

Background

- Number of open positions in the greater clinical research workforce outnumbers the number of clinical research professionals
- YCC CTO is committed to building a diverse clinical research workforce by attracting, growing, and retaining talent

Methods

Awareness and Recruitment

- Virtual summer clinical research exposures group of high school and undergraduate students
- Partnering with a local university to develop and teach a specialized undergraduate clinical research track
- Attending local undergraduate and graduate internship and career fairs
- Routinely hosting undergraduate interns
- Partnering with the YCC Investigational Pharmacy to host pharmacy residents

Stabilizing and Strengthening

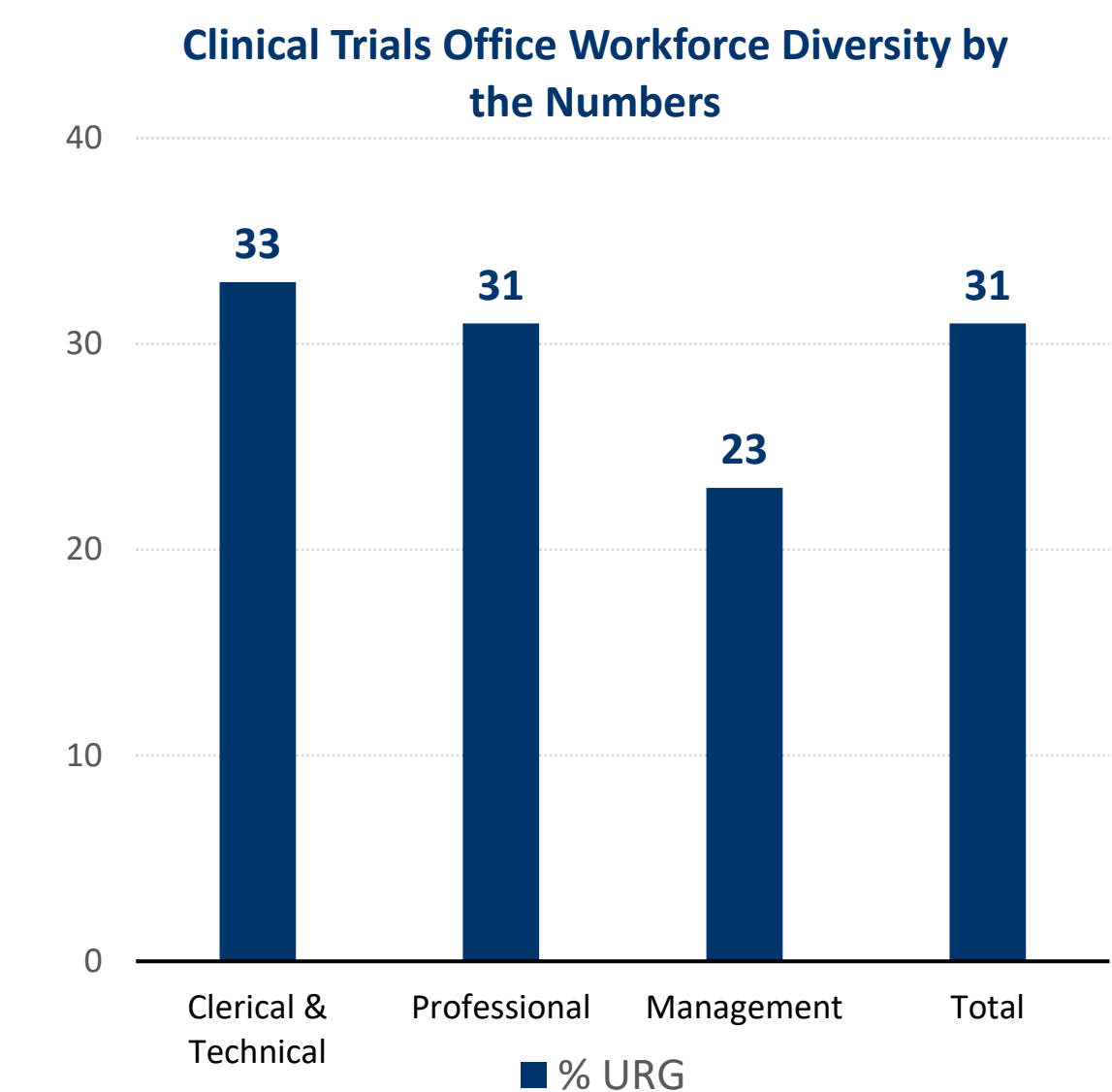
- Dedicated training resources to support onboarding and continuing education
- Career ladder development to grow careers from within
- Staff-led Culture and Communication Committee
- Development of a workload acuity tool and expansion of the clinical operations Float Team

The Yale Cancer Center's Clinical Trials Office aims to *recruit and develop* clinical research professionals that reflect the communities we serve while *raising broader awareness* of the clinical research profession.



Outcomes

- Summer exposure program participants committed to further develop their projects
- Growth in undergraduate class sizes
- Hired interns upon their graduation
- Culture and Communication committees connect staff in a meaningful way and creates positive change
- The CTO vacancy rate has consistently stayed under 10% with a turnover rate of under 2.5% during the last quarter
- A diverse CTO workforce, with about 30% of members identifying as coming from an underrepresented group



Lessons Learned and Future Directions

- Requires a long-term commitment with continued evaluation and monitoring
- Multipronged approach has been successful
- Future directions include expanding our intern program to include nursing and graduate students, providing additional training opportunities to support professional development, and focusing efforts on the newly established subcommittees