



PRAHEALTHSCIENCES

The Process and Development of the SAS/STAT® Programmer Role from a Retroactive Perspective

DATE

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PRESENTED BY

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Content of Presentation

- Previous experience
- Purpose of presentation
- Recruitment
- PRA Programming Academy
- The Future
- Why the PRA Programming Academy contributes to speed, efficiency and quality



| My Previous Experience

- Graduate in Material Science
- 5 Years Management experience



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Purpose of Presentation

- Representational guide to;
 - Recruitment
 - Training
- Increase speed and efficiency
- Develop SAS Programmers
- Consistent approach
- Good Programming Practice



Timeline





Phase 1

Recruitment



Recruitment Strategy

- Problems faced when recruiting
 - Sector Growth
 - Competitiveness
 - Specialized skill set
 - Training
- Solution
 - PRA Programming Academy



Adopted Solution

- Target Specific candidates
- Referral System
- Telephone Screening
- Face to Face interview
- Aptitude test
- Recruit and train in batches





Phase 2

The PRA Programming Academy



What is the Academy?

- Est. 2008
- Comprehensive training
- Class room style environment
- Practical Working
- Training studies
- Follow-along demonstrations
- Mentoring and Support
- SAS Base Certification Prep Guide



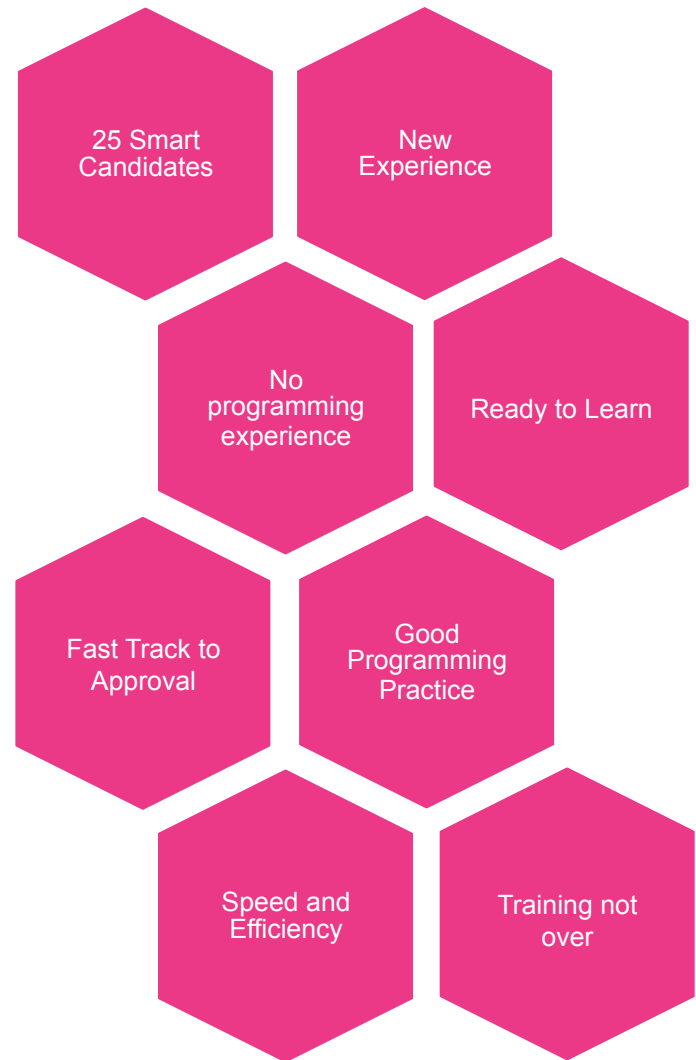
What knowledge is gained?

