

Pharmacist Demand Indicator (PDI) Summary Report, Fourth Quarter (December) 2018

Comment

The PDI reflects the demand for pharmacists based on employers' views about supply and demand for pharmacists. A panel of respondents representing different organizations that employ pharmacists report their perceptions of demand on a five-point scale.

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

Since panelists that are surveyed report their views on demand based on the rating scale, the PDI is not an objective measure of the pharmacist workforce situation. The results can vary each quarter depending on the panelists that respond to the survey and their views of the pharmacist workforce. Changes in the composite results can provide signals of changes in the supply/demand balance for pharmacists based on different perspectives the panelists reporting data that can vary and change for each cycle.

In recent data collection cycles, the number of panelists reporting data has been more limited. This has led to fewer responses than desired for state level result reporting. Smaller numbers of responses also can contribute to volatility in aggregated demand ratings that should be interpreted with caution by users of the PDI results.

Overall Results

Table 1 summarizes the overall and Regional/Divisional PDI ratings for the fourth quarter of 2018. The averages in the table reflect the ratings for December reported by the panelists that gave their views on the demand for pharmacists in response to the survey request. All responding panelists provided ratings for generalist/staff pharmacists, but fewer panelists reported for managers. Only a small group of respondents reported demand for specialized pharmacists, resulting in fewer ratings than desired for reporting in divisional and regional breakdowns. Some employers recruit managers internally and specialized pharmacists are not always sought or employed by all employers represented by the panelists that reported ratings.

Ratings provided by respondents on the demand for generalist/staff pharmacists spanned the range of rating levels (1 to 5). The most common rating was 3, representing balance in supply and demand. Slightly more than half of all observations reported by panelists reflected this view of "balanced" supply and demand for pharmacists (generalist/staff pharmacists). Small, equal numbers of respondents reported the most extreme demand ratings (highest and lowest, 5 and 1).

With slightly more respondents reporting a low demand rating (2) than moderate demand (4), the average, aggregate demand rating for generalist/staff pharmacists, weighted by the number of respondents was 2.94. The corresponding overall aggregate population-adjusted PDI was similar at 2.91.

In general, the demand for generalist/staff pharmacists is lower than for managers or specialized pharmacists. This view is consistent except for employers in the Western Region where there seems to be a sense of more need for pharmacists in generalist/staff positions than for managerial positions. For specialized pharmacists, the panelists in the Midwest Region tended to view a slightly lower demand compared to generalist/staff pharmacists.

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). Ratings from employers representing community pharmacy settings were similar to the overall aggregate demand, reflecting slight “surplus” in the supply/demand for pharmacists. The lower demand for pharmacists reported by panelists representing Institutional (hospital) settings is consistent with their views in recent quarters, where employers are sensing more pharmacists available than their demand.

Type of Practice Site	Average PDI Rating
Community	2.96
Institutional	2.60

Table 1: Pharmacist Demand Indicator (PDI) Aggregate Results

Overall	Generalist/ Staff	Managers	Specialized Pharmacists^a
PDI (Unweighted) ^b	3.00	3.14	3.48
Response weighted PDI ^c	2.94	3.17	3.37
Population-adjusted PDI ^d	2.91	3.15	3.42
Regional/Divisional^e			
Northeast	2.89	3.23	N/A
Mid-Atlantic	2.98	3.28	N/A
New England	2.64	3.05	N/A
Midwest	2.93	3.27	2.81
East North Central	2.67	3.35	2.79
West North Central	3.52	3.00	N/A
South	2.90	3.24	3.18
East South Central	3.16	3.12	3.36
South Atlantic	2.69	3.09	3.22
West South Central	3.10	3.54	3.08
West	2.93	2.85	4.00
Mountain	3.15	2.91	N/A
Pacific	2.83	2.82	N/A

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