

Whilst the majority of Clinical Professionals clients are working to discover and develop innovative, cost effective medicines that address unmet medical needs they are not impacting the unmet needs of training and developing new recruits into the pharma industry. The impact is highlighted within entry level Clinical Trial Administrators and Clinical Research Associates (CTA/CRA). In the past the Pharmaceutical industry had highly developed training programs for these sought after candidates. As the use of outsourcing models and CRO's has increased and fewer Pharma businesses embark on their own R&D a substantial gap is developing in newly trained Life Science graduates entering the market to commence a career within R&D. As further financial cuts are made within R&D spend this already dire situation continues to escalate.

The lack of skilled staff entering industry impacts costs leading to rapid salary inflation, on-boarding fees and retention bonuses. No "new blood" coming into entry level roles further drives "turnover" of staff attracted to higher salaries and bonuses whilst CRO's and Pharma are all fishing in the same diminishing candidate pool. More worryingly this can potentially impact the integrity of the clinical trial data through the high turnover of essential staff leaving for other, more financially attractive roles. Paradoxically the cost savings associated with "outsourcing" are rising due to the outsourcing providers having less and less skilled workers to place in roles and a non provision of training and development of highly skilled Life Science graduates entering industry and a lack of robust "enhanced" skill training for current skilled workers.

Clinical Professionals is a specialist Life Sciences staffing business providing highly skilled staff to industry across core functional areas and Functional Service Provision (FSP) throughout the UK and Europe. In 2014 as a service to industry Clinical Professionals developed a Training Academy for Life Science graduates for entry levels roles. This modular training course will initially bring through entry level graduates into CTA (Clinical Trial Administrator) roles and as it progresses will develop CRA's (Clinical Research Associates) and offer

enhanced skills training for Lead CRA's and Project Managers. This is a unique service offering from a specialist staffing provider and will begin to assist in the unmet training needs of the Life Sciences Industry.

Some compelling statistics along with our own in-house analysis has motivated us to develop the Life Sciences Graduate Academy proposition:

Contract Research, manufacturing and Clinical Trials (*data referenced to CRO Industry Global Compensation Survey*)

- 2012 29% turnover of CRA's within CRO's (versus 2011 22%)
- 2012 41% turnover rate in Project Managers (versus 2011 14%)

As a staffing business we have found in 2013/14 a continued upward trend in turnover in both CRO and Pharma of core staff (CTA/CRA/PM etc.). Many of the largest CRO's are offering "signing on bonuses" to lure new candidates in from an ever shrinking pool. This in turn creates greater turnover of staff throughout industry. Until the candidate/skill shortages are addressed this escalating turnover of staff and its potential impact on the integrity of the trial itself will continue and drug development costs will keep rising. The Clinical Professionals program will address both new entry level training investment and create opportunity for the UK's talented Life Science graduates starting to make headway in addressing the candidate shortfall in the Life Sciences sector.

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