

Building Comprehensive Blended Learning Models to Strengthen Clinical Trials Onboard— A multimodel approach to establishing foundational competence in Clinical Research



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Background

The Human Subject Research (HSR) Academy at Moffitt Cancer Center developed a comprehensive blended onboarding program to meet the demands of an increasingly complex clinical research environment in Clinical Trials Office (CTO) and Non-Therapeutic Research Office (NTRIO)

Goals

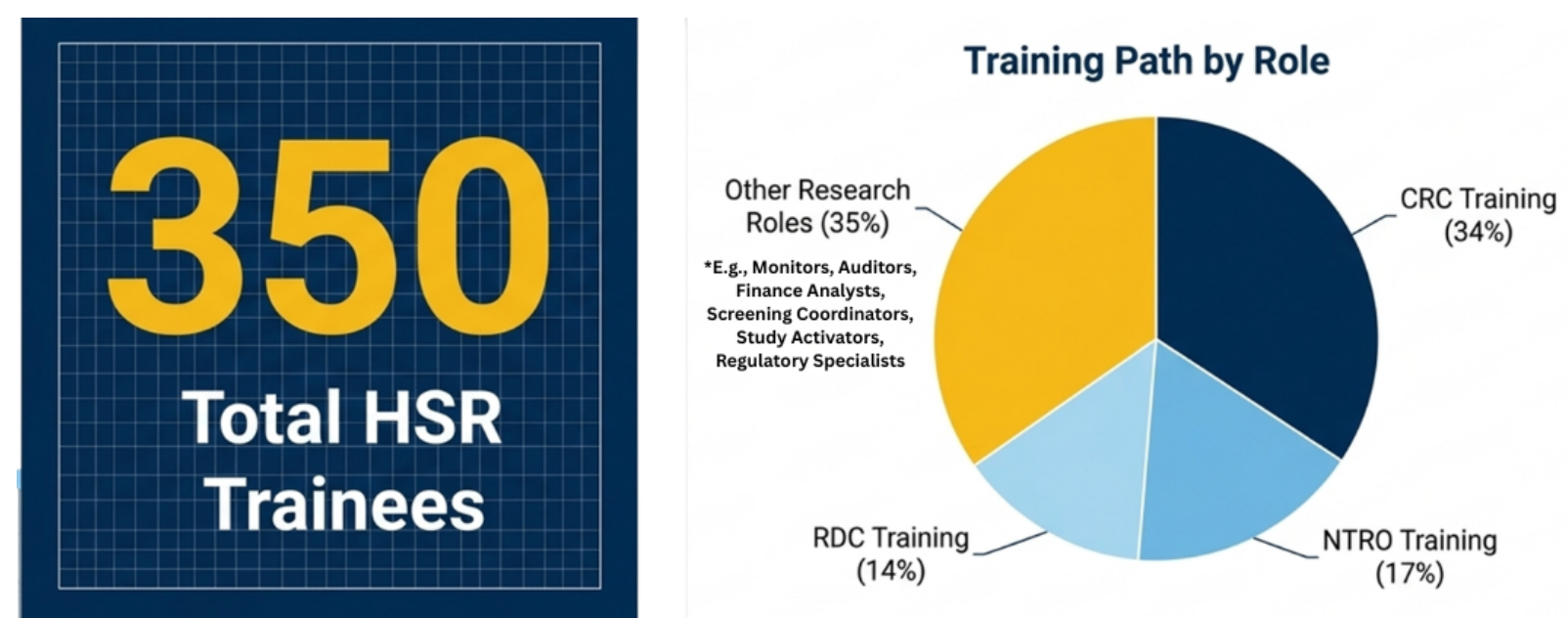
The primary goal is to equip new research staff—across multiple responsibilities and disciplines—with a strong foundation in clinical trial operations. Differentiated onboarding pathways include Instructor-Led Training (ILT), e-learning modules, and essential ancillary classes. These sessions reinforce effective cross-team communication, clarify expectations, and support protocol compliance by helping staff understand the operational contributions of partner departments.

