Sites NOW: State of the Clinical Workforce



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May 25, 2021

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Sites NOW @ Work!



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SCRS Welcomed 80 clinical research executives to the first Sites NOW program.



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Thank you to the SCRS Sites NOW Supporters & Featured Speaker:

Michael Jay

Director, Special Project, Society for Clinical Research Sites Budgets & Contracts

Sites NOW Highlights Issues Impacting Site Operations in September Launch

"Our main goal here is collaboration towards information." With these impactful words, the first-ever SCRS Sites NOW session was launched. In a dynamic session that attracted more than 80 clinical executives, unreleased data and industry perspectives were shared freely in a virtual environment that emulated the face-to-face energy of past Site Solutions Summits.

Sites NOW is a virtual discussion and content project created in response to the COVID-19 pandemic and focused on the changing landscape clinical research sites and industry partners face in 2020.

Over the next 12 months, Sites NOW will provide a forum for content-sharing, open discussion, and networking among industry stakeholders, to include sites, sponsors, CROs, and solution providers. At each session, subject matter experts provide a 30-minute presentation focused on providing meaningful metrics and invaluable insight into one central theme impacting research today. Following the presentation, attendees participate in team breakout sessions to discuss industry standards, best practices, and pressing questions related to the presentation with the overall objective of providing information for site success.

While advancing site sustainability is the underlying mission of SCRS, Sites NOW delivers a platform to meet, share, and explore solutions that advance thoughts, best practices, and – most importantly – relationships.



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The initial session tracked different industry perspectives on one central theme: why sites matter. Industry leader David Vulcano, vice president of clinical research at HCA Healthcare, kicked off the meeting by presenting new data from a recent SCRS Site Survey to convey the rich and varied perspectives on why sites matter in 2020. Mr. Vulcano provided a comprehensive overwiew of the evolution of the site and how its function has changed congruently with clinical trial

WHO OWNS A STUDY?

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CHAT CHALLENGE:

1 tool or a process that helps you onboard new hires?

State of the Workforce

Nicole Mills, MS-CRM, ACRP-CP Director of Clinical Research Medix Life Sciences

Medix. LIFE SCIENCES





May 25, 2021





Objectives

- 1. Overview of what has changed since COVID-19 (2019 to now)
- 2. Discuss emerging trends in the workforce
- 3. Supply and demand data for common roles you may be hiring for







Overview of the Current Healthcare Workforce

Pandemic Fueled Greater Focus on Flexibility

- 83% are confident in their teams' ability to quickly adjust strategies and plans in response to sudden changes
 - Up from just **24%** heading into 2020
- Resource Constraints Remain a Barrier
 - Nearly 60% said resource constraints left them unprepared at the onset of COVID-19
 - Compared to 34% heading into 2021
- Personnel Proved to be a Strength
 - 74% said their personnel are prepared with the necessary skill sets for 2021,

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• Compared to about 54% in the early days of the pandemic



Overview of the Current Healthcare Workforce

Communications Confidence Increased

 Those who feel prepared to handle communications and process changes increased from 51% at the start of the pandemic to 82% heading into 2021

Tools and Technology Require Ongoing Focus

 28% said their tools and technology do not prepare them adequately to support financial tracking, management, and reporting changes

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• Compared to 54% at the start of pandemic



Trends (Per Sponsors)

- Increased:
 - Decentralized trials
 - Telemedicine
 - Remote monitoring
 - Use of technology
 - COVID-focused trials



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Sites Continue to Embrace Virtual Solutions As Trial Landscape Shifts

- 73% of sites recently surveyed reported they plan to continue using telemedicine after the pandemic subsides, a major jump from the 12% that said they used virtual visits before the pandemic made them necessary.
- **61% of sites said they plan to continue using remote coordinators** after the pandemic. Pre-pandemic, only 15% used remote coordinators.
- 93% of sites would allow sponsors or CROs to conduct remote monitoring. Pre-COVID levels of were at 74%.





Clinical Research Site Survey Shows Rapid Shift In Acceptance of Virtual Solutions



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Source: WCG CenterWatch™



This means...

- Home health nurses
- Additional investigators and CRAs (remote)
- Tech officers or IT personnel with Research Experience
- Flex staff to accommodate COVID patients



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Overview of Clinical Research Workforce

Supply and demand data for the following roles:

- CRCs
- CRNs
- Monitors





Clinical Research Coordinators

Job Postings: 119k Total Candidates: 11k Median Salary: \$60k

Solutions Summit

TNERING FOR SUCCESS

Site





Job Postings Year Over Year Trend

Supply & Demand Trends Comparison



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Clinical Research Nurses

Supply & Demand Trends Comparison

Job Postings: 719k Total Candidates: 28k Median Salary: \$82k







Job Postings Year Over Year Trend



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Clinical Research Associates

Job Postings: 303k Total Candidates: 18k Median Salary: \$80k

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Supply & Demand Trends Comparison



Job Postings Year Over Year Trend



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Timing is Key!

According life science analytics firm GlobalData:

- "The surge in new variants for COVID-19 and an increase in subsequent cases is continuing to have an impact on clinical trials, while still allowing them to resume. The total number of disrupted trials has levelled off, but the number of clinical trials that have resumed continues to rise, although somewhat slower than the initial rise."
- The majority of current trial disruptions are due to trials impacted by slow enrollment, which continue to gradually increase



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How are sites managing?

Per the CDC:

- Adjusting staff schedules
- Hiring additional staff
- Rotating staff to positions that support patient care activities







Contingent Staffing as a Solution

- Offers flexibility with study volume ebbs and flows
 - Option to maintain clinical research activity while on organizational hiring freezes
- COVID-19 trials? Backup staff if illness or required staff quarantine occurs
- Sponsors may offer assistance paying for it
 - Increase timelines of enrollment & data entry for pandemic related trials
- Temporary contracts are appealing
 - Lots of talent on furloughs and have experiences job uncertainty

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In summary...

- The pandemic has forced clinical research operations to evolve!
- Have a flex plan ready
 - Can you adapt to remote?
- Supply & demand of experienced clinical research professionals is about 1:7 nationwide

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 You are not alone! Hiring is a challenge for everyone right now, but things are getting better



Ice breaker: What was your first job?

Breakouts: What will the site team of the future look like?

Describe the roles we will need and the talent development required.

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