



Overcoming Obstacles - Addressing Key
Site Challenges Now & Into the Future:

Site Staffing

Introductions



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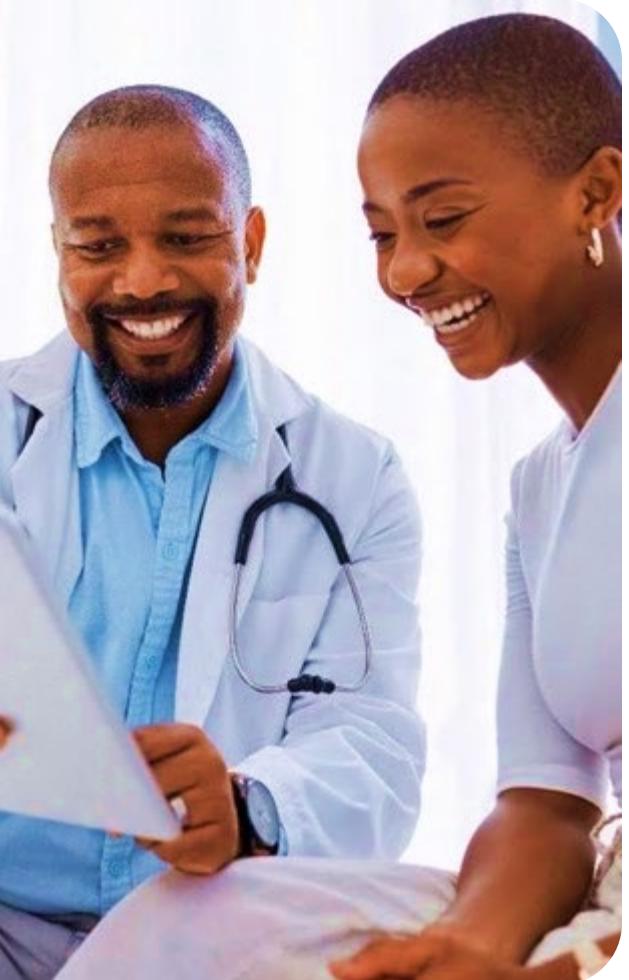


Kelle Laws
Executive Director,
Mercy Research at Mercy



Lora Black
Vice President, Research
at Sanford Health

Agenda



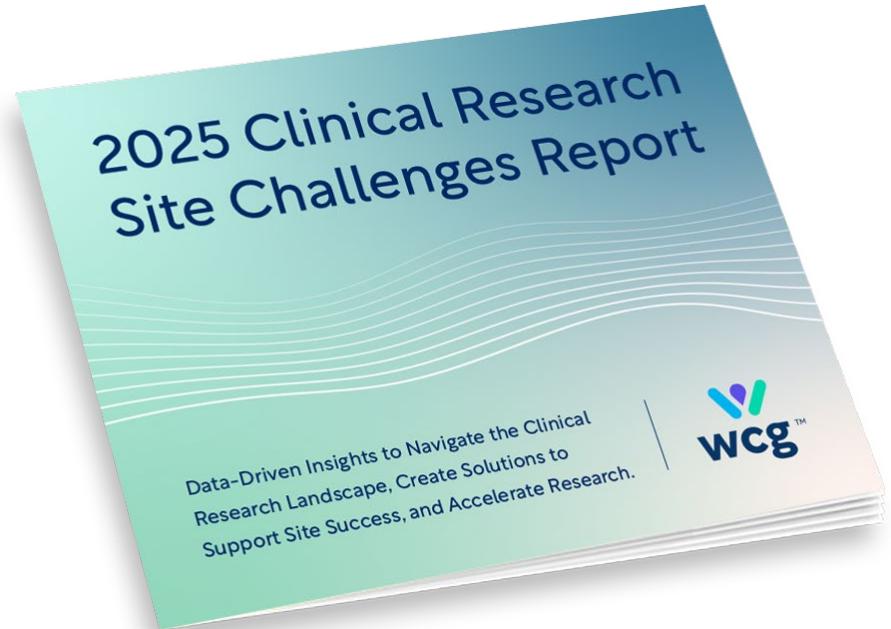
- 1 Overview of WCG's 2025 Clinical Research Site Challenges Report
- 2 Site Staffing Survey Results
- 3 Panel Discussion
- 4 Audience Questions
- 5 Closing

Polling Question 1 -
What type of organization do you represent?



