



2022 INDIANA PHARMACIST WORKFORCE BRIEF

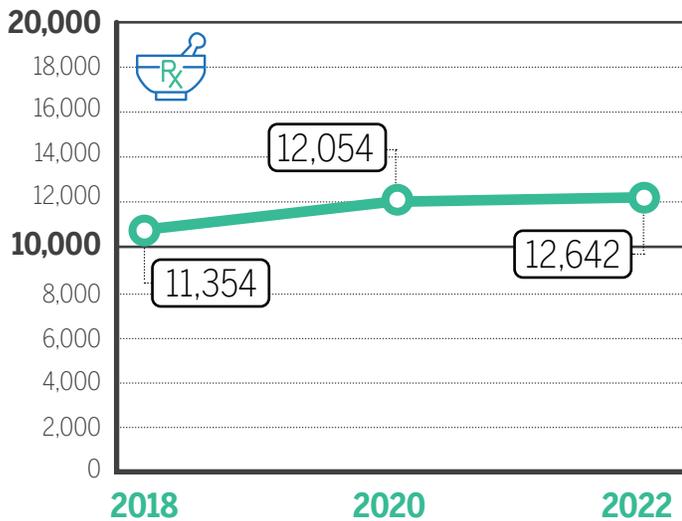




INDIANA PHARMACIST WORKFORCE THROUGH THE YEARS

Indiana is fortunate to have a robust mechanism to identify, quantify, and describe the pharmacist workforce. Indiana pharmacists are licensed and regulated by the Indiana Board of Pharmacy, which resides under the Indiana Professional Licensing Agency (PLA). For the past few biennia, Indiana pharmacists have provided information for their demographic, education, and practice characteristic through a series of supplemental questions embedded within the license renewal process.^{1,2}

TOTAL LICENSE RENEWALS BY YEAR



ONLINE RENEWALS

% of total renewals that were done online

SURVEY RESPONSES

% of online renewals who responded to survey



WHO IS INCLUDED IN THE SAMPLE?

Pharmacists who:

- Renewed their license online
- Reported actively practicing in pharmacy
- Have a practice located in Indiana or provide telepharmacy to Hoosiers

WHO ISN'T INCLUDED IN THE SAMPLE?

Pharmacists who:

- Renewed their license offline (paper renewals)
- Have an inactive license
- Reported not actively practicing in pharmacy
- Have a practice located out-of-state

OTHER PHARMACY PERSONNEL

PHARMACY TECHNICIANS. Licensed pharmacy technicians work under the direct supervision of licensed pharmacists and assist pharmacists in activities such as insurance processing, select immunization administration, and other duties not requiring the professional judgement of a pharmacist.³

PHARMACIST INTERNS. Pharmacist interns are generally individuals who are enrolled in pharmacy school.⁴ These individuals may engage in the practice of pharmacy, under the direct supervision of a pharmacist. Pharmacists must review the prescription drug order and dispensed product before it is provided to a patient.

1. Indiana Code IC 25-1-2-10. Available at <https://iga.in.gov/laws/2023/ic/titles/25#25-1-2-10>

2. 2022 Pharmacist License Renewal Survey Instrument: <https://scholarworks.indianapolis.iu.edu/server/api/core/bitstreams/8773a5dd-b71d-4670-8a0e-b1e4750295c8/content>

3. Indiana Code 25-26-19. Available at: <http://iga.in.gov/legislative/laws/2021/ic/titles/025#25-26-19>

4. Other criteria may apply. Full applicant requirements available at IC 25-26-13-10, <http://iga.in.gov/legislative/laws/2021/ic/titles/025#25-26-13-9>

