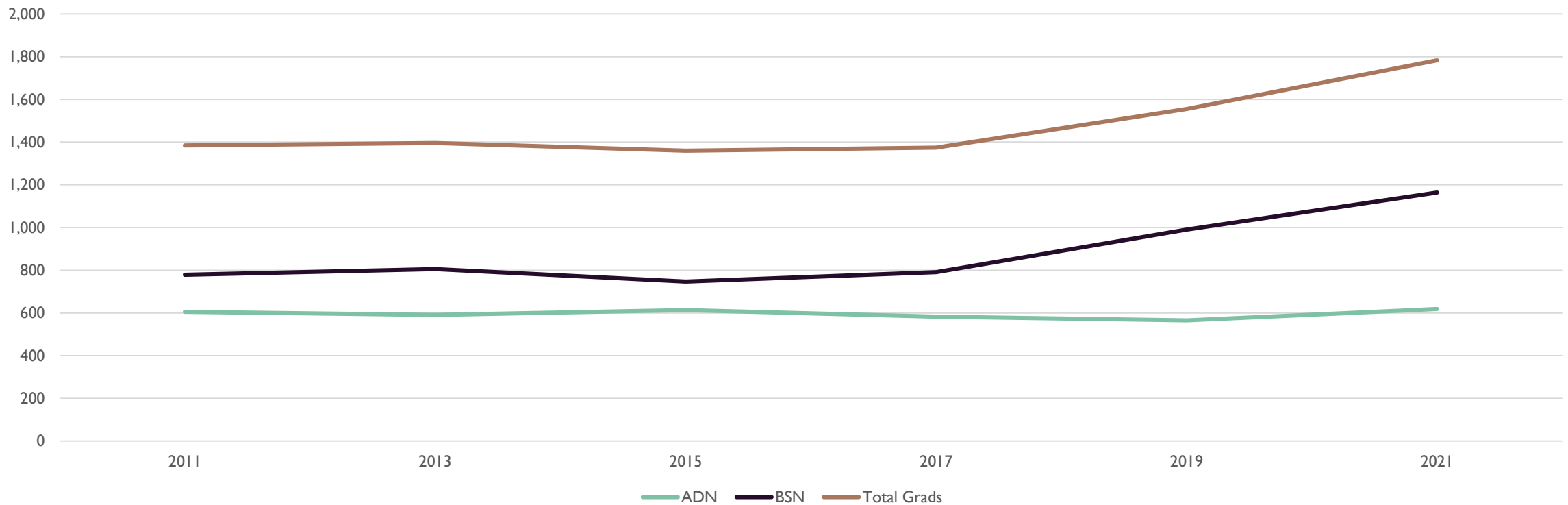
Oregon Occupational Employment Projections, 2020-2030						
Occupation Title	Employment 2020	Projected Employment 2030	Percent Change	Employment Change	Replacement Openings	Total Openings
Certified Nursing Assistants	13,548	15,309	13.0%	1,761	14,755	16,516
Licensed Practical Nurses	3,830	4,330	13.1%	500	2,802	3,302
Registered Nurses	40,997	45,976	12.1%	4,979	20,839	25,818
Nurse Practitioners	2,378	3,843	61.6%	1,465	1,536	3,001
Source: Oregon Employment Department, Nov 2021						

HOW MANY NURSES DOES OREGON NEED?



Source: OHA, Public Use Nursing Workforce Data File, 2014-2020

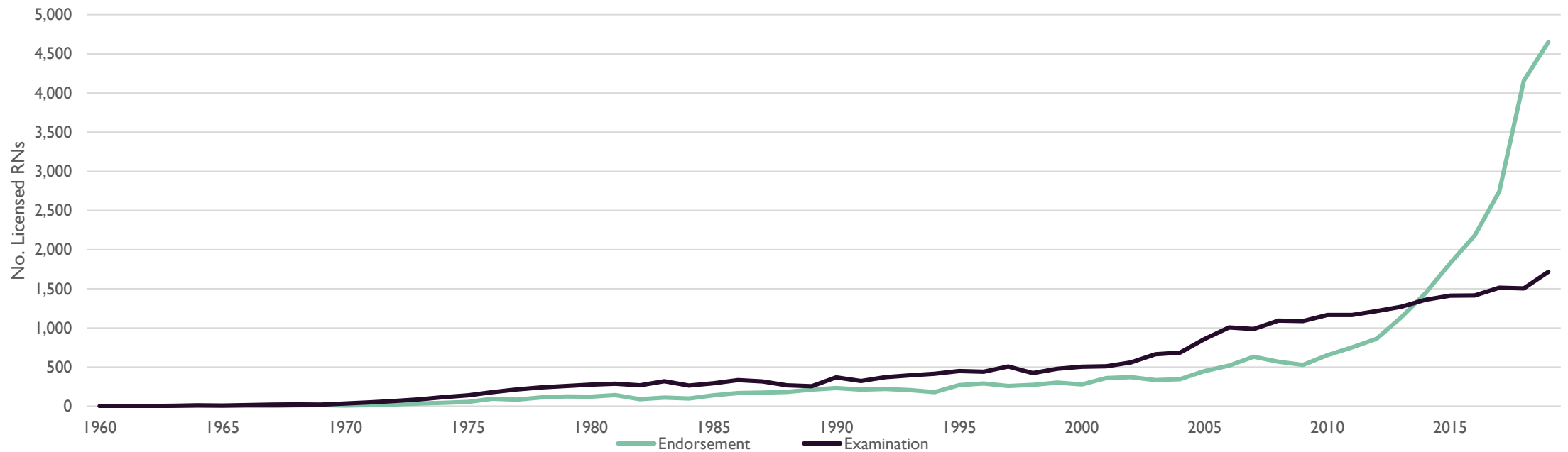
HOW MANY NURSES GRADUATE FROM OREGON NURSING PROGRAMS?



