

Significant Trends Affecting the Pharmacist Workforce

Presented at 2009 NACDS Pharmacy & Technology Conference
Boston, MA, August 9, 2009

Presented by: Midwest Pharmacist Workforce Research Consortium (MPWRC)

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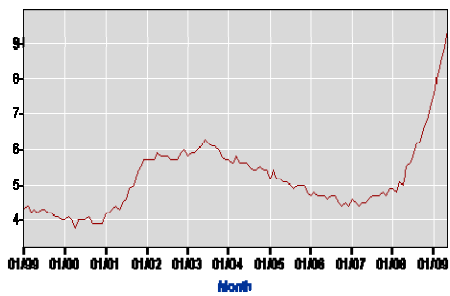
Jon Schommer
Minnesota

Learning Objectives

- Describe U.S. demographic/economic trends that may affect the pharmacist workforce.
- Describe pharmacy practice trends that may affect the pharmacist workforce.
- Describe pharmacy education trends that may affect the pharmacist workforce.
- Describe findings from National Pharmacist Workforce Research that may affect the pharmacist workforce.
- Identify future issues that are likely to affect the pharmacist workforce.

U.S. Trends

U.S. Unemployment Rate



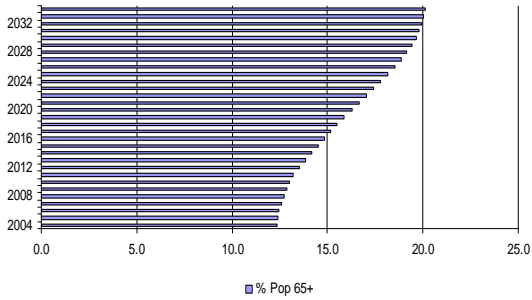
Source: US Census Bureau

Dow Jones 2004 to 2009

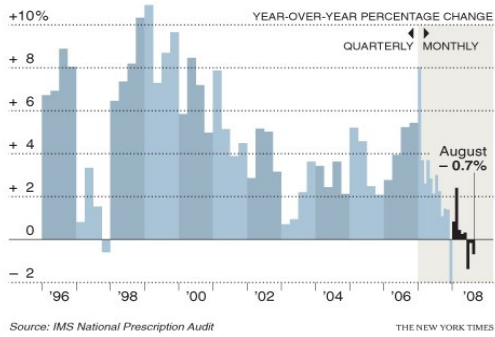


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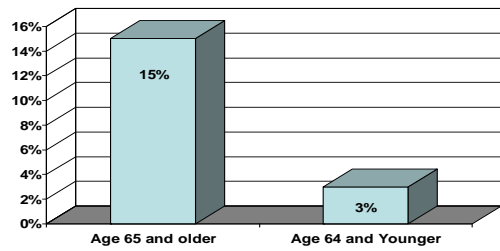
Proportion of U.S. population age 65 and older



