

# Pharmacist Demand Indicator (PDI) Summary Report, Fourth Quarter (December) 2017

## Overall Results

The overall and Regional/Divisional PDI ratings for the last quarter of 2017 are summarized in Table 1. These data were reported by the panelists that responded to the request for their demand ratings (submitted at the end of December). 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.

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. Half of all panelist reported their perception of the supply and demand for pharmacists at this "balanced" level. The numbers of responses with the extreme demand rating (5) was small. The number of moderate demand ratings (4) was practically the same as the combined total of lowest demand ratings (1 and 2), with the lowest demand ratings each occurring with very similar numbers. The low number of highest demand (5) and higher numbers of demand much less than supply (1) resulted in the overall aggregate demand rating slightly below balance (2.98 population weighted PDI).

### 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 demand rating levels for Generalist/Staff pharmacists in the different States is shown in Table 2. These demand ratings are the most inclusive; all panelists reported demand ratings for this category of pharmacists.

## 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	3.37
Institutional	2.61

These average ratings are weighted by the number of responses (the unweighted average ratings were similar). More panelist ratings are available for community practice than institutional practice sites.

**Table 1: Pharmacist Demand Indicator (PDI) Aggregate Results**

<b>Overall</b>	<b>Generalist/ Staff</b>	<b>Managers</b>	<b>Specialized Pharmacists<sup>a</sup></b>
PDI (Unweighted) <sup>b</sup>	2.88	3.21	3.20
Response weighted PDI <sup>c</sup>	2.92	3.23	3.22
Population-adjusted PDI <sup>d</sup>	2.98	3.08	3.05
<b>Regional/Divisional<sup>e</sup></b>			
<b>Northeast</b>	<b>2.91</b>	<b>3.03</b>	<b>3.17</b>
Mid-Atlantic	2.91	3.06	3.15
New England	2.93	2.92	3.22
<b>Midwest</b>	<b>2.97</b>	<b>3.07</b>	<b>3.06</b>
East North Central	2.92	3.02	2.96
West North Central	3.08	3.27	N/A
<b>South</b>	<b>2.83</b>	<b>2.64</b>	<b>2.43</b>
East South Central	2.67	3.29	2.52
South Atlantic	2.67	3.14	3.02
West South Central	3.17	N/A	N/A
<b>West</b>	<b>3.28</b>	<b>3.84</b>	<b>4.52</b>
Mountain	2.73	3.53	N/A
Pacific	3.53	3.93	4.52

Data reported where sufficient responses were obtained.

<sup>a</sup> 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.).

<sup>b</sup> The unweighted value is the average of the state-level average ratings across the states.

<sup>c</sup> The response weighted value reflects the average when the number of responses across the states varied.

<sup>d</sup> The population-adjusted (weighted) value is adjusted to reflect the State populations from the 2011 Census.

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

<u>Region/Division</u>	<u>States</u>
Midwest	
East North Central	IL, IN, MI, OH, WI
West North Central	IA, KS, MN, MO, NE, ND, SD
Northeast	
Middle Atlantic	NJ, NY, PA
New England	CT, ME, MA, NH, RI, VT
South	
East South Central	AL, KY, MS, TN
South Atlantic	DE, DC, FL, GA, MD, NC, SC, VA, WV
West South Central	AR, LA, OK, TX
West	
Mountain	AZ, CO, ID, MT, NV, NM, UT, WY
Pacific	AK, CA, HI, OR, WA

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

Rating Range	Number	States
3.50 – 4.00	7	CA (North), IA, MI, MN, NV, OR, VA
3.01 - 3.49	10	GA, IN, KS, MA, NJ, OK, PA, TX, VA, WI
3.00	9	AL, AZ, CA (South), DC, KY, LA, MD, MT, NH
2.51 - 2.99	11	AL, AR, CT, DE, HI, MO, NM, OH, RI, SC, TN
2.50	4	CO, ME, NY, VT
< 2.50	11	FL, ID, IL, MS, NE, NC, ND, SD, UT, WV, WY