

A photograph of a group of healthcare professionals in a meeting. A Black woman in a white lab coat stands and speaks to a group of four people seated at a table. The seated individuals include a woman with a ponytail, a man, and two women, all in medical attire. The background is a bright, modern clinical setting.

A WORKSHOP

NATIONAL  
ACADEMIES

Sciences  
Engineering  
Medicine

# Preparing the Future Workforce in Drug Research and Development

**Day 1** October 16, 2023 • 9:00 AM - 5:00 PM ET

**Day 2** October 17, 2023 • 8:30 AM - 2:00 PM ET

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# Envisioning a Transformed Clinical Trials Enterprise: Establishing an Agenda for 2030 – A Virtual Workshop


## Workshop Topics

- Lessons learned from progress and setbacks over the past 10 years
- How an envisioned 2030 clinical trials enterprise might differ from the current system
- Core themes and key priority opportunities in framing a 2030 agenda
- Practical short- and long-term goals for improving the efficiency, effectiveness, patient-centeredness, and integration of the clinical trials enterprise



“To achieve this vision of the future, it must be supported by a resilient, interdisciplinary, inclusive, and culturally aware **workforce** capable of supporting the evolving needs of drug discovery, development, and translation...”

Envisioning a Transformed Clinical Trials Enterprise: Establishing an Agenda for 2030  
– A Virtual Workshop



“Creating an **equitable, person-centered healthcare system** is not only possible, but absolutely necessary for the well-being of all people.”

– Marilyn A. Metcalf

Senior Director, Patient Engagement,  
GlaxoSmithKline

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"We are interested in helping recruit **more Principal Investigators of color** and building something that **acknowledges the past** - while **moving together towards the future.**"

— Silas Buchanan

CEO, Institute for eHealth Equity



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# Preparing the Future Workforce in Drug Research & Development – A Workshop (October 16-17, 2023)

## Statement of Task

- Examine the current landscape of U.S. academic, government, industry, and professional society training programs for preparing the next generation of drug R&D researchers and clinicians.
- Identify what types of expertise are needed and what disciplines should be included (e.g., nurses, physician assistants, nurse practitioners, pharmacists, genetic counselors, research assistants, data scientists, engineers) to achieve the aspirations for a transformed clinical trials enterprise in 2030 and enable a workforce that can better support the evolving needs of drug R&D.
- Consider approaches for engaging and preparing a more diverse person-centered drug R&D workforce, particularly at the clinician/principal investigator-level.
- Explore ways that stakeholders can better prepare the next generation workforce, including opportunities to develop career paths and incentives for academics, primary care, and community-based practitioners.

# Agenda: Day 1 (October 16)

Opening Remarks

Overview of Roles in Drug R&D

Session 1

Future State of the Clinical Trials  
Workforce

Session 2

Current State of the Clinical Trials  
Workforce

Session 3

Overcoming Barriers to Progress

Session 4

Breakout Discussion: Envisioning the  
Future Landscape

Full Group Discussion

Report-out of Breakout Discussions

End of Day 1

Reception in NAS Great Hall



# Agenda: Day 2 (October 17)

## Session 5

Scaling and Sustainability of Workforce Programs

## Session 8

A Path Forward

## Session 6

Breakout Discussion: What Needs to be Done and Who Can Do It?