2025 Clinical Research Site Challenges Report - Overview

- WCG surveyed over 600 clinical research sites around the globe in 2025 to understand the top challenges they are facing, solutions they are implementing, and more.
- We published the 2025 Clinical Research Site Challenges Report in October.
- The report also features actionable recommendations for sites, sponsors, and CROs to overcome barriers and enhance clinical trial efficiency.

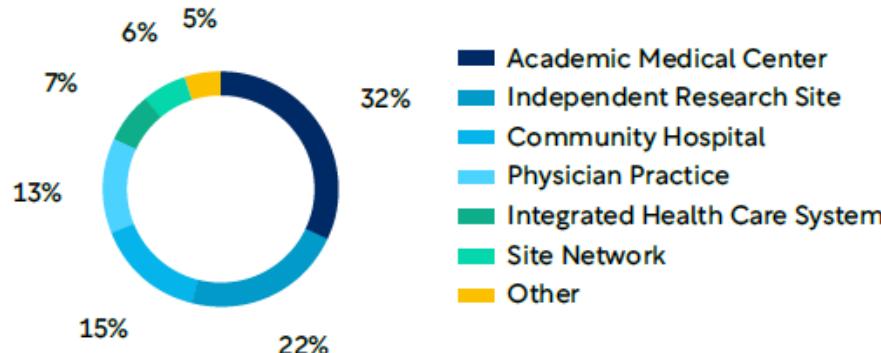


The full report can be downloaded for free at:
<https://www.wcgclinical.com/insights/2025-clinical-research-site-challenges-report/>

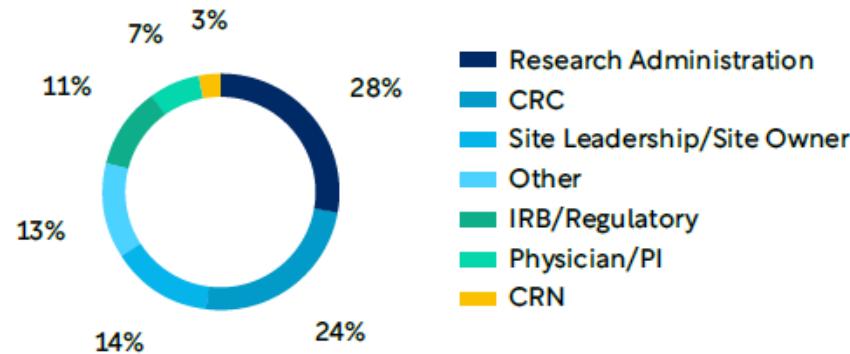


2025 Clinical Research Site Challenges Report - Background

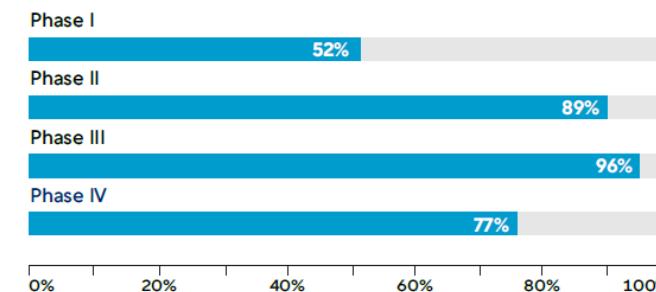
What type of research site do you represent?



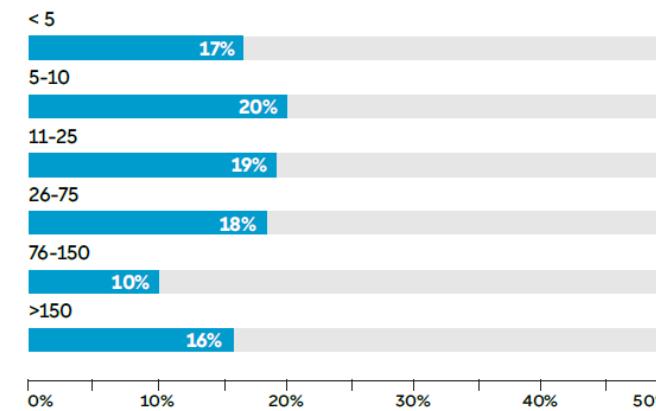
What is your role at your research site?



