

Are They Ready? New Graduate Workforce Readiness from Hospital Hiring Manager Perspectives

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Background

- Pharmacy education supports the preparation of pharmacists to be “practice-ready” and “team-ready”, defined as “prepared to directly contribute to patient care working in collaboration with other healthcare providers.” (1,2)
- ACPE standards require Doctor of Pharmacy students to complete 300 Introductory Pharmacy Practice Experience hours and 1440 Advanced Pharmacy Practice Experience hours. (1)
- In Texas, two, six-week rotations are required to be in the hospital setting (Health-System Pharmacy and Acute Care).
- Post-graduate training is not required for all hospital pharmacy positions, but with the popularization of residencies, there is ongoing debate about making them mandatory for pharmacists providing direct patient care in hospitals. (3,4)
- There has been ~10% decrease in residency-trained pharmacists since 2019. (5)
- Some hospitals may consider hiring new graduates, but little is known about these hiring practices, or the attributes/experiences hiring managers are seeking in these applicants.

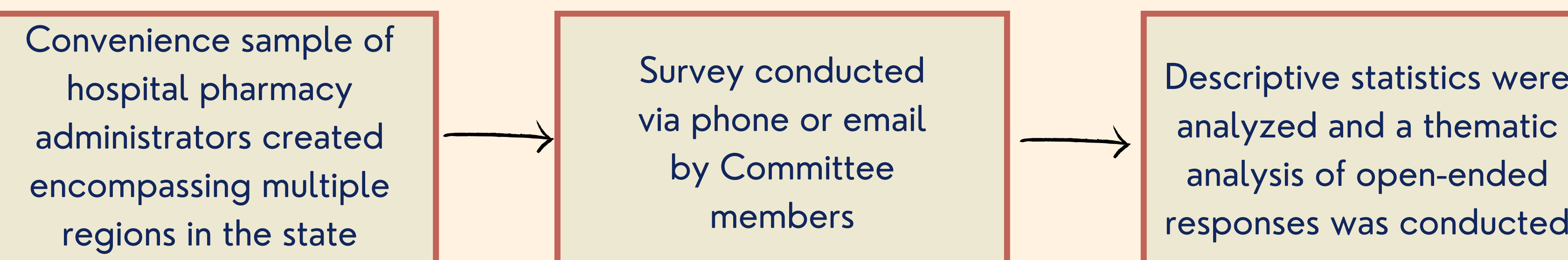
Objectives

To determine:

- Whether hiring managers in Texas hospital systems consider hiring new graduates
- What attributes make new graduates desirable candidates
- What gaps in knowledge or skills are present in new graduates applying for these positions

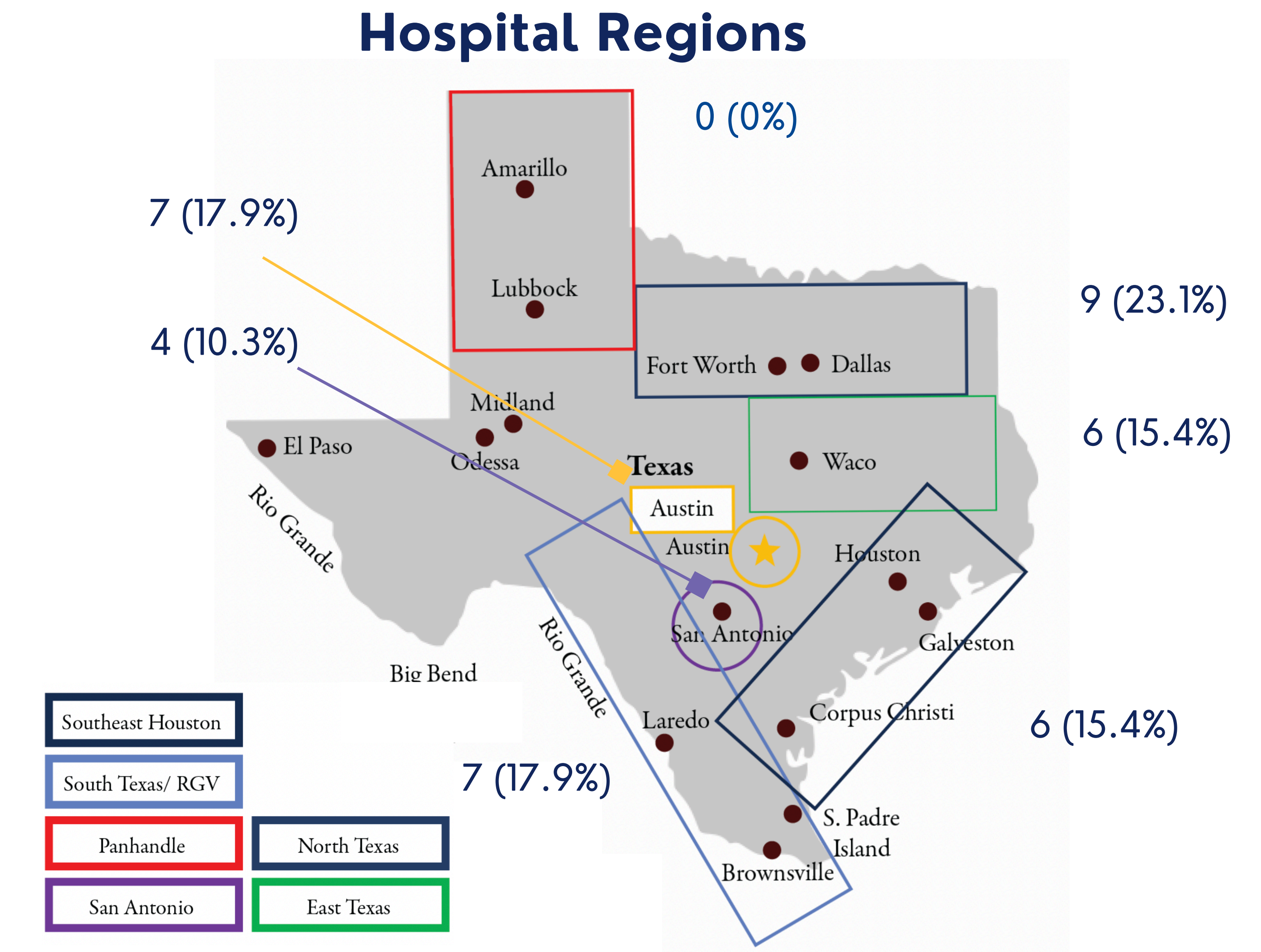
