

Virtual Breakout Group

Prioritizing Strategies and Identifying Collaborators

*Tom Bateman, Planning Committee Member &
Jennifer Bacci, NAM Fellow*

Slido support: Dagmara Zajac, American Society of Consultant
Pharmacists Executive Fellow &
Eposi Elonge, University of Maryland Pharmacy Fellow

Staff support: Erika Chow, National Academies



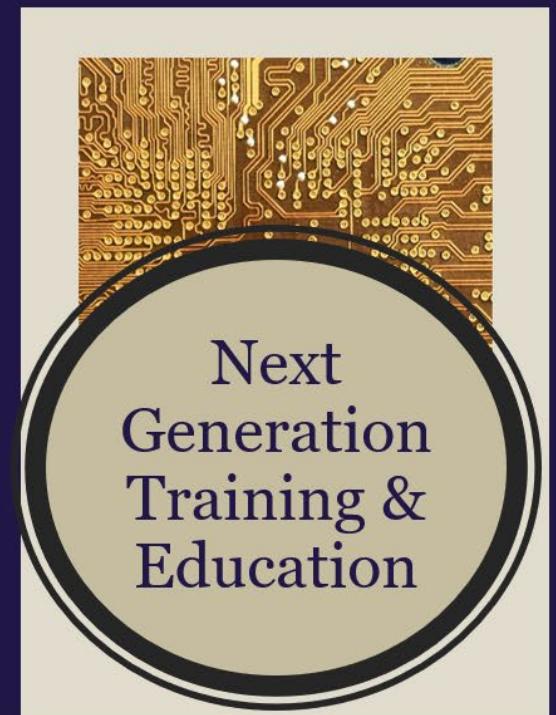
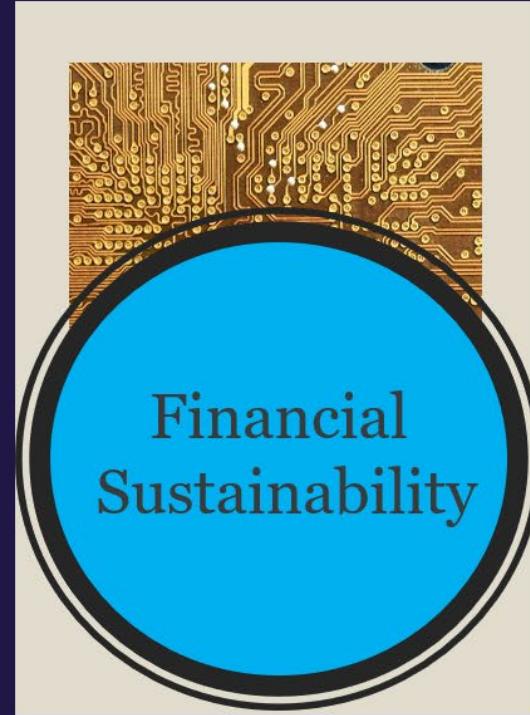
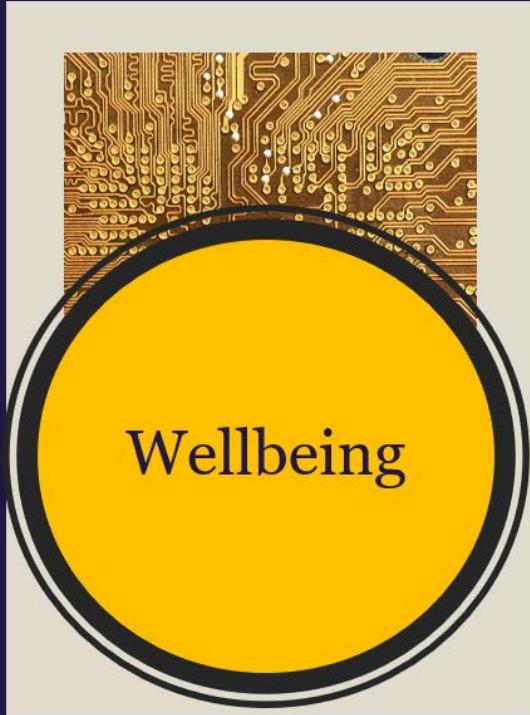
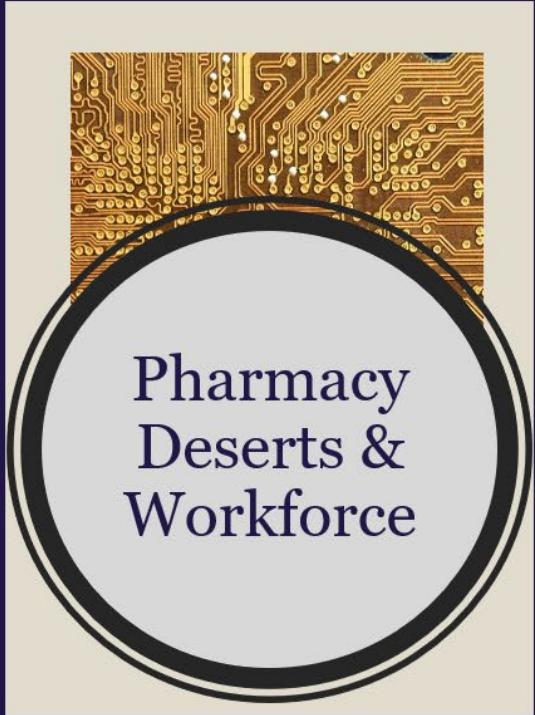
Designing a Roadmap Pharmacy Workforce For The Future



