

MOMENTUM & IMPACT

Building the Next Generation of Clinical Researchers—Representative & Research-Ready

ACRP's Partners Advancing the Clinical Research Workforce™ (PACRW) is a multi-stakeholder consortium of industry leaders committed to building a representative, research-ready clinical research workforce that advances therapies to improve global human health.

→ WHO WE ARE

MEMBERS



COLLABORATORS



ACRP

PARTNERS FOR
ADVANCING THE CLINICAL
RESEARCH WORKFORCE

→ OUR VISION FOR THE FUTURE OF THE CLINICAL RESEARCH WORKFORCE

- 1 Increased awareness of clinical research as a distinct profession at high schools and colleges, with pipelines to training programs, internships, and apprenticeships
- 2 Globally recognized entry-level competencies, harmonized across employers
- 3 A universal commitment to skills-based hiring
- 4 Explicit career pathways that clearly articulate the training and experience required to advance
- 5 Active efforts to recruit candidates that reflect the communities they serve
- 6 Recognition of the value of clinical research professionals as part of interprofessional teams

→ CONSORTIUM STRATEGIC PRIORITIES



BUILD AN IDENTITY:
Establish a recognizable brand and powerful identity for the clinical research profession



CHANGE HOW WE HIRE:
Drive industry-wide adoption of a competency-based approach to hiring entry-level professionals



OPEN DOORS TO A NEW CAREER: Ensure access for all to education, training, and professional development

→ Stay connected to ACRP's work at acrpnet.org/PACRW

→ WHAT WE DO

THOUGHT LEADERSHIP

The PACRW Consortium is informing and influencing industry understanding of the challenges and opportunities in workforce development through white papers and special reports.



Investigate the growing workforce shortage in clinical research, its root causes, and disruptive ways to turn barriers into bridges (September 2022)



Explore a vision of how to integrate a set of solutions into a coherent, holistic framework, comprising a blueprint for collaborative effort (March 2025)



ACRP has created a solutions framework for addressing the clinical research workforce crisis, based on several clear domains (March 2025)

ADVOCACY EFFORTS

ACRP and its Partners Advancing the Clinical Research Workforce™ Consortium are working to ensure that clinical research professionals are represented and valued in federal workforce data in ways that will influence policy, funding, and the growth of our field.

ACRP requested that the **U.S. Bureau of Labor Statistics (BLS)** recognize the distinct occupation of clinical researcher by introducing a detailed occupation code under the 29-0000 Healthcare Professionals classification.

O*NET OnLine has detailed descriptions of professions for use by job seekers, workforce professionals, students, researchers, and more. O*NET requested ACRP's assistance in validating responsibilities for clinical research coordinators and principal investigators, and nearly 200 ACRP community members volunteered.

ACRP was awarded a two-year National Institutes of Health (NIH) conference grant through the **National Center for Advancing Translational Sciences (NCATS)** to strengthen and grow the U.S. clinical research workforce. The funding will support a conference series: "Advancing Clinical and Translational Science Through Building a Research-Ready Clinical Research Professional Workforce in the U.S."

Fitzhugh Mullan Institute for Health Workforce Equity: ACRP conducted a series of in-person and virtual focus groups with a diverse range of clinical researchers to collect insights for career pathways, staff recruitment and retention, research challenges, and the benefits of a diverse clinical research workforce. These insights will serve as foundational data for a U.S. workforce survey.

IMPACTFUL PROGRAMS

In 2025, 116 researchers from 11 countries applied for financial assistance >> 4 Scholarships and 15 ACRP Education Grants were awarded.

ACRP and the Association of Cancer Care Centers (ACCC), with funding from Roche - Genentech, led a project to assist community cancer centers in building research capacity in settings where patients have often been excluded from clinical trials.

ACRP's Transformation of the Clinical Research Enterprise national workforce survey captured insights from 735 clinical research professionals, which were shared in an ACRP 2025 session, the "Who What Wow" report, live webinar, and the "Voices from the Frontlines" paper.

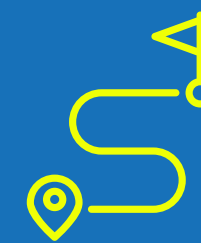
→ KEY INITIATIVES



AWARENESS: Build a centralized resource hub with tools, templates, and training materials to help introduce new talent



HARMONIZATION: Conduct a national survey of employers to identify skills required for clinical research success



PATHWAY: Inform employers of the benefits of standardized entry-level competencies; define, publish, and promote recommendations for a clinical research professional pathway



REPRESENTATION: Build partnerships between employers and HBCUs, community colleges, tribal colleges, and academic institutions



IDENTITY: Conduct policy outreach for recognition of the clinical research occupation from the U.S. Bureau of Labor Statistics



STANDARDIZATION: Develop standardized mentorship and preceptorship tools for early-career professionals