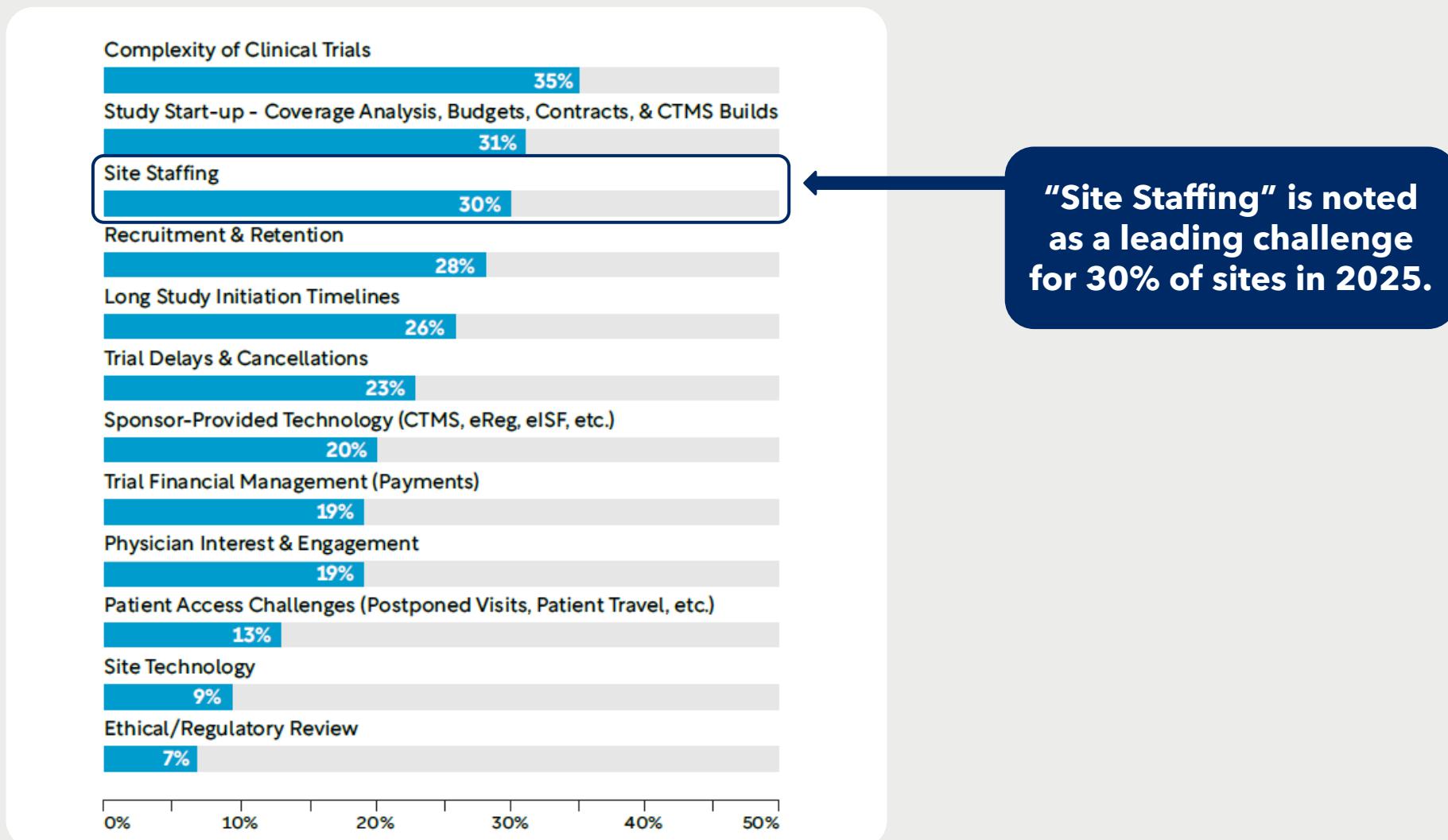
What study phases does your site support? (Please check all that apply)