INDIANA PHARMACIST WORKFORCE DEMOGRAPHIC CHARACTERISTICS

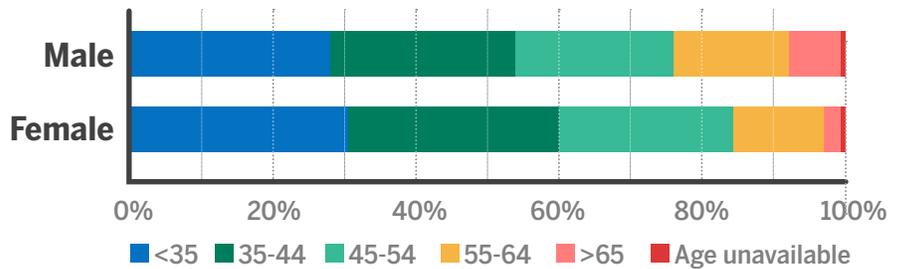
43.3



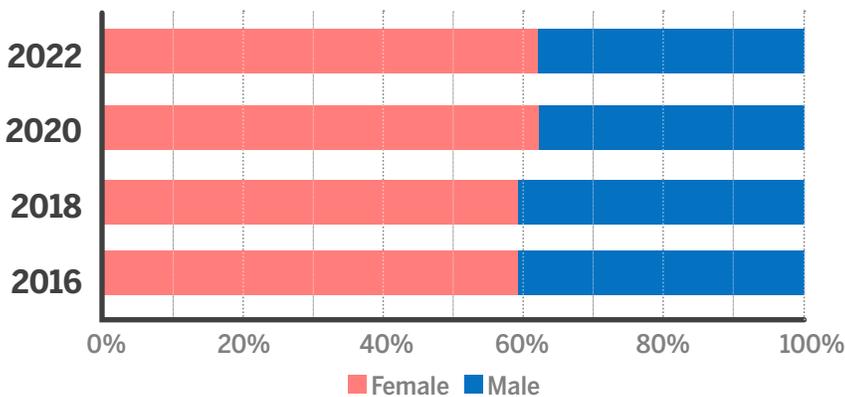
AVERAGE AGE
OF AN INDIANA PHARMACIST
IN 2022

Female pharmacists are generally younger (average age of 42.5) than their male counterparts (average age of 44.7).

Indiana Pharmacist Workforce by **Age and Sex**



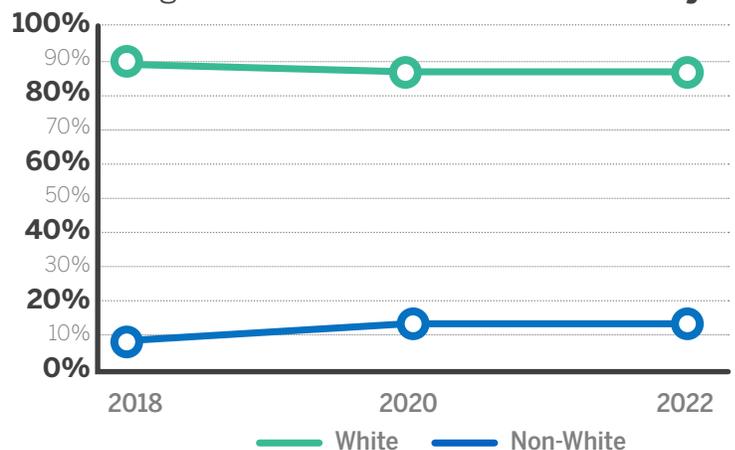
Sex Composition of Indiana Pharmacist Workforce Over Time



Indiana's pharmacist workforce has remained consistently more female than male over time, with approximately 60% female and 40% male.

Racial diversity in the Indiana pharmacist workforce has increased slightly over time, but still falls below national averages. At the national level, 78.8% of pharmacists report their race as White, compared to 87.1% of Indiana pharmacists.¹ However, Indiana pharmacists closely mirror Indiana's general population in diversity (84.0% White²).

Slight Increase in **Pharmacist Diversity**



1. 2022 National Pharmacist Workforce Study Final Report. Available at: <https://www.aacp.org/sites/default/files/2023-08/2022-npws-final-report.pdf>
2. STATSIIndiana. Available at: <https://www.stats.indiana.edu/profiles/profiles.asp>. Data sourced primarily from U.S. Census Bureau.

INDIANA PHARMACIST WORKFORCE EDUCATION CHARACTERISTICS

Where did Indiana Pharmacists obtain their **qualifying education**?

