

Sites NOW: State of the Clinical Workforce

May 25, 2021



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CHAT CHALLENGE:

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

State of the Workforce

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Medix
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May 25, 2021



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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,
 - Compared to about 54% in the early days of the pandemic



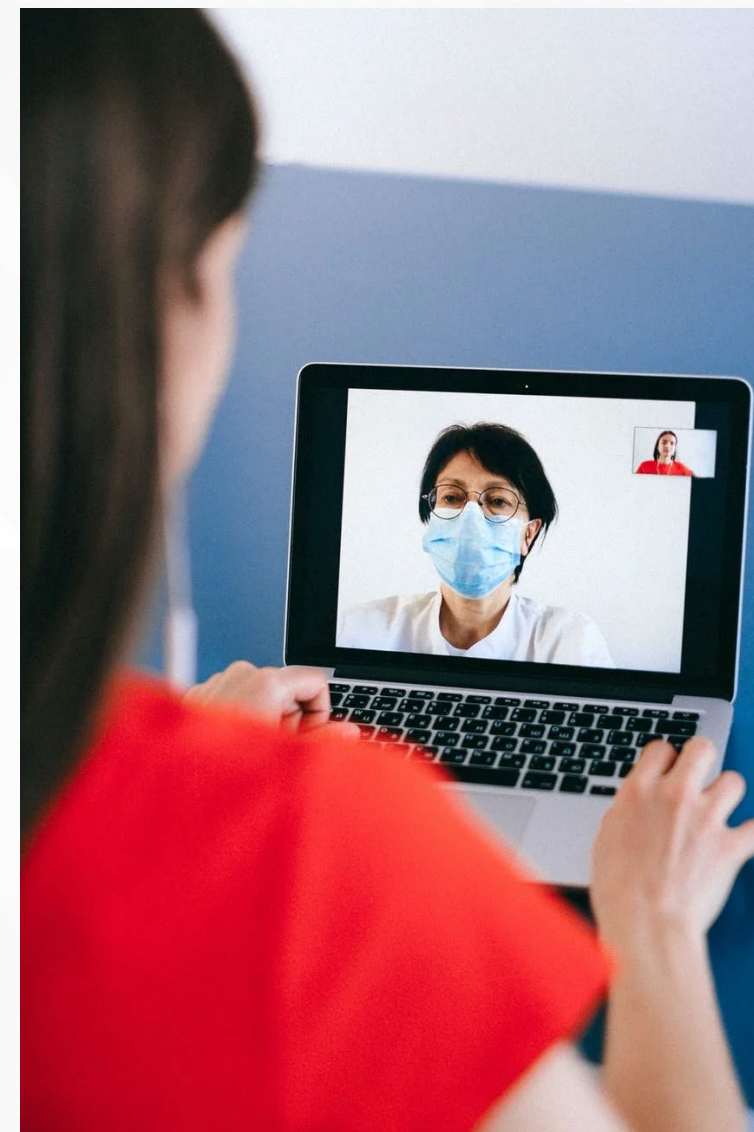
Overview of the Current Healthcare Workforce

- **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
 - Compared to 54% at the start of pandemic



Trends (Per Sponsors)

