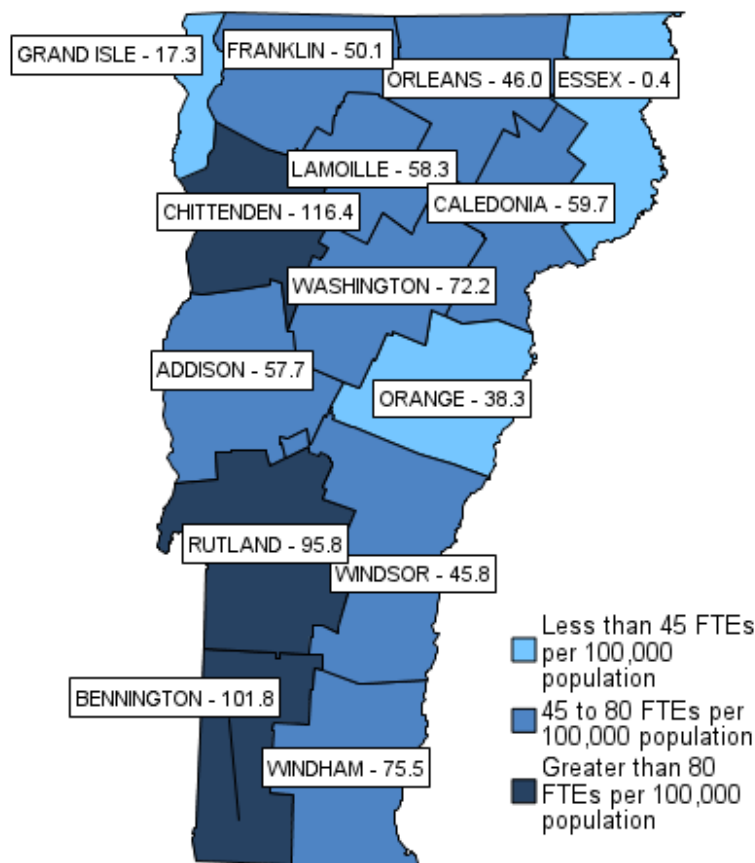


## Overview

This licensed pharmacist census is part of the Vermont Department of Health's health care provider data program, which is used to monitor and measure the supply of health care providers in our state over time. Vermont pharmacists are relicensed every two years. Data for this report were obtained during the July 2019 relicensing period and represent a snapshot of the profession at that time.

By statute in Vermont the practice of pharmacy includes: the interpretation and evaluation of prescription orders; drug compounding, dispensing, and labeling; participation in drug selection and drug utilization reviews; proper and safe storage of drugs and the maintenance of their proper records; advising on the therapeutic values, content, hazards, and use of drugs; providing patient care within the pharmacist's authorized scope of practice; optimizing of drug therapy through the practice of clinical pharmacy; and offering and performing the acts, services, operations, and transactions necessary in the conduct, operation, management, and control of a pharmacy.

### Pharmacists FTEs per 100,000 population by county



## In Brief

### Workforce

Census period – July 2019  
 Response Rate: 99.9%  
 Licenses renewed: 1113  
 Active in VT: 607  
 Full-time Equivalents (FTEs): 487.3

### Demographics

% Female: 58.3%  
 Median Age: 41  
 % 60 or older: 17.5%

### Education and Training

% doctoral level: 58.5%  
 % educated in VT: 11.0%  
 % educated in Northeast: 82.5%

### Current Employment

Full-time hours at one site: 51.6%  
 Working at multiple sites: 8.9%  
 Plans to reduce hours: 5.1%  
 Plans to retire: 0.7%

### Geographic Distribution

(FTEs per 100,000 population)  
 Highest: 116.4, Chittenden  
 Lowest: 0.4, Essex

### Trends in Statewide FTEs

2015: 457.1  
 2017: 475.7  
 2019: 487.3

## Workforce

- 1114 pharmacists renewed their licenses during the surveyed period and 1113 of them completed the workforce survey for a response rate of 99.9%.
- Out of the 1113 respondents, 607 (54.5%) indicated that they were active practicing pharmacists in Vermont.
- Of the 506 respondents reporting a non-active status, 80 (15.8%) indicated they were planning to start working as a pharmacist in Vermont within the next 12 months.
- The remainder of this report is based on the 607 pharmacists who reported actively working as pharmacists in Vermont.

