
The Clinical Research Workforce is critical for the sustainability of the research enterprise. The skills needed to staff research projects are complex and multileveled, yet resources to advance careers in this field are scarce. Turnover of research staff is expensive and threatens timely completion of projects. The Georgia CTSA’s Translational Workforce Development (TWD) has developed an innovative career navigation system to promote:

- Purposeful training and career advancement
- Efficient recruitment processes
- Data-driven training offerings
- Data-driven decision & policy making for workforce development

The goal of this project is to support the clinical and translational research (CTR) workforce by providing a platform that matches individuals’ needs for career advancement and organizations’ strategic needs.

**VISION**

- The Clinical Research Workforce is critical for the sustainability of the research enterprise. The skills needed to staff research projects are complex and multileveled, yet resources to advance careers in this field are scarce. Turnover of research staff is expensive and threatens timely completion of projects.

**RESULTS**

- **EMPACT System** for Clinical Research Professionals, PIs/HRs, and Training Coordinators in Georgia - launching early 2022
- 44 Core Tasks Questionnaire extracted from 263 Clinical Research Coordinator (CRC) tasks collected
- Algorithm to match individual competency, job’s required competency, and training’s expected outcomes using questionnaire responses
- **TWD Course Catalog** in collaboration with Georgia CTSA and USC CTSI, and training profiles integrated in the EMPACT™ database

**SUCCESSES**

Three Users of the EMPACT™ System

Clinical Research Professionals (CRPs) can access personalized lists of current and future employment and training opportunities that meet career goals and competencies. CRPs can access their professional competency levels and compare them to others holding similar positions, and see available training opportunities that can enhance their competitiveness for targeted positions.

Employers/PIs can post job openings on the EMPACT™ platform, identify and recruit potential job candidates from a pool of eligible CRPs currently using EMPACT™ and seeking employment, and gain information on current competency levels of the local CRP workforce.

Training Coordinators can post training opportunities available to both CRPs and others holding similar competency levels and compare them to others holding similar positions, and see available training opportunities that can enhance their competitiveness for targeted positions.

**METHODS**

- **Systematic Design Approach**: Embraced individual- and organization-centered approaches to workforce development, adopting the ADDIE (Analysis, Design, Development, Implementation, and Evaluation) model
- **Rapid Prototyping**: Conducted iterative cycles of development and evaluation of the system to accommodate the high degree of uncertainty and complexity of the project
- **Competency-based Approach**: Applied 44 core tasks required for CRPs categorized by nationally-recognized Harmonized Core Competency Framework (HCCF)™
- **Persona Development**: Developed a representation of user characteristics to inform the system design
- **Baseline Research**: Analyzed clinical research coordinators’ career orientation and competence to guide system development™

**KEY STATISTICS / KEY DATA POINTS**

- EMPACT™ supports individualized training for catalog users and beyond.
- Suggested Trainings
- Cumulated Program/Course Enrollments as of Oct 2021
- EMPACT™ is a trademark jointly owned by the University of Georgia Research Foundation, Inc. and Emory University.

**FUTURE DIRECTION**

- Conduct ongoing evaluation and research to refine EMPACT™ service
- Provide CTSA with aggregated data for use in informed decision-making and strategic planning for CRP workforce development
- Offer various career advancement resources and community building opportunities through EMPACT™
- Build a network of CTSAs, sharing resources and opportunities nationwide

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