

Pharmacist Demand Indicator (PDI) Summary Report, Second Quarter (June) 2018

Overall Results

The overall and Regional/Divisional PDI ratings for the second quarter of 2018 are summarized in Table 1. The averages in the table reflect the ratings for June (end of the month) reported by the panelists that responded to the survey request for their views on the demand for pharmacists. All responding panelists provided ratings for generalist/staff pharmacists, but fewer panelists reported for managers or specialized pharmacists since organizations recruit managers internally and specialized pharmacists are not always sought or employed by all panelists' organizations.

Since the PDI is based on panelists' views about supply and demand for pharmacists, it is an indicator, not an objective measure of the pharmacist workforce situation. The results vary each quarter depending on the panelists that respond to the survey. This results in different perspectives being represented in each iteration of the survey and data requests. In addition, the number of panelists per state and per period vary.

The number of panelists reporting data this quarter for analysis was smaller than in previous reporting cycles. There were some regions where small numbers of responses resulted for manager and specialist pharmacist demand ratings. The reduced response set of ratings reported also was less than desired for state level result reporting.

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. Just over half of all observations reported by panelists reflected this view of "balanced" supply and demand for pharmacists (generalist/staff pharmacists). The most extreme demand (rating of 5) was reported only in a few cases by respondents. The number of moderate demand ratings (4) was a bit higher than the similar low demand rating (2), but there were more lowest demand ratings (1) than the few highest demand rating. The mix of ratings skewed towards lower demand ratings and that distribution combined to the overall aggregate demand rating below balance (2.86 population-adjusted overall 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

The number of ratings reported was less than desired for state level result reporting. State-level PDI values are not available this quarter.

Practice Setting Demand Ratings

Ratings for generalist/staff pharmacists were categorized by practice setting. The averages for typical, traditional primary practice settings are shown below. These average ratings are weighted by the number of responses (the unweighted average ratings were similar).

Type of Practice Site	Average PDI Rating
Community	3.10
Institutional	2.57

Table 1: Pharmacist Demand Indicator (PDI) Aggregate Results

Overall	Generalist/ Staff	Managers	Specialized Pharmacists^a
PDI (Unweighted) ^b	2.97	3.10	3.25
Response weighted PDI ^c	2.89	3.14	3.22
Population-adjusted PDI ^d	2.86	2.92	3.14
Regional/Divisional^e			
Northeast	2.54	2.81	3.00
Mid-Atlantic	2.60	2.74	3.00
New England	2.38	3.02	3.00
Midwest	3.00	3.57	2.98
East North Central	2.88	3.39	2.98
West North Central	3.27	3.99	NA
South	2.35	2.31	3.17
East South Central	3.33	NA	3.60
South Atlantic	2.58	2.75	3.00
West South Central	2.73	1.76	3.20
West	3.14	3.20	3.28
Mountain	2.92	2.40	4.00
Pacific	3.24	3.49	3.24

Data reported where sufficient responses were obtained.

^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 from 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.

<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