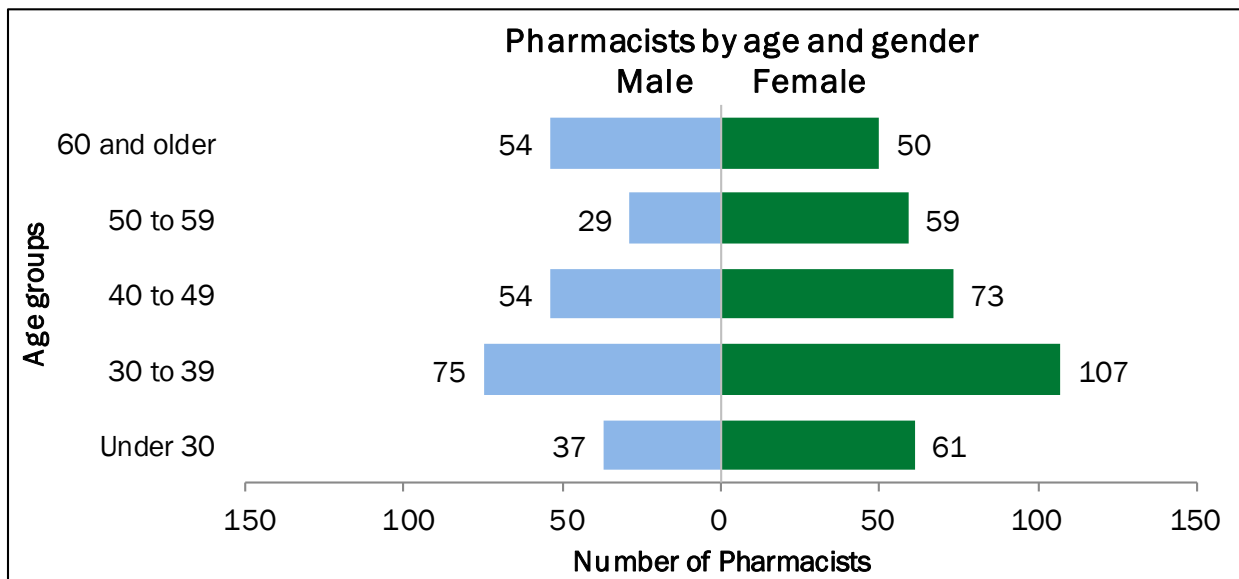
## Demographics

### Gender

- 58.3% of active pharmacists were female.
- 41.5% of active pharmacists were male.
- Less than 0.5% of pharmacists were another gender.

### Age

- The median age of pharmacists was 41 – that is, half of all pharmacists were under the age of 41.



### Race and Ethnicity

- Pharmacists were asked to select their race and could select multiple responses or choose not to answer, so numbers may not equal the total number of pharmacists.
- 87.8% of pharmacists were white, 4.4% were Asian, and less than 0.5% were each of the following: American Indian or Alaska Native, Black or African American, Native Hawaiian or other Pacific Islander, and another race that was not listed. 7.1% preferred not to answer or did not answer.
- 1.2% of pharmacists were Hispanic, Latino/a, or of Spanish origin, and 93.6% were not. 5.4% preferred not to answer or were missing data for ethnicity.

## Language

- 9.9% of pharmacists (60) were able to provide pharmacy services in a language other than English.

## Education and Training

- 58.5% of pharmacists have completed a doctoral level of education (PharmD or PhD).
- 81.7% of pharmacists received their schooling in the Northeast including Vermont.
- 12.4% (75) pharmacists had one or more of the following forms of additional training: residency (40), fellowship (3), Board of Pharmacy Specialties certification (34), or another certification (19).

Highest degree awarded in...	Number	Percent
Vermont	66	11.0%
Northeast excluding Vermont	428	71.5%
Midwest	33	5.5%
South	35	5.8%
West	15	2.5%
Canada	7	1.2%
Outside the U.S. or Canada	15	2.5%
*Missing data for 8 individuals		

## Practice Characteristics

### Number of sites

- 91.1% of pharmacists worked at a single location.
- 8.9% of pharmacists worked at two or more sites.

### Practice setting

- 361 pharmacists (59.5%) worked in a retail setting.
- 175 (28.8%) worked in a hospital.

Main Setting	Number	Percent
Independent Pharmacy (fewer than 4 stores under the same ownership)	64	10.5%
Small Chain Pharmacy (4 to 10 stores under the same ownership)	14	2.3%
Large Chain Pharmacy (more than 10 units under same ownership)	211	34.8%
Mass Merchandiser (Big Box store)	15	2.5%
Supermarket Pharmacy	57	9.4%
Clinic-Based Pharmacy	12	2.0%
Hospital	175	28.8%
Nursing Home/Long Term Care	16	2.6%
Compounding Pharmacy	5	0.8%
Academic Setting	9	1.5%
Pharmacy Benefit Manager	6	1.0%
Other	23	3.8%

## Employment Type

- Two-thirds of pharmacists (403) worked as salaried employees at their primary work site.
- 18.7% worked as hourly employees.

Main site employment arrangement	Number	Percent
Salaried Employee	403	66.6%
Hourly Employee	113	18.7%
Relief Pharmacist	45	7.4%
Owner	14	2.3%
Other	30	5.0%

\*Missing data for 2 individuals

## Full Time Equivalents

- 51.6% (313) worked 40 or more hours per week at their main site.
- 607 pharmacists provided 487.3 FTEs.
- 64.2 FTEs, or 13.2% of total FTEs, were age 60 and older (106 individuals).

