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**NASCAR model: Racing to meet labor needs during COVID**

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NASCAR model: Racing to meet labor needs during COVID
Objectives

✓ Introduction - the purpose of the project

✓ Rationale – the “why” for the project

✓ Method – how we accomplished the project

✓ Results – what we accomplished during the project
Introduction

- Severe national staffing shortages due to COVID-19
- System and site labor pools formed
- Solicitation of volunteers for open shifts in fall 2021
- Site had independent oversight of labor pool operations including use of an online website
Rationale

- Unprecedented need for team member support to deliver quality patient care
- Literature support of strategies to enhance engagement and satisfaction
- Desire to boost team resiliency
Method

✓ Site labor pool leadership team formation
  ✓ Driven by work done from system labor pool
  ✓ Site labor pool leads and ambassador

✓ Determination of site roles
  ✓ Clinical Roles
  ✓ Non-Clinical Roles

✓ Implementation process
  ✓ Online website customization
  ✓ Multi-disciplinary collaboration & communication
Method (continued)

✓ Execution of plan
  ✓ Key stakeholder involvement
  ✓ Leadership and team member acceptance
  ✓ Coordinated orientation plan

✓ Maintenance
  ✓ Labor pool leader accessibility and visibility
  ✓ Labor pool leader communication
Results

Site identified as leader in best practice

- Sinai labor pool team invited to join system workgroup
- Created the blue-print for the Non-Acute Support Corporate and Remote Workers (NASCAR) playbook

Open shifts consistently filled, especially non-clinical roles

- 5-month span >250 team members >5,800 worked hours at Sinai
- NASCAR initiative deployed over 200 corporate nurses throughout AAH
Project Recap:
Due to the severe national staffing shortages, several roles were created at Sinai to support departments such as food and nutrition services, environmental services, and central supply. Clinical roles such as team-based RN, IV infusion RN, helping hands and functional CNA were also created to support the inpatient departments. Eyes-only sitter roles were created to support ALL clinical departments. Our team was invited to a system work group to share leadership best practices, which was used to develop the NASCAR playbook. Over 250 team members have picked up shifts totaling over 5,800 hours at Sinai using Signup Genius in 5 months.

Key Metrics:

<table>
<thead>
<tr>
<th>Role</th>
<th>Number of Shifts</th>
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<tr>
<td>Central Supply</td>
<td>32</td>
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<tr>
<td>EVS - AM Shift(s)</td>
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<tr>
<td>EVS - PM Shift(s)</td>
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<tr>
<td>EYES-ONLY Sitter</td>
<td>819</td>
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<tr>
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<tr>
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<tr>
<td>Team Nursing Model</td>
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</tbody>
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Created by Ryan Lockett BSN, RN
Future labor pool management can use collaboration and communication processes as detailed in the NASCAR playbook for rapid implementation.
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What questions do you have?