

# Job Market Perceptions

December 4, 2011

The American Society of Health-System Pharmacists (ASHP) conducted a survey of ASHP student and new practitioner members to assess their attitudes and experiences with the current pharmacist job market.

## Key Findings

- ✓ 2011 pharmacy school graduates started their job searches earlier and applied for more positions and residencies than peers who graduated in previous years.
- ✓ 2011 graduates who found a residency position made compromises more than previous graduates with regard to location, salary, and hours worked.
- ✓ More 2011 graduates reported difficulty finding residencies (and finding them in their practice areas and geographic locations) than did previous graduates.
- ✓ Seventy percent of pharmacy students who expect to graduate in 2014 or after are concerned about finding jobs or residencies, compared with 81% of those graduating in 2012.
- ✓ Seventy-seven percent of pharmacy students who expect to graduate in 2014 or after are concerned about finding a residency after they graduate, compared with 85% of those graduating in 2012.
- ✓ Fifty-one percent of pharmacy students who expect to graduate in 2014 or after are concerned about finding a job after completing a residency, compared with 68% of those graduating in 2012.
- ✓ Ninety-five percent of 2010 pharmacy school graduates, and 84 percent of those expecting to graduate in 2014, agreed or strongly agreed with the statement, "I am concerned that the supply of pharmacists is outpacing the demand for pharmacists and will impact my future."



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The findings from the survey provide important insights that can be used in local, state, and national discussions about the pharmacist workforce. The findings from the survey, however, are not intended to be viewed as the policy of ASHP or to suggest any particular opinion of the Society. Readers should judge the results on their merits, consider the limitations of the survey, and consider how these data may reflect trends in the pharmacist workforce. ASHP intends to repeat the survey in 2012 and beyond.

## Results for Recent Graduates (2005-2011)

**Question:** Did your job search for your first position after graduation result in one of the following: a residency, a full-time pharmacy position, a part-time pharmacy position, some other position, or are you still looking for a position?

Position/Year of Graduation*	2007 or before	2008	2009	2010	2011
a residency position	61%	74%	79%	71%	52%
a full-time pharmacy position	38%	23%	19%	23%	27%
other position	1%	0%	0%	2%	3%
a part-time pharmacy position	0%	0%	1%	3%	14%
still looking for a position	0%	3%	1%	3%	4%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
N size	126	103	165	231	559

The rest of this section reports on graduates who have obtained a residency or pharmacy position and the results are disaggregated by these 2 positions.

Respondents graduating in 2010 or before are grouped together to have adequate n size.

\* Statistically significant ( $X^2=119.79$ ;  $p$ -value=.05).

The following portion of this section reports on graduates who have obtained a residency or full-time pharmacy position and the results are disaggregated by these 2 positions. Respondents graduating in 2010 or before are grouped together to have an adequate sample size.

### Job Searching Statistics

**Question:** For your first position after graduation, what were the number of positions applied for, interviewed for, and offers received?

Position/Year of Graduation	Residency Position		Full Time Pharmacy Position	
	2010 or before	2011	2010 or before	2011
<b>Median</b>				
Applications	5	7*	4	6*
Interviews	4	5*	3	3
Offers	1	1	1	1
N size	412	262	150	144

\* Significantly greater than "2010 or before,"  $p$ -value .05 (Mann Whitney U. nonparametric test)

## Work Setting

**Question:** Which of the following best describes the work setting of your first position after graduation?

Setting*/Year of Graduation	Residency Position**		Full Time Pharmacy Position***	
	2010 or before	2011	2010 or before	2011
Community (not for-profit) hospital	38%	39%	40%	22%
University hospital	37%	25%	15%	5%
Government hospital	13%	13%	3%	4%
For-profit hospital	2%	4%	10%	4%
Community pharmacy	1%	6%	16%	52%
Other	8%	14%	16%	13%
Total	100%	100%	100%	100%
N	445	288	156	150

\*Several settings were collapsed into "Other." No one setting in "Other" received more than 3% of the total.