Please select the current number of open and enrolling trials at your site:



The Top Site Challenges in 2025



Source: WCG 2025 Clinical Research Site Challenges Report

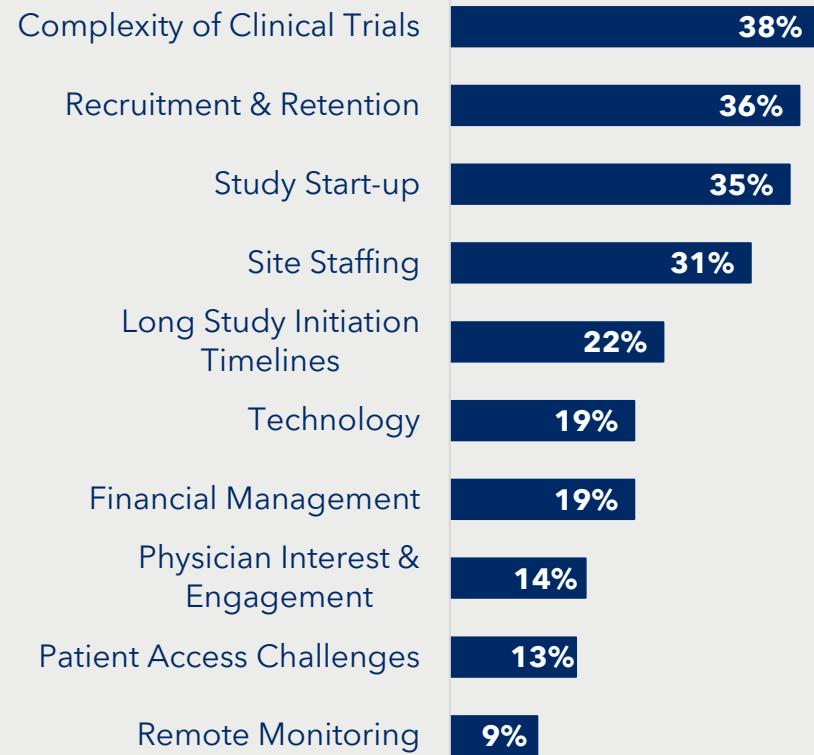
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Site Staffing as a Top Site Challenges from 2023 - 2025

