



# “To Do A Residency Or Not To Do A Residency? A Guide On Landing Your Dream Job”

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## Objectives

- ▶ Help establish short and long term goals
- ▶ Explore the different areas of pharmacy
- ▶ Understand how a pharmacy residency can shape your career
- ▶ Learn the steps needed to take to get to your career goals





## Situation

- ▶ Pharmacy is a growing field
- ▶ Very competitive but very diverse
- ▶ Conception that most pharmacy students end up in Community or hospital pharmacy

## Factors In Deciding Career Path

- ▶ Learning about the areas in pharmacy
- ▶ “Feeling” your needs and wants from your job
- ▶ Understanding the job market
- ▶ Setting goals
- ▶ Seek mentorship

## How Many Areas of Pharmacy Are There?

## How Many Areas of Pharmacy Are There? (25)

- ▶ Academia: Clinical Practice
- ▶ Academia: Economic, Social, and Administrative Sciences (ESAS)
- ▶ Academia: Pharmaceutical Sciences
- ▶ Ambulatory Care
- ▶ Association Management
- ▶ Chain Community Pharmacy: Management
- ▶ Clinical Specialists
- ▶ Community Health Center (CHC)
- ▶ Compounding Pharmacy
- ▶ Contract Research Organization
- ▶ Corporate Management
- ▶ Government/Federal Pharmacy
- ▶ Home Health Care
- ▶ Health System Pharmacy: Inpatient
- ▶ Health System Pharmacy: Outpatient
- ▶ Independent Community Pharmacy
- ▶ Long Term Care
- ▶ Mail Service
- ▶ Managed Care
- ▶ Medical Communications/Drug Information
- ▶ Nuclear Pharmacy
- ▶ Office-based Medication Management
- ▶ Pharmaceutical Industry: Medical Liaison
- ▶ Pharmaceutical Industry: Research and Development (R&D)
- ▶ Pharmaceutical Industry Sale and Marketing
- ▶ Pharmacy Benefit Management (PBM)
- ▶ Pharmacy Law/Regulatory Affairs/Public Policy
- ▶ Specialty Pharmacy



## How Many Areas of Clinical Pharmacy Are There?



## How Many Areas of Clinical Pharmacy Are There? (25)

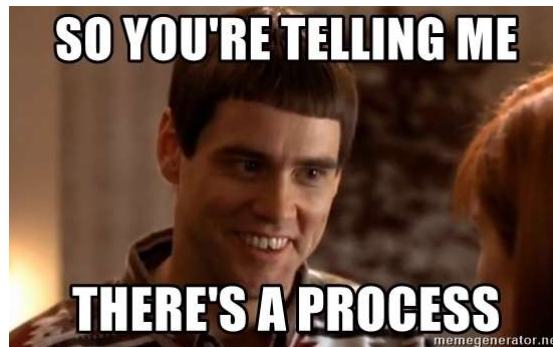
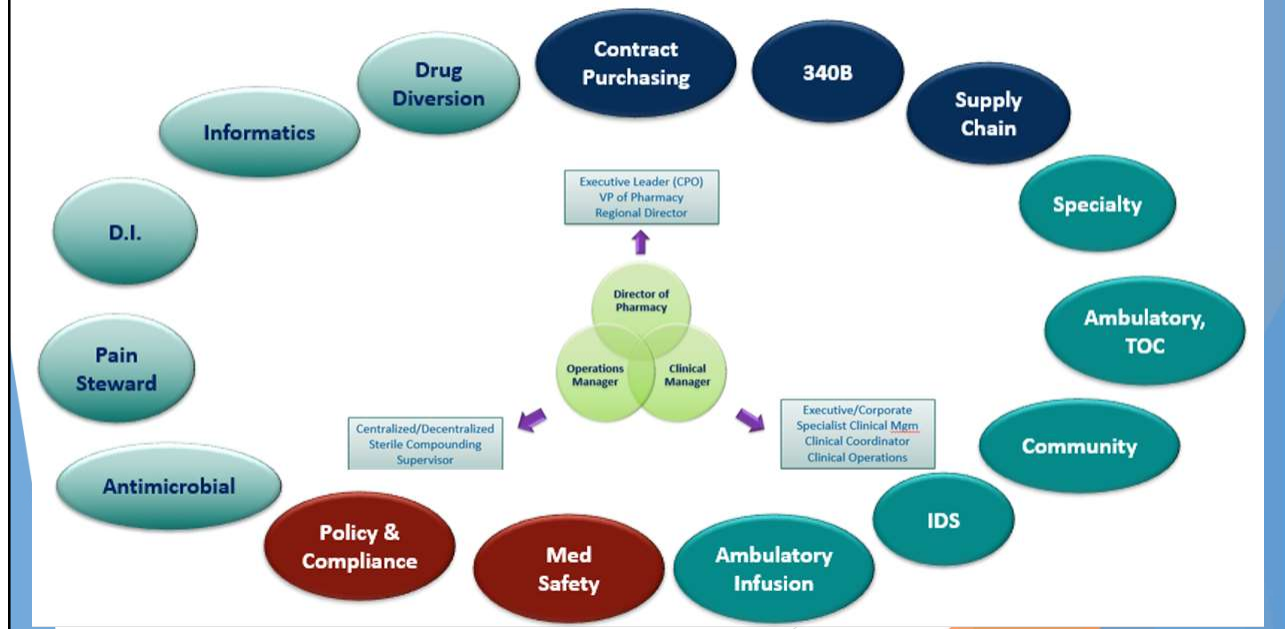
- ▶ Adult Medicine
- ▶ Ambulatory Care
- ▶ Cardiology
- ▶ Clinical Administration
- ▶ Clinical Informatics
- ▶ Critical Care
- ▶ Drug Information
- ▶ Emergency Medicine
- ▶ Endocrinology/Diabetes
- ▶ Geriatrics
- ▶ Hematology/Oncology
- ▶ Immunology/Transplantation
- ▶ Infectious Diseases
- ▶ Managed Care
- ▶ Medication Therapy Management
- ▶ Nephrology
- ▶ Nutrition Support
- ▶ Outcomes and Economics
- ▶ Pain and Palliative Care
- ▶ Pediatrics
- ▶ Pharmaceutical Industry
- ▶ Poison Control
- ▶ Psychiatry and Central Nervous System
- ▶ Research
- ▶ Women's Health