Future of
Pharmacy

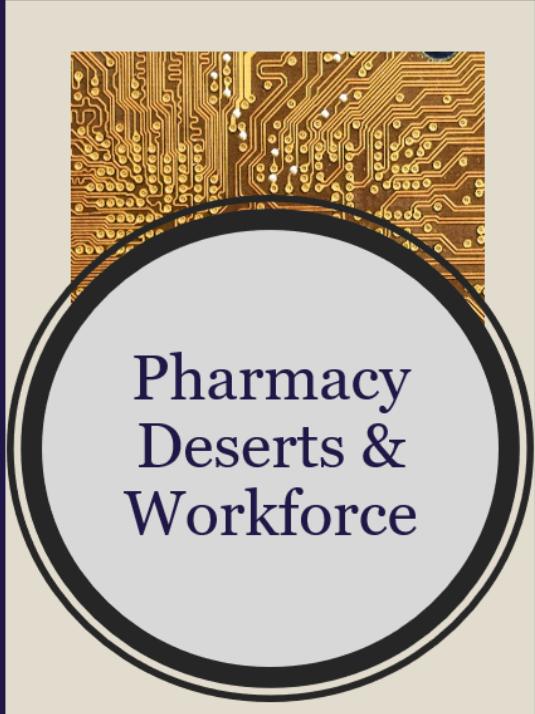
Objective

To consider elements of a roadmap that integrate transformative strategies for charting the future of pharmacy; and explore platforms for how individuals within educational programs, industry, business, technology companies, and policy can move the strategy forward.



All Four Topics:

- I: Building a Pharmacy Workforce that serves pharmacy desert areas and expands the pharmacy workforce
- II: Workplace Environments that Foster Wellbeing of the Pharmacy Workforce
- III: Policies & Programs for Financial Sustainability of Pharmacists
- IV: Next generation education & training programs for Future Pharmacists that are adaptable as the environments change



I: Building a Pharmacy Workforce that serves pharmacy desert areas and expands the pharmacy workforce

Instructions

- 1. Review** the 6 suggested policies and programs for Building a Pharmacy Workforce to Serve Pharmacy Desert Areas
- 2. Using Slido**, make comments regarding any of the 6 areas
- 3. Using Slido Poll**, select your top 3 policies and programs that pharmacy should address first

After voting on the top 3:

Use Slido to suggest which groups, organizations, and/or associations should collaborate to move each of the top 3 priorities forward – be as specific as possible

Finish by 1:45pm

6 policies and programs for Building a Pharmacy Workforce to Serve Pharmacy Desert Areas (10min)

- Reimbursement and Provider Status
- Federal and State Incentive Programs
- Telepharmacy Legislation and Expansion
- Reforming Pharmacy Benefit Managers (PBMs)
- 340B Drug Pricing Expansion
- Mobile and Alternative Pharmacy Models

Activate Slido Poll

Choose 3 areas that are of highest priority for addressing pharmacy deserts & workforce challenges

Priority Areas – Choose 3

Reimbursement and Provider Status

Federal and State Incentive Programs

Telepharmacy Legislation and Expansion

Reforming Pharmacy Benefit Managers (PBMs)

340B Drug Pricing Expansion

Mobile and Alternative Pharmacy Models

Reimbursement and Provider Status

- **What:** Payment pathways for non-dispensing services (medication management, chronic care).
- **Why:** Enables billing for clinical services (e.g., Medicare Part B, Medicaid) and decreases the risk of pharmacy closure through increased revenue.
- **How:** Create billing codes (e.g., CPT codes for MTM), include pharmacists in value-based care models (ACOs, PCMHs).

