



Oregon Center for  
**N U R S I N G**



# Describing the Nursing Workforce

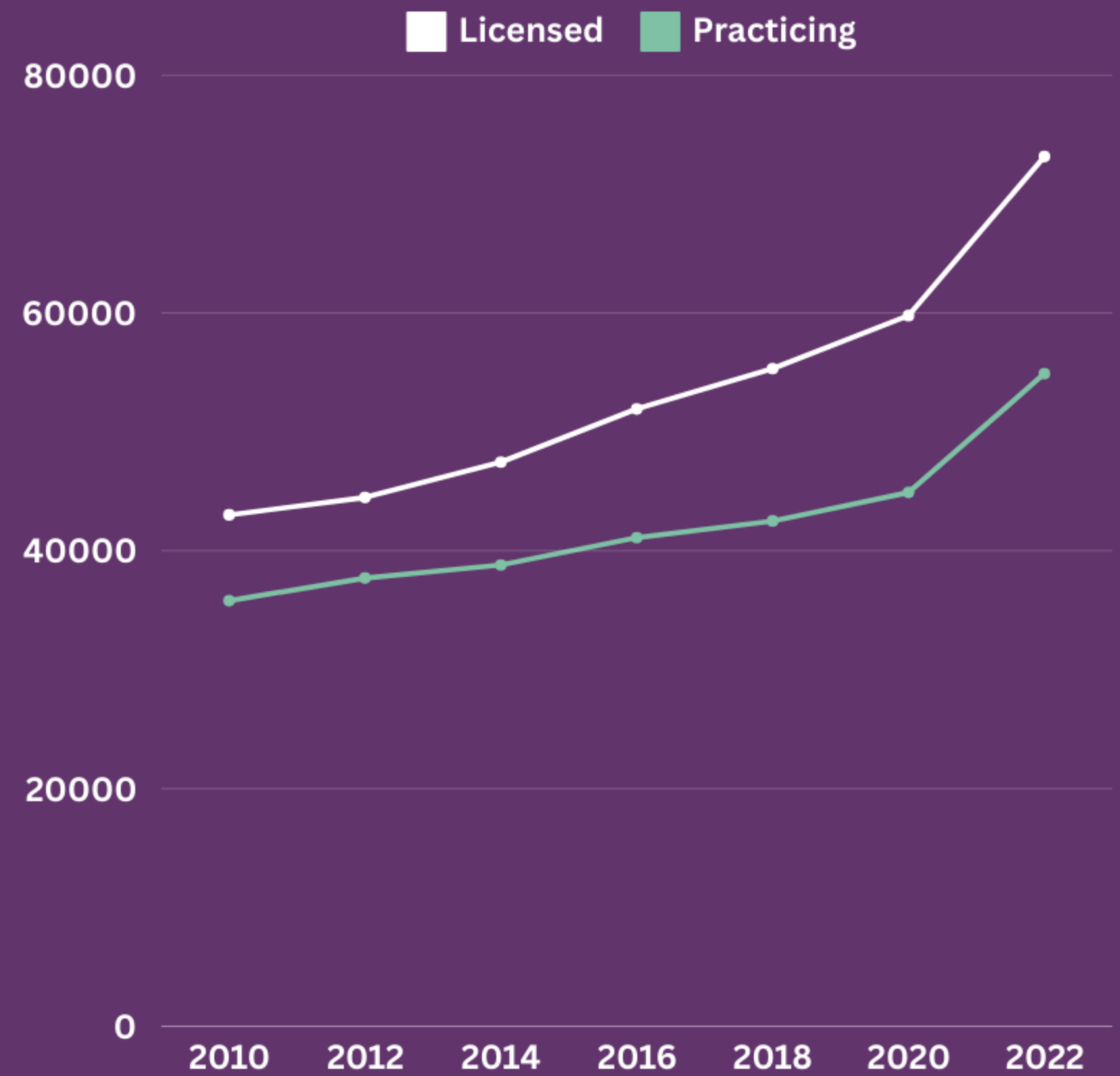
**How Many RNs in Oregon?**

**How Many RNs Does  
Oregon Need?**

