

ICARE



Interagency Collaborative Animal Research Education

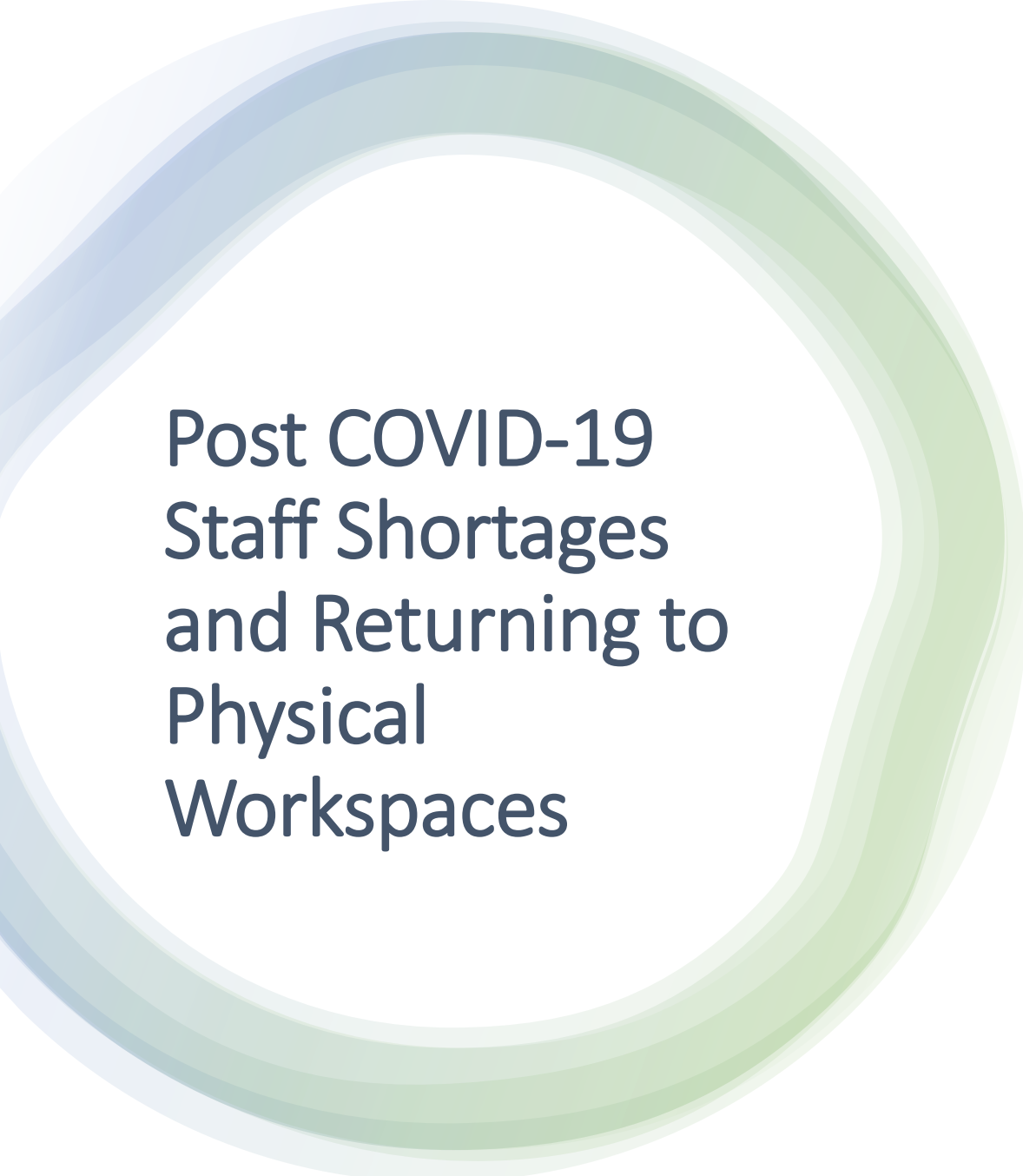
## OLAW CONVERSATIONS

Post COVID-19 Staff Shortages and Returning to Physical Workspaces

Tuesday, August 17, 2021



National Institutes of Health  
*Office of Laboratory Animal Welfare*



# Post COVID-19 Staff Shortages and Returning to Physical Workspaces

## Our Team

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# Today's Session: Framework

## Employee shortages

- Contributing Factors
- Effects
- Mitigating strategies

## Returning to the physical workplace

- Lessons learned

We will share our experiences and observations but also want to hear from you!

# Take Home Summary

## Address contributing factors to staff shortages

- Dependent care
- Fear of COVID-19
- Competition for workers

## Considerations for return to work

- Stay a team
- For each employee: optimize communication and develop performance plans
- Solicit employee feedback

Be cognizant of effects of shortages and proactively find ways to address them *without compromising* human safety, animal welfare, and regulatory compliance

# Selected Resources

AAALAC: <https://www.aaalac.org/>

- AAALAC International Coronavirus Guidance: <https://www.aaalac.org/special-content/>

AALAS: <https://www.aalas.org/>

- LASPro Article: Veterinary Staffing Shortages and Potential Solutions During the COVID-19 Pandemic (available on OLAW website: <https://olaw.nih.gov/sites/default/files/LAS%20Pro%20November-December%202020.pdf> )

ACLAM: <https://www.aclam.org/>

- Job Resources <https://www.aclam.org/jobs>

AVMA: <https://www.avma.org>.

- COVID-19 Resources: <https://www.avma.org/resources-tools/animal-health-and-welfare/covid-19/covid-19-AVMA-resources>
- Veterinary Career Center: <https://jobs.avma.org/jobs>

CDC: <https://www.cdc.gov>

- COVID-19 resources: <https://www.cdc.gov/coronavirus/2019-ncov/index.html>

FEMA: <https://www.fema.gov>

- Coronavirus resources: <https://www.fema.gov/disaster/coronavirus>
- Recovery Planning and Implementation: <https://www.fema.gov/disaster/coronavirus/best-practices/recovery-planning-and-implementation>

OLAW: <https://olaw.nih.gov/home.htm>

- OLAW's COVID-19 Resource Page: <https://olaw.nih.gov/covid-19.htm>

# Selected Resources, continued

USDA: <https://www.usda.gov/>

- USDA Coronavirus Resources: <https://www.usda.gov/coronavirus>
- SARS-CoV-2 in Animals in the United States: [https://www.aphis.usda.gov/aphis/ourfocus/animalhealth/sa\\_one\\_health/sars-cov-2-animals-us](https://www.aphis.usda.gov/aphis/ourfocus/animalhealth/sa_one_health/sars-cov-2-animals-us)
- Guidance for Zoos and Captive Wildlife Facilities: Protecting Susceptible Animals From SARS-CoV-2 Infection: [https://www.aphis.usda.gov/animal\\_welfare/downloads/ac-tech-note-covid-animals.pdf](https://www.aphis.usda.gov/animal_welfare/downloads/ac-tech-note-covid-animals.pdf)

WHO: <https://www.who.in>

- COVID-19 Resources: <https://www.who.int/emergencies/diseases/novel-coronavirus-2019>

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