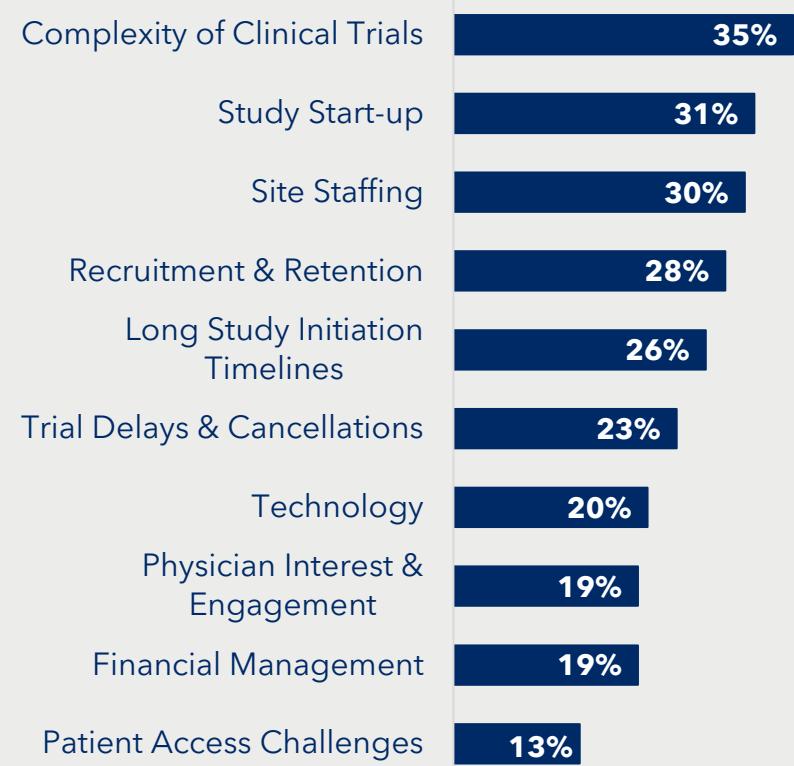
The Top Site Challenges of 2023



The Top Site Challenges of 2024



The Top Site Challenges of 2025



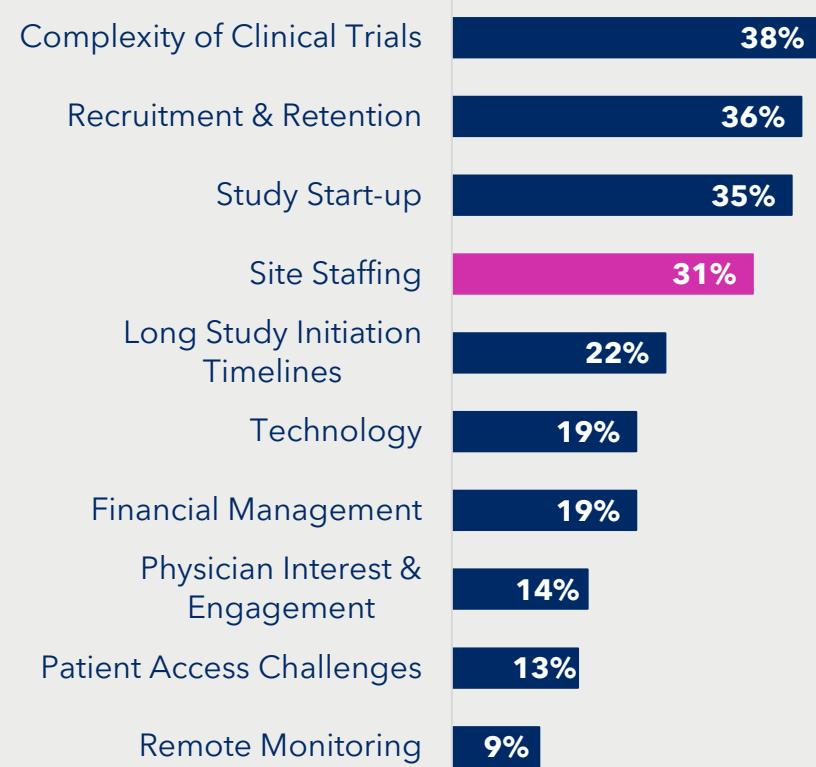
Source: WCG Clinical Research Site Challenges Report, 2023-2025.