Which groups, organizations, and/or associations should collaborate to move the priority forward?

Federal and State Incentive Programs

- **What:** Expand HRSA and state loan forgiveness programs for pharmacists who work in Health Professional Shortage Areas (HPSAs).
- **Why:** Attracts pharmacy professionals to high-need areas
- **How:** Offer grants or tax incentives to pharmacies that open in or serve pharmacy deserts.

Which groups, organizations, and/or associations should collaborate to move the priority forward?

Telepharmacy Legislation and Expansion

- **What:** Legalize and standardize **telepharmacy** services across all states.
- **Why:** Extends pharmacist reach where physical pharmacies don't exist.
- **How:** Fund rural broadband and telehealth infrastructure to support virtual consultations and medication management.

Which groups, organizations, and/or associations should collaborate to move the priority forward?

Reforming Pharmacy Benefit Managers (PBMs)

- **What:** PBM Transparency and Accountability Act - prohibits PBMs from engaging in certain practices when managing the prescription drug benefits under a health insurance plan
- **Why:** Stabilize pharmacies at risk of closure through better reimbursement and less financial risk.
- **How:** Strengthen Federal PBM Oversight

Which groups, organizations, and/or associations should collaborate to move the priority forward?

340B Drug Pricing Expansion

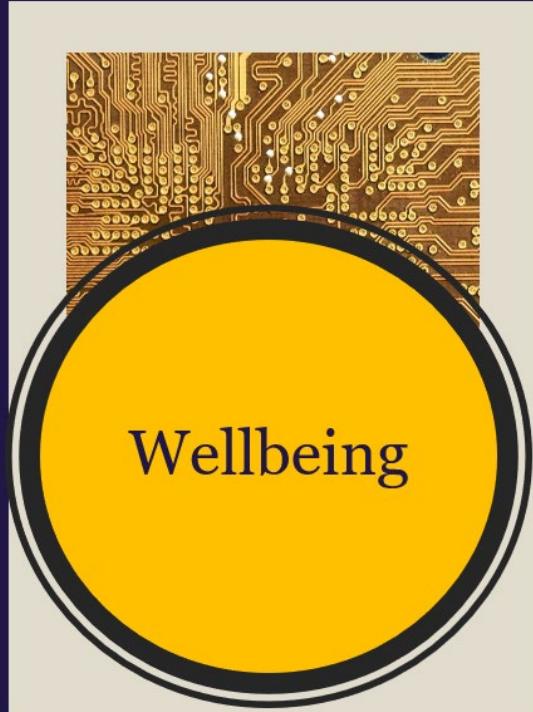
- **What:** Allow qualified pharmacies serving high-need areas to access 340B pricing.
- **Why:** Makes medications affordable and supports sustainability.
- **How:** Pair this with expanded clinical services in community clinics and FQHCs.

Which groups, organizations, and/or associations should collaborate to move the priority forward?

Mobile and Alternative Pharmacy Models

- **What:** License mobile pharmacies and pop-up clinics run by pharmacists.
- **Why:** Brings access to hard-to-reach populations.
- **How:** Create public-private partnerships to launch community-based dispensaries.

Which groups, organizations, and/or associations should collaborate to move the priority forward?



II: Workplace Environments that Foster Wellbeing of the Pharmacy Workforce

Instructions

- 1. Review** the 7 strategies that could enhance the wellbeing of the pharmacy workforce from a systems level
- 2. Using Slido**, make comments regarding any of the 7 presented
- 3. Using Slido Poll**, select your top 3 policies and programs that pharmacy should address first

After voting on the top 3:

Use Slido to suggest which groups, organizations, and/or associations should collaborate to move each of the top 3 priorities forward – be as specific as possible

Finish by 2:00pmET

7 strategies that could enhance the wellbeing of the pharmacy workforce from a systems level

