

Designing a Scalable Oncology Clinical Research Workforce Infrastructure: A Competency-Integrated Model for Standardized Onboarding

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Background

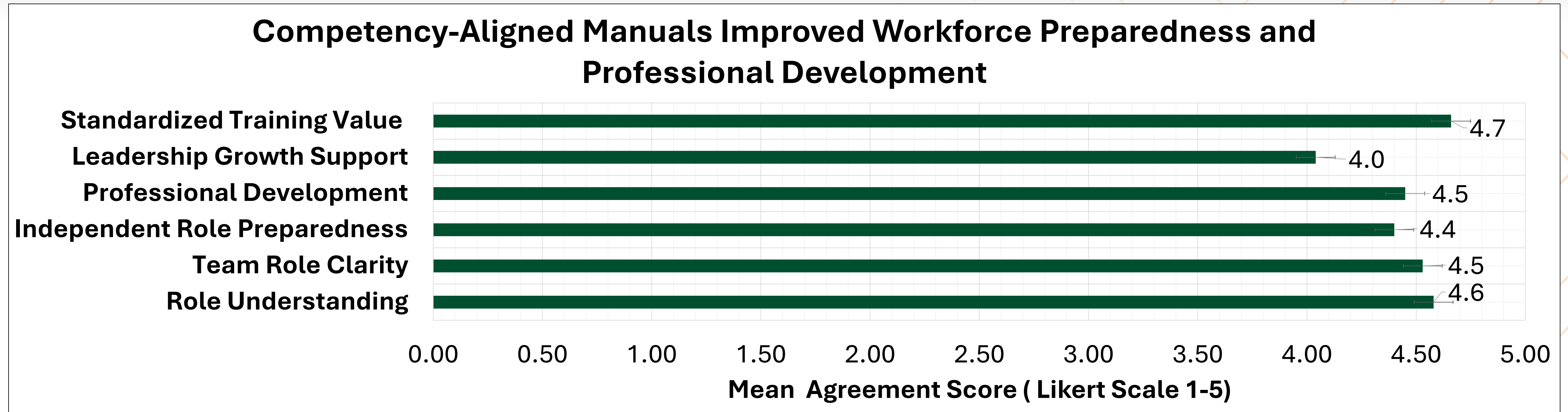
Oncology clinical research requires mastery of regulatory, operational, and multidisciplinary workflows. Variability in onboarding may limit competency development and workforce consistency. At our institution, operational responsibilities were not formally aligned with professional competency expectations. Advancement to Clinical Research Coordinator III requires SOCRA CCRP certification within six months of hire, highlighting an opportunity to align workforce development with established competency standards.

Objectives

- Establish a standardized competency aligned onboarding framework.
- Align operational workflows with regulatory and certification expectations.
- Create a scalable workforce development model adaptable nationally.

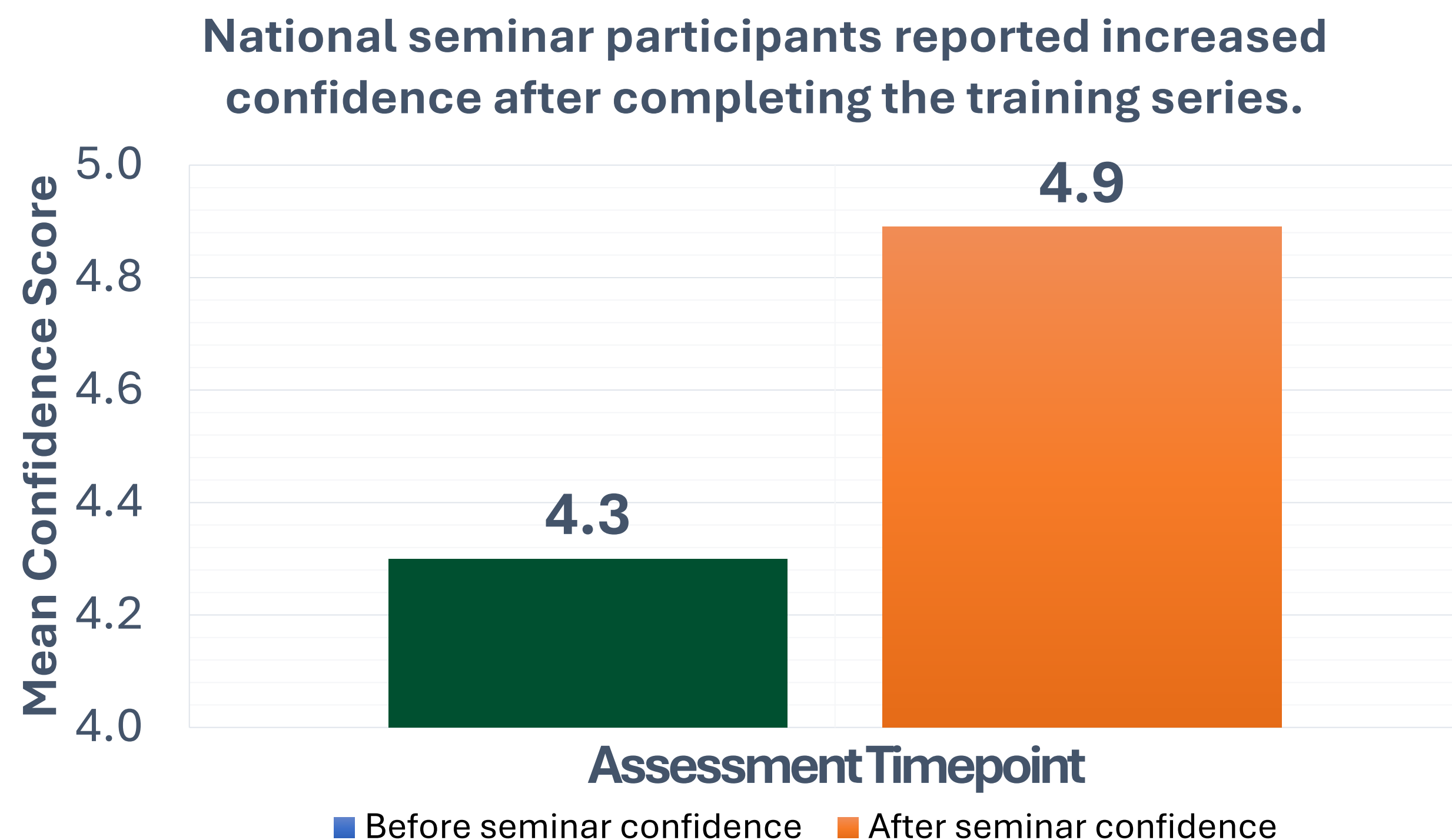
Methods

Role-specific onboarding manuals were developed for clinical research coordinators and data specialists, then expanded to nursing, management, and leadership roles. Manuals were designed as operational guides aligned with SOCRA CCRP domains and integrated into orientation, refresher, and professional development programs. To support broader dissemination, the framework was translated into 11 universal competency domains that now anchor monthly national educational seminars and evaluation of perceived competency alignment and certification preparedness.



Results

- Standardized competency expectations across multiple research roles.
- Improved alignment between operational practice and certification readiness.
- Supported workforce scalability and internal mobility.
- Demonstrated strong national participant engagement and perceived value.



Future Directions

- Continue national seminar expansion.
- Refine competency-based evaluation strategies.
- Assess long term onboarding and retention outcomes.
- Support scalable adoption across oncology research programs nationally.

National Respondents Supported Framework Scalability and Operational Impact