**How Many RNs Graduate  
Nursing School?**

# Nursing Supply

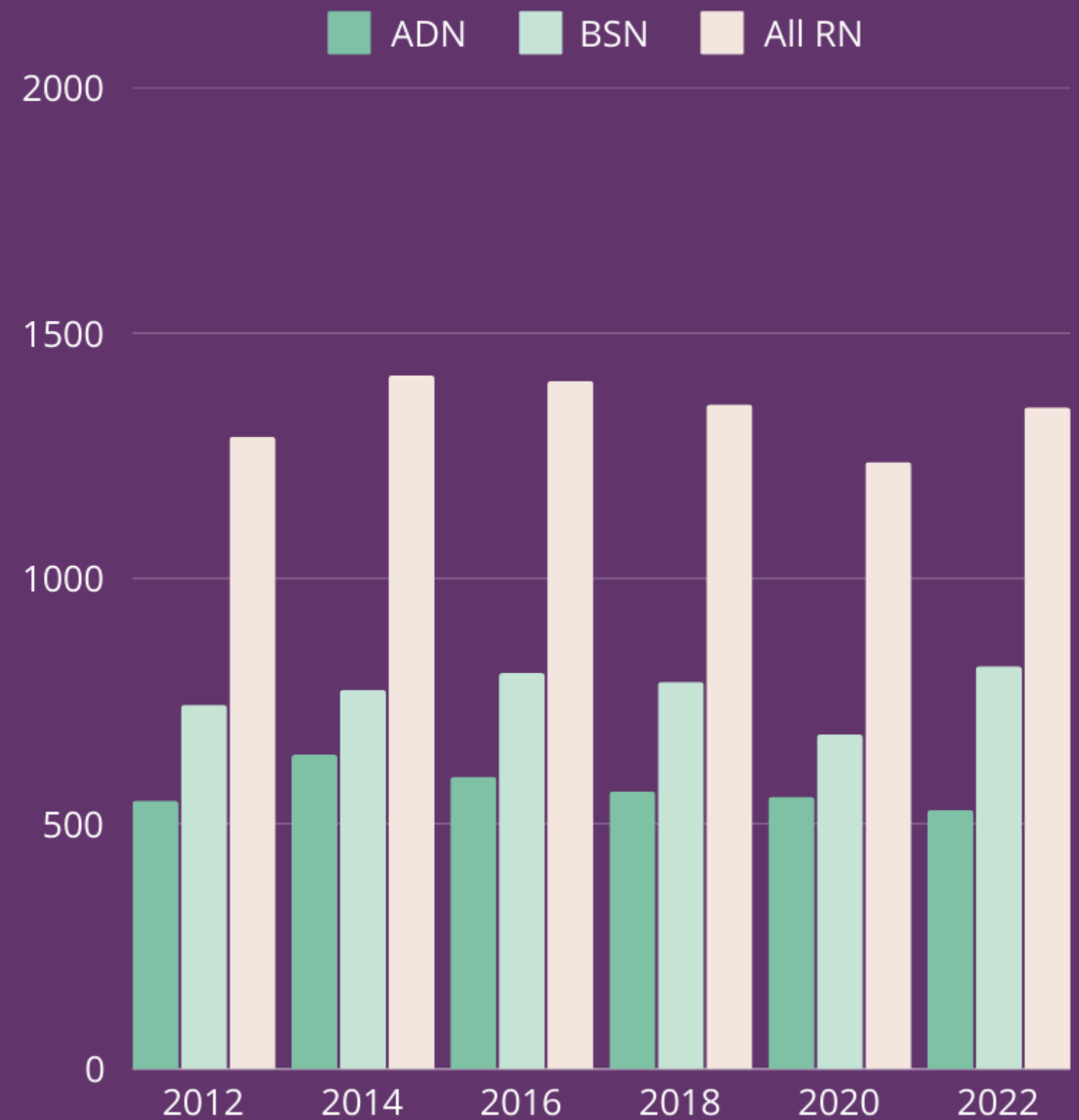
The number of nurses both licensed and practicing in Oregon has grown steadily over the 12 years.



