posting but considered for all open positions. The Hub decreases administrative burden for hiring managers, allowing them to focus on critical aspects of candidate selection and managing clinical research.

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Lessons Learned in Developing a Clinical Research Coordinator Badge

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OBJECTIVES/GOALS: A clinical research coordinator (CRC) digital badge offers a novel approach to addressing the ongoing shortage of CRCs at academic medical centers. We sought to pilot this low-cost, short-term training digital badge to train entry level CRCs and to attract a diverse pool of individuals. METHODS/STUDY POPULATION: Experienced clinical research professionals outlined competencies needed by study coordinators working in an academic center using a Delphi approach. The competencies aligned with 6 of the 8 domains established by the Joint Taskforce for Clinical Trial Competencies. Five course modules were created in a standardized format consisting of instructional videos, handouts, and a 25-question quiz (passing grade: 90%) which was hosted in the university learning management system. Beta testers were recruited to complete surveys at the conclusion of each module addressing both module performance and content accuracy. An item analysis was performed on the 25-question quiz. RESULTS/ANTICIPATED RESULTS: Nine volunteers were recruited for the pilot. Seven completed the badge. All participants, with years of experience from 0 to over 10 in clinical trials, found the course to be informative. The majority (84%) of responses on course logistics were positive or neutral. The quiz item analysis identified most questions (86%) as either Easy or Neutral, which is ideal for a Level 1 Badge addressing foundational skills. Forty percent of the quiz questions scored high on the Discrimination Index, indicating that the quiz could identify those who performed well and those challenged by the quizzes. One negative comment received stated that course was too intense to be completed in 4 weeks. DISCUSSION/SIGNIFICANCE: The results of this pilot study demonstrated that this badging course offers a low cost, easily accessible option for recruiting and training entry level clinical research professionals. The proof-of-concept study encouraged our initiation of the program and attempt to broaden our reach.

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Milestone planning and leadership skills in professional women following participation in Capita3 Leader Launch program.

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OBJECTIVES/GOALS: The goal of this study is to demonstrate growth in leadership skills in areas of milestone selection, conditions of success, and self-efficacy for females in the Capita3 Leader Launch (LL) Program. METHODS/STUDY POPULATION: Forty females were self-selected to participate in the LL Program, a 21 day program which is organized around a highly significant career goal that each participant selects. The program is designed to guide participants through a unique and transformative process to increase the probability that each participant will achieve their selected career goal. In the fall of 2022, seventy people participated in the LL program. Participants were asked to fill out a Leadership assessment prior to participation and then again following participation in the program. RESULTS/ANTICIPATED RESULTS: Immediately after the program, participants self-report 86% increased confidence, 85% being on track to achieving their selected milestone or an appropriate pivot, and 80% feel more equipped to navigate their external environment. DISCUSSION/SIGNIFICANCE: This study demonstrates that the LL Program addresses barriers that are neither fully understood nor addressed by existing programs and policies for women. Future programs can use the LL Program to help females take on high visibility assignments, larger organizational roles, and leadership positions within the current organization environment.

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Networking Strategies to Drive Clinical Research Management Workforce Engagement

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OBJECTIVES/GOALS: The goal of this project was to create a professional network for the Rutgers Clinical Research Management master's program to foster relationships between potential and current clinical research professional workforce members. A professional network provides an opportunity for its members to stay continuously engaged in the community. METHODS/STUDY POPULATION: Two Qualtrics surveys were created after researching the social presence of the Rutgers SHP community, similar master-level programs, clinical research professional networks, and general social landscapes. The surveys were sent through LinkedIn and email with telephone reminders to the Rutgers SHP CRM community to gather demographic information, preferred method of engagement, and desired network content. In addition, six alumni and two faculty SHP CRM members were interviewed via Zoom for further feedback. The data from these surveys was analyzed on excel and supported the creation of content and structure for the CRM Network. RESULTS/ANTICIPATED RESULTS: Survey results indicated 70% (n=20) of respondents preferred engagement through email or LinkedIn. Engagement topics included alumni/faculty news, workforce opportunities, and networking events. A LinkedIn page and website were created to highlight members'accomplishments and activities. An electronic quarterly newsletter was developed to expand the content with alumni and faculty editorials and future opportunities to engage with the Rutgers CRM program. Further data analysis revealed that 73% (n=16) preferred in-person vs remote events. A Facebook page was created to provide a forum for casual interactions that may lead to in-person opportunities. Seven participants volunteered to join the newly formed CRM Network Advisory Committee that will develop future content and manage the CRM Network. DISCUSSION/SIGNIFICANCE: The CRM Network was well received by the Rutgers CRM community as a tool to foster relationships between current and future clinical research professionals. Despite data limitations (small sample size and incomplete responses), the CRM Network was created and transferred to the Advisory committee for implementation and future expansion.