

# Pharmacy Workforce 2022

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OREGON BOARD OF PHARMACY  
September 21, 2022



# Board of Pharmacy Mission

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The Oregon Board of Pharmacy serves to promote and protect public health, safety and welfare by ensuring high standards in the practice of pharmacy and through effective regulation of the manufacture and distribution of drugs.



# Licenses Issued by OBOP

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- Pharmacist (8,878)
- Intern (805)
- Certified Oregon Pharmacy Technician (5,580)
- Pharmacy Technician (1,743)



# Requirements for Licensure

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- **Pharmacist**

- 2-4 years pre-pharmacy, bachelor's degree, 3- to 4-year pharmacy program
- Board exams (Pharmacy Practice (NAPLEX), Jurisprudence (MPJE))

- **Intern**

- Enrolled in approved college/school of pharmacy

- **Certified Oregon Pharmacy Technician**

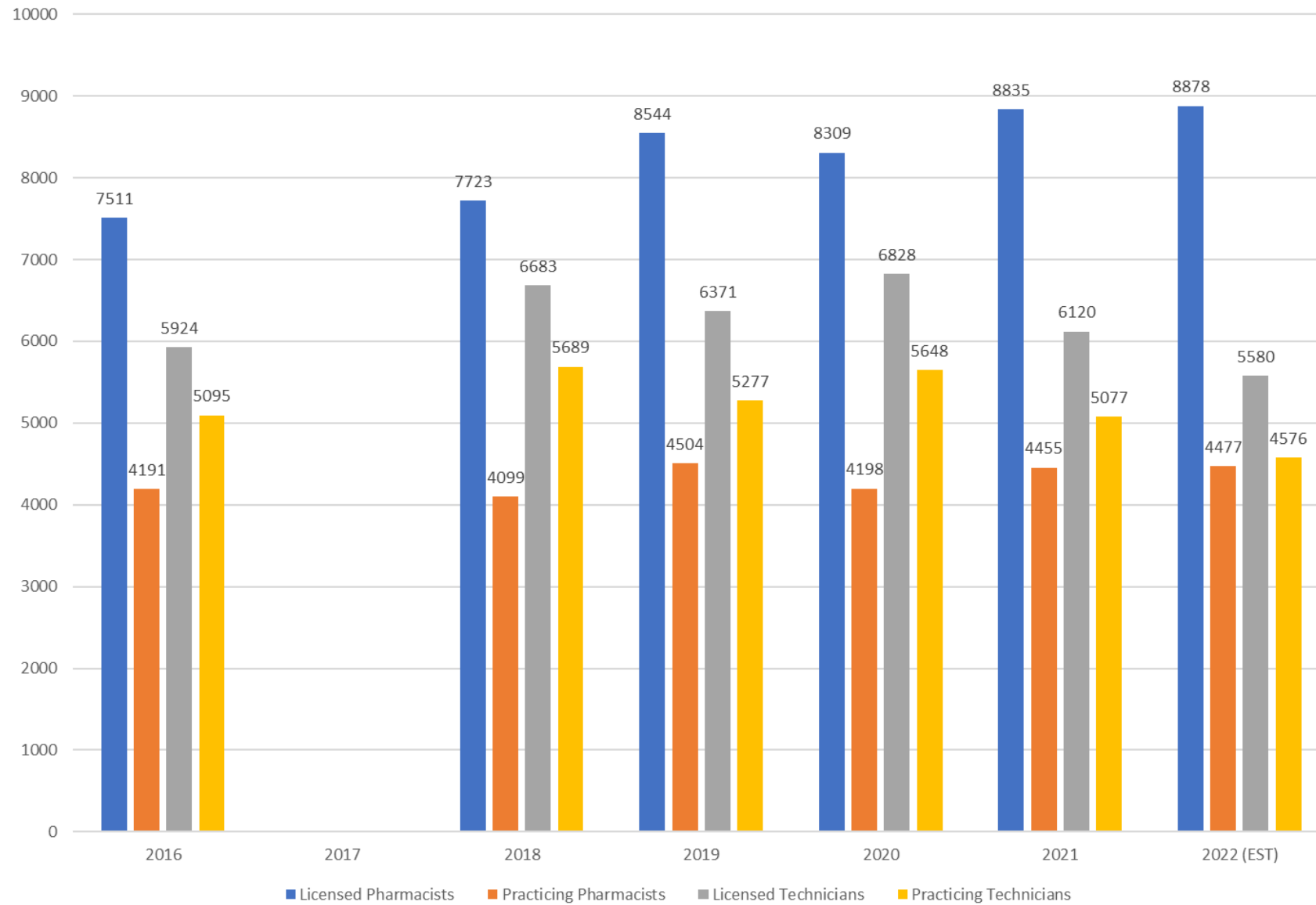
- 18 years old, high school/equivalent, national certification (one-time)