## How Many Types of Health-System Administrative Pharmacy Positions Are There?



# Health System Leadership Positions Today



## Where do I start?

- ▶ Similar to process to answering a drug information question



## Where do I start?

- ▶ Similar to process to answering a drug information question

A Literature Search



## Factors In Deciding Pharmacist Career Paths

- ▶ Study identified work profile factors from the Career Pathway Evaluation Program, 2018 Pharmacist Profile Survey
- ▶ The survey consisted of five sections that collected information about respondents' primary work setting, work setting profile, workload and work activities, background information, and open-ended written comments regarding career choices and about the survey form.
- ▶ Top 3 survey participants worked in:
  - ▶ Academia (28%)
  - ▶ Community (15.2%)
  - ▶ Hospital (13%)



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7480.

## Factors In Deciding Pharmacist Career Paths

- ▶ Survey results
  - ▶ 3 highest scores for the overall group of respondents were:
    - ▶ Income and benefits
    - ▶ Stress and handling multiple tasks
    - ▶ Self-actualization
  - ▶ 3 lowest scores were
    - ▶ Managerial responsibility
    - ▶ Work schedule flexibility
    - ▶ Research



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## Career Categories With the Highest Per-Item Mean Scores

Factor Label	Highest	Second Highest	Third Highest	Fourth Highest
Income and Benefits	Pharm Industry – Research & Development (9.1)	Policy, Advocacy, Law (8.7)	Medical Communications, Drug Information, Informatics (8.3)	Academia – Social and Administrative Sciences (8.2)
Stress and Handling Multiple Tasks	Chain Community Pharmacy (8.5)	Medical Communications, Drug Information, Informatics (8.5)	Pharm Industry – Research & Development (8.0)	Clinical Specialist (7.7)
Self-Actualization	Academia – Social and Administrative Sciences (7.8)	Policy, Advocacy, Law (7.7)	Academia – Clinical & Translational Practice (7.7)	Academia – Pharmaceutical Sciences (7.6)
Job Position Flexibility (leave, free time, location)	Pharm Industry – Sales & Liaison Services (7.4)	Academia – Social and Administrative Sciences (7.2)	Medical Communications, Drug Information, Informatics (7.0)	Corporate Services Management (6.9)
Additional Training Required	Academia – Pharmaceutical Sciences (8.5)	Medical Communications, Drug Information, Informatics (7.8)	Pharm Industry – Sales & Liaison Services (7.5)	Pharm Industry – Research & Development (7.2)