The majority of Indiana pharmacists report completing their training in Indiana.

This percentage is higher than other doctorally-trained professions, such as dentists (69.3%), physicians (30.7% completed medical school in Indiana, 33.8% completed residency in Indiana) and psychologists (37.1%).



72.3%

Indiana

↑ Up 1.5% from 2020



14.5%

Contiguous States

↓ Down 0.2% from 2020



11.1%

Other States

↓ Down 0.4% from 2020



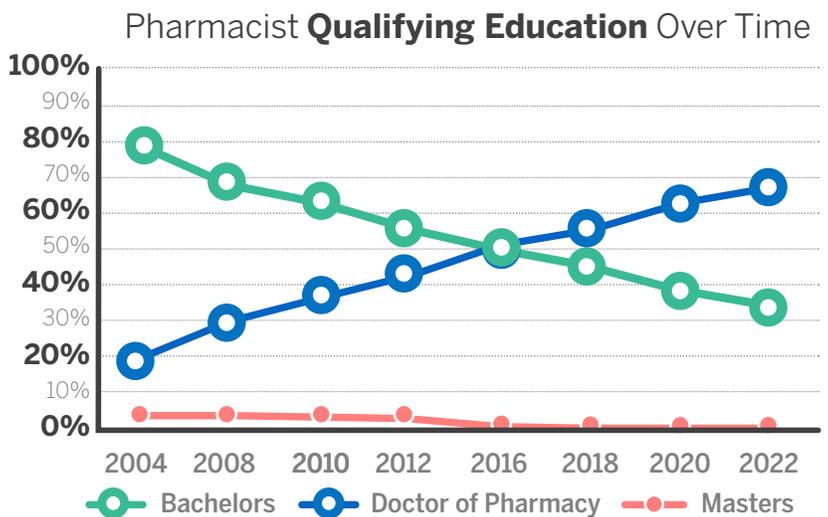
2.1%

Another Country

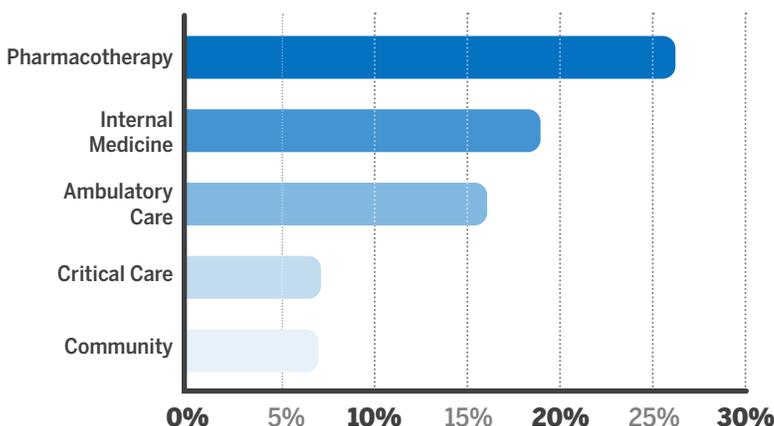
↑ Up 0.1% from 2020

TRENDS IN PHARMACY EDUCATION: QUALIFYING DEGREE

The entry-level educational requirement for individuals seeking licensure as a pharmacist changed in the year 2000, from a bachelor's degree to a doctoral degree.¹ Since then, Indiana has seen a gradual increase in the proportion of doctorally-trained pharmacists. 2018 was the first year that the majority of Indiana's pharmacists reported qualifying for their Indiana pharmacist license with a doctoral degree, a trend that has since continued.