Site Staffing as a Top Site Challenges from 2023 - 2025

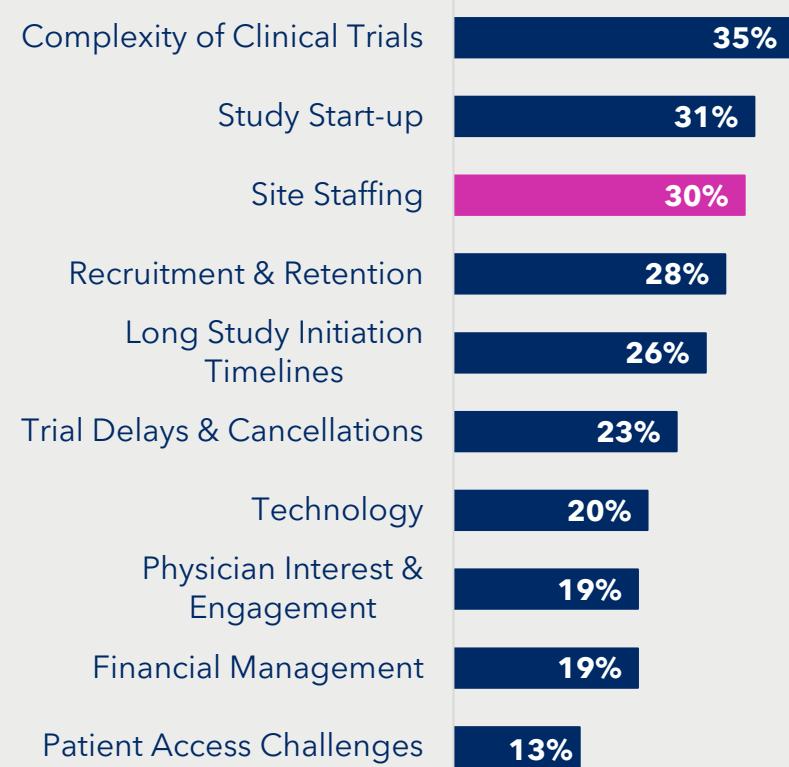
The Top Site Challenges of 2023



The Top Site Challenges of 2024



The Top Site Challenges of 2025



Source: WCG Clinical Research Site Challenges Report, 2023-2025.

Polling Question 2 -

If your site's staffing levels have changed over the past year, what do you believe is the main factor behind this change?



Reported Site Staffing Levels in 2025

How have your site's staffing levels changed over the last year?

Increased Significantly

5%

Increased Moderately

23%

No Change

45%

Decreased Moderately

22%

Decreased Significantly

5%

0% 10% 20% 30% 40% 50%

How have your site's staffing levels changed over the last year?

Increased Significantly

4%

11%

Increased Moderately

18%

44%

No Change

47%

34%

Decreased Moderately

25%

10%

Decreased Significantly

6%

1%

0% 10% 20% 30% 40% 50%

US Site Data

EX-US Site Data

Panel Discussion: Perspectives on Data

How have your site's staffing levels changed over the last year?

Increased Significantly

5%

Increased Moderately

23%

No Change

45%

Decreased Moderately

22%

Decreased Significantly

5%

0%

10%

20%

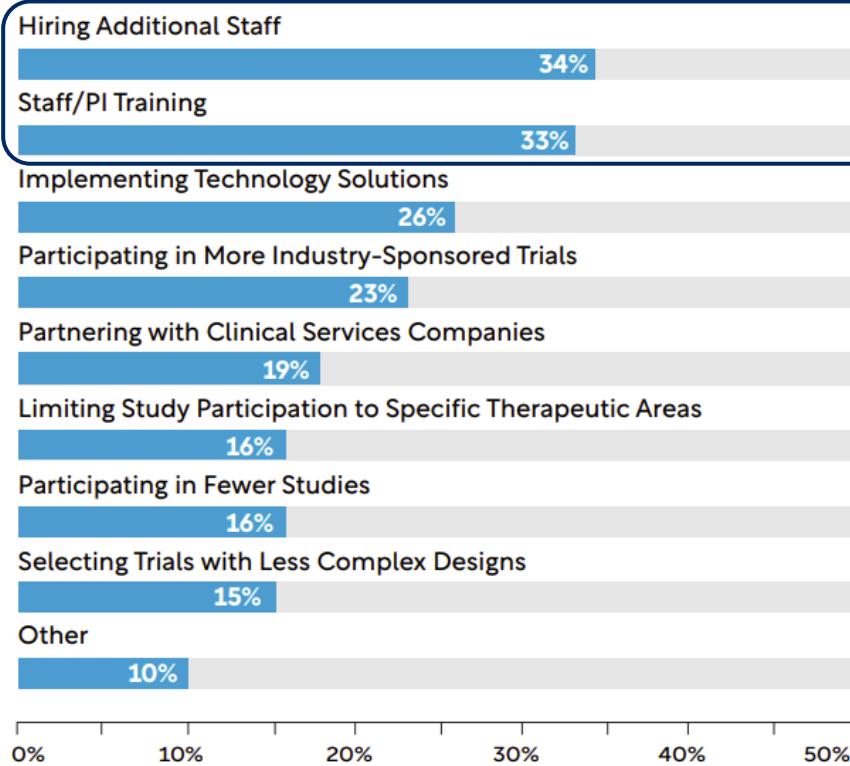
30%

40%

50%

How Sites are Addressing Their Top Challenges

What solutions has your site implemented to address these challenges? (Please select all that apply)

