Workforce Observations

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CentraCare Pharmacy Profile

- St. Cloud Hospital
  - Inpatient Pharmacy
  - Outpatient Infusion Pharmacy
- 3 Retail Pharmacies
  - 1 hospital based
  - 1 clinic based
  - 1 Specialty
- Clinic based Pharmacists
  - Family Medicine, Internal Medicine, Pain, Endocrinology, Correctional Care Medicine
- ASHP Accredited Acute Care and Ambulatory Residency Programs
- 7 other hospitals
- 30 clinics
Current Pharmacist Market in Central MN

- Multiple applicants for pharmacist postings
- Able to be more selective
- Residency trained applicants
- Numerous applicants who have lost jobs due to job cuts and closures of pharmacies (OptionCare in St. Cloud, Thrifty White, WalMart, Shopko, Lunds-Byerly’s)
- Multiple pharmacists not working at their desired FTE
Preceptor/Manager Observations of New Pharmacists

- Desire to be in the perfect job immediately
- Good hours
- Lack of willingness to work hard
- Seeing more people with no prior pharmacy work experience (other than rotations)
- Question raised as to the impact of rule change that prohibits teenagers to be exposed to pharmacy while in high school
- Metro area students have more broad pharmacy employment opportunities
Desirable Qualities of New Grads

- School Life Balance
- Prior real-life work experience
- Don’t need to be a 4.0 student
- Good communication skills
- Mature, resilient and efficient
- Willingness to work less desirable shifts and non-preferred areas
- Knowledgeable of the benefits of residency
- Prepare for real world scenarios
  - Patients not always compliant or interested in being compliant
  - Not all patients want to talk about their meds
  - Jail Medicine example
  - Not all practice is perfect
  - Treatment decisions often driven by finances complicating the medication decision process
Technician Workforce

- Recruiting and retaining technicians in the inpatient setting extremely difficult
- 27% turnover rate
- Quality issues
- Spending more money to reduce reliance on technician staffing
- IV trained technicians especially difficult to recruit, train and retain!
Positive Feedback for Colleges

- Low Income Clinic exposure is good
- Volunteer requirements
- Leadership tracks
- Communication skills training
- Behavioral styles training
- Ability to manage challenging conversations
Future Growth

- Ambulatory Care
- Provider extenders-need prescriptive authority!
- Population Health
- Pharmacogenomics
- Need to overcome financial barriers in order to justify pharmacist positions