\*\*Statistically significant ( $X^2=31.60$ ;  $p$ -value  $\leq .05$ )

\*\*\*Statistically significant ( $X^2=50.58$ ;  $p$ -value  $\leq .05$ )

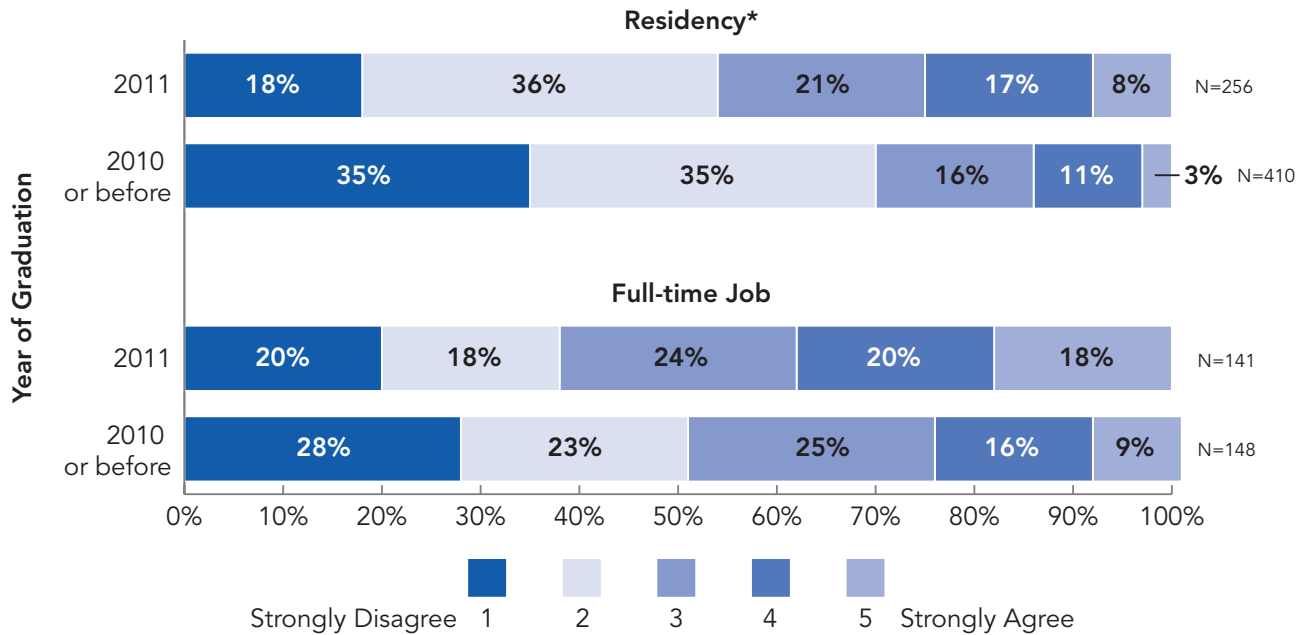
## Compromises

**Question:** Did accepting your first position after graduation require you to compromise any of the following?

Compromise/Year of Graduation	Full-Time Pharmacy Position	
	2010 or before	2011
Compromise Salary	29%	29%
The number of hours I work per week	7%	10%
Geographic location	35%	39%
The shift/schedule I work	25%	24%
Practice area	23%	23%
Benefits	8%	10%
Other	5%	3%
None (no major compromises)	34%	25%
N	154	150