- Targeted Use of Technology
- Diminishing Educational Debt
- Provider Status Recognition
- Exposure to Varied Career Paths
- Data and Outcomes Tracking
- Engage New Cadres of Learners
- Interprofessional and Cross-Sector Learning

Activate Slido Poll

Choose 3 areas that are of highest priority for addressing wellbeing of pharmacists

Priority Areas
Targeted Use of Technology
Diminishing Educational Debt
Provider Status Recognition
Exposure to Varied Career Paths
Data and Outcomes Tracking
Engage New Cadres of Learners
Interprofessional and Cross-Sector Learning

Targeted Use of Technology

- **What:** Reduce manual tasks, medication errors, and cognitive fatigue; and improve communication & access to real-time education
- **Why:** If well-designed and implanted, IT can alleviate pharmacy work burden, and improve communication and just in time learning to improve job satisfaction and reduce stress
- **How:** Embrace and develop new technology, information integration, & AI tools

Which groups, organizations, and/or associations should collaborate to move this forward?

Diminishing Educational Debt

- **What:** New methods of learning and payment models to decrease debt among
- **Why:** Education debt is a major contributor to stress and burnout in both pharmacy students and practicing pharmacists
- **How:** Test less costly educational models

Which groups, organizations, and/or associations should collaborate to move this forward?

Provider Status Recognition

- **What:** Legal designation of pharmacists as healthcare providers.
- **Why:** Enables billing for clinical services (e.g., Medicare Part B, Medicaid).
- **How:** Legislative advocacy at federal and state levels (e.g., Pharmacy and Medically Underserved Areas Enhancement Act).

Which groups, organizations, and/or associations should collaborate to move this forward?

Exposure to Varied Career Paths

- **What:** Explore higher-paying or more sustainable roles in health systems, industry, informatics, self-employment.
- **Why:** To promote long-term career satisfaction through choice and purpose
- **How:** Reduce anxiety about the job market by exposing students to nontraditional roles (informatics, public health, policy).

Which groups, organizations, and/or associations should collaborate to move this forward?

Data and Outcomes Tracking

- **What:** Use analytics to monitor causes of stress and wellbeing during education and throughout careers.
- **Why:** Ensures programs stay aligned with real-world post-graduate metrics.
- **How:** Consider a unique ID for each pharmacy student applicant that is linked to CE post-graduation.

Which groups, organizations, and/or associations should collaborate to move this forward?

Engage New Cadres of Learners

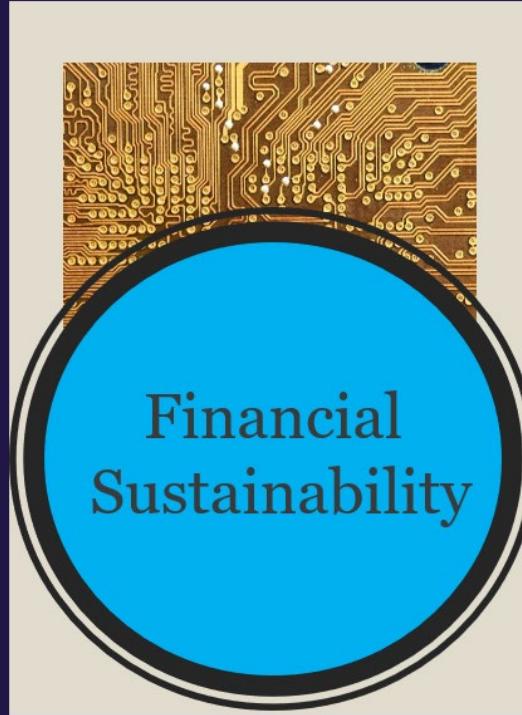
- **What:** Expand training for pharmacy extenders to assist pharmacists in non-clinical or delegated tasks.
- **Why:** Pharmacist extenders can help mitigate the growing workload and systemic pressures faced by pharmacists.
- **How:** Expand Pharmacy Technician Training Programs through health system apprenticeship programs and educational certification.

Which groups, organizations, and/or associations should collaborate to move this forward?

Interprofessional and Cross-Sector Learning

- **What:** Co-train with students from other health professions and across sectors (e.g., business, law, information technology).
- **Why:** Offers broad understanding of health systems and provides the skills to be change agents.
- **How:** Embed longitudinal team-based clinical placements in varied settings.

Which groups, organizations, and/or associations should collaborate to move this forward?