Source: OHA, Nursing Workforce Data File

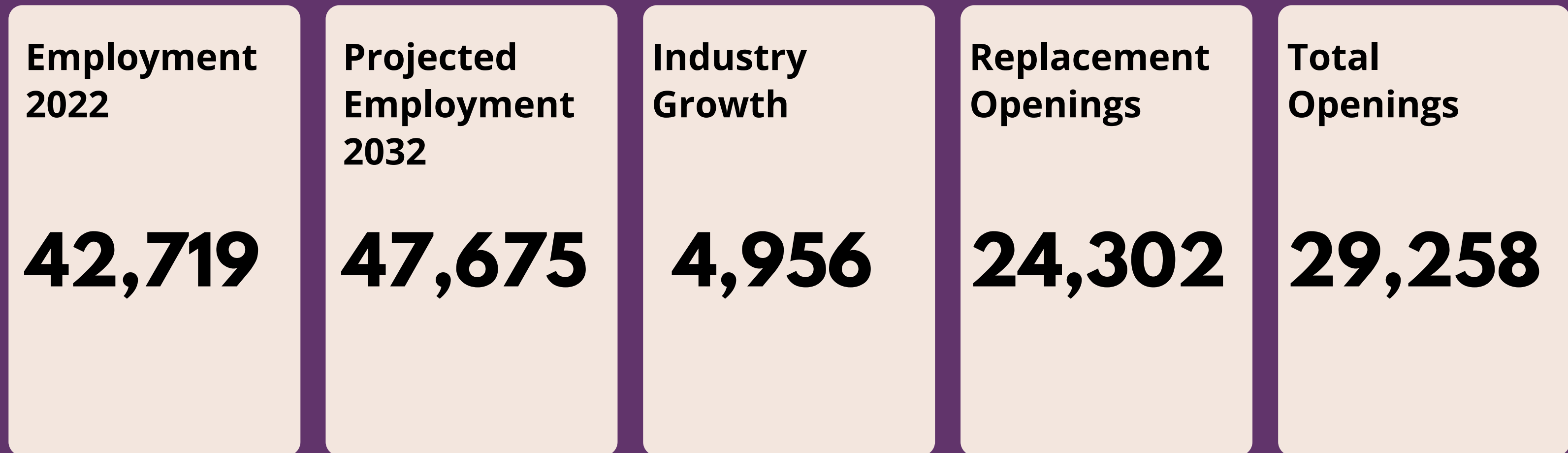
# Nursing Education

Graduates from nursing programs have not increased significantly due to challenges in finding nurse faculty and clinical placements for nursing students.