## Job Searching Difficulties

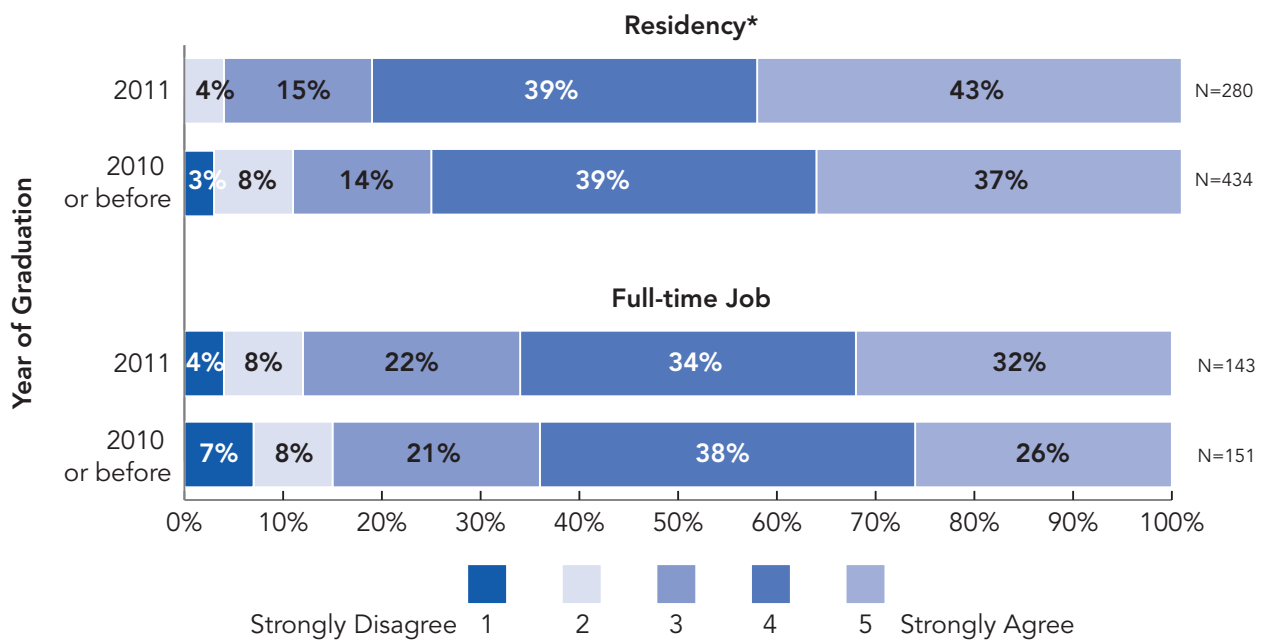
**Question:** Please agree with the following statement, I had difficulty finding my position, according to a 5-point scale, with 1=strongly disagree and 5= strongly agree.



\*Statistically significant ( $X^2=28.96$ ;  $p$ -value  $\leq .05$ )

## Job Searching Difficulties

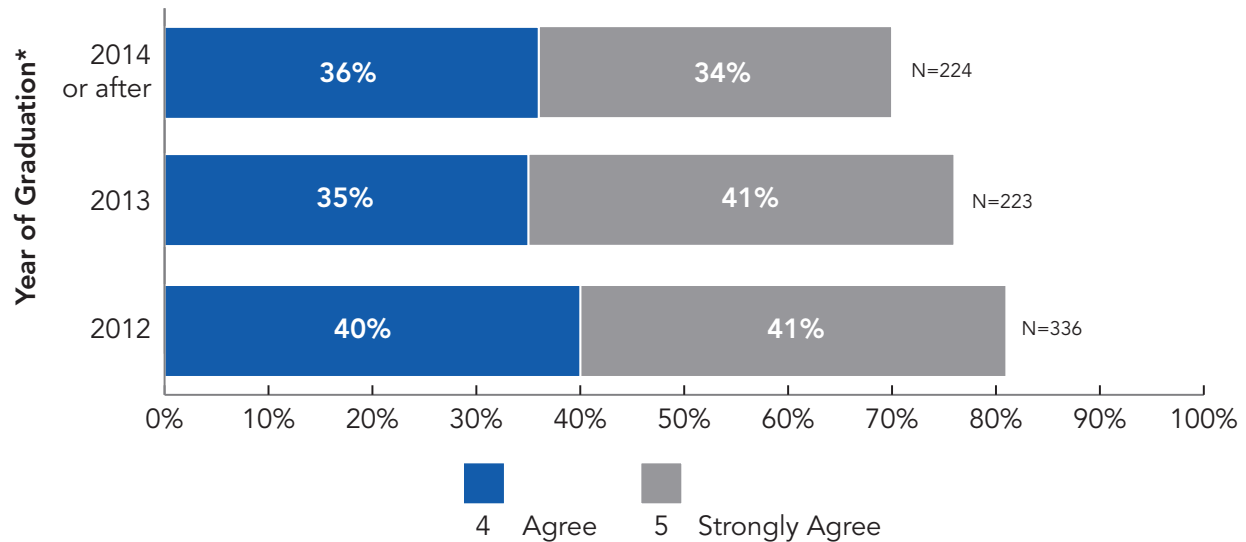
**Question:** Please agree or disagree with the following statement, I am content to be where I am in my pharmacy career at this time, according to a 5-point scale, with 1=strongly disagree and 5= strongly agree.