III: Policies & Programs for Financial Sustainability of Pharmacists

Instructions

- 1. Review** the 6 suggestions of what is needed for there to be financially supported roles for pharmacists
- 2. Using Slido**, make comments regarding any of the 6 presented
- 3. Using Slido Poll**, select your top 3 policies and programs that pharmacy should address first

After voting on the top 3:

Use Slido to suggest which groups, organizations, and/or associations should collaborate to move each of the top 3 priorities forward – be as specific as possible

Finish by 2:15pmET

6 suggestions of what is needed for there to be financially supported roles for pharmacists

- Provider Status Recognition
- Reimbursement Mechanisms
- Value-Based and Team-Based Care Integration
- Training and Workforce Readiness
- Legislative and Regulatory Reform
- Data and Evidence Infrastructure

Activate Slido Poll

Choose 3 areas that are of highest priority for addressing financial sustainability of pharmacists

Priority Areas – Choose 3
Provider Status Recognition
Reimbursement Mechanisms
Value-Based and Team-Based Care Integration
Training and Workforce Readiness
Legislative and Regulatory Reform
Data and Evidence Infrastructure

Provider Status Recognition

- **What:** Legal designation of pharmacists as healthcare providers.
- **Why:** Enables billing for clinical services (e.g., Medicare Part B, Medicaid).
- **How:** Legislative advocacy at federal and state levels (e.g., Pharmacy and Medically Underserved Areas Enhancement Act).

Which groups, organizations, and/or associations should collaborate to move this forward?

Reimbursement Mechanisms

- **What:** Payment pathways for non-dispensing services (medication management, chronic care).
- **Why:** Without reimbursement, pharmacists must rely on grants or institutional funding.
- **How:** Universal adoption of existing codes for payment of pharmacists as they adequately reflect pharmacist services. Allow supervising eligible billing providers to use CPT codes for established patients at the level of service provided when billing "incident to."

Which groups, organizations, and/or associations should collaborate to move this forward?

Value-Based and Team-Based Care Integration

- **What:** Pharmacists as core members of accountable care teams.
- **Why:** Their impact on outcomes and cost-efficiency can be measured and financially rewarded.
- **How:** Health systems and insurers need to include pharmacists in shared savings models.

Which groups, organizations, and/or associations should collaborate to move this forward?

Training and Workforce Readiness

- **What:** Pharmacists trained in patient-centered care, diagnostics, public health, and technology.
- **Why:** Clinical competencies are necessary to justify expanded roles.
- **How:** Revamp pharmacy education and offer residency/fellowship programs in ambulatory care, public health, and informatics.

Which groups, organizations, and/or associations should collaborate to move this forward?

Legislative and Regulatory Reform

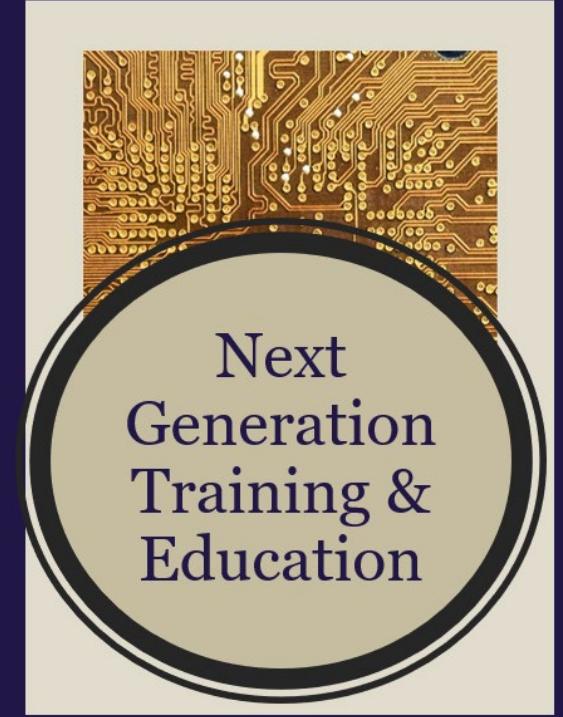
- **What:** Licensure, scope of practice, and collaborative practice agreement (CPA) standardization across states.
- **Why:** Allows pharmacists to independently provide and be reimbursed for services.
- **How:** Align state pharmacy laws with advanced practice roles.

Which groups, organizations, and/or associations should collaborate to move this forward?