Top Five Residencies for Indiana Pharmacists



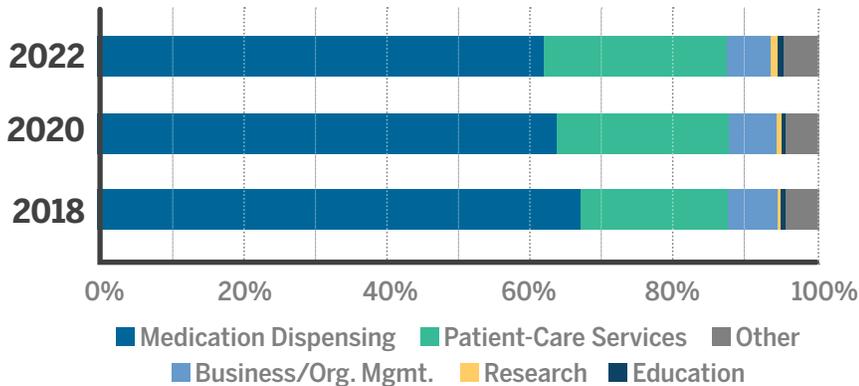
ADVANCED PHARMACIST EDUCATION: RESIDENCIES AND FELLOWSHIPS

Pharmacists, unlike physicians, are not required to complete either a residency or a fellowship before beginning to practice. However, these training programs are available to pharmacists interested in enhancing their training or specializing. 852 pharmacists (14.2% of the total reporting sample) reported completing a residency. 122 pharmacists (2.0% of the total reporting sample) reported completing a fellowship. The figure to the left highlights the top of those who reported completing a residency.

1. 2022 National Pharmacist Workforce Study Final Report. Available at: <https://www.aacp.org/sites/default/files/2023-08/2022-npws-final-report.pdf>

INDIANA PHARMACIST WORKFORCE EMPLOYMENT CHARACTERISTICS

In what **fields** do pharmacists practice?



The role of pharmacists has evolved from primarily dispensing medication to also include direct patient care services.

Since 2018, there has been a steady increase in the percentage of Indiana pharmacists dedicated to patient care and a decrease in those focused on dispensing medication.

What are Indiana pharmacists reported **employment plans** for the next two years?

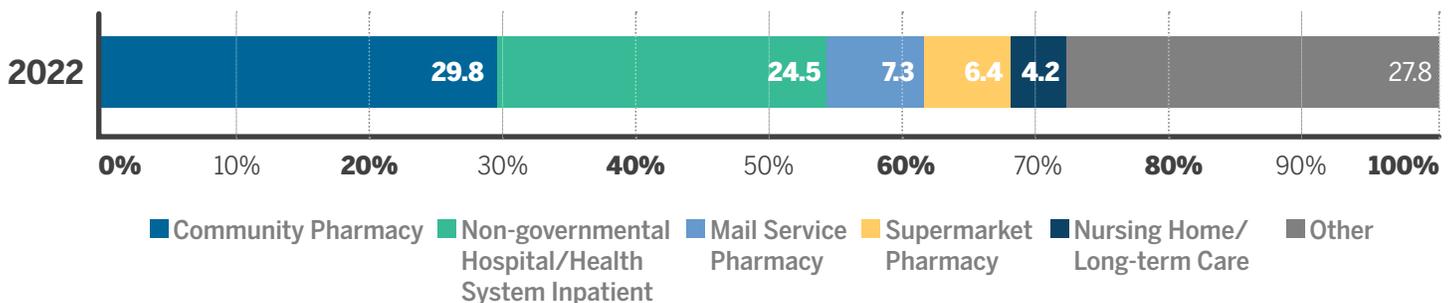
↑ = up ↓ = down

Pharmacists

✓	Continue current practice	90.1% ↓ from 90.6 in 2020
+	Increase hours in patient care	5.0% ↓ from 6.2 in 2020
-	Decrease hours in patient care	4.2% ↑ from 2.9 in 2020
↔	Transition to a non-direct service role	0.7% ↑ from 0.3 in 2020