\*Statistically significant ( $X^2=12.04$ ;  $p$ -value  $\leq .05$ )

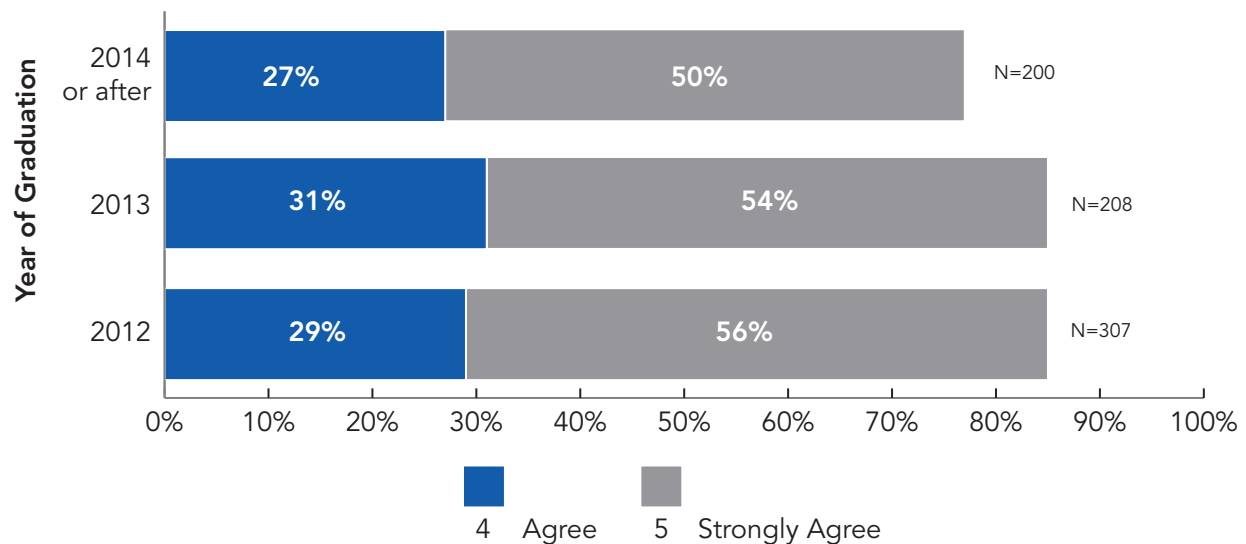
## Results for Pharmacy Students

**Question:** Please agree or disagree with the following statement, I am worried about finding a job after I graduate, according to a 5-point scale, with 1=strongly disagree and 5= strongly agree.