DO OREGON NURSING PROGRAMS GRADUATE ENOUGH NURSES TO MEET THE NEED?

	OED 2020-30 Projections		2020-21 Grads			
OED Region	10-Year	Annual Need	ADN	BSN	Sum	Surplus/Deficit
East Cascades	1,807	181	74	24	98	-83
Eastern Oregon	722	72	26	30	56	-16
Lane	2,074	207	82	0	82	-125
Mid-Valley	3,100	310	74	77	151	-159
Northwest Oregon	1,077	108	44	0	44	-64
Portland Tri-County	14,972	1,497	193	975	1,168	-329
Rogue Valley	1,863	186	38	58	96	-90
Southwestern Oregon	960	96	88	0	88	-8
State of Oregon	25,818	2,582	619	1,164	1,783	-799

CAN OREGON GET NURSES FROM ANYWHERE ELSE?



Source: OHA, Public Use Nursing Workforce Data File, 2020

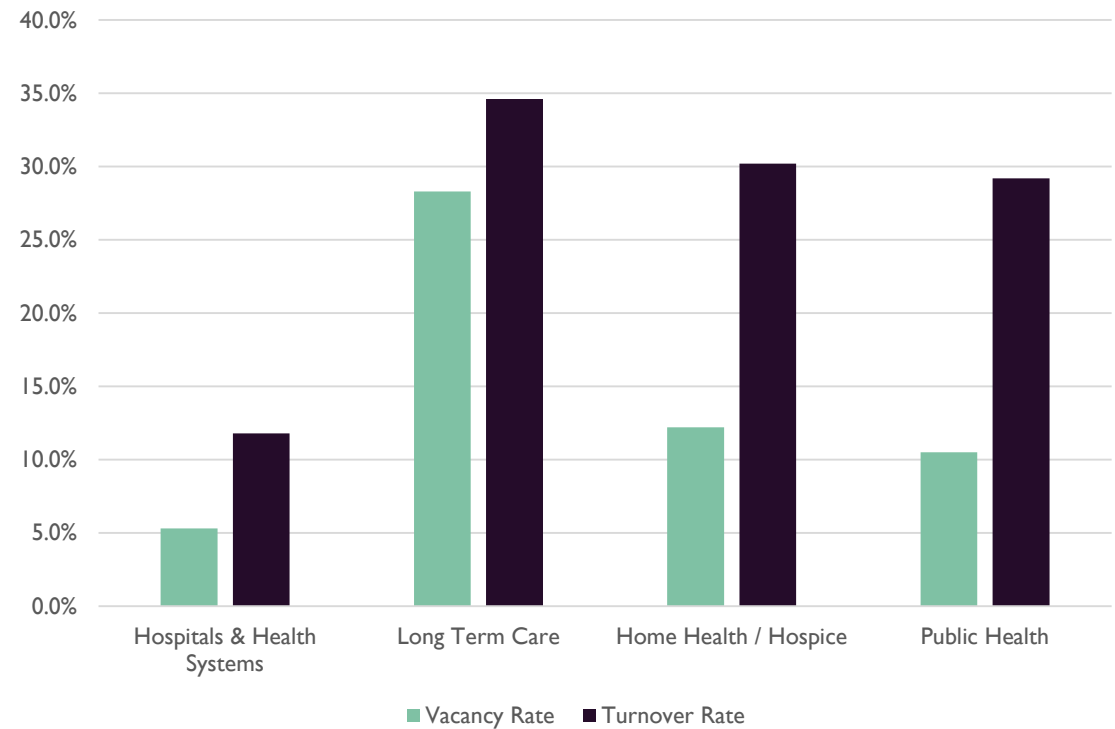


HOORAY! NO NURSING SHORTAGE!