- **Pharmacy Technician**

- 18 years old, high school/equivalent

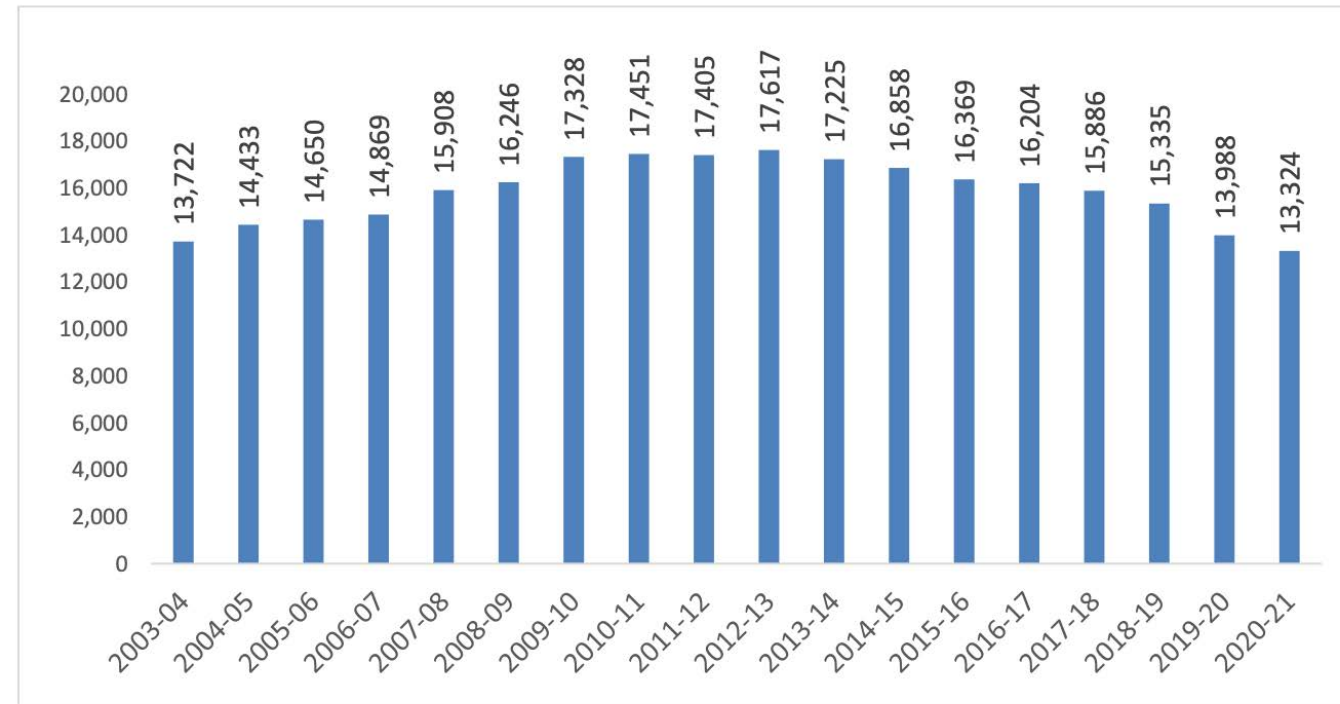


## Oregon Pharmacist and Certified Oregon Pharmacy Technician Workforce



# Applications for pharmacy education decreasing

**Figure 5: Total Number of PharmCAS Applicants (2004-2021)**



94% of 142 SOP/COP  
participate in  
PharmCAS



2020-2021 PharmCAS Applicant Data Report, American Association of Colleges of Pharmacy (AACP).  
AACP bears no responsibility for interpretations presented or conclusions reached based on analysis of the data.



# Not all graduates pass NAPLEX & MJPE licensing exams

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## NAPLEX – 1<sup>ST</sup> TIME PASS RATES

	2017	2018	2019	2020	2021
State* (%)	90.1	88.4	80.9	94.3	80.9
Nat'l (%)	86.9	88.2	87	86.5	83.6

State and national first attempt pass rates of students who graduated from any program for up to the past five years, based on the calendar year of their graduation.

\*Two Oregon institutions

## MPJE – 1<sup>ST</sup> TIME PASS RATES

	2017	2018	2019	2020	2021
In-state (%)	81.2	83.7	75.8	85.8	83.3
Out-of-state (%)	76.9	72.3	69.6	76.1	80.4

Pass rates of students in [OR] for most recent five years for their first attempt on any specific exam jurisdiction.

“In-State”: students took the MPJE® for the state in which their university is located.

“Out-of-State”: students took the MPJE® for states other than the state in which their university is located.