- Role within the pharmaceutical industry
- Basic SAS concepts
- Programming tables, figures and listings
- SDTM and ADaM creation including an understanding of
 - CDISC Standards
 - Pinnacle 21 Compliance
- Billable work preparation



Academy experience

- Sheltered
- Introduce company tools
- Role within the company
- Learn to become a functional and competent SAS programmer
- Emphasis on;
 - Quality
 - Accuracy
 - Consistency





Phase 3

Continued Mentoring and Support



| The support

- How to access help
 - Training and Development Managers dedicated to graduate development
 - Co-workers
 - Support documents
 - SAS Certification Prep Guide
 - Internet



SAS Certification Base 9 Exam

- Take SAS Base 9 Exam
- Revise entire book
- Review of everything
- Formal Exam
- Base 9 Certification



Mentoring Meetings

- 1-1 with Training and Development Manager
- Weekly hour long meetings
- Develop, nurture and encourage
- Discuss code, code structure and efficiency
- Enforce Good Programming Practice
- Safe environment
- Continued learning



Code Review Meetings

- Peer group
- Bi-weekly
- Code discussion
- Active communication
- Helpful hints and tips
- Additional guidance
- Promotes office unity
- Group communication skills



Driving towards success





Phase 4

Lead Apprentice Program



Purpose of the Program

- Natural progression
- Leadership responsibilities
- Development opportunities
- Access to additional resources
- Develop skill base
 - Leading projects
 - Leadership skills

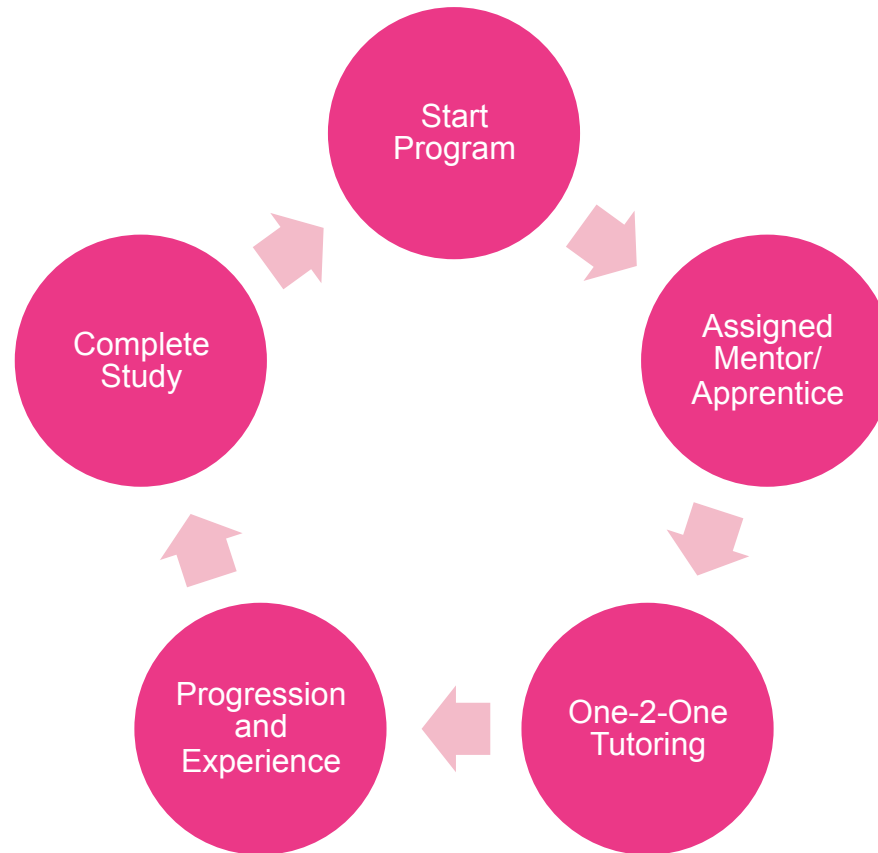


Structure

- Mimic the original training
- One-to-one Mentor
- Mentor a current Lead
- Study management
- Documented learning
- Weekly meetings at onset
- Monthly Round Table meetings



Life Cycle





Final Statement



| Any Questions?





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THE FUTURE OF CLINICAL DEVELOPMENT