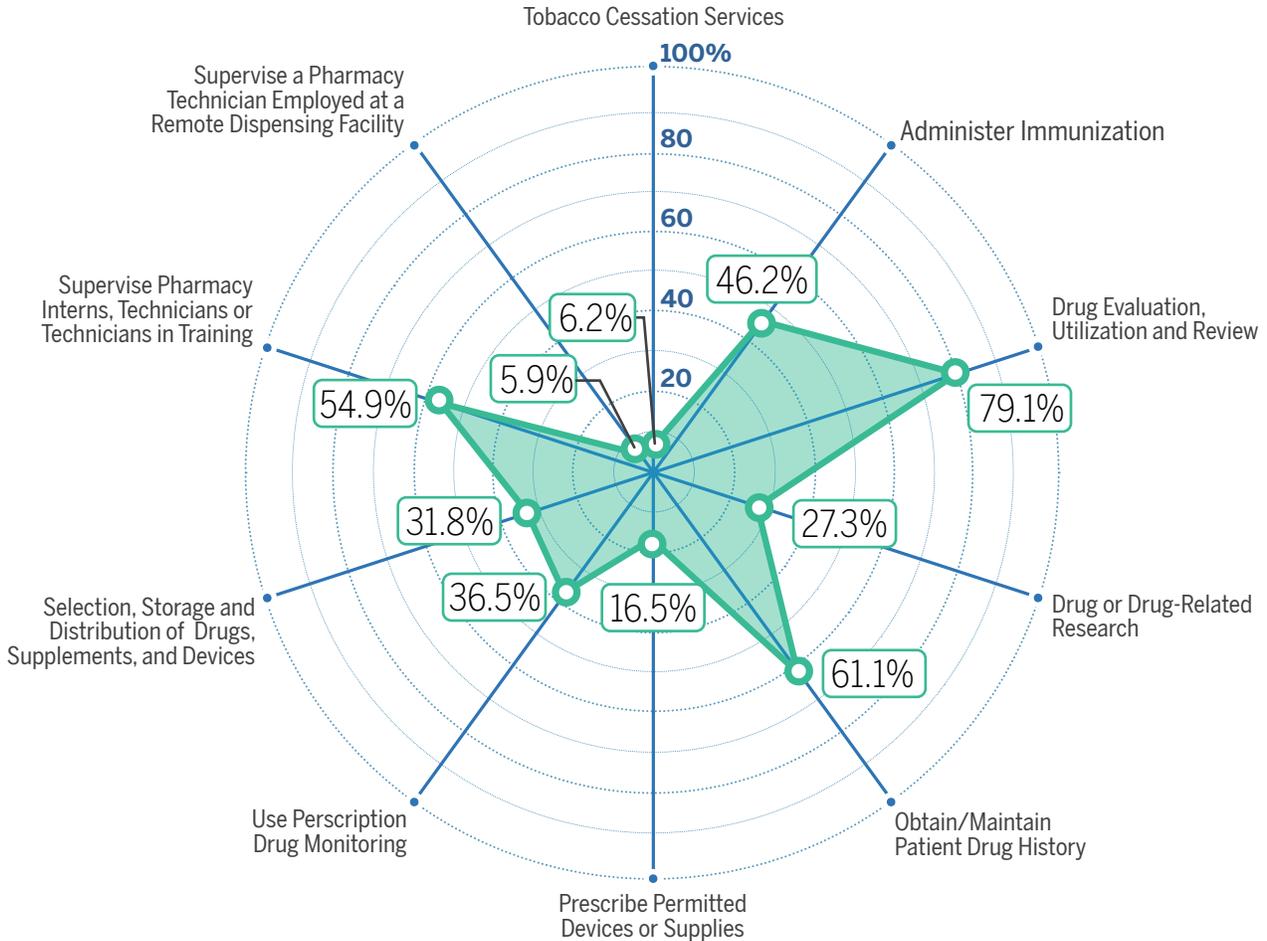
Although the majority of pharmacists plan to continue their current employment, **there is a slight trend in plans to reduce hours or leave patient care in 2022** as compared to 2020 results.

What are the **top five pharmacist practice settings** in Indiana?