# Pharmacy Demand Report (PDR) 2021 Yearly Summary

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## Pharmacists

	Q1 2020	Q1 2021	Q1 % Change	Q2 2020	Q2 2021	Q2 % Change	Q3 2020	Q3 2021	Q3 % Change	Q4 2020	Q4 2021	Q4 % Change	Total 2020	Total 2021	Total % Change
Northeast	842	724	-14%	440	530	<b>20%</b>	372	514	38%	424	532	25%	2,078	2,300	11%
South	1,511	1,667	10%	565	1,101	<b>95%</b>	969	1,008	4%	909	1,080	19%	3,954	4,856	23%
Midwest	1,214	992	-18%	401	776	<b>94%</b>	440	616	40%	614	791	29%	2,669	3,175	19%
West	1,693	1,255	-26%	709	1,162	<b>64%</b>	740	1,011	37%	796	1,156	45%	3,938	4,584	16%
Total:	5,260	4,638	-12%	2115	3,569	<b>69%</b>	2,521	3,149	25%	2,743	3,559	30%	12,639	14,915	18%





# Pharmacy Demand Report (PDR) 2021 Yearly Summary

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## Occupation with Largest Growth: Retail Pharmacists

State	2020 Postings	2020 Postings Quotient	2021 Postings	2021 Postings Quotient	Postings Quotient Change*
Iowa	10	1.58	39	5.93	<b>276%</b>
South Dakota	6	2.93	21	10.07	<b>243%</b>
Minnesota	27	2.99	94	10.24	<b>243%</b>
Utah	13	3.18	36	8.46	<b>166%</b>
Connecticut	23	4.15	60	10.82	<b>161%</b>
Mississippi	8	1.26	21	3.21	<b>155%</b>
Idaho	28	6.86	63	17.38	<b>153%</b>
Delaware	6	2.48	15	6.21	<b>150%</b>
Oregon	63	7.42	160	17.77	<b>139%</b>
Arkansas	14	2.14	31	4.74	<b>121%</b>



# Pharmacy Demand Report (PDR) 2021 Yearly Summary

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## Pharmacist Profession Postings: Largest Growth

State	2020 Postings	2020 Postings Quotient	2021 Postings	2021 Postings Quotient	Postings Quotient Change*
South Dakota	11	5.38	37	17.75	<b>230%</b>
Vermont	6	4.87	19	15.48	<b>218%</b>
Alabama	47	4.55	108	11.24	<b>147%</b>
Mississippi	19	2.99	47	7.19	<b>140%</b>
Montana	35	16.58	79	35.91	<b>117%</b>
Oregon	118	13.90	271	30.09	<b>116%</b>
Idaho	84	20.58	145	40.01	<b>94%</b>
Wyoming	10	6.94	19	13.22	<b>91%</b>
Alaska	40	39.92	73	72.85	<b>83%</b>
Arkansas	58	8.87	101	15.44	<b>74%</b>

2021 job postings:  
1014  
Jan-Jun 2022  
job postings: 552



# Pharmacy Demand Report (PDR) 2021 Yearly Summary

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## **Pharmacist Technicians**

2020... 140,623 Pharmacy Technician postings

2021.... 166,479 Pharmacy Technician postings (18% growth)

Pharmacy Technicians saw growth in 44 states and a loss in 8 states

## **Oregon**

2021... 1819 postings

First half of 2022... 1006 postings



# Stressors leading to burnout, vacancy

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## Stressors:

Long professional hours, harassment and demands from patients, insurance issues like prior authorizations, and staffing shortages.

## Stressors that may have been exacerbated by the COVID-19 pandemic:

**Reimbursement** and public perception of pharmacy (staff shortages can cause delays in prescription filling, testing, and vaccinations, which can lead to strained encounters between pharmacy and patient)

The **decline in reimbursement** is one of the leading factors that led pharmacies to include clinical services to make up revenue, which has led to increased burnout among pharmacists.



# Modernizing interstate portability and removal of state law exam

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American Association of Colleges of Pharmacy (AACCP), July 2022 resolutions:

- *AACP supports the development of an interstate portability multistate licensure compact for pharmacists and student pharmacists.*

NABP has adopted a resolution to examine the feasibility of creating a system to allow efficient interstate portability through a multistate licensure compact

Modernization of interstate reciprocity could allow for flexibility in providing pharmacist-provided patient care in areas with pharmacist shortages without compromising patient safety.

- *AACP recommends the removal of a stand-alone examination of federal and/or state pharmacy law as a requirement for licensure.*

Several states are already moving to a simple attestation that declares that as practicing pharmacists they will abide by the laws of the state. This is similar to how most other health professions approach state-related practice laws.

Failure to pass the MPJE has resulted in graduates losing their highly coveted residency positions and job offers.

NABP has adopted a resolution to examine the development of a national standardized pharmacy jurisprudence examination on behalf of the state boards of pharmacy to assess competence for licensure.



# Ideas:

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Legislation to improve reimbursement for filling prescriptions and providing clinical services, such as immunizations and prescribing services

Legislation (or OBOP rulemaking) to improve pharmacy workplace conditions following completion of workgroup activities on this topic

Legislative action to aid students with funding for education (loan forgiveness)

