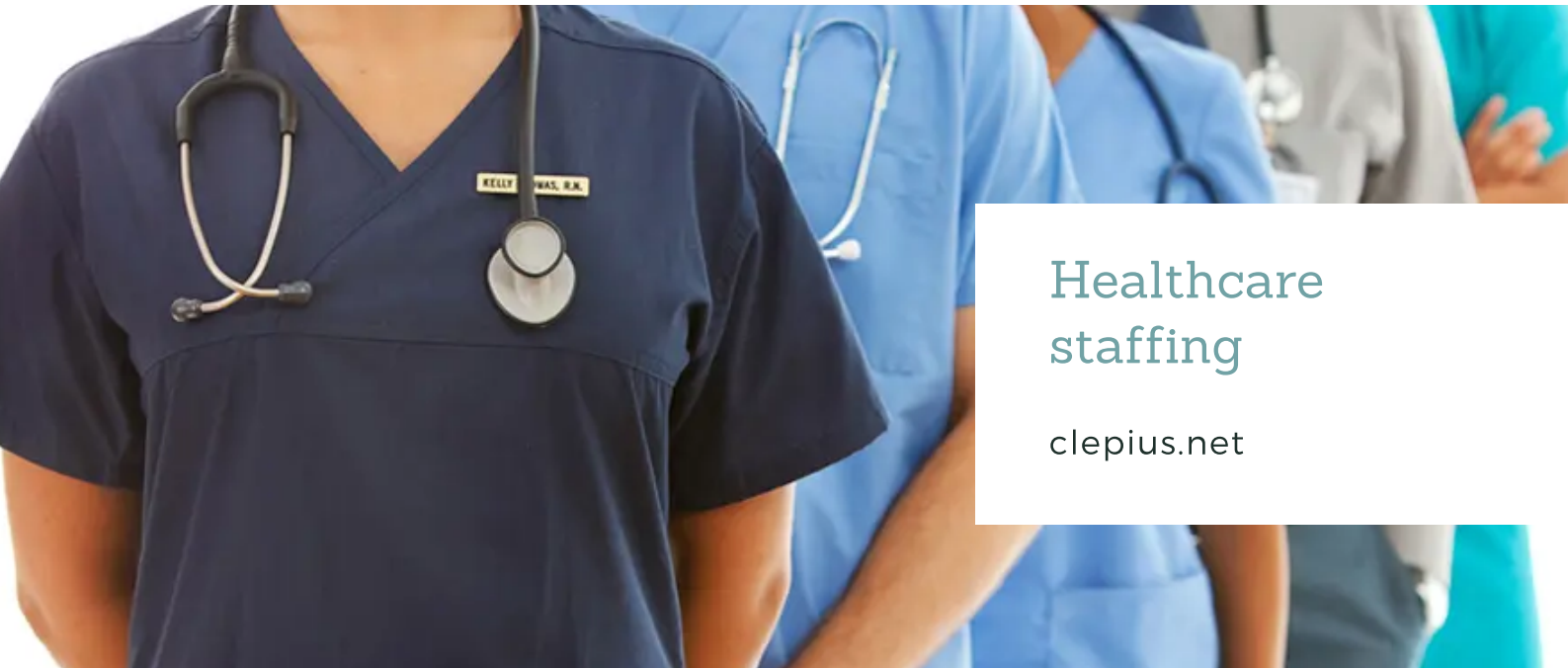


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CLINICAL TRIAL STAFFING SUPPLY AND DEMAND IN 2022



Healthcare
staffing

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Because of the growing number of clinical trials worldwide and the high need for resources, the clinical trial staffing industry is a high-margin business. Clinical staffing firms provide a variety of customizable solutions to meet the needs of sponsors, including insourcing, functional service outsourcing, and hybrid models. Due to their clinical competence, global access, and great scalability, CROs have typically been the preferred suppliers.

However, given the continued shortage of CRAs and other clinical operations personnel, it is critical for pharma companies to understand the various trends and how technology suppliers can assist them in addressing attrition and managing the increased need for clinical trial personnel.

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Pharmaceutical businesses are combining an overall cost reduction goal with rising FTE rates in the war for talent. The typical total turnover rate for CRAs is around 20%, and 48% of CRAs stay in their roles for one to two years. There is a significant supply-demand imbalance for clinical talent.



To keep their jobs and be competitive, CRAs and investigators must improve their skills and adapt to new technologies. This could lead to a movement away from pharma's existing inclination for exclusively hiring experienced people and toward training and hiring new talent directly from colleges.

To recap, the primary problems that pharmaceutical businesses and staffing firms confront are supply assurance, retention rates, and access to competent certified FTEs. Internally, using social media, employment sites, and networking events, you may constantly establish a pipeline of qualified people who are added to databases for both current and future assignments. Resource management tools that can assist mitigate the problem by sourcing, training, and deploying fresh people into the clinical research sector on a worldwide scale. These tools can assist in bringing Gen Z workers from the bottom of the labor pyramid into the business, thereby increasing the talent pool and narrowing the supply-demand gap.