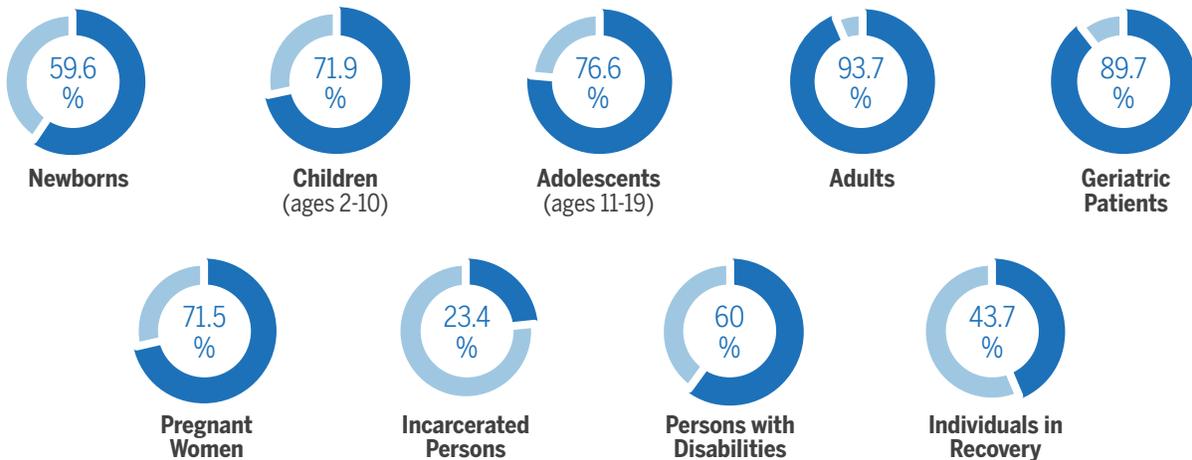


INDIANA PHARMACIST WORKFORCE EMPLOYMENT CHARACTERISTICS, CONT.

What **services** do Indiana pharmacists report providing?



What **populations** do Indiana pharmacists report serving?



