

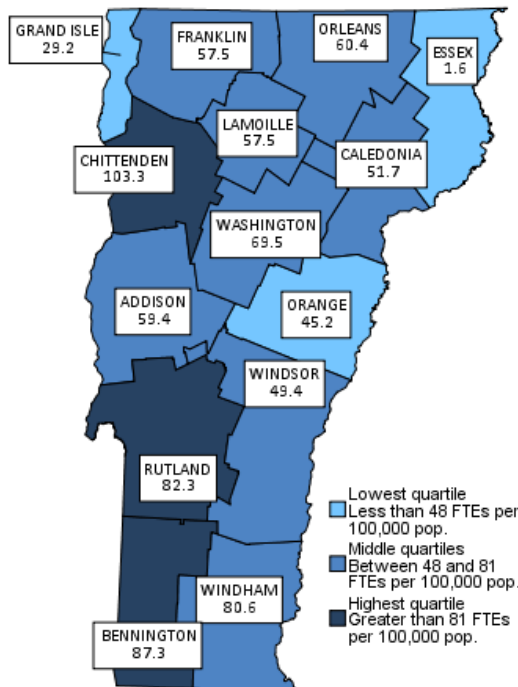
Overview

This licensed pharmacist census is part of the Vermont Department of Health’s healthcare provider data program, which is used to monitor and measure the supply of health care providers in our state over time. Vermont pharmacists are relicensed every two years. Data for this report were obtained during the July 2015 relicensing period and represent a snapshot of the profession at that time.

By statute in Vermont the practice of pharmacy includes

- the interpretation and evaluation of prescription orders;
- drug compounding, dispensing, and labeling;
- participation in drug selection and drug utilization reviews;
- proper and safe storage of drugs and the maintenance of their proper records;
- advising on the therapeutic values, content, hazards, and use of drugs;
- providing patient care within the pharmacist's authorized scope of practice;
- optimizing of drug therapy through the practice of clinical pharmacy; and
- offering and performing the acts, services, operations, and transactions necessary in the conduct, operation, management, and control of a pharmacy.

Full time equivalents to 100,000 population ratio by county



In Brief

Workforce

Survey period – July 2015
 Response Rate: 98.4%
 Licenses renewed: 1022
 Active in VT: 552
 VT Full-time Equivalents: 457.1

Demographics

% Female: 53.6%
 Median Age: 43
 % 60 or older: 17.6%

Education and Training

% Doctorate: 44.8%
 % Educated in Northeast: 85.5%

Current Employment

% Working full-time at one site: 60.1%
 % Working at multiple sites: 8.5%
 % Planning to reduce hours: 3.1%
 % Planning to retire: 1.5%

Geographical Distribution

(Full time equivalents to 100,000 pop. ratio)
 Highest: 103.3, Chittenden County
 Lowest: 1.6, Essex County

Workforce

- 1022 pharmacists renewed their licenses during the surveyed period and 1006 of them completed the workforce survey for a response rate of 98.4%
- Out of the 1006 respondents 552 (54.9%) indicated that they were active practicing pharmacists in Vermont.
- Of the 454 respondents reporting a non-active status, 45 (9.9%) indicated they were planning to start working as a pharmacist in Vermont within the next 12 months.
- The remainder of this report is based on the 552 pharmacists who reported being actively working as a pharmacist in Vermont.

