Below are the five final SMART questions with their detailed justifications, now incorporating the argument in favor of Clipboard Health’s efficient, technology-driven temporary staffing model. This addition clarifies that while Clipboard Health does offer temporary staffing, its approach helps reduce the extra costs and inefficiencies typically associated with traditional temporary staffing methods.

**1. Refined RN Staffing Analysis**

**Question:**  
*"What is the ratio of contract hours versus employee hours for Registered Nurses (RNs) in Q2 2024 in facilities with fewer than 120 residents?"*

* **Layman Explanation:**
  + **What It Means:** We want to know how much work is done by temporary RNs compared to permanent RNs during Q2 2024, focusing on smaller facilities (those with fewer than 120 residents).
  + **Why 120 Residents?**: Data shows that facilities with fewer than 120 residents are in the smallest 25% of the group. Smaller facilities often have limited budgets and staffing challenges.
* **Actionable Insight:**
  + If smaller facilities rely more on temporary RNs, it signals a need for a more efficient solution.
* **Argument in Favor of Clipboard Health:**
  + Although Clipboard Health provides temporary staffing, it does so using a streamlined, technology-driven process. This means faster matching, instant pay, and lower administrative overhead compared to traditional agencies—potentially reducing overall costs even in environments that rely on temporary staffing.

**2. Intra-Quarter Variation for CNAs**

**Question:**  
*"What are the short-term (within Q2 2024) changes in the ratio of temporary versus permanent staffing for Certified Nursing Assistants (CNAs), and how do these changes relate to fluctuations in the number of residents?"*

* **Layman Explanation:**
  + **What It Means:** We are looking at daily or weekly shifts in CNA staffing during Q2 2024, and checking if these shifts match times when there are more residents.
  + **Why It Matters:** Temporary staffing spikes during busier times can indicate a reactive staffing approach.
* **Actionable Insight:**
  + Identifying these patterns will help facilities plan ahead and adjust staffing before shortages occur.
* **Argument in Favor of Clipboard Health:**
  + Clipboard Health’s on-demand platform can quickly fill shifts during these peak periods. Even though it offers temporary staffing, its efficiency reduces the typical cost and delay issues seen with conventional temporary staffing methods—helping facilities manage demand spikes more effectively.

**3. Comparative Trend and Cost Correlation Analysis**

**Question:**  
*"Over Q2 2024, how do temporary staffing trends differ between direct care (nursing) and support (non-nursing) roles, and what correlations exist between these trends and extra costs such as overtime and temporary staffing fees?"*

* **Layman Explanation:**
  + **What It Means:** We want to compare trends for both healthcare staff (like nurses) and support staff (like administrators) over Q2 2024, and see if higher temporary staffing is linked to higher costs.
  + **Why It Matters:** This shows whether relying on temporary workers is causing cost overruns.
* **Actionable Insight:**
  + If a clear link between high temporary staffing and extra costs is found, it justifies investing in more efficient staffing solutions.
* **Argument in Favor of Clipboard Health:**
  + While Clipboard Health is a temporary staffing provider, its streamlined process helps lower costs by reducing agency fees and administrative delays. This means that even if facilities still use temporary staff, the cost impact will be less severe than with traditional methods.

**4. Cost Implication Forecasting**

**Question:**  
*"What are the cost differences in Q2 2024 between facilities with over 50% temporary staffing versus those with less than 50% for both nursing and non-nursing roles, and how would a 10% reduction in temporary staffing affect overall staffing costs?"*

* **Layman Explanation:**
  + **What It Means:** We want to know if facilities that use temporary staff for more than half of their work pay more, and how much money could be saved if temporary staffing levels were reduced by 10%.
  + **Why 50%?**: Facilities with more than half their staff as temporary workers are likely to see higher costs, serving as a tipping point.
* **Actionable Insight:**
  + This analysis would provide clear numbers on cost savings, forming a strong business case for switching to a more efficient staffing method.
* **Argument in Favor of Clipboard Health:**
  + Although Clipboard Health supplies temporary workers, its model is designed to be more efficient and cost-effective than traditional temporary staffing. By reducing administrative overhead and matching workers faster, the platform can help facilities lower their overall staffing costs—even if they continue to use temporary staff to some degree.

**5. Intra-Quarter Staffing Pattern Analysis**

**Question:**  
*"What are the short-term (within Q2 2024) variations in temporary staffing levels for both nursing and support roles, and do these patterns show predictable times when staffing gaps occur?"*

* **Layman Explanation:**
  + **What It Means:** We’re examining day-to-day or week-to-week changes in the use of temporary workers for both direct care and support roles during Q2 2024.
  + **Why It Matters:** Finding predictable patterns can help facilities plan better by anticipating staffing shortages.
* **Actionable Insight:**
  + This information enables facilities to adjust schedules proactively and deploy additional resources during known high-demand periods.
* **Argument in Favor of Clipboard Health:**
  + Clipboard Health’s strength lies in its ability to quickly match temporary staff to gaps when they occur. Its platform can reduce the negative impact of these predictable staffing fluctuations by providing a more responsive and efficient temporary staffing solution compared to traditional agencies.

**Overall Opinion**

In layman’s terms, these five questions are designed to paint a clear picture of staffing challenges during Q2 2024. They cover how much temporary staff is used in different roles, how staffing levels change during busy times, and how these staffing patterns affect costs. Although Clipboard Health is a temporary staffing solution, its efficient, technology-based approach helps lower the usual extra costs and delays seen with traditional temporary staffing. This argument is woven into each question, reinforcing that Clipboard Health’s model can actually save money and improve care despite using temporary workers.

Each question targets a specific aspect:

* **Question 1** focuses on RN staffing in smaller facilities.
* **Question 2** examines day-to-day changes for CNAs during busy periods.
* **Question 3** compares trends and links them to costs across different roles.
* **Question 4** looks directly at cost differences and potential savings.
* **Question 5** identifies predictable short-term staffing gaps.

Together, they provide a well-rounded approach to understanding and improving staffing efficiency while highlighting the advantages of Clipboard Health’s model.