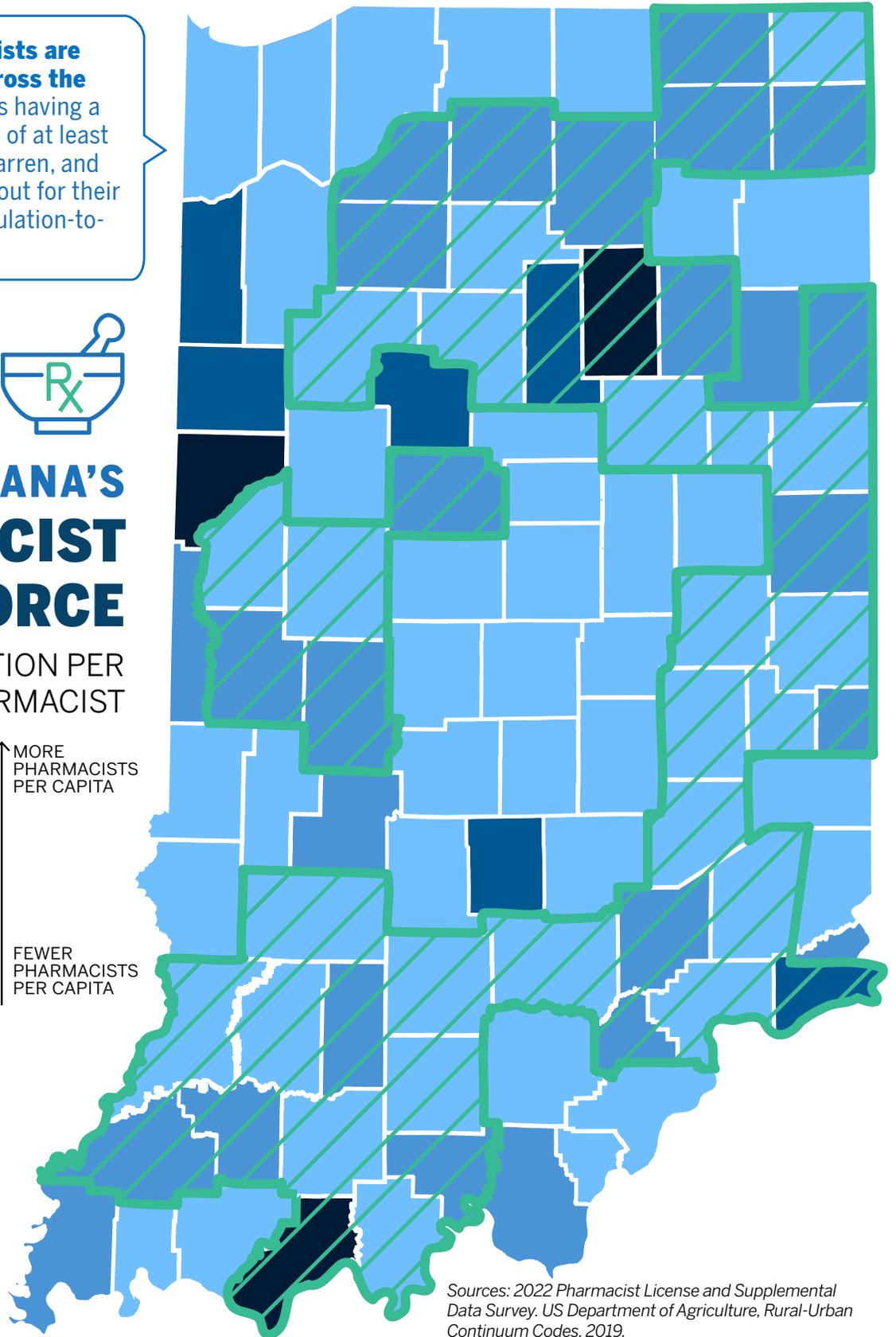
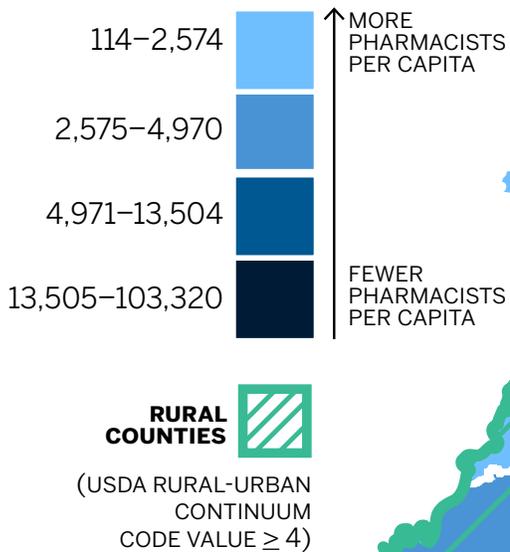
INDIANA PHARMACIST WORKFORCE GEOGRAPHIC DISTRIBUTION

Indiana's pharmacists are well distributed across the state, with 56 counties having a population-to-FTE ratio of at least 2,574.35:1. Wabash, Warren, and Spencer counties stand out for their exceptionally high population-to-FTE ratios.



INDIANA'S PHARMACIST WORKFORCE

POPULATION PER
PHARMACIST



Sources: 2022 Pharmacist License and Supplemental Data Survey. US Department of Agriculture, Rural-Urban Continuum Codes, 2019.



PHARMACIST WORKFORCE POLICY HIGHLIGHTS

HEA 1169 Adopted 2022

HEALTH AND HUMAN SERVICES MATTERS¹

Author: Rep. Edward Clere

Changed the membership on the Indiana board of pharmacy. Removed the requirement that a qualifying pharmacist is responsible for the legal operations of a pharmacy. Amended references to certain pharmacy school accreditation organizations. Specified responsibilities of pharmacists concerning duties previously responsible by a qualifying pharmacist. Allowed a qualified pharmacy technician to administer immunizations delegated by the pharmacist. (Current law allows pharmacy technicians to administer influenza and coronavirus disease immunizations.) Amended requirements for remote pharmacies. Added an exception to the definition of “wholesale distribution” for prescription drugs.