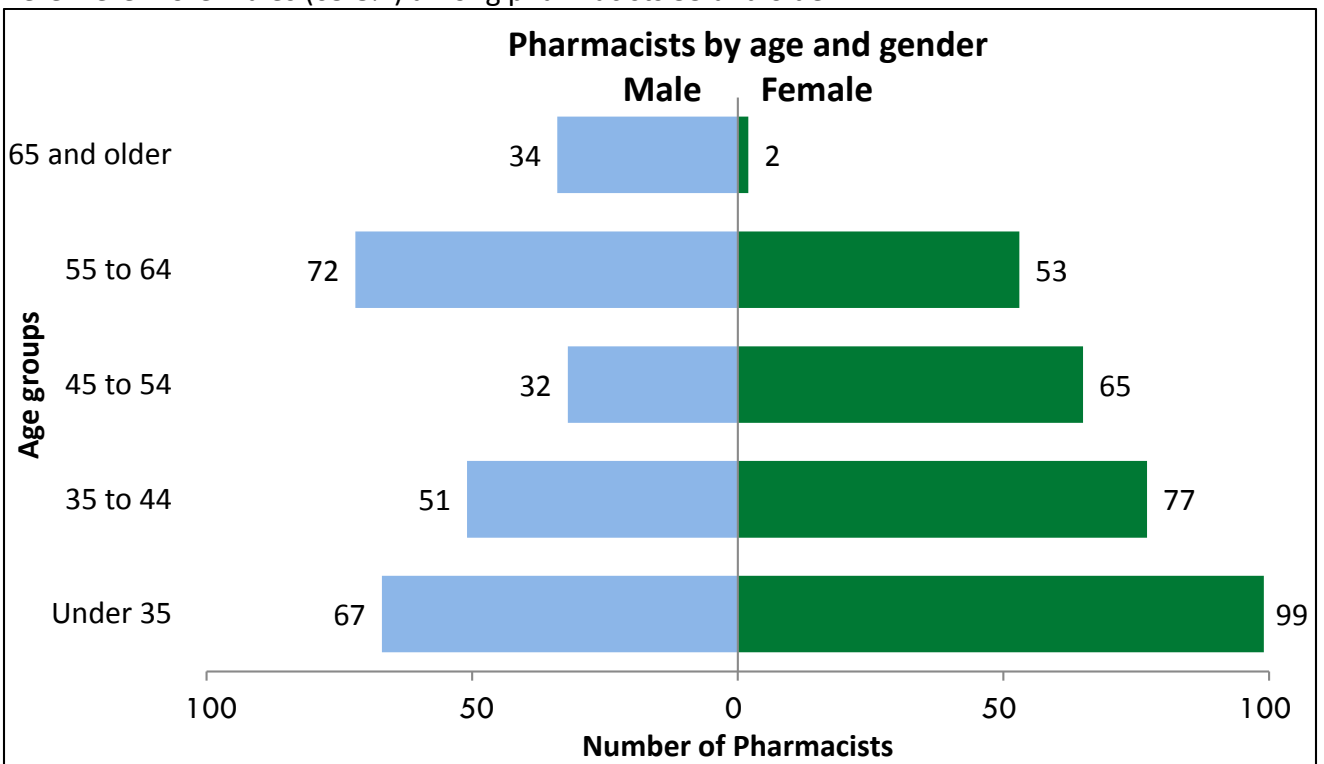
Demographics

Gender

- 53.6% (296) of active pharmacists were female.
- 46.4% (256) of active pharmacists were male.

Age

- 30.1% (166) of the pharmacists were under 35.
- 40.8% (225) were between 35 and 54.
- 29.2% (161) were 55 and older.
- There were more females (61.5%) among pharmacists under 55.
- There were more males (65.8%) among pharmacists 55 and older.



More than One Language

- 12.8% (70) were able to provide pharmacy services to patients in a language other than English.

Education

- Nationally, the expected degree for pharmacists transitioned from a BS in Pharmacy to a Doctor of Pharmacy in the early 2000s. This change is reflected in Vermont's data. While overall 44.8% of pharmacists had a doctorate in pharmacy, 89.3% of those who graduated before 2000 had a BS and 99.0% of those graduating since 2005 had a PharmD.
- 85.5% of pharmacists received their schooling in the Northeast including Vermont.
- 12.9% (71) pharmacists had additional training in one or more of the following: residency (35), fellowship (4), Board of Pharmacy Specialties certification (22), or another certification (23).

Region where highest degree awarded	Number	Percent
Vermont	24	4.5%
Northeast	429	80.9%
South	37	7.0%
Central	29	5.5%
West	11	2.1%

Practice Characteristics

Number of practice sites

- 91.5% (505) pharmacists worked at a single practice site. 8.5% (47) worked at 2 or more sites.

Type of practice

- 63.0% (347) of pharmacists worked in a retail setting.
- 28.1% (155) worked in a hospital.