The 4-Pillar Blended Learning Matrix

Instructor-Led Sessions (ILT) <ul style="list-style-type: none"> Function: Establish foundational knowledge and set clear expectations. Focus: Institutional policies, team structure, oncology fundamentals. 	Self-Paced E-Learning <ul style="list-style-type: none"> Function: Reinforce complex concepts at an individual pace. Focus: SOP familiarization, regulatory reading, system navigation basics.
Hands-On Scenarios <ul style="list-style-type: none"> Function: Ensure skill application and competency verification. Focus: Navigating CTMS, drafting consent documentation, completing Eligibility Checklists. 	Departmental Shadowing <ul style="list-style-type: none"> Function: Enable contextual, role-based learning. Focus: Disease-specific practices, applying general framework to specialized oncology tracks.

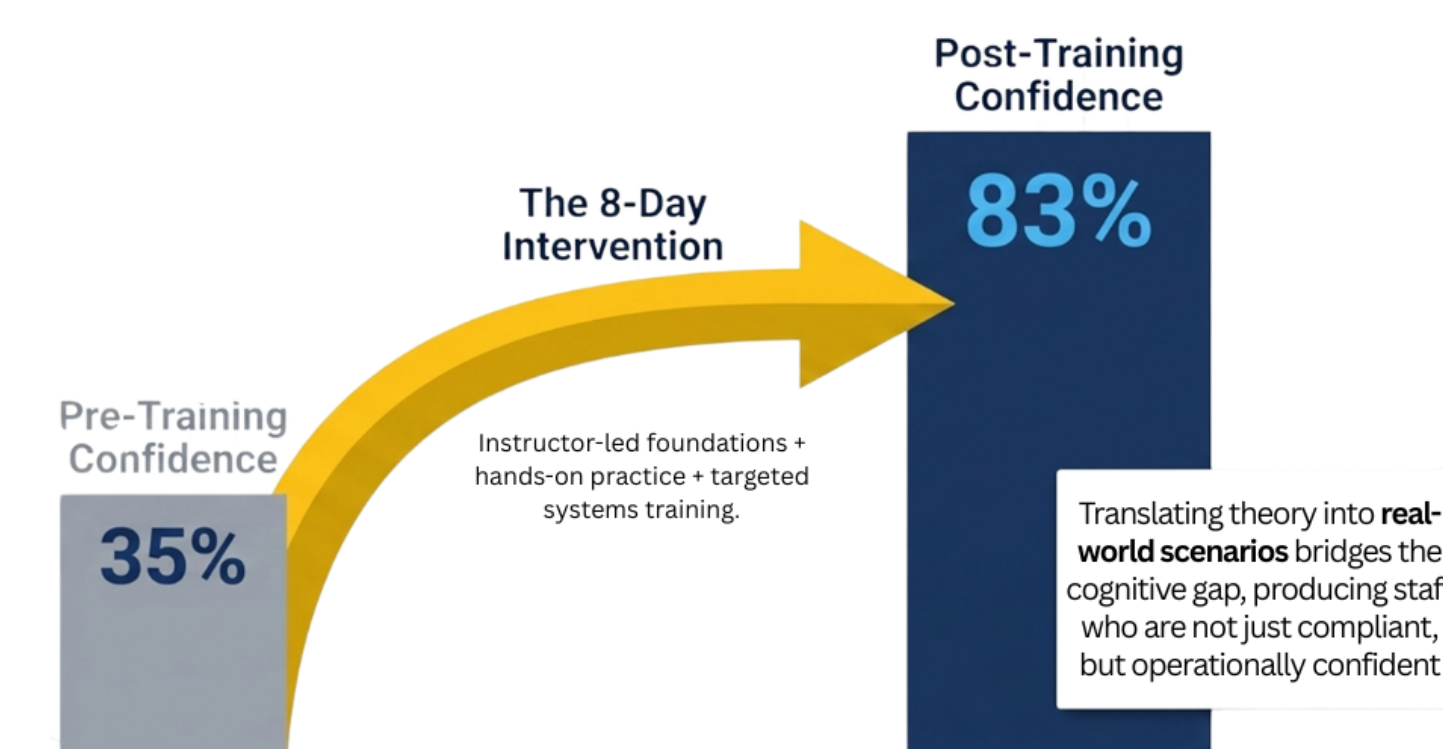
Outcomes

The blended model has strengthened operational understanding, supported smoother transitions into role-specific training within departments, and promoted high-quality, compliant clinical research across the organization.