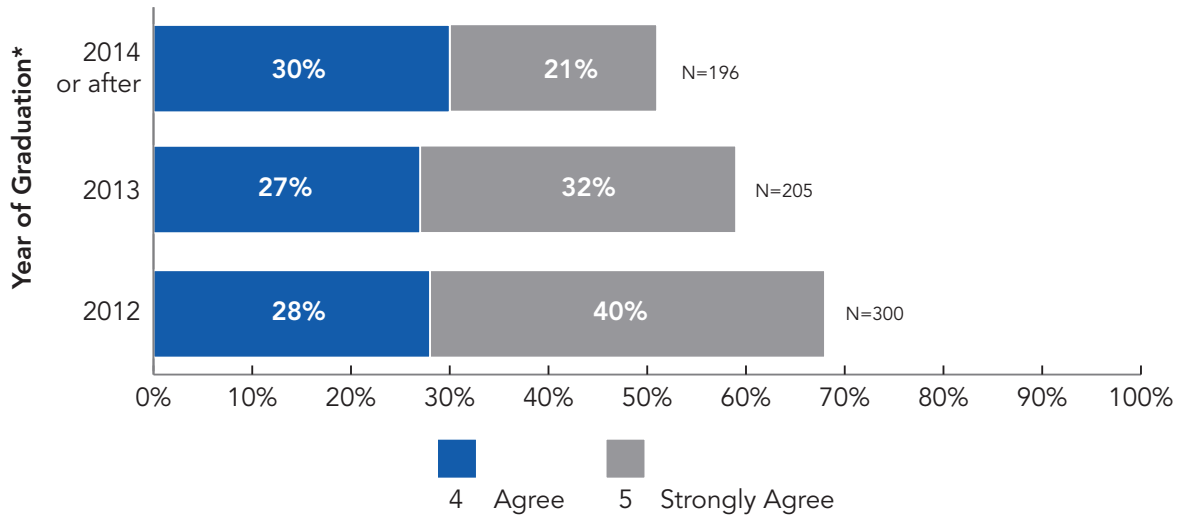


\*Statistically significant ( $X^2=14.65$ ;  $p$ -value  $\leq .05$ )

**Question:** Please agree or disagree with the following statement, I am worried about finding a residency after I graduate., according to a 5-point scale, with 1=strongly disagree and 5= strongly agree.



**Question:** Please agree or disagree with the following statement, I am worried about finding a job after I complete a residency, according to a 5-point scale, with 1=strongly disagree and 5= strongly agree.

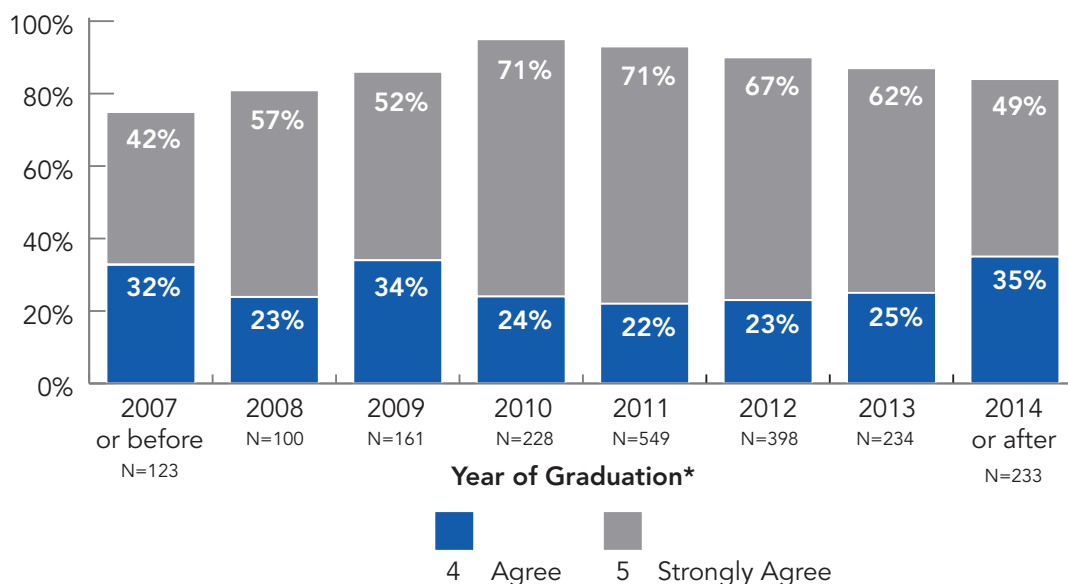


\*Statistically significant ( $X^2=26.13$ ;  $p$ -value  $\leq .05$ )

