

Transition to the Pharmacist Demand Indicator (PDI) Status Briefing/Update - January 2017

This interim report briefly covers the history and transition from the Aggregate Demand Index (ADI) to the Pharmacist Demand Indicator (PDI) and the current status of the transition.

History/Transition

In 2000, Kathy Knapp initiated the Pharmacy Aggregate Demand Index (ADI) with support from the Pharmacy Manpower Project (now Pharmacy Workforce Center) as a monthly investigation to collect and disseminate data on the demand for pharmacists in the United States.

The ADI was intended to provide insight about the supply/demand balance for pharmacists on an ongoing basis. The ADI was based upon information provided by a confidential panel of pharmacist employers that reported ratings on a scale from 1 to 5 whether they perceived difficulty in filling open positions or whether demand was less than supply. The panel was intended to represent the major geographic and practice sectors of pharmacy practice in the United States.

With Professor Knapp's retirement in 2014 from her academic appointment, she also sought to transition from the lead investigator for the ADI. In the summer of 2015, PWC selected David Kreling as the new Principal Investigator for the ADI, and encouraged him to evaluate the ADI for future enhancements. With input from panelists, colleagues in the Midwest Pharmacy Workforce Consortium, and others, the process for collecting and reporting ADI information was reassessed, and revised methods to better reflect current pharmacy practice workforce needs were approved by the PWC Board in May 2016. The Board also determined that a new name or labeling, Pharmacist Demand Indicator (PDI) would be useful for distinguishing the changed methods and information to be available. Transition to the Pharmacist Demand Indicator (PDI) began in September 2016.

Transition Status

The transition to the PDI included changes in methods to adopt a quarterly reporting cycle for panelists and to obtain demand perceptions for different types of pharmacists: staff/generalist, manager, and specialized/specialist pharmacists. Data collection also was moved to an online data reporting platform and that mechanism has been implemented for 3rd quarter 2016 data reporting in October. With a goal of providing as much consistency and comparability as possible between the PDI and previous ADI data, the basic data reported continued to be ratings by panelists with the same 1 to 5 rating scheme. Moving forward, the ratings for staff/generalist pharmacist demands will be linked with historic ADI data for trend analysis.

A second aspect of transition is recruitment of additional panelists. A coordinated effort with the American Society of Health-System Pharmacists (ASHP) has yielded additional panelists from their membership. A parallel recruitment initiative is being planned for National Association of Chain Drug Stores (NACDS) members. Eventually, the PDI web site also will have an option for "volunteer" panelists to join.

A final aspect of the transition is moving all operations to the University of Wisconsin - Madison, where Professor Kreling is located. Transferring the web site aspects of the PDI operations has taken longer than originally anticipated, especially with trying to maintain historic domain names and host ownership changes. With content and programming in place and ready, once final approvals and clearances are set, the PDI web site will be operational. The target date for the online presence of the PDI web site is the end of the 1st quarter 2017. When operational, the PDI web site will include retroactive data collected at the end of the ADI reporting and the initial PDI data for Q3 2016 and also will provide continuous trend information linked to the previous ADI.