Average weekly hours - main site	Number	Percent
Less than 20 hours	102	16.8%
20 to 39 hours	192	31.6%
40 hours or more	313	51.6%

## Current Experience

- Median years licensed in Vermont: 8
- 25.3% of pharmacists in Vermont have worked here for over 20 years.

Years working as a pharmacist in Vermont	Number	Percent
0 to 5 years	220	36.6%
6 to 10 years	114	19.0%
11 to 15 years	55	9.2%
16 to 20 years	60	10.0%
21 to 25 years	53	8.8%
Over 25 years	99	16.5%

\* Missing data from 6 individuals

## Future Plans

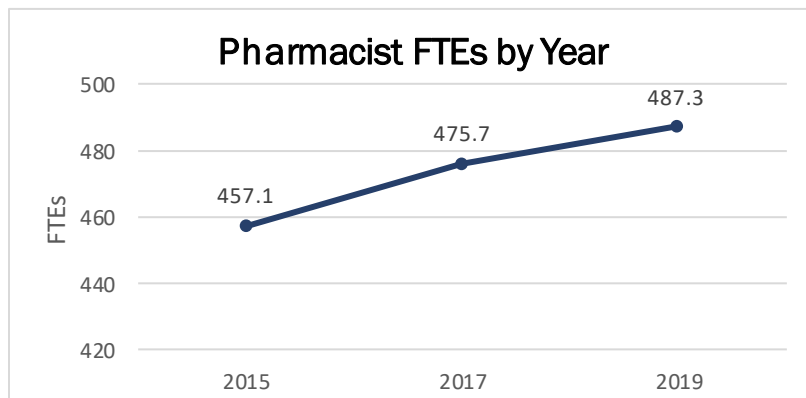
- 88.6% of pharmacists planned to continue working as they had been in the next 12 months.
- 2.3% planned to increase their hours.
- 5.1% planned to decrease their hours, and 0.7% planned to retire.

Planned changes to hours in next 12 months	Number	Percent
Continue as they are	535	88.6%
Increase hours	14	2.3%
Decrease hours	31	5.1%
Retire	4	0.7%
Other/Unknown	20	3.3%

\*Missing data from 3 individuals

## Trends in Statewide FTEs

- Pharmacist FTEs have steadily increased in recent years, from 457 in 2015 to 487 in 2019.



## Key Takeaways

- Pharmacists in Vermont are relatively young, with a median age of 41.
- Just under 60% have a doctoral degree.
- The most common settings for pharmacists are retail settings and hospitals.
- Relative to population, pharmacists are most common in Chittenden, Bennington, and Rutland Counties, and least common in Essex County.
- Pharmacist FTEs increased by 30 between 2015 and 2019.

For more information, contact: [AHS.VDHPPhysicianCensus@vermont.gov](mailto:AHS.VDHPPhysicianCensus@vermont.gov)

## Appendix

### Active Pharmacist

A pharmacist who reported working in Vermont as a pharmacist (regardless of how many hours) is considered active.

### Census

The census was taken during the biennial pharmacist relicensing process which ended on July 31, 2019. The data include all licensed pharmacists except for new licensees enrolled less than three months before the renewal date (May - July 2019), as their license was valid until the next renewal date of July 31, 2021. Census questions are available upon request.

### Full Time Equivalent (FTE)

Full time is defined as 40 or more working hours in Vermont per week, 48 weeks or more per year. Reporting more than 40 hours per week is defined as one FTE regardless of the number of hours over 40 per week worked.

### Main Practice, Site, Setting, and Specialty

The main practice, site, setting, or specialty refer to the practice with the greatest number of reported annual hours per individual.

### Maps

For the county map, colors define quartiles. The lowest 25% of FTE equivalents to population ratio is displayed in the lightest color, the middle 50% in medium, and highest 25% in the darkest color.

### Missing data

Unless otherwise noted, missing data are excluded from tables. Thus, totals may vary from table to table.

### Population Estimates

Population estimates are for July 2019 and were provided by the Department of Health.

### States

States were grouped into the following regions:

Northeast	Midwest	South		West
Connecticut	Illinois	Alabama	North Carolina	Alaska
Maine	Indiana	Arkansas	Oklahoma	Arizona
Massachusetts	Iowa	Delaware	South Carolina	California
New Hampshire	Kansas	Florida	Tennessee	Colorado
New Jersey	Michigan	Georgia	Texas	Hawaii
New York	Minnesota	Kentucky	Virginia	Idaho
Pennsylvania	Missouri	Louisiana	Washington DC	Montana
Rhode Island	Nebraska	Maryland	West Virginia	Nevada
Vermont	North Dakota	Mississippi		New Mexico
	Ohio			Oregon
	South Dakota			Utah
	Wisconsin			Washington
				Wyoming

### Weekly Hours

Average weekly hours are based on hours and weeks reported, adjusted to a full-time 48-week working year (hours \* (weeks/48)). Thus, the average weekly hours for an individual working 40 hours a week for half the year (24 weeks) is 20.