Data and Evidence Infrastructure

- **What:** Identify the key measures to use and then collect and analyze pharmacist-contributed health outcomes.
- **Why:** Needed to make the business case for pharmacist reimbursement.
- **How:** Use EHR integration, health services research, real-world evidence studies.

Which groups, organizations, and/or associations should collaborate to move this forward?



IV: Next generation education & training programs for Future Pharmacists that are adaptable as the environments change

Instructions

1. **Review** the 8 suggestions of what is needed to set up the next-generation pharmacy training and education
2. **Using Slido**, make comments regarding any of the 8 presented
3. **Using Slido Poll**, select your top 3 policies and programs that pharmacy should address first

After voting on the top 3:

Use Slido to suggest which groups, organizations, and/or associations should collaborate to move each of the top 3 priorities forward – be as specific as possible

Finish by 2:30pmET – then take a break
Return at 2:50pmET

8 suggestions of what is needed to set up the next-generation pharmacy training and education

- Competency-Based, Flexible Curriculum
- Technology-Enhanced Learning
- Interprofessional and Community-Engaged Learning
- Real-Time Curriculum Adaptability
- Lifelong Learning Infrastructure
- Leadership and Health System Training
- Varied Learning Environments & Faculty Expertise
- Data and Outcomes Tracking

Activate Slido Poll

Choose 3 areas that are of highest priority for addressing next generation pharmacy education and training

Priority Areas
Competency-Based, Flexible Curriculum
Technology-Enhanced Learning
Interprofessional and Community-Engaged Learning
Real-Time Curriculum Adaptability
Lifelong Learning Infrastructure
Leadership and Health System Training
Varied Learning Environments & Faculty Expertise
Data and Outcomes Tracking

Competency-Based, Flexible Curriculum

- **What:** Shift from content-heavy to outcome-focused education.
- **Why:** Prepares students for diverse and evolving roles beyond dispensing.
- **How:** Use modular, stackable learning aligned with evolving competencies (e.g., digital health, social determinants of health, pharmacogenomics).

Which groups, organizations, and/or associations should collaborate to move this forward?

Technology-Enhanced Learning

- **What:** Integrate AI, virtual simulations, VR/AR labs, and telehealth platforms.
- **Why:** Reflects real-world practice and enables remote, scalable training.
- **How:** Partner with ed-tech providers; redesign assessments to include tech literacy.

Which groups, organizations, and/or associations should collaborate to move this forward?

Interprofessional and Community-Engaged Learning

- **What:** Co-train with students from other health professions and across sectors (e.g., business, law, information technology).
- **Why:** Offers broader understanding of health systems and provides the skills to be change agents.
- **How:** Embed longitudinal team-based clinical placements in varied settings.

Which groups, organizations, and/or associations should collaborate to move this forward?

Real-Time Curriculum Adaptability

- **What:** Allow dynamic updates to content based on emerging trends (e.g., pandemics, drug innovations, policy shifts).
- **Why:** Keeps education responsive, not static.
- **How:** Create agile academic governance and review systems.

Which groups, organizations, and/or associations should collaborate to move this forward?

Lifelong Learning Infrastructure

- **What:** Build systems for continuous learning through continuing education (CE), credentialing, and micro-certification.
- **Why:** Pharmacists must evolve with science, policy, and patient needs
- **How:** Offer post-graduate digital badges, CE integration, and AI-curated learning paths.

Which groups, organizations, and/or associations should collaborate to move this forward?

Leadership and Health System Training

- **What:** Teach business models and systems thinking to create systems-level change agents
- **Why:** Future pharmacists must lead, not just follow, system change.
- **How:** Integrate leadership & health systems training to current courses.

Which groups, organizations, and/or associations should collaborate to move this forward?

Varied Learning Environments & Faculty Expertise

- **What:** Recruit educators with varied expertise and practice background experiences.
- **Why:** Expands student perspectives and role models in nontraditional paths.
- **How:** Engage adjuncts, preceptors, and tech-sector professionals.

Which groups, organizations, and/or associations should collaborate to move this forward?

Data and Outcomes Tracking

- **What:** Use analytics to monitor student progression through education and career decisions after graduation.
- **Why:** Ensures programs stay aligned with real-world post-graduate metrics.
- **How:** Consider a unique ID for each pharmacy student applicant that is linked to CE and other connections post-graduation.

Which groups, organizations, and/or associations should collaborate to move this forward?