



# Wisconsin Pharmacy Workforce Recommendations

## Preamble

This document reflects the collaborative and strategic discussions from the Pharmacy Society of Wisconsin 2024 Workforce Summit. Thought leaders and workforce experts convened to create a strategic roadmap and actionable tactics aimed at addressing current pharmacy workforce challenges and ensuring the growth and sustainability of Wisconsin's pharmacy workforce pipeline. The summit was framed around one essential question: How can the profession support solutions to build and elevate the success of the Wisconsin pharmacy workforce over the next 5 years?

This document serves as a resource for stakeholders across the pharmacy profession to identify and engage with proposed recommendation statements and potential tactics. Stakeholders are encouraged to review the content, identify areas where their organizations or teams can contribute, and collaborate on implementing solutions that align with their capabilities and expertise. By collectively addressing these recommendations, we can make significant strides towards advancing Wisconsin's pharmacy workforce and meeting future demands.

The PSW 2024 Workforce Summit Planning Committee strongly recommends the formation of a group to continue shepherding these recommendations and subsequent tactics forward. This group will serve as a coordinator of stakeholders and support the use of this document.

## Disclosure

This document has been prepared with the assistance of ChatGPT (OpenAI). The AI tool has been used to support content revision and organization. While ChatGPT contributed to the refinement of the material, the final content has been reviewed for accuracy, relevance, and alignment with Summit discussions.

# Final Recommendations Summary

## 1. Marketing Pharmacy

**Vision:** Every Wisconsinite views pharmacy as a valuable profession and careers within pharmacy to be purposeful and fulfilling.

- 1.1. **Recommendation Statement:** Develop a comprehensive marketing campaign to highlight and amplify pharmacy careers, roles, settings, and the positive impact of pharmacy professionals.
- 1.2. **Recommendation Statement:** Develop an internal comprehensive pharmacy marketing campaign to foster pride and positivity within the pharmacy profession.

## 2. Workplace Excellence and Professional Well-being

**Vision:** Wisconsin will set the standard for pharmacy workforce well-being and workplace excellence.

- 2.1. **Recommendation Statement:** Provide leadership to enhance the well-being and working conditions for all pharmacy team members.

## 3. Reducing Financial Barriers to Entry into Pharmacy

**Vision:** Wisconsin will be the national leader in affordable pharmacy education, where every aspiring pharmacist and pharmacy technician can access high-quality education and training.

- 3.1. **Recommendation Statement:** Develop and advocate for funding sources, programs, and legislative changes that make pharmacy education and training more affordable to reduce the educational cost burden for pharmacists and pharmacy technicians.

## 4. Removing Regulatory Barriers

**Vision:** Wisconsin will be recognized as the most efficient and accessible state for qualified candidates to enter the pharmacy profession.

- 4.1. **Recommendation Statement:** Advocate for the reduction of barriers to pharmacy employment via pragmatic application of regulatory processes while promoting opportunities for workforce development.
- 4.2. **Recommendation Statement:** Promote a comprehensive strategy to support the integration of qualified foreign graduates, practicing pharmacy technicians, and U.S. pharmacy school graduates with temporary immigration statuses into the Wisconsin workforce.

## 5. Equitable Reimbursement for Pharmacy Practice

**Vision:** Wisconsin will become a national leader in equitable and innovative pharmacy payment models.

- 5.1. **Recommendation Statement:** Support current payer models and develop new pathways for all payers to recognize and equitably reimburse medications and pharmacy services in all practice settings.

## 6. Pharmacy Technician Advancement

**Vision:** Every pharmacy technician in Wisconsin is compensated for the value delivered and equipped to excel in their role.

- 6.1. **Recommendation Statement:** Create pathways to prepare and advance pharmacy technicians with skills, knowledge, and experience to meet the demands of patient care.

## 7. Robust Development Pathways

**Vision:** Position Wisconsin as a national leader in pharmacy training and development.

- 7.1. **Recommendation Statement:** Build statewide partnerships and visibility of pharmacy apprenticeship and technician training programs.
- 7.2. **Recommendation Statement:** Build pathways for pharmacist and pharmacy technician career development to address contemporary healthcare demands.

## 8. Data-driven Workforce Initiatives

**Vision:** Make Wisconsin a top performer in collecting and leveraging data to drive pharmacy workforce decisions and improvements.

- 8.1. **Recommendation Statement:** Create a comprehensive, sustainable data strategy to monitor and enhance the pharmacy workforce in Wisconsin.

## 9. Technology-enabled Practice

**Vision:** Position Wisconsin at the national forefront of advanced, technology-enabled pharmacy practice

- 9.1. **Recommendation Statement:** Advance sustainable technology infrastructure to support practice advancement and expand patient care needs.