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

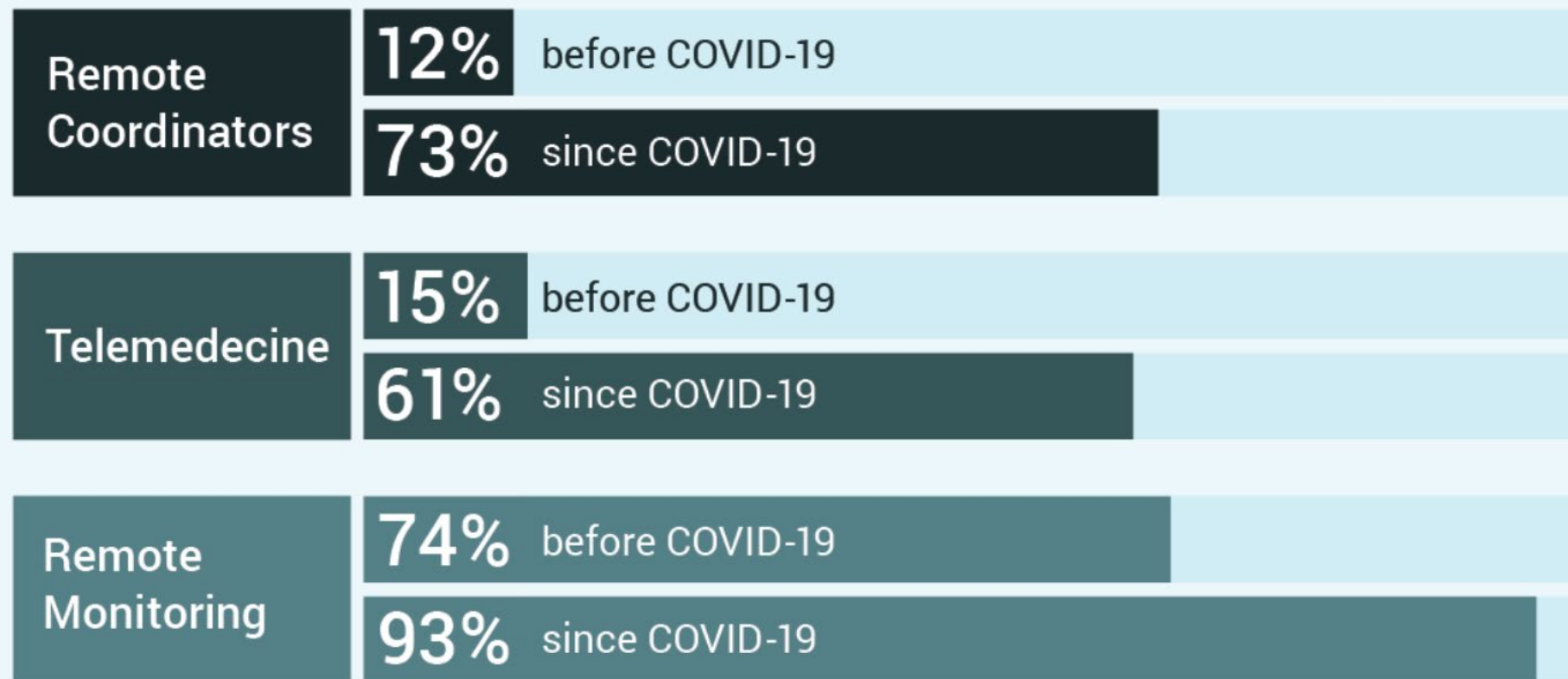


Sites Continue to Embrace Virtual Solutions As Trial Landscape Shifts

- **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



Source: WCG CenterWatch™



This means...

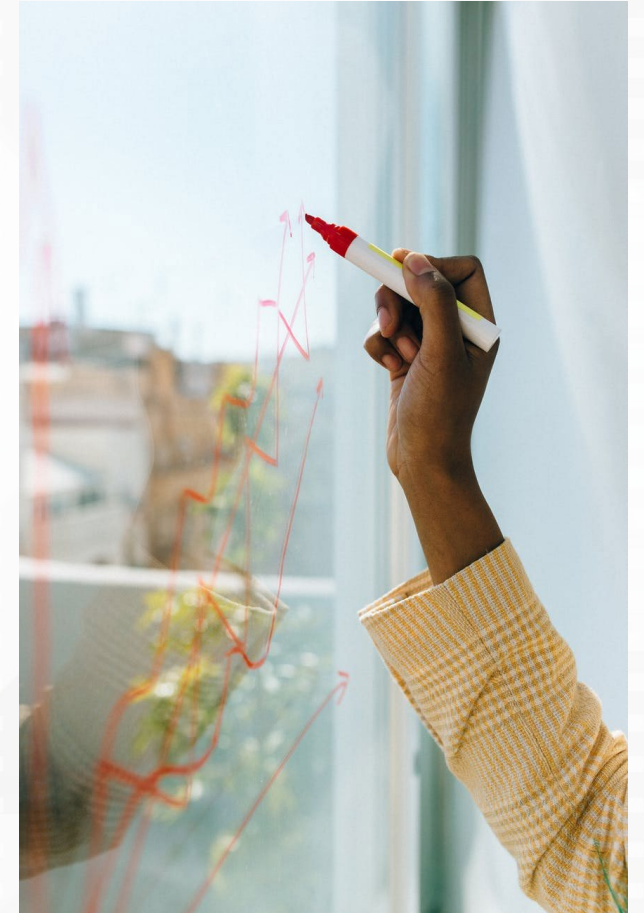
- Home health nurses
- Additional investigators and CRAs (remote)
- Tech officers or IT personnel with Research Experience
- Flex staff to accommodate COVID patients



Overview of Clinical Research Workforce

Supply and demand data for the following roles:

- CRCs
- CRNs
- Monitors



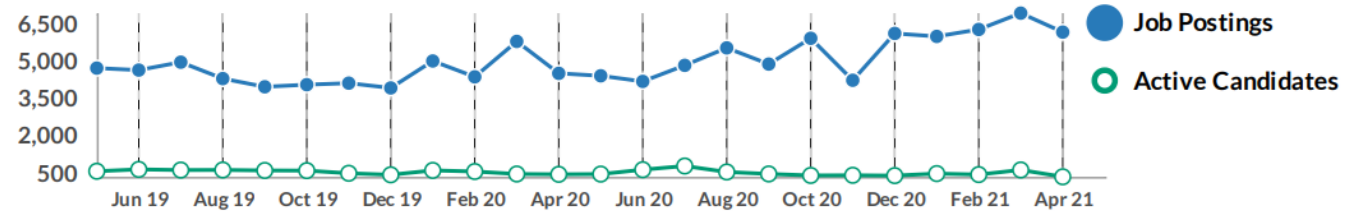
Clinical Research Coordinators

Job Postings: 119k

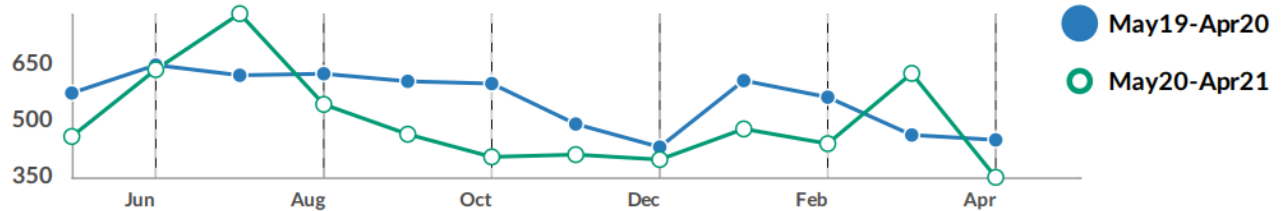
Total Candidates: 11k

Median Salary: \$60k

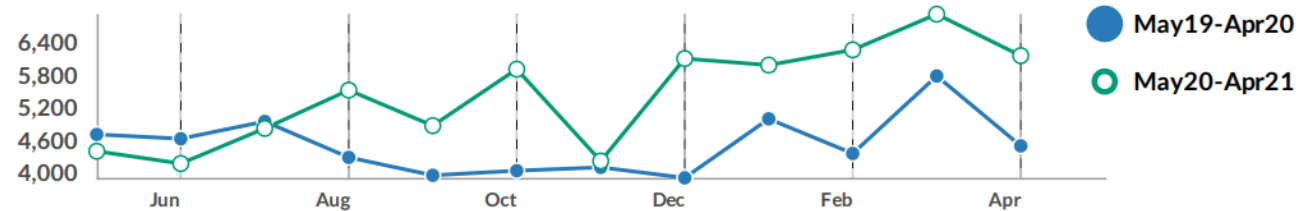
Supply & Demand Trends Comparison



Active Candidates Year Over Year Trend



Job Postings Year Over Year Trend



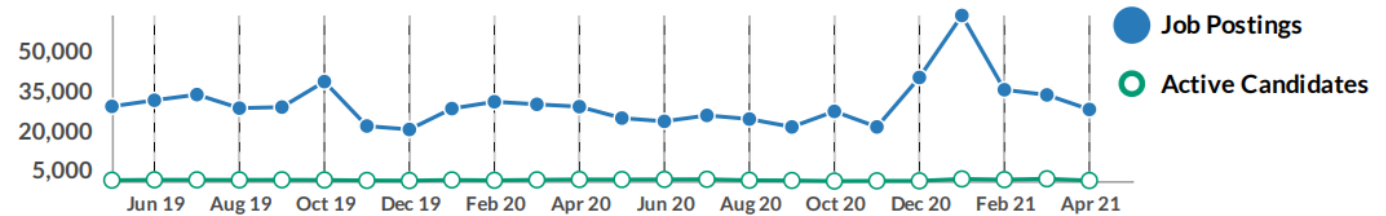
Clinical Research Nurses

Job Postings: 719k

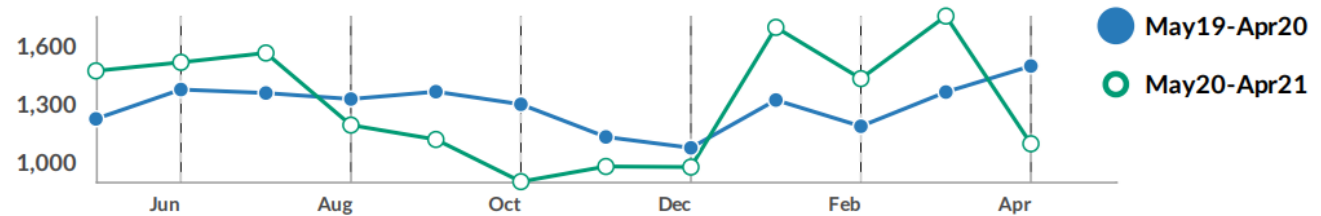
Total Candidates: 28k

Median Salary: \$82k

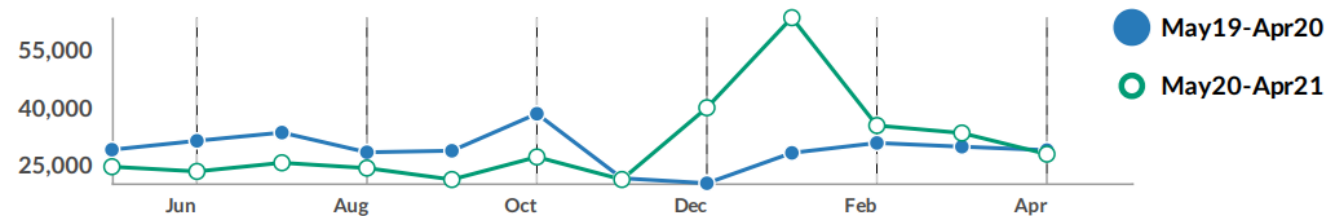