EXCEPT THAT ISN'T WHAT
PEOPLE ARE SAYING....

OTHER DATA TELL A DIFFERENT STORY

- Oregon Office of Rural Health listening tour
- Oregon Center for Nursing listening tour
- RN-to-Population Ratio
- Nurse Vacancy and Turnover Rates by Setting



SHORTAGE VS. MALDISTRIBUTION: WHY DOES IT MATTER?

“SHORTAGE”

- Statewide solutions
- Ad campaigns for out of state nurses
- Increase enrollment in nursing education
- Strong push for younger generation to pursue nursing as a career
- Across the board loan forgiveness or tax credits to retain nurses

“MALDISTRIBUTION”

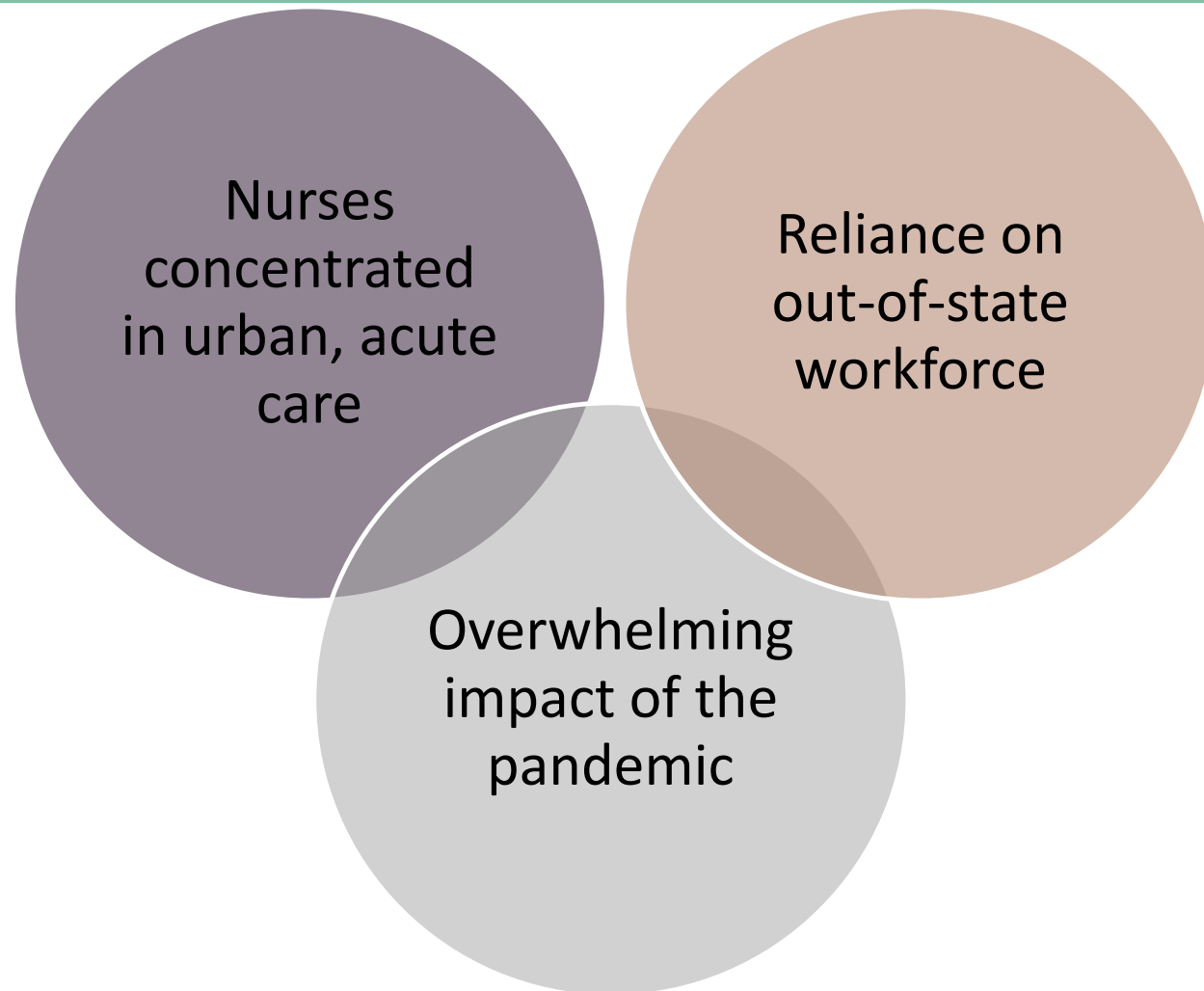
- Follow the evidence for community-based workforce shortages instead
- SETTING SHORTAGES:
 - Increase incentives to work in those settings (i.e., loan forgiveness, tax credits)
 - Improve workplace culture/environment
- GEOGRAPHICAL SHORTAGES:
 - Invest in housing, education and community infrastructure

DIDN'T COVID CHANGE EVERYTHING?