HB 1158 Died 2022

HEALTH AND HUMAN SERVICES MATTERS²

Author: Rep. Edward Clere

Would have changed the membership on the Indiana Board of Pharmacy; removed the requirement that a qualifying pharmacist is responsible for the legal operations of a pharmacy; specified responsibilities of pharmacists concerning duties previously responsible by a qualifying pharmacist a qualified pharmacy technician to administer immunizations delegated by the pharmacist (current law allows pharmacy technicians to administer influenza and coronavirus disease immunizations); amended requirements for remote pharmacies; added an exception to the definition of “wholesale distribution” for prescription drugs.

HEA 1568 Adopted 2023

HEALTH AND HUMAN SERVICES MATTERS³

Author: Rep. Elizabeth Rowray.

Allows pharmacists who meet certain requirements to prescribe and dispense hormonal contraceptive patches and self-administered hormonal contraceptives (contraceptives). Establishes requirements for pharmacists who elect to prescribe and dispense contraceptives. Requires the Indiana Board of

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1. HEA 1169. Available at: <https://iga.in.gov/pdf-documents/122/2022/house/bills/HB1169/HB1169.08.ENRS.pdf>

2. HB 1158. Available at: <https://iga.in.gov/pdf-documents/122/2022/house/bills/HB1158/HB1158.03.ENGH.pdf>

3. HEA 1568. Available at: <https://iga.in.gov/pdf-documents/123/2023/house/bills/HB1568/HB1568.06.ENRS.pdf>

PHARMACIST WORKFORCE POLICY HIGHLIGHTS CONTINUED

CONTINUED FROM PREVIOUS PAGE

Pharmacy to adopt rules. Provides that a pharmacist is not required to prescribe a contraceptive to a woman if the pharmacist believes the contraceptive is contraindicated or objects on ethical, moral, or religious grounds.

HB 1182 Died 2023

HEALTH AND HUMAN SERVICES MATTERS⁴

Author: Rep. Edward Clere

Would have allowed for pharmacist (or pharmacy technicians under delegation) to administer certain treatments, screening, tests for certain conditions under standing order from a state health commissioner.

4. HB 1182. Available at: <https://iga.in.gov/pdf-documents/123/2023/house/bills/HB1182/HB1182.01.INTR.pdf>

ARE YOU A PHARMACIST STUDENT, PHARMACIST, OR EMPLOYER?

CHECK OUT THE WORKFORCE DEVELOPMENT
INCENTIVE PROGRAMS THAT MAY BE AVAILABLE



Most federal and state opportunities require service in a shortage area. Check out whether your employer qualifies by reading the program eligibility requirements and exploring health professional shortage area designations in Indiana at:
<https://data.hrsa.gov/tools/shortage-area/hpsa-find>

FEDERAL OPPORTUNITIES

National Health Service Corps (NHSC) Substance Use Disorder Workforce Loan Repayment Programs

The National Health Service Corps Substance Use Disorder Workforce Loan Repayment Program (NHSC SUD Workforce LRP) expands access to evidence-based substance use disorder treatment in underserved, high-need communities across the country.

- **Three years of full time service (minimum 40 hours/week, 45 weeks/year):** Up to \$75,000
- **Three years of half time service (minimum 20 hours/week, 45 weeks/year):** Up to \$37,500
- Must practice in a **HPSA location** to be eligible.
- **Eligible Professions:** Pharmacists

National Health Service Corps (NHSC) Rural Community Loan Repayment Program

The National Health Service Corps (NHSC) Rural Community Loan Repayment Program (LRP) supports clinicians working to combat the opioid epidemic in the nation's rural communities.

- **Three years of full time service (minimum 40 hours/week, 45 weeks/year):** Up to \$100,000
- **Three years of half time service (minimum 20 hours/week, 45 weeks/year):** Up to \$50,000
- Must work at a **rural NHSC- approved SUD treatment facility located in a HPSA.**
- **Eligible Professions:** Pharmacists

Substance Use Disorder Treatment and Recovery Loan Repayment Program (STAR LRP)

If accepted, the STAR LRP repays eligible educational loans in Exchange for full-time service for six years at a STAR LRP-approved treatment facility.

STATE OPPORTUNITIES

For more information on opportunities visit the [Indiana Pharmacy Association](#).

ACKNOWLEDGEMENTS

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RECOMMENDED CITATION

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