



COLLABORATE FORWARD

May 25, 2021

## Meeting Notes | State of the Clinical Workforce Summary of Key Points

### What will the site team of the future look like?

- Robust, healthy growth cycle being experienced by industry
- Exciting trends in the future of clinical trials
- Sites are having to recalibrate due to COVID
- Enhanced patient care through virtual trials
- Continuously embrace to new technology enabling experience to be more efficient and effective
- Flexibility will be paramount as sites continue to engage with patients in new ways

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

- Identifying creative ways to effectively hire trained personnel; the best patient experience is with long term employees
  - Solid pipeline of training and talent development
  - Utilizing technology to hire creatively; remain competitive as an employer
  - Creation of new roles including Clinical Trials Educator; more tech savvy roles for hybrid approach
  - Offer three-month internships
  - Provide shadowing to potential candidates
  - Cognitive and personality profiling is critical component of hiring cycle; a lot of cues are missed during remote interviews
  - Integrate training into budgets
  - Universal training system for all sites
- Solutions long term have a large demand but a small supply. Rectify by bringing awareness to the education establishments.
- Limited resources for industry impacting execution of trials