## Responses from all participants (Students and Graduates)

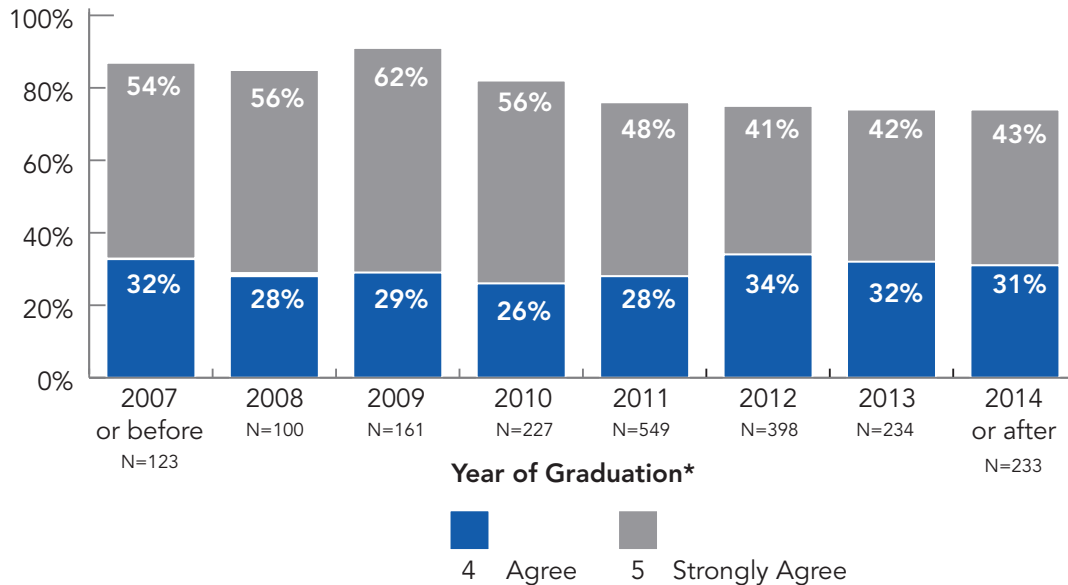
### Perceptions about the Future:

**Question:** Please agree or disagree with the following statement, I am concerned that the supply of pharmacists is outpacing the demand for pharmacists and will impact my future, according to a 5-point scale, with 1=strongly disagree and 5= strongly agree.



\*Statistically significant ( $X^2=112.68$ ;  $p$ -value  $\leq .05$ )

**Question:** Please agree or disagree with the following statement, The current marketplace dynamics makes obtaining a residency important, according to a 5-point scale, with 1=strongly disagree and 5= strongly agree.



\*Statistically significant ( $\chi^2=67.90$ ;  $p\text{-value} \leq .05$ )

## Methodology

An email invitation was sent to all 13,156 ASHP members designated as students or new practitioners in ASHP membership records with a link to an online survey. The survey was launched on August 8, 2011, and closed August 23, 2011.

Segment	Sample	Returns	Response Rate	Margin of Error*
Students	10,264	1,526	15%	± 2%
New Practitioners	2,893	614	21%	± 4%
All	13,157	2,140	16%	± 2%

\*95% confidence level (for example, if the research were repeated 100 times for a random sample, 95 out of 100 times the results at the total level would be within 3% points of these original findings).

NOTE: Details displayed throughout this report may not always add to 100% due to rounding.

## Limitations

The findings of this survey represent students and new practitioners who are members of ASHP and responded to this survey. The results are not necessarily representative of pharmacy students and new practitioners nationwide.

To provide insight into the degree of the magnitude of non-response bias, a comparison was made between early and late responders for several key questions. No differences were found ( $p \leq 0.05$ ).

## Discussion

Data from this survey suggest that students and new practitioners are concerned about the current pharmacist job market, which is influenced by a variety of factors, including the current down global economy and their perceptions of the impact of pharmacy school expansion. The survey also shows that opportunities exist for new graduates, including completing residencies and finding positions that offer unique and enriching experiences. Most respondents reported that they are content with where they currently are in their career.

It will be important for these findings to be used in constructive ways to help the pharmacy profession identify mechanisms to best meet the current and future needs of the U.S. healthcare system through an appropriate supply of pharmacists. ASHP will continue to repeat this survey, and will use it to inform efforts such as the Pharmacy Practice Model Initiative, the Pharmacy Workforce Center, developing pharmacy residency capacity, and various other efforts aimed at ensuring that there is an adequate supply of pharmacists to serve on interdisciplinary teams throughout the continuum of care.

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