TEAM-BASED MODELS OF CARE

COVID-19 has fundamentally changed the face of the health care workforce. The pandemic has strained hospitals, impacting caregivers' well-being and resulting in many leaving their hospital jobs. The AHA has been collecting resources around three categories to assist organizations in their efforts to plan for the post-COVID workforce future: apprenticeships, team-based models of care and community partnerships.

The pandemic has emphasized the need to have more coordinated long-term care for many. To better support patients and their families through an acute or chronic illness, hospitals and health systems are adopting team-based models of care that encompass patients' medical and social needs across the care continuum. Team-based care is a promising, low-tech approach that allows health care workers from varying professional disciplines to provide customized, patient-centered care to manage the physical, psychological and spiritual needs of their patients. The following are some examples teams can plan for and implement in the short term to alleviate the strain that COVID-19 has put on the health care workforce.

NHCA SURGE CAPACITY TOOLKIT

A resource for the development and implementation of models of nurse staffing for North Carolina hospitals during emergency surge situations.

EARN WHILE YOU LEARN STAFF SUPPORT

In Virginia, representatives from practice (Virginia Organization of Nurse Executives & Leaders and the Virginia Nurses Association), education (Virginia Association of Colleges of Nursing and Virginia Community Colleges) and regulation (Virginia Board of Nursing) have been meeting to explore innovative nursing models to address the needs of education and practice.

They developed the *Earn While You Learn* model, which provides students with the opportunity to engage in clinical experiences while serving the needs of health care agencies requiring additional staffing support.

Mary Washington Healthcare and Germanna Community College created a partnership and launched the *Earn While You Learn* model in Spring 2021. The program was embraced by both students and hospital staff, and they are expanding the program in Fall 2021. Similar programs have been piloted in Iowa and Missouri.

This *Earn While You Learn* model addresses the increased need for nurses in the workforce and prepares new graduate nurses who can immediately contribute to and succeed in a continuously transforming health delivery system by maximizing their "real world" experience.

The *Earn While You Learn* model has the potential to provide patients with better continuity of care, reduce agency staffing costs, provide extra hands to enhance patient care, and increase nurse retention rates.

TEAM NURSING AND COVID-19 SURGE STAFFING

This tiered team model is similar to the traditional team model. It assigns non-critical care staff and providers to perform specific elements of care for critically ill patients, while staff with critical care experience focus on elements that require their expertise.

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WHAT ARE THE EFFECTS OF DIFFERENT TEAM-BASED PRIMARY CARE STRUCTURES ON THE QUADRUPLE AIM OF CARE? A RAPID REVIEW - VA HSRD

This Rapid Review regarding team composition and outcomes explores how the compositions of the teamlet or the larger team might produce improvements in quality, cost, access and well-being of the health care workforce.

TEAM BASED MODELS OF CARE

This guide, from Critical Care Services Ontario, provides guidance for organizations activating Team Based Models of Care in response to COVID-19 pressures, as an essential strategy to increase health human resource capacity, in both acute care and critical care settings.

TELEMEDICINE AND E-HEALTH VOL. 27, NO. 3, TELECRITICAL CARE CLINICAL AND OPERATIONAL STRATEGIES IN RESPONSE TO COVID-19, PUBLISHED ONLINE: 5 MAR 2021

This article describes how one health system deployed telecritical (TCC) care to facilitate response in pandemic surge situations and argues that the costs of leveraging TCC are favorable in comparison with other structural and operational surge planning preparations.

AN INTEGRATED PRIMARY CARE WORKFORCE PLANNING TOOLKIT AT THE REGIONAL LEVEL (PART 2): QUANTITATIVE TOOLS COMPILED FOR DECISION-MAKERS IN TORONTO, CANADA

This article presents the quantitative component of the workforce planning toolkit and describes the process followed to develop this tool.

TEAM NURSING MODEL/APPROACH DURING A PANDEMIC CRISIS

This guide outlines the basics of a team nursing model and provides suggestions and tools to implement this model during a crisis.

BUILDING CAPACITY IN A PANDEMIC: AN ALTERNATE STAFFING MODEL, VOICE OF NURSING LEADERSHIP, SEPT. 2020

This AONL resource provides strategies and tools to best utilize limited nursing resources in the midst of the pandemic crisis.

INNOVATIVE NURSE STAFFING MODELS THAT ENABLE CONTINUED PATIENT CARE AT METHODIST HEALTHCARE

This podcast featuring Allen Harrison, president and CEO of Methodist Healthcare, discusses how they are addressing workforce staffing challenges using a new staffing model and how it has been received by their staff.