Applying Knowledge (scientific, clinical, educational)	Clinical Specialist (7.9)	Pharm Industry – Research & Development (7.1)	Ambulatory Care Practice (6.9)	Health System Pharmacy – Inpatient (6.8)
Unique Focus	Medical Communications, Drug Information, Informatics (8.8)	Specialized Pharmacy (8.1)	Policy, Advocacy, Law (7.3)	Clinical Specialist (7.1)
Patient Care	Ambulatory Care Practice (7.0)	Independent Community Pharmacy (6.9)	Chain Community Pharmacy (6.3)	Health System Pharmacy – Outpatient (5.6)
Managerial Responsibility	Chain Community Pharmacy (6.5)	Independent Community Pharmacy (6.2)	Health System Pharmacy – Outpatient (6.0)	Policy, Advocacy, Law (5.7)
Work Schedule Flexibility (part time, job share, exit/re-entry)	Chain Community Pharmacy (4.9)	Independent Community Pharmacy (4.5)	Pharm Industry – Research & Development (4.2)	Health System Pharmacy – Inpatient (4.1)
Research (including writing and travel)	Pharm Industry – Research & Development (6.4)	Pharm Industry – Sales & Liaison Services (5.2)	Academia – Social and Administrative Sciences (5.0)	Corporate Services Management (4.7)



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## Article Takeaways

- ▶ All factors in the survey were significant ( $P < 0.001$ )
- ▶ Income was the most significant factor
- ▶ Best job flexibility → Pharmacy Industry
- ▶ Applying knowledge → Clinical Specialist
- ▶ Stress/Handling Multiple Task → Community



## Limitations

- ▶ Increased participants in academia
- ▶ No mention of work-life balance or burn out
- ▶ Did not describe the role pharmacy residencies as a factor

## Factors To Consider

Pros

Cons

Salary

Day to Day  
Task

Opportunities  
for Growth

Job Stress

Work-Life  
Balance

## Why are my needs so important?



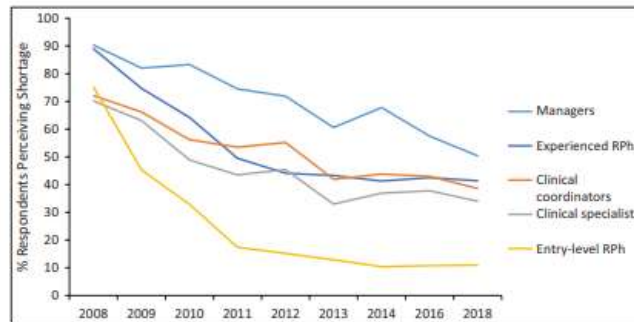
## Summary

- ▶ Work schedule
  - ▶ M-F vs weekends, 12 hr shifts, etc
- ▶ Task VS Project Oriented
  - ▶ Job description
- ▶ Impact
  - ▶ Making a difference, improving patient care, building towards the next goal
- ▶ Opportunities for growth
  - ▶ Additional training required, saturation, competition



## Job Market: Position Shortages

**Figure 3.** Trends in survey respondents' perception of shortages of various types of pharmacist personnel.



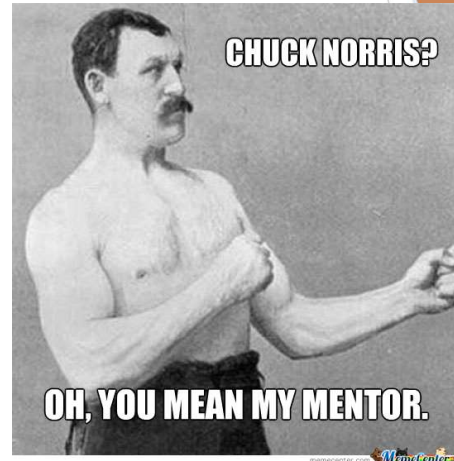
## Job Description

- ▶ Review job description (don't have to apply right this second)
- ▶ Reveals the day - day responsibilities
- ▶ Describes the qualifications for that position
- ▶ *Professional nugget: be hesitant on taking jobs with very vague job descriptions*

**ENTRY LEVEL JOB OPENING:**  
Hiring recent college grads  
**REQUIREMENTS:** 5 years of experience, 6 Olympic gold medals, and superpowers.