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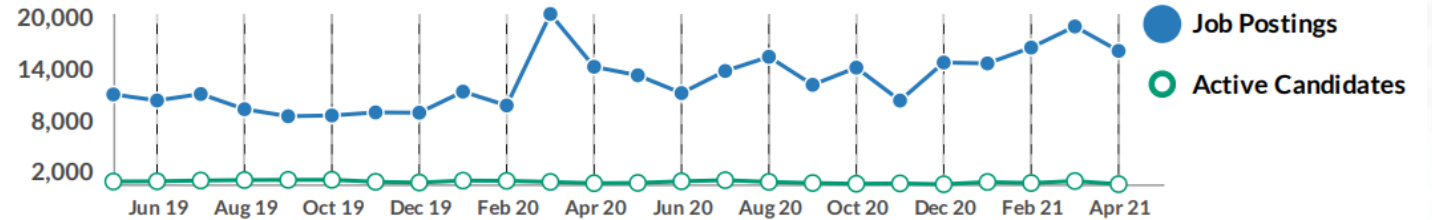
Clinical Research Associates

Job Postings: 303k

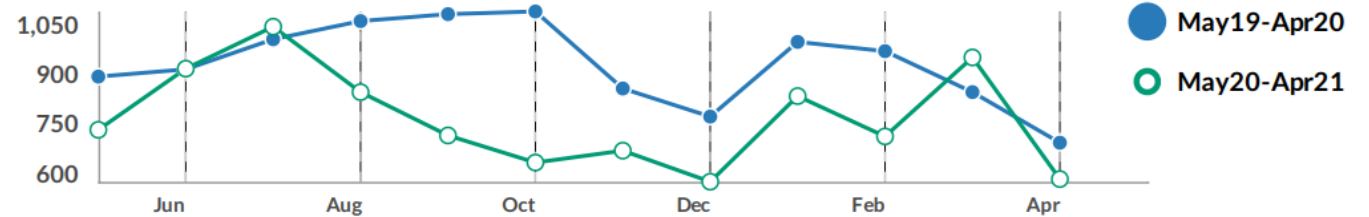
Total Candidates: 18k

Median Salary: \$80k

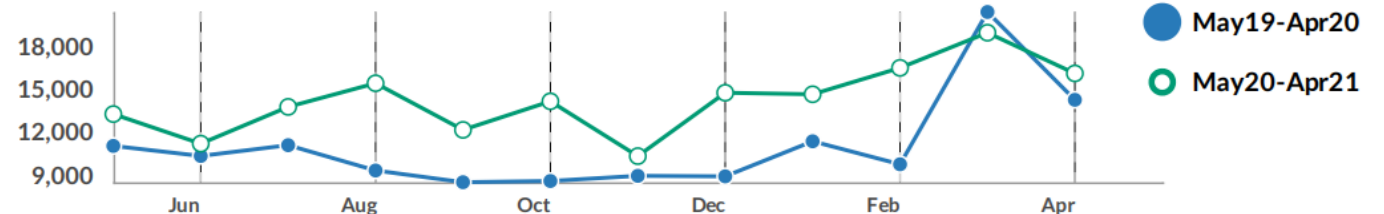
Supply & Demand Trends Comparison



Active Candidates Year Over Year Trend



Job Postings Year Over Year Trend



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



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



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**
- **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.