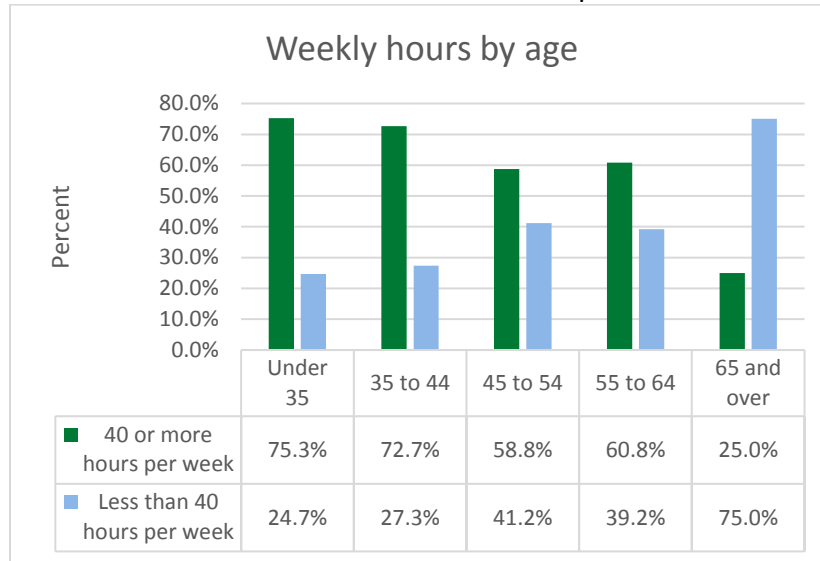
Main Practice Setting	Number	Percent
Independent Pharmacy (fewer than 4 stores under the same ownership)	86	15.6
Small Chain Pharmacy (4 to 10 stores under the same ownership)	8	1.5
Large Chain Pharmacy (more than 10 units under same ownership)	171	31.0
Mass Merchandiser (Big Box store)	17	3.1
Supermarket Pharmacy	65	11.8
Clinic-Based Pharmacy	15	2.7
Mail Service Pharmacy	3	0.5
Hospital - Inpatient	135	24.5
Hospital - Outpatient clinic	20	3.6
Nursing Home/Long Term Care	11	2.0
Other	20	3.6

- 64.3% (344) of pharmacists worked as salaried employees in their primary practice site. 23.2% (124) worked as hourly employees.

Main site employment arrangement	Number	Percent
Salaried employee	344	64.3
Hourly Employee	124	23.2
Relief Pharmacist	35	6.5
Owner	29	5.4
Self employed / Consultant	2	0.4
Employee Owned Business	1	0.2

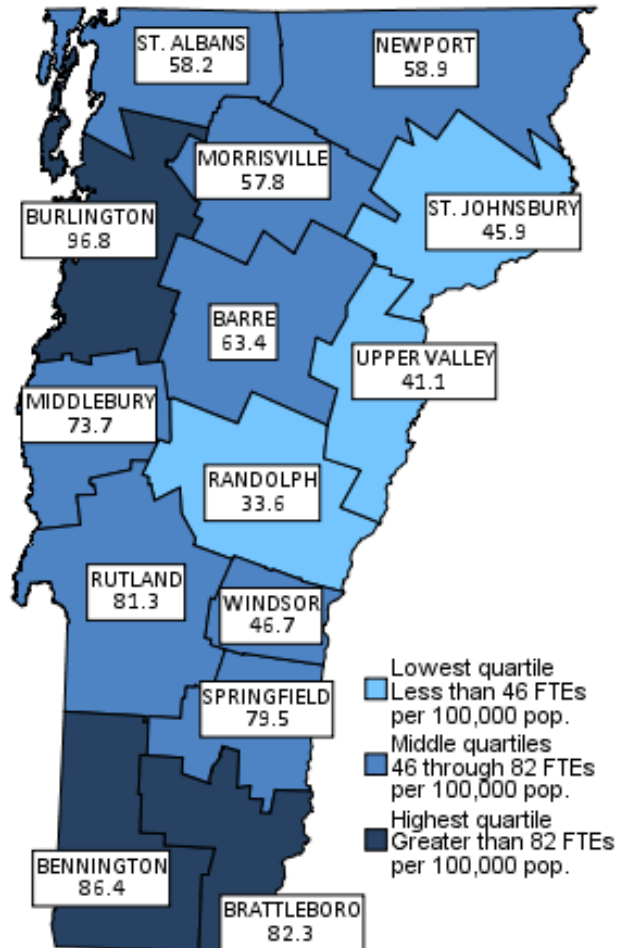
Full Time Equivalent (FTEs)

- 552 pharmacists provided 457.1 FTEs.
- 68.0% (351) of those under 65 worked 40 or more hours per week.
- 75.0% (27) of those 65 and older worked less than 40 hours per week.