## Next Steps

- ▶ Seek experiences
  - ▶ Volunteering
  - ▶ Shadowing
  - ▶ Look for “entry” level jobs in the field
- ▶ Seek Mentorship



## Setting Goals

- ▶ Start with dream goal/career
  - ▶ Review the job description
  - ▶ Look at the qualifications
  - ▶ Use your “mini” or “short term” goals for these qualifications
  
- ▶ What if the job does or does not require a residency?

## A PGY-1 residency helps pharmacists to.....

- ▶ Develop leadership skills
- ▶ Improve patient-centered care
- ▶ Refine problem-solving strategies
- ▶ Advance the growth of their clinical judgement
  
- ▶ Personal opinion: A pharmacy residency is an investment in your training, whatever you put in is what you get out. That is what separates you from other candidates.



American Society of Health-System Pharmacists. Residency resource center.  
<http://www.ashp.org/menu/PracticePolicy/ResourceCenters/Residency.aspx>

## Growth of PGY-1 Opportunities

**Table 3.** Percentage of Graduates Seeking a Postgraduate Year 1 Residency<sup>a</sup>

Year	No. Graduates <sup>25</sup>	No. Participants in PGY1 Match <sup>25</sup>	% Graduates in Match
2006	10,199	1,356	13
2007	10,282	1,898	19
2008	11,127	2,092	19
2009	11,516	2,501	22
2010	11,487	2,898	25
2011	12,346	3,257	26
2012	13,163	3,706	28
2013	13,207	3,933	30
2014	13,838	4,142	30
2015	13,994	4,358	31
2016	14,556	4,864	33
2017	14,502	5,160	36
2018	n/a	5,560	n/a

<sup>a</sup>PGY1 = postgraduate year 1.



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## Factors to Consider: Pharmacy Residency VS Non-Residency

- ▶ Estimated 3 years experience → Is that true?
- ▶ Salary decrease
  - ▶ Investing in training
  - ▶ Separates you from other candidates
- ▶ Demanding experience
- ▶ Job advancement
  - ▶ Ability to work on projects
  - ▶ Promotional growth



## When To Consider Doing Residency

- ▶ Unsure of which field of pharmacy you want to enter
  - ▶ Residency promotes and enforces different experiences
- ▶ Really know where you want to specialize
- ▶ Interested in job advancement
  - ▶ Programs have master's component
  - ▶ Take BCPS upon completion





## Bruce Wayne (BW) Student Case

- ▶ BW is 24 year old male in his second year of pharmacy school. He is interested in patient interaction as long as it is in a clinical setting. Loves topics on Hypertension, COPD, and Diabetes. He interested in working with medical professionals from other disciplines and likes doing research projects.



## Question 1. Based Off Our Presentation, What Does BW Do Next?

- A. Waits for his professor to tell BW what he should do P4 year
- B. Do a literature search on jobs that describe those functions he would enjoy performing
- C. Look for the highest paying pharmacist job



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## Question 2. BW Is Interested In Ambulatory Care (AC) Pharmacy. What Are Some Factors Or Items That Should Be Considered Or Researched?

- A. Work Schedule
- B. Day To Day Responsibilities
- C. Qualifications/Certifications
- D. Cons about the role/Job Market Competitiveness
- E. All of the above



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## Question 3: Based Off The Job Description On The Right, Prioritize BW's Goals For Becoming An AC Pharmacist (From Longest To Shortest)

1. Manage/Direct His Own Ambulatory Care Clinic
2. Achieve AC Staff Position
3. PGY-2 In AC → BCACP?
4. PGY-1 (With AC Experiences) → BCPS?
5. Graduate Pharmacy School
6. Seek Mentor In AC Pharmacy Field
7. Get AC Experiences, Projects, and Posters To Build CV



Integrated Health System is adding a Clinical Pharmacy Specialist in Ambulatory care assisting with all patient care clinical services for the growing physician practice clinics and anticoagulation clinics.

#### Experience:

PGY1 residency, board certification

2 years experience in Ambulatory care

Job Type: Full-time

Pay: \$56.00 - \$66.00 per hour

#### Benefits:

- 401(k)
- 401(k) matching
- Dental insurance
- Flexible schedule
- Health insurance
- Paid time off
- Relocation assistance
- Tuition reimbursement
- Vision insurance

#### Medical Specialty:

- Primary Care

#### Schedule:

- Monday to Friday

## Summary

- ▶ Learning about the areas in pharmacy
- ▶ “Feeling” your needs and wants from your job
- ▶ Understanding the job market
- ▶ Setting goals
- ▶ Seek mentorship



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