Workshop Adjourns

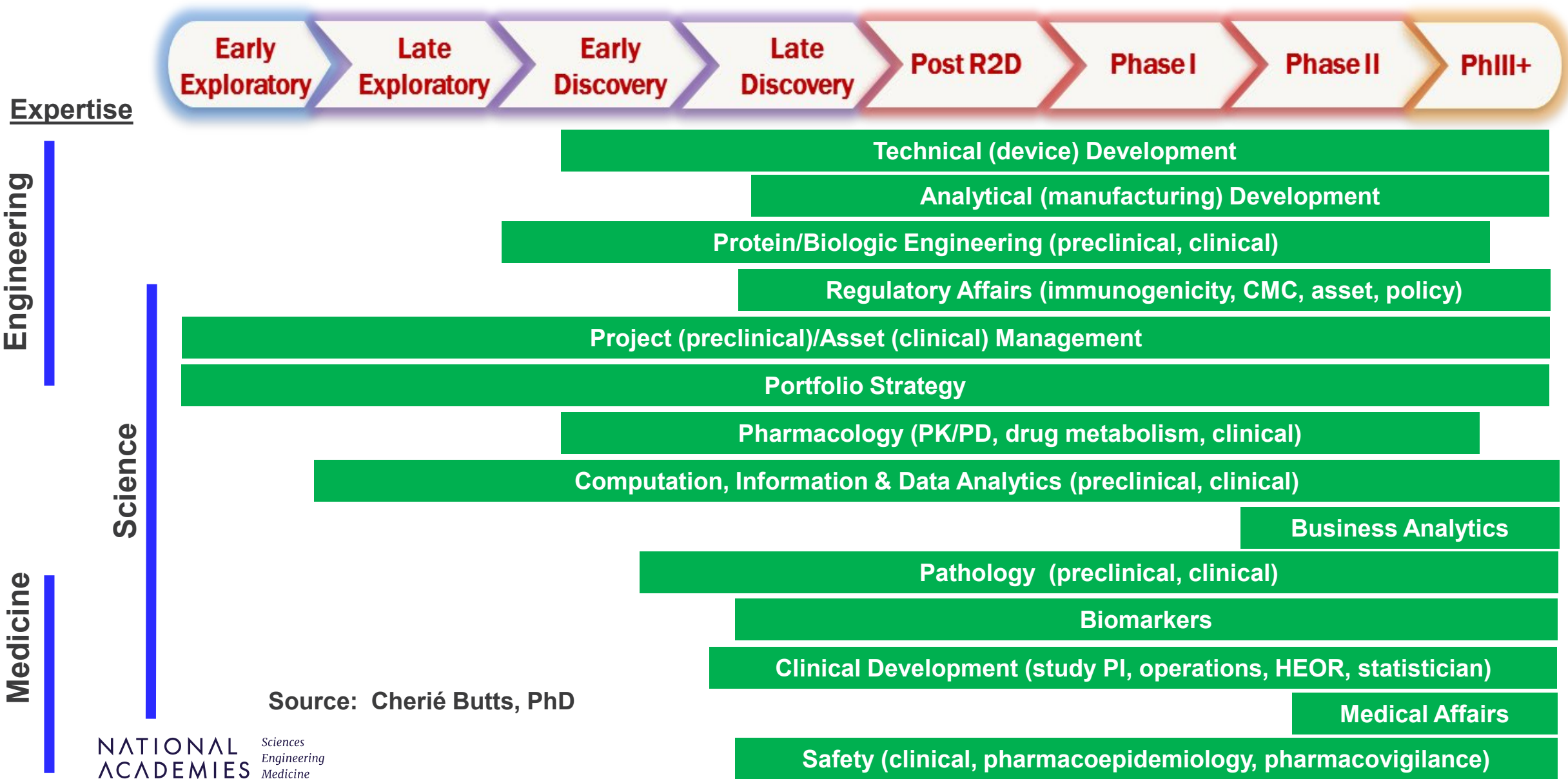
## Session 7

Policies for Workforce Sustainability and Future-Proofing

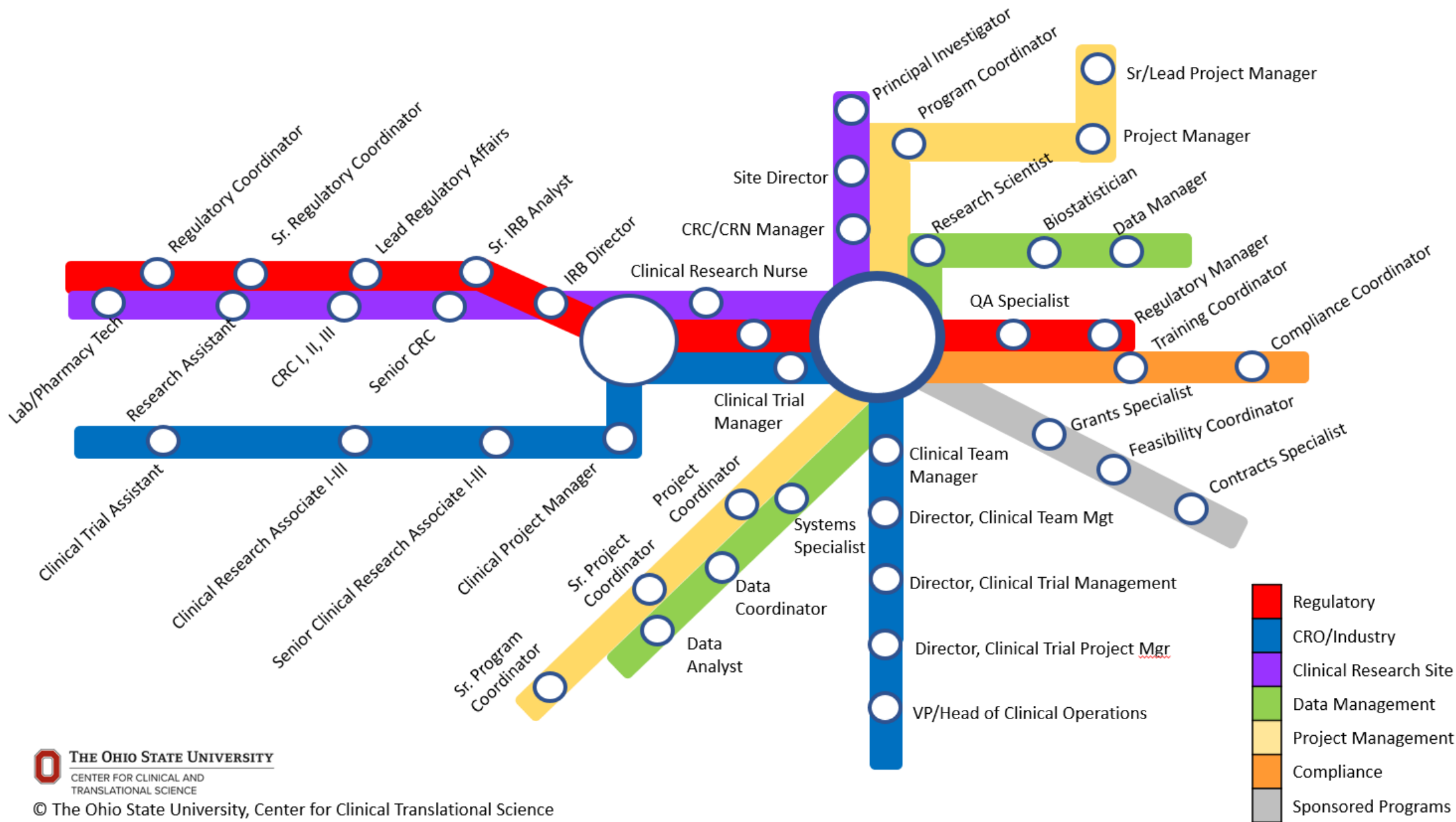
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# Drug development pipeline: roles by stage



# Clinical Research Workforce by “Train Tube Stop”



# Why is Now the Time for Achieving a Transformative Effort?

- The impact and lessons learned from COVID-19 as well as new opportunities revealed during the Pandemic are catalysts for change across the R&D landscape that will have societal benefits.
- Increasing diversity in all forms in the clinical research workforce is an upstream approach that will lead to several positive downstream effects in the drug R&D space.
- There is momentum from multiple agencies, stakeholders, and firms to generate and sustain meaningful change. We must maximize the potential of this moment.
- We are in a revolutionary moment of immense change technologically and scientifically. We must ensure that skill-building occurs for this new reality and ensure that marginalized groups are not left behind.



# Why is This Approach Different?

## *Vision for the workshop and key takeaways for participants*

- Highlight interconnectedness of drug development across sectors and stakeholder groups
- Consider how existing programs can be enhanced to achieve the future state goal
- Discuss innovative approaches to biomedical research training to support the clinical trials enterprise
- Capture perspectives across sectors, career stages, and areas of expertise
- Serve as a call to action for individuals and organizations
- **Encourage robust discussion and honest feedback**