



Welcome and Purpose

The RN Well-Being (RNWB) Project is a statewide initiative led by the Oregon Center for Nursing (OCN) to strengthen the mental and emotional well-being of Oregon's nursing workforce. Developed in response to mounting evidence of burnout, moral distress, and emotional harm, the project takes a comprehensive, data-driven approach to workforce well-being across all care settings.

Early engagement efforts—including listening sessions, nurse advisory groups, and a statewide survey of over 5,000 nurses—revealed a critical insight: workplace stressors fall into two primary categories. Removable stressors contribute to burnout and require systemic change, while manageable stressors affect mental health and can be addressed through culture, leadership, and peer support. This distinction now guides the project's framework and interventions.

The RNWB Project includes research, tool development, stakeholder collaboration, and grant-funded innovation—all aimed at fostering resilient workplace environments and supporting the long-term sustainability of Oregon's nursing workforce.

To date, OCN has awarded more than \$846,000 to nurse-led projects across the state, while continuing to produce and share evidence-informed resources tailored to both nurses and employers.

The project was launched through the support of the Substance Abuse and Mental Health Services Administration (SAMHSA), the Oregon Department of Human Services (ODHS), Kaiser Permanente, and other partners. It continues to deliver meaningful resources through the Oregon Nursing Advancement Fund and individual donations.

Partner with Us

We welcome collaboration with organizations, employers, funders, and advocates committed to a healthier nursing workforce. Contact us to explore partnership opportunities or support future phases of this work.