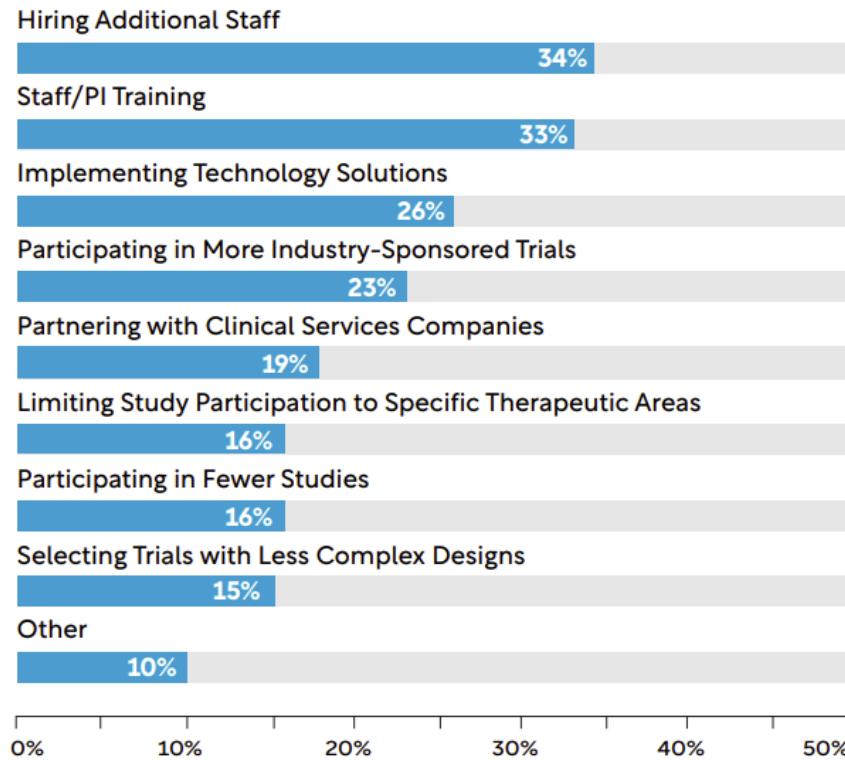


We continue to see sites become more strategic about how they are engaging with sponsors and selecting studies for participation.

Panel Discussion: What's Happening Now?

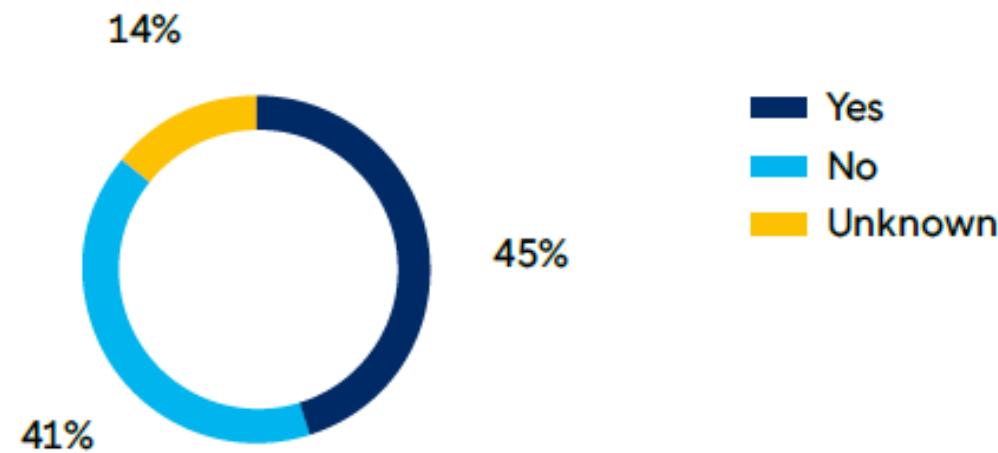
- **Current Staffing Trends**
- **RN vs. Non-RN**
- **Leadership**
- **Training**

What solutions has your site implemented to address these challenges? (Please select all that apply)