Source: OSBN, Nursing Program Annual Report

# Nurse Employment Projections

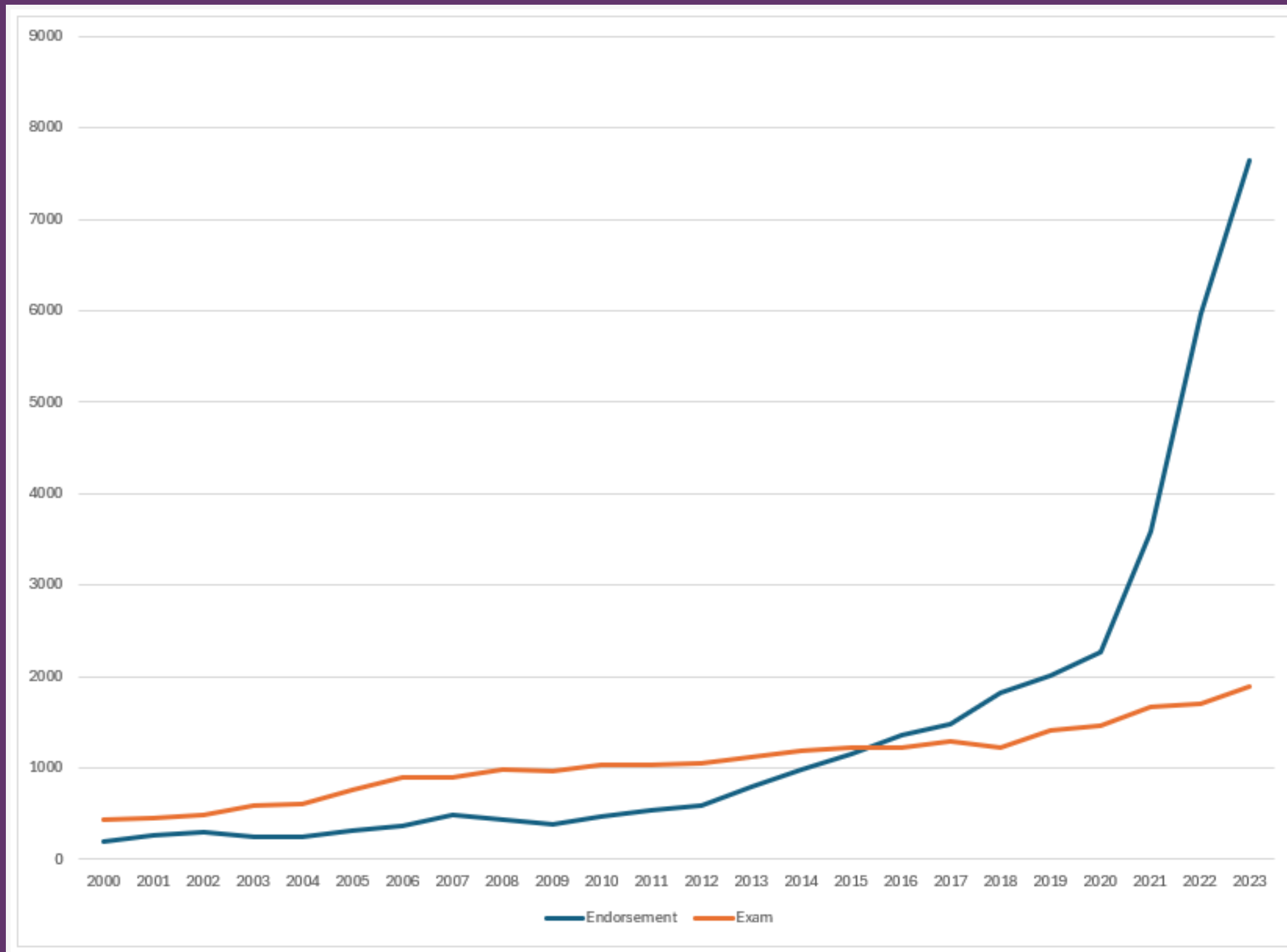


Source: OED, Occupational Employment Projections, 2022-2032 (December 21, 2023)

Note: Employment figures only include persons serving in nursing roles, such as assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Licensed nurses in other roles (e.g., education, administration, etc.) are not included.

# Growing Endorsement Licensure

Number of nurses who licensed by endorsement began increasing in 2012 and grew significantly in 2020.



Source: OSBN Data File, 2023 Nurse Cohort



# Nursing Shortage or Vacancy Crisis?



# Evidence of a Vacancy Crisis

- **Higher than normal turnover**
- **More job opportunities for RNs**
- **RNs pursue NP roles**
- **Oregon RNs report high levels of stress in their jobs**

**Sources:** Cangrade (2023), OCN RN Well-Being Survey (2022), Wall Street Journal (2024), NSI National Healthcare Retention and RN Staffing Report (2024)









# Creating a Sustainable Nurse Workforce

**Focus on Retention  
and Transitions**

**Protect Nurses in the  
Workplace**

**Shift Focus to  
Sustainable Workforce**



# Questions?

**Jana R. Bitton, MPA**

Executive Director

Oregon Center for Nursing

[jana.bitton@oregoncenterfornursing.org](mailto:jana.bitton@oregoncenterfornursing.org)

**<https://oregoncenterfornursing.org>**