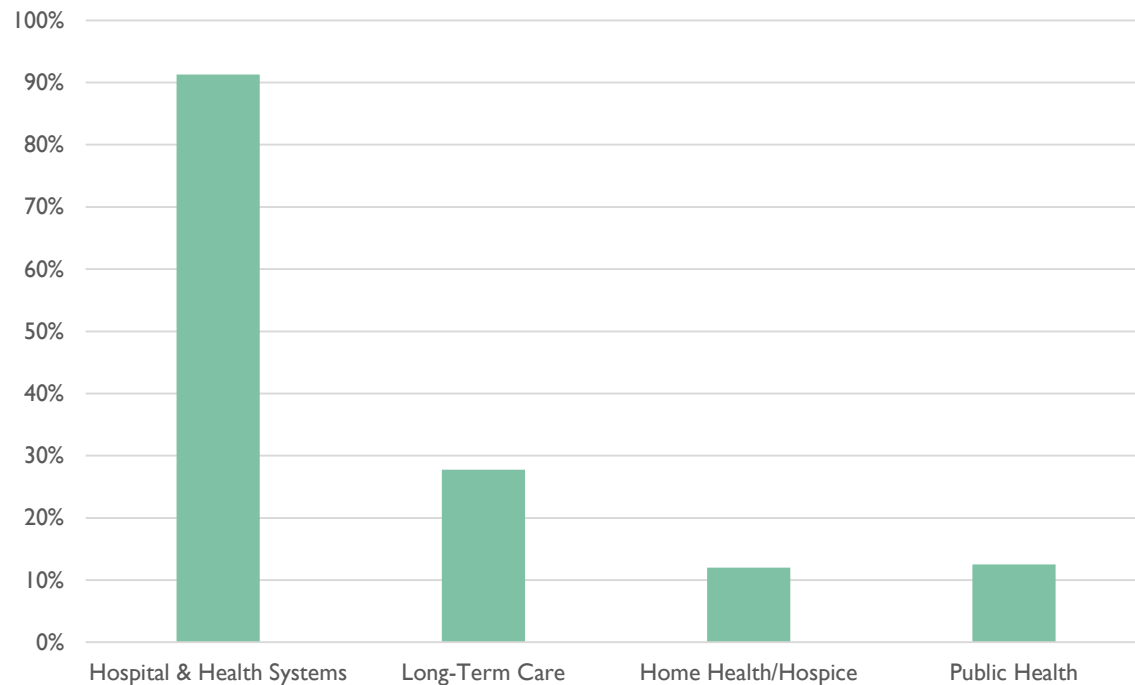
Yes and No



OREGON NURSING WORKFORCE CHALLENGES



TRAVEL NURSING TEMPORARILY FILLED THE GAPS (MYTH #3)



- Use of travel nurses was increasing before the pandemic
- The pandemic increased the use of travel nurses into new settings (long-term care, home health, hospice)
- Increased demand with decreased supply = high wages for travel nurses
- Pay disparity wreaks havoc on staff nurse morale
- Travel nursing is not a temporary

OCN Survey: Percent of respondents using travel or temporary labor, 2018



“Is there a nursing shortage in Oregon?”

is the wrong question.
Here’s a better one:

Do you want to live in a healthy community?

- Nurses are the largest segment of the healthcare workforce sector
- Community-based nurses are significantly important to communities and social determinants of health
- Nurses are the backbone of the healthcare system



A “STAGGERING MATH PROBLEM”

Increase Graduates



- Shortage of Nurse Faculty
- Limitations on Clinical Placements
- Amount of Time Needed for Education

Increase Out-of-State Recruitment



- Nurses are attracted to urban communities, acute care settings
- Amount of time needed for licensure
- Need for community development

Increase Retention



- Work is physically, emotionally and mentally difficult
- Low morale among bedside nurses
- Less preceptors for training and mentorship



SOLUTIONS TO IMPLEMENT

- Promote **team-based models of care** to utilize all nursing roles effectively (HB 4003)
- Address the impact of the pandemic on **nurses' mental health**
 - Improve workplace culture to prioritize healthcare worker mental and emotional health (RNWB Program)
 - Provide resources for those with long-term effects of primary and secondary trauma (HB 4003)
- Encourage more **evidence-based simulation learning** in both nursing education and practice (Oregon Simulation Network)
- Incentivize nurses to **work in areas of greatest need** (faculty, long-term care, rural areas, underserved)



GET INVOLVED!





ANY OTHER
NURSING
WORKFORCE
MYTHS TO
BUST?

THANK YOU!

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