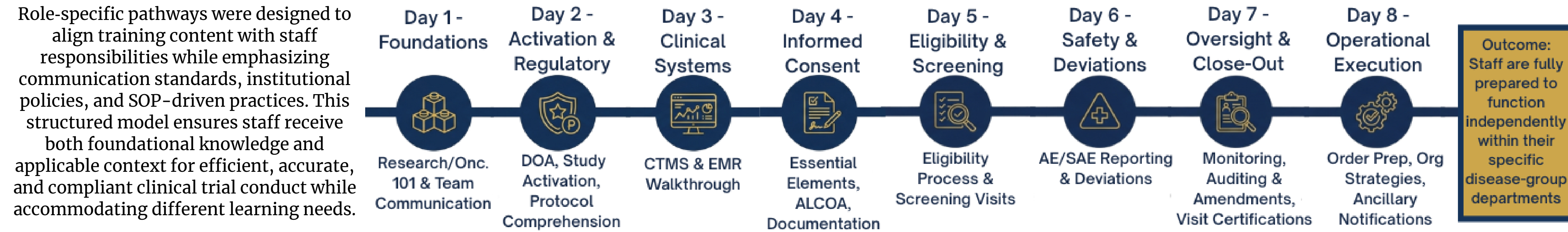
The modular blueprint successfully accommodated high-volume onboarding across diverse operational needs, ensuring consistency at scale.

The Confidence Multiplier: CRC Cohort



Solutions and Methods

TRAINING TIMELINE



Differentiated Architecture: Role-Specific Pathways

Role Category	Duration	Core Focus	Ancillary Integration
Clinical Research Coordinator (CRC)	8-Day	Coordinator responsibilities	Yes ✓
Research Data Coordinator (RDC)	8-Day	Data management & quality practices	Yes ✓
Non-Therapeutic Research Office (NTRIO)	3-Day	Non-therapeutic study workflows	Tailored
Principal Investigators (PI)	Condensed / Online	Role expectations & resources	N/A
Other Research Roles	Selected training days	Select relevant CRC sessions	Tailored

The Ancillary Advantage: Interdepartmental Collaboration



The Concept

Clinical trials are highly interdependent ecosystems. The HSR pathways mandate essential ancillary classes for primary roles.

The Operational Impact

- Cross-Team Communication:** Teaches staff how to interact effectively with support teams.
- Expectation Management:** Clarifies turnaround times and workflow dependencies.
- Risk Mitigation:** Drastically reduces the likelihood of protocol deviations by ensuring staff understand the specific operational contributions of partner departments.

Lessons Learned and Future Directions

The blended approach—combining ILT, e-learning, and hands-on practice—has proven effective in balancing structure with flexibility. Continuous feedback collection has highlighted the need for expanding differentiated pathways, especially for roles involved in complex clinical trials. Future enhancements will focus on refining content delivery methods, expanding specialized modules, and further integrating practical, real-world applications to support staff performance and long-term retention.

The Continuous Competency Engine



Architecting the Future of Clinical Trial Training

<p>Context Over Memorization</p> <p>Transition from isolated regulatory reading to lifecycle-mapped, hands-on scenarios that connect rules to reality.</p>	<p>Modularity by Design</p> <p>Discard the one-size-fits-all onboarding approach. Build differentiated pathways that respect the operational reality of specific roles.</p>	<p>Cross-Functional Integration</p> <p>Mandatory integration of ancillary departments establishes a baseline of communication that directly protects protocol compliance.</p>
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