Ability to Participate in New Studies

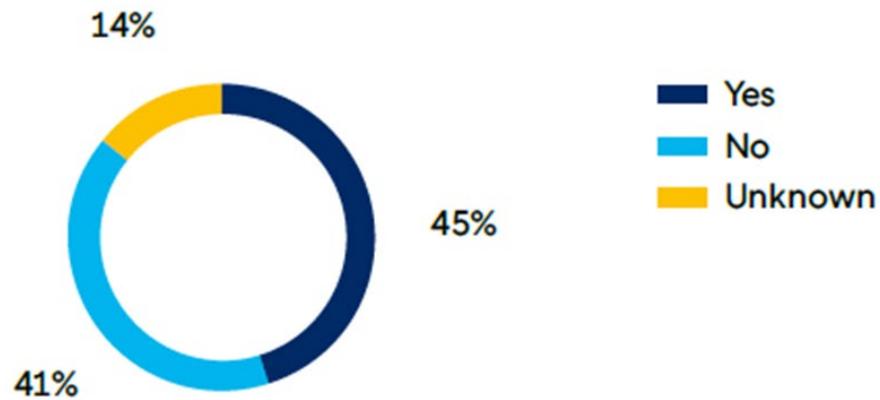
Are these challenges impacting your site's ability to participate in new studies?



Panel Discussion: Current Site Impact

- **Physician Engagement**
- **Opening New Trials**
- **Delaying Trials**
- **Trial Complexity Considerations**

Are these challenges impacting your site's ability to participate in new studies?



Panel Discussion: Interventions Since COVID

- **Innovations**
- **Focus on Retention**
- **Professional Development**

Panel Discussion: Looking Forward

- **Promoting Clinical Research within Organizations and in the Community**
- **Action on Workforce Issues**
- **Clinical Research as a Career Option**



Unprecedented Staff Turnover

In 2022, the resignation rate was **60%** higher than in 2020.



Lack of Representation

Under-representation in demographic groups in site staff leads to **under-representation** in clinical trial participants.



Increasingly Specialized Roles

Technological innovations create new requirements for specialized skills with only **30%** of new clinical research postings matching typical job descriptions.



Increasing Protocol Complexity

Data points have increased in Phase III trials **3x** over the past decade.



Major Shortfall in Applicants

In 2022, there was a shortfall of almost **1 million** applicants compared to the amount of posted clinical research positions.



Growing Number of Trials

Registered clinical trials have risen from **2,119** in 2000 to **433,207** in 2022.



"A glaring disconnect is evident between the visionary discourse on how to revolutionize the clinical research enterprise and the sober recognition that operationalization of any such vision rests on the shoulders of a workforce that's in dire straits."

"Just as clinical research is the bedrock of drug and device development, sites are the bedrock of clinical research operations so, when sites cannot perform, the entire industry suffers."

"Alongside these costly delays, the workforce crisis imperils the quality of clinical research, including compliance with good clinical practice and the integrity of the data generated."

In ACRP's vision for the future of the clinical research professional workforce, there will be:



Increased awareness of clinical research as a distinct profession at high schools and colleges, with pipelines to training programs, internships, and apprenticeships.

Globally recognized entry-level competencies, harmonized across employers.

A universal commitment to skills-based hiring.

Explicit career pathways that clearly articulate the training and experience required to advance.

Active efforts to recruit candidates that reflect the communities they serve.

Recognition of the value of clinical research professionals as part of interprofessional teams.



ACRP Workforce Development

1. Build a centralized resource hub with tools, templates, and training materials to help introduce new talent.
2. Conduct a national survey of employers to identify skills required for clinical research success.
3. Inform employers of the benefits of standardized entry-level competencies.
4. Define, publish, and promote recommendations for CR professional pathway and build partnerships between employers and HBCUs, community colleges, tribal colleges, and MSIs.
5. Conduct policy outreach to support BLS/SOC recognition of clinical research occupation.
6. Develop standardized mentorship and preceptorship tools for early-career professionals.



Audience Questions



Polling Question -

**Would you like to learn more about
WCG's Site & Study Enablement Solutions?**

Thank you!



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