Geographic Distribution

- The Health Care Areas in this report are those used by the Vermont Blueprint for Health, an initiative working to transform the way primary care and comprehensive health services are delivered and paid for. (<http://blueprintforhealth.vermont.gov/>)
- The highest ratio of pharmacist FTEs to 100,000 population was in the Burlington health care area, followed by Bennington and Brattleboro.
- Randolph, Upper Valley and St. Johnsbury had the lowest FTE ratios.



Current Experience and Future Plans

- Median years pharmacists had been licensed in Vermont was 11 years.
- 21.4% (115) of pharmacists had been licensed in Vermont for over 25 years.

In the next 12 months

- 88.6% (482) planned to continue working as they had been.
- 3.5% (19) planned to increase their hours.
- 3.1% (17) planned to reduce their hours.
- 1.5% (8) planned to retire.

Observations

- The ratio of female to male pharmacists is growing among younger groups.
- Overtime we can expect to see a greater number of pharmacists with a doctorate, due to the new professional standards implemented in the early 2000s.
- Nearly two-thirds (63%) of pharmacists work in a retail setting, with another 28% working in a hospital setting.

Questions

For tables detailing these data or further information, contact:

Vermont Department of Health
Division of Health Surveillance – Workforce Census
108 Cherry Street, Drawer 41
PO Box 70
Burlington, VT 05402-0070
Tel. 802-863-7300
Email: AHS.VDHPhysicianCensus@vermont.gov

Appendix

Active Pharmacist

A pharmacist who reported working in Vermont as a pharmacist (regardless of how many hours) is considered active.

Census

The census was taken during the biennial pharmacist relicensing process which ended on July 31, 2015. The data include all licensed pharmacists except for new licensees enrolled less than three months before the renewal date (May - July 2015), as their license was valid until the next renewal date of July 31, 2017. Census questions are available upon request.

Full Time Equivalent (FTE)

Full time is defined as 40 or more working hours in Vermont per week, 48 weeks or more per year. A pharmacist reporting more than 40 hours per week is defined as one FTE regardless of the number of hours over 40 per week worked.

Health Care Areas

The Health Care Areas in this report are those used by the Vermont Blueprint for Health, an initiative working to transform the way primary care and comprehensive health services are delivered and paid for. It disseminates information on healthcare expenditures, utilization, and care quality measures within these regions (see <http://blueprintforhealth.vermont.gov/>). Data are available for other regional definitions from the Division of Health Surveillance. See the contact information at the end of this report.

Main Practice, Site, Setting, and Specialty

The main practice, site, setting, or specialty refer to the practice in which the pharmacist worked the greatest number of annual hours.

Map Quartiles

Map colors define quartiles. The lowest 25% of FTE equivalents to population ratio is displayed in the lightest color, the middle 50% in medium, and highest 25% in the darkest color.

Missing data

Unless otherwise noted, missing data are excluded from tables. Thus totals may vary from table to table.

Population Estimates

Population estimates are for July 2015 and were provided by the Department of Health.

2015 Licensed Pharmacists

States

States were grouped into the following regions:

Northeast	Midwest	South		West
Connecticut	Illinois	Alabama	North Carolina	Alaska
Maine	Indiana	Arkansas	Oklahoma	Arizona
Massachusetts	Iowa	Delaware	South Carolina	California
New Hampshire	Kansas	Florida	Tennessee	Colorado
New Jersey	Michigan	Georgia	Texas	Hawaii
New York	Minnesota	Kentucky	Virginia	Idaho
Pennsylvania	Missouri	Louisiana	Washington DC	Montana
Rhode Island	Nebraska	Maryland	West Virginia	Nevada
Vermont	North Dakota	Mississippi		New Mexico
	Ohio			Oregon
	South Dakota			Utah
	Wisconsin			Washington
				Wyoming

Weekly Hours

Average weekly hours is based on hours and weeks reported, adjusted to a full-time 48-week working year (hours * (weeks/48)). Thus, the average weekly hours for a pharmacist working 40 hours a week for half the year (24 weeks), is 20.