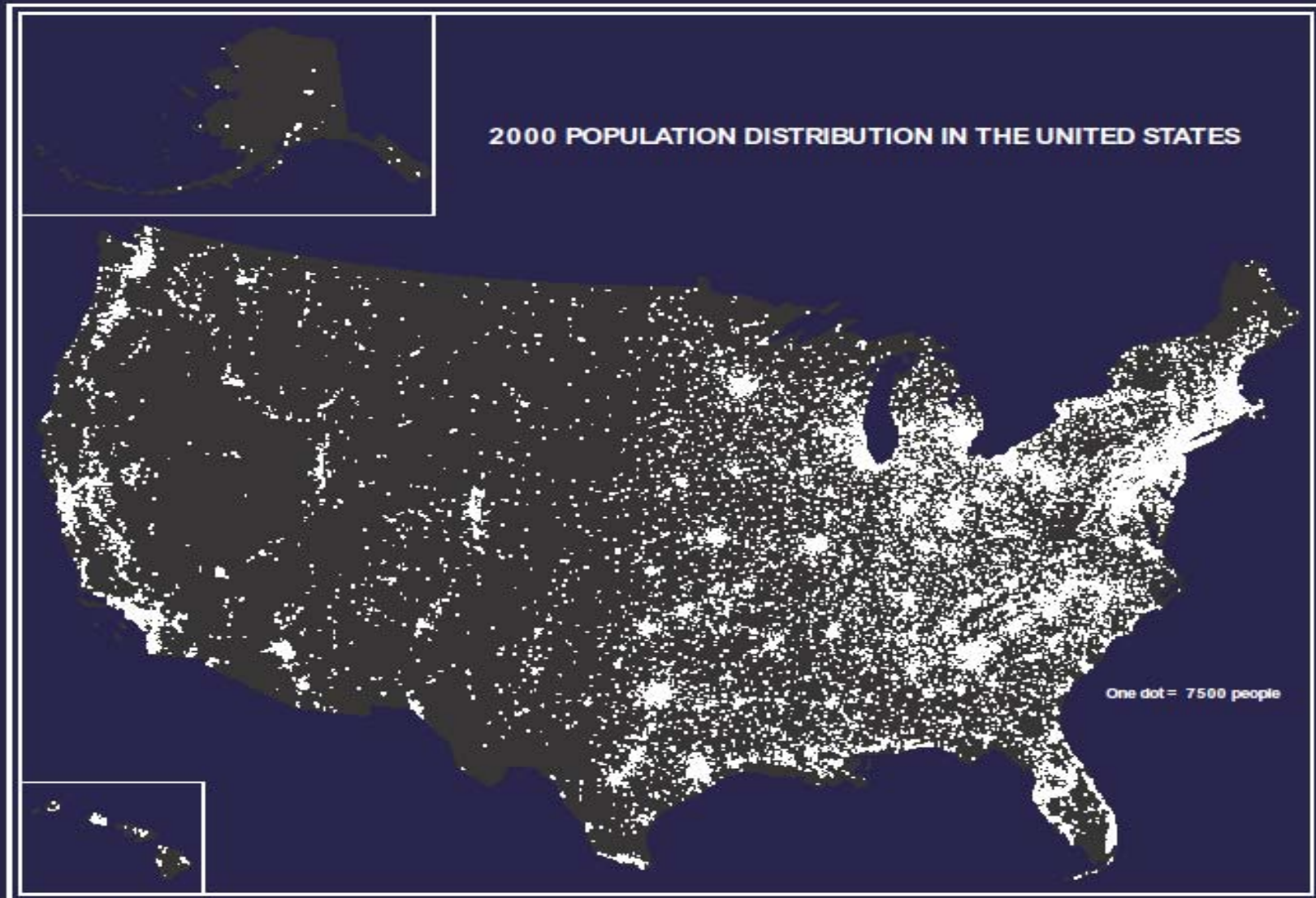
Change in number of prescriptions dispensed

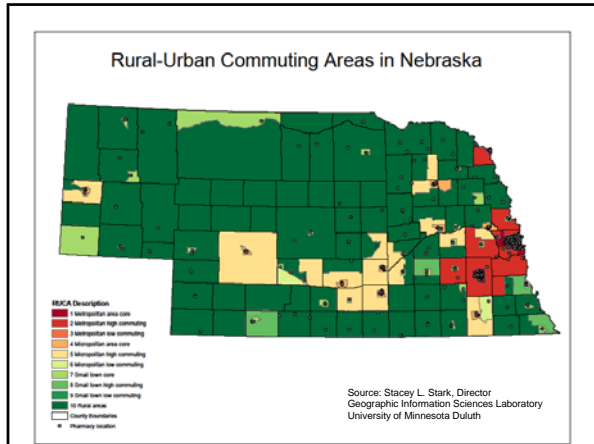


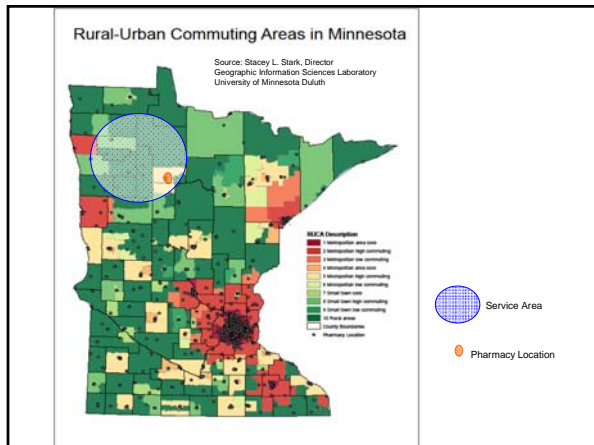
'Donut Hole' Effect for Importance of Both Total and Out-of-Pocket Costs for Prescription Drugs



Distribution of U.S. Population

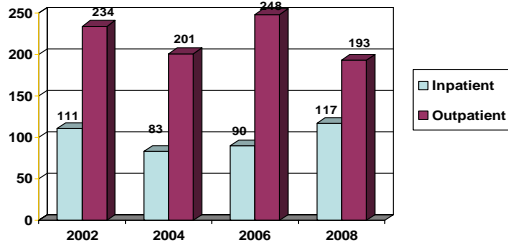






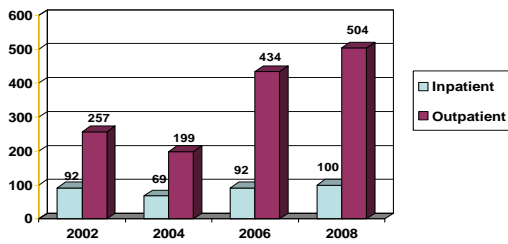
Pharmacy Practice Trends

Number of Additional Full Time **Pharmacists** that Minnesota Pharmacies Would Like to Hire 'Over the Next Year'



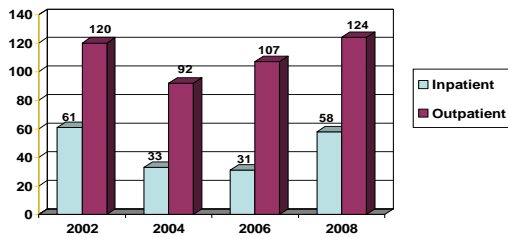
Source: Jon Schommer et al., 2002 - 2008 Minnesota Pharmacy Surveys

Number of Additional Full Time **Technicians** that Minnesota Pharmacies Would Like to Hire 'Over the Next Year'



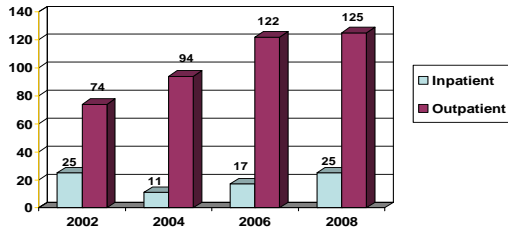
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'Current' Number of Open Positions in Minnesota Pharmacies for Full Time **Pharmacists**



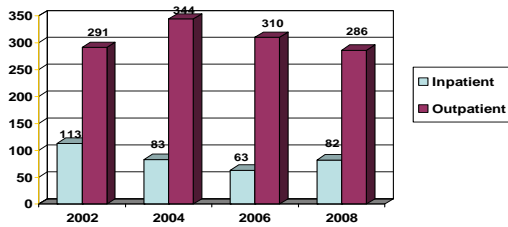
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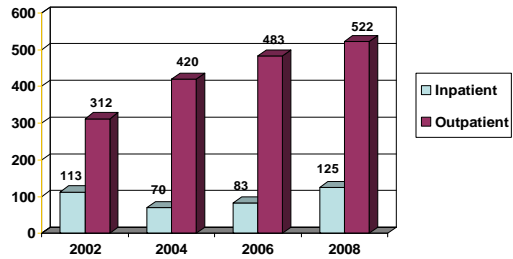
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Number of Full Time Pharmacists Who Left the Employ of Minnesota Pharmacies in the Past Year



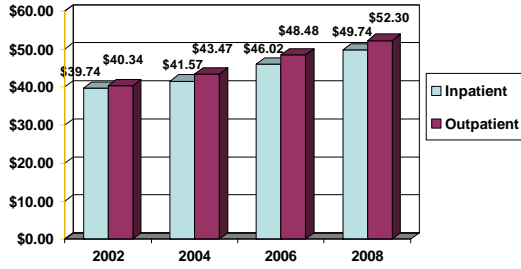
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Number of Full Time Technicians Who Left the Employ of Minnesota Pharmacies in the Past Year



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Hourly Wages Minnesota Pharmacies Are Willing to Pay a Newly Hired Full Time **Pharmacist**

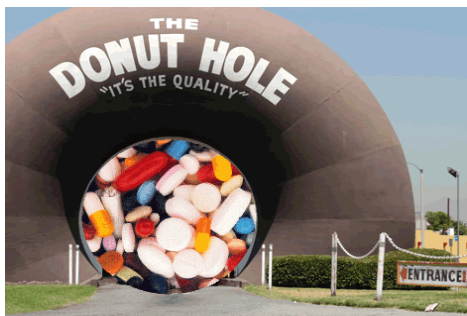


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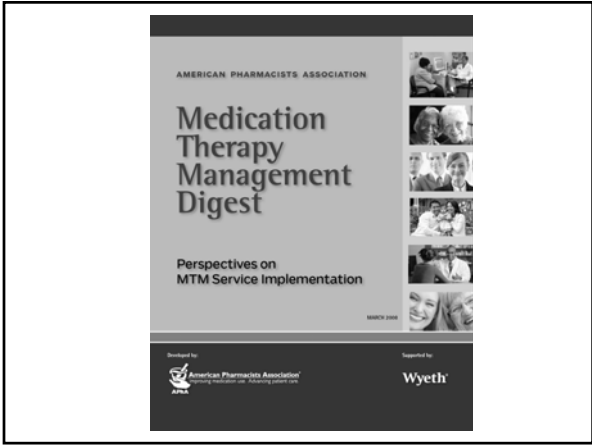
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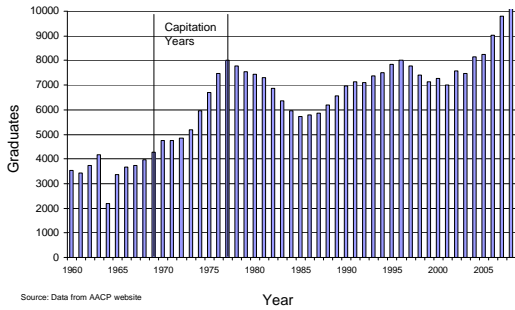




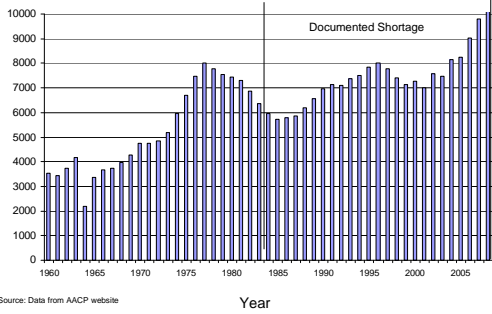


Pharmacy Education Trends

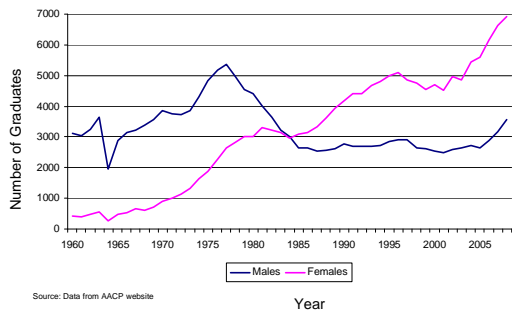
Graduates from US Pharmacy Schools: 1960-2008



Graduates from US Pharmacy Schools: 1960-2008



U.S. Pharmacy School Graduates by Gender: 1960-2008

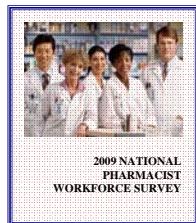
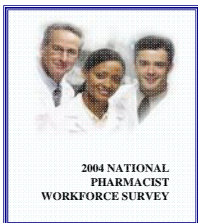


Survey of Vacant Budgeted and Lost Faculty Positions

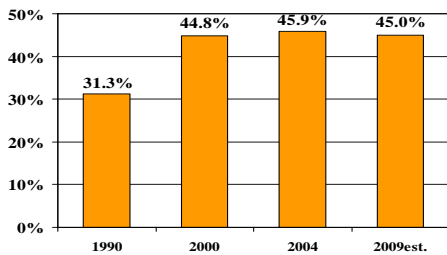
(American Association of Colleges of Pharmacy)

- For 2007-2008, 93 colleges and schools of pharmacy who responded to the survey (out of 110 contacted) reported 425 vacant and/or lost positions.
- 53% of these were in the clinical science / pharmacy practice area.
- 4,957 full-time faculty at colleges of pharmacy in 2008.

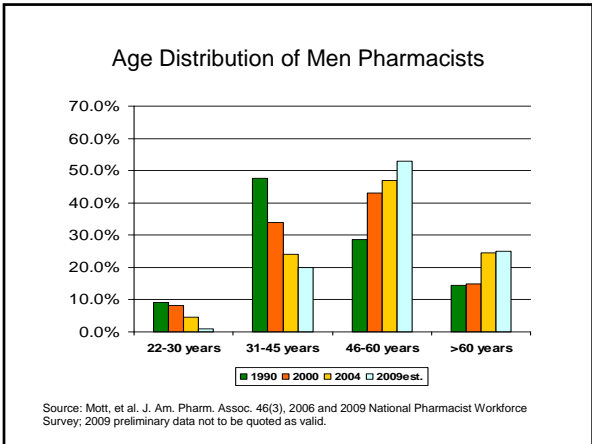
Findings from National Pharmacist Workforce Research

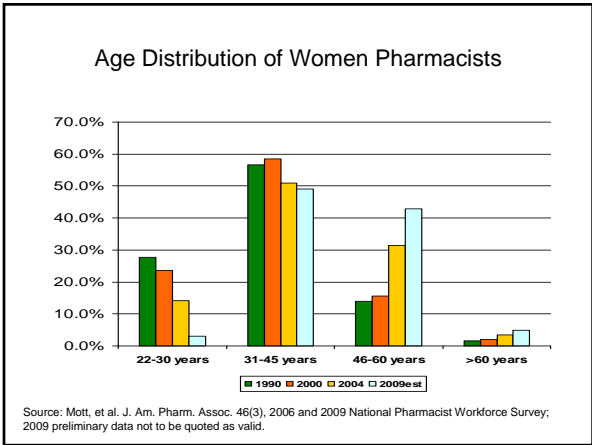


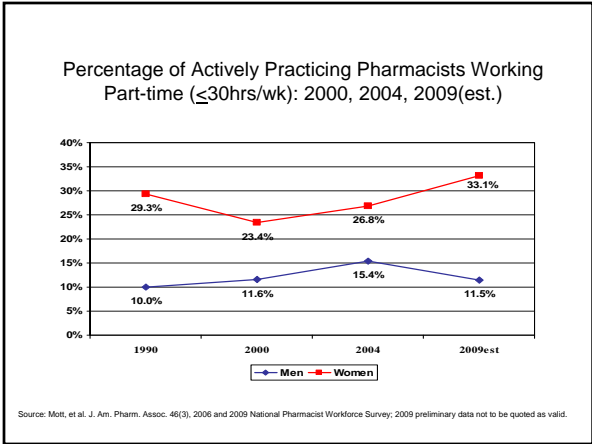
Percentage of Actively Practicing Pharmacists That Are Women: 1990, 2000, 2004, 2009est.



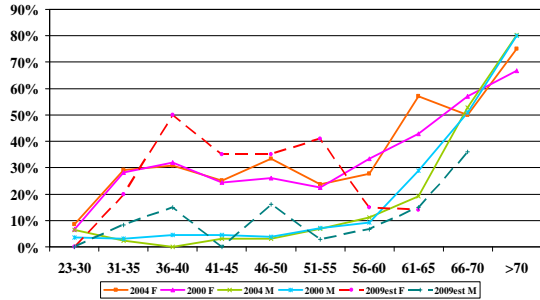
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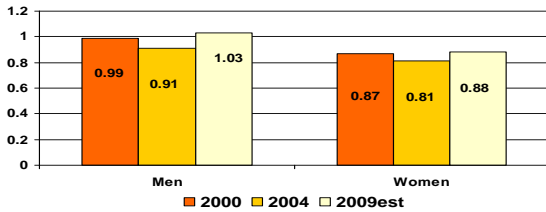


Rate of Part-time Work by Gender and Age Category: 2000, 2004, 2009(est.)



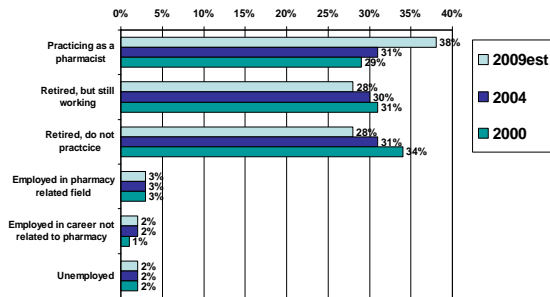
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Full-time Equivalent (FTE) for Men and Women Active Pharmacists: 2000, 2004 & 2009(est.)



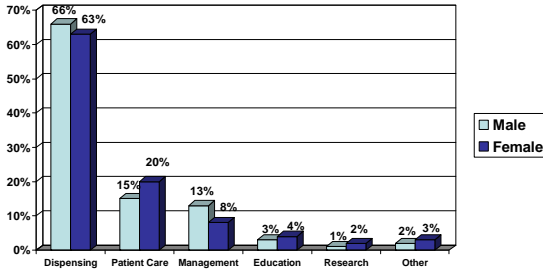
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Employment Status for Pharmacists Over 60 Years Old: 2000, 2004, 2009(est.)



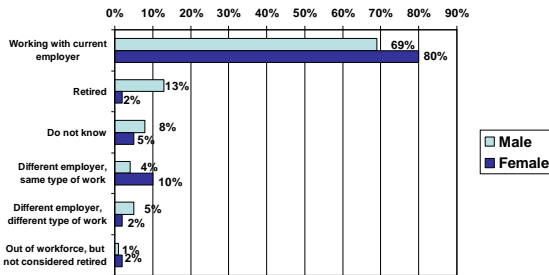
Source: 2000, 2004, 2009 National Pharmacist Workforce Surveys; 2009 preliminary data not to be quoted as valid.

Actively Practicing Pharmacist Work Activities by Gender (2009est.)



Source: 2009 National Pharmacist Workforce Survey, preliminary data, not to be quoted as valid

Actively Practicing Pharmacist Work Plans in 3 Years – i.e. 2012 (2009est.)



Source: 2009 National Pharmacist Workforce Survey, preliminary data, not to be quoted as valid

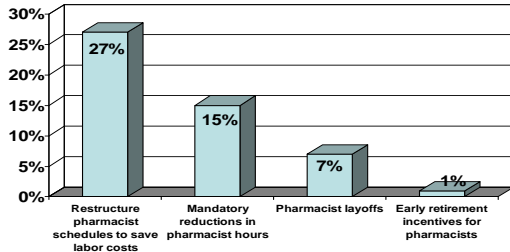
Actively Practicing Pharmacist Selected Comparisons by Gender (2009est.)

- | | |
|--|--|
| Male Pharmacists: | Female Pharmacists: |
| • Work an average of 41 hours per week | • Work an average of 35 hours per week |
| • Average age: 54 | • Average age: 45 |
| • Average household debt: \$123,000 | • Average household debt: \$167,000 |
| • Average household income: \$170,000 | • Average household income: \$161,000 |

Source: 2009 National Pharmacist Workforce Survey, preliminary data, not to be quoted as valid

Pharmacist Labor Cost Reduction

(preliminary findings from 2009 National Pharmacist Workforce Survey)



Source: 2009 National Pharmacist Workforce Survey, preliminary data, not to be quoted as valid

Losses due to work patterns

	2005	2010	2015	2020
Headcount RPhs	229,921	249,955	276,157	304,986
FTE RPhs	198,636	213,996	235,028	258,559
Difference	31,285	35,959	41,129	46,427

■Knapp KK, Cullice JM. New pharmacist supply projections: Lower separation rates and increased graduates boost supply estimates. J Am Pharm Assoc. 2007; 47(4): 463-70.

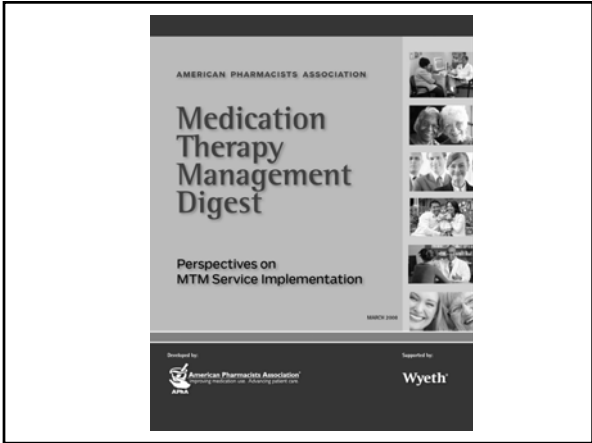
Future Issues

- Motivations for work
- Leadership roles
- Work / Life balance
- Work load /Work activities
- Technology / Technicians
- Healthcare reform
- Economic trends

Discussion

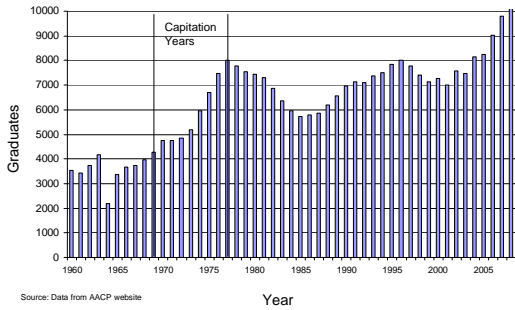




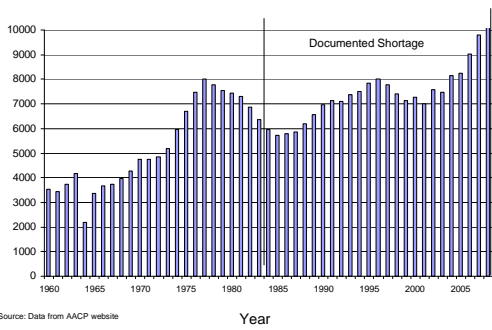


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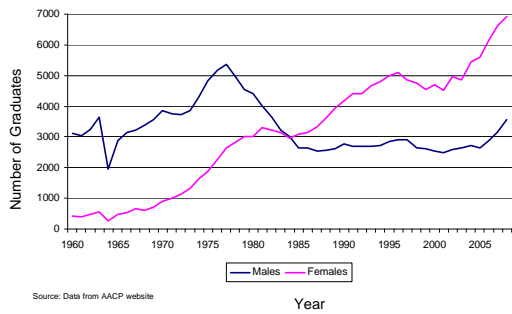
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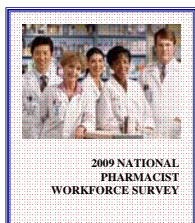
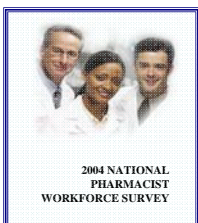


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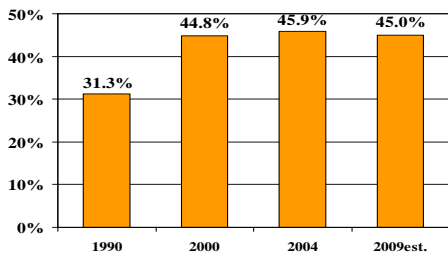
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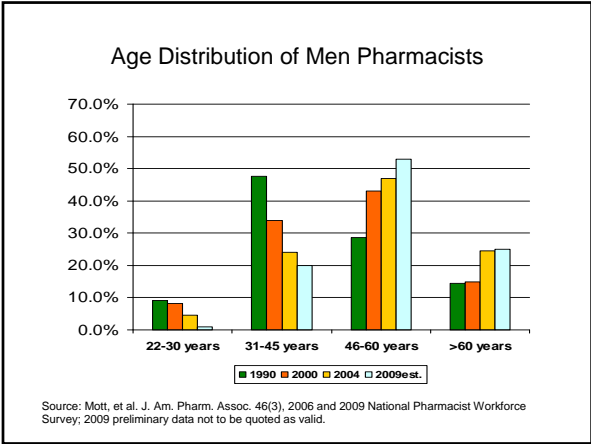
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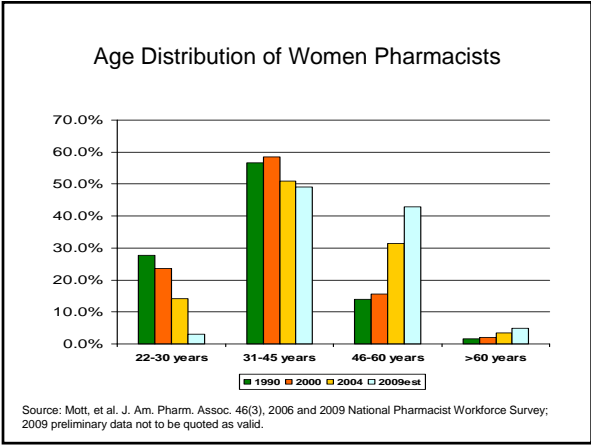


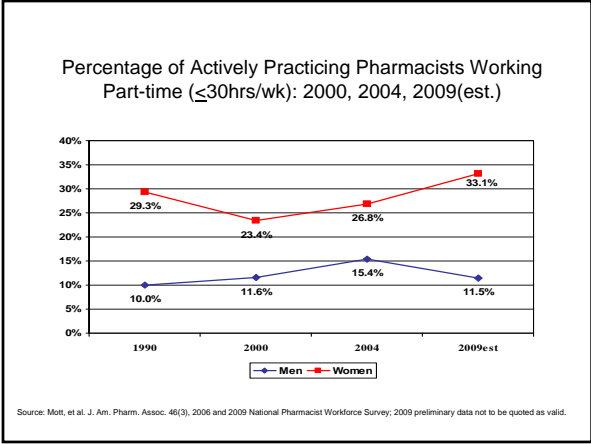
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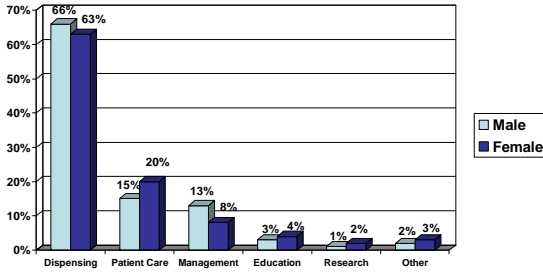
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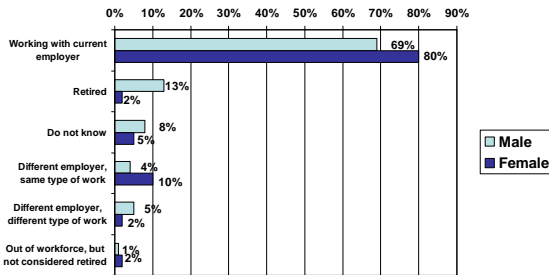


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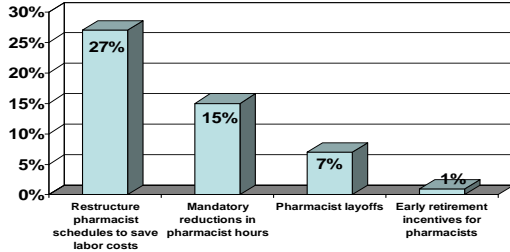
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