

Pharmacist Demand Indicator (PDI) Summary Report, Third Quarter (September) 2017

Overall Results

The overall and Regional/Divisional PDI ratings for the third quarter of 2017 are summarized in Table 1. These data were reported by the panelists that responded to the quarterly request for their demand ratings (submitted at end of September). Ratings for generalist/staff pharmacists were obtained for all responding panelists, but not all reported for managers or specialized pharmacists; some organizations recruit managers internally and specialized pharmacists are not always sought or employed by all panelists' organizations.

Aggregate results vary each quarter depending on the panelists that respond to the survey. The number and composition of employment situations represented by the panelists change as efforts to recruit and retain pharmacists occur on an ongoing basis. This results in different perspectives being represented in each iteration of the survey and data requests. The PDI is based on panelists' views about the supply and demand for pharmacists; it is an indicator, not an objective measure of the pharmacist workforce situation.

Table 1: Pharmacist Demand Indicator (PDI) Aggregate Results

Overall	Generalist/ Staff	Managers	Specialized Pharmacists^a
PDI (Unweighted) ^b	2.68	3.16	2.69
Response weighted PDI ^c	2.68	3.10	2.74
Population-adjusted PDI ^d	2.81	3.06	2.79
Regional/Divisional^e			
Northeast	2.67	2.93	2.55
Mid-Atlantic (NJ, NY, PA)	2.80	2.94	2.69
New England (CT, ME, MA, NH, RI, VT)	2.30	2.91	2.15
Midwest	2.85	3.05	2.69
East North Central (IL, IN, MI, OH, WI)	2.87	3.07	2.56
West North Central (IA, KS, MN, MO, NE, ND, SD)	2.82	3.01	2.96
South	2.65	2.83	2.49
East South Central (AL, KY, MS, TN)	2.49	2.91	2.51
South Atlantic (DE, DC, FL, GA, MD, NC, SC, VA, WV)	2.40	2.97	2.20
West South Central (AR, LA, OK, TX)	3.15	2.57	2.94
West	3.12	3.54	3.80
Mountain (AZ, CO, ID, MT, NV, NM, UT, WY)	2.53	2.92	3.35
Pacific (AK, CA, HI, OR, WA)	3.39	3.81	4.00

^a Specialized Pharmacists categorization is based on panelists' interpretations as types of pharmacists that have advanced or specialized qualifications and/or duties that are sought in recruiting or hiring (e.g., MTM, anticoagulation, oncology, informatics, etc.).

^b The unweighted value is the average of the state-level average ratings across the states.

^c The response weighted value reflects the average when the number of responses across the states varied.

^d The population-adjusted (weighted) value is adjusted to reflect the State populations based on the 2011 Census.

^e The Regional and Divisional values are population-adjusted (weighted) averages. The response-weighted values are very similar to the population-adjusted values.

Distribution of Ratings by Panelists

Ratings provided by respondents spanned the range of rating levels (1 to 5). The most common rating was 3, representing balance in supply and demand and approximately one-third of all panelist ratings were at this “balanced” level. The numbers of moderate demand (4) and low demand (2) ratings were essentially the same, with approximately 20% of panelists reporting one of those ratings. Only a few panelist ratings were at the most extreme demand level (5), but the number of panelist ratings at the lowest demand (much less than supply, 1) was almost as high as the numbers of moderate demand ratings (slightly less than 20% of all the ratings). Overall, the combined number of ratings reflecting demand less than supply available (ratings 1 and 2) effectively matched the number of ratings at the “balanced” level (3), approximately one-third of all panelist ratings reflected demand less than available supply.

Rating Scale:

- 5 = High demand: difficult to fill open positions
- 4 = Moderate demand: some difficulty filling open positions
- 3 = Demand in balance with supply
- 2 = Demand is less than the pharmacist supply available
- 1 = Demand is much less than the pharmacist supply available

State-Level Ratings

A summary of the average demand ratings among the different states for Generalist/Staff pharmacists is shown in Table 2. These demand ratings are the most inclusive; all panelists reported demand ratings for this category of pharmacists.

Table 2: States with Ratings for Generalist/Staff Pharmacists in Different Rating Ranges

Rating Range	Number	States
4.00 and >	1	CA (North)
3.51 - 3.99	3	LA, OK, WI
3.50	2	AK, NM
3.01 - 3.49	2	CA (South), MI
3.00	11	AR, GA, IN, IA, MN, MS, NV, NY, ND, OR, TX
2.51 - 2.99	7	AL, KS, KY, MO, PA, SC, WA
2.50	3	AZ, ID, WV
2.01-2.49	18	CO, CT, DE, DC, FL, HI, ME, MD, MA, MT, NE, NJ, NC, OH, RI, SD, VT, VA
2.00 or less	5	HI, NH, TN, UT, WY

Practice Setting Demand Ratings

Ratings for generalist/staff pharmacists were categorized by practice setting. Based on broad categorization of the type of organization that the panelist represented, the averages for typical, traditional primary practice settings are shown below.

Type of Practice Site	Average PDI Rating
Community	2.76
Institutional	2.58

These average ratings are weighted by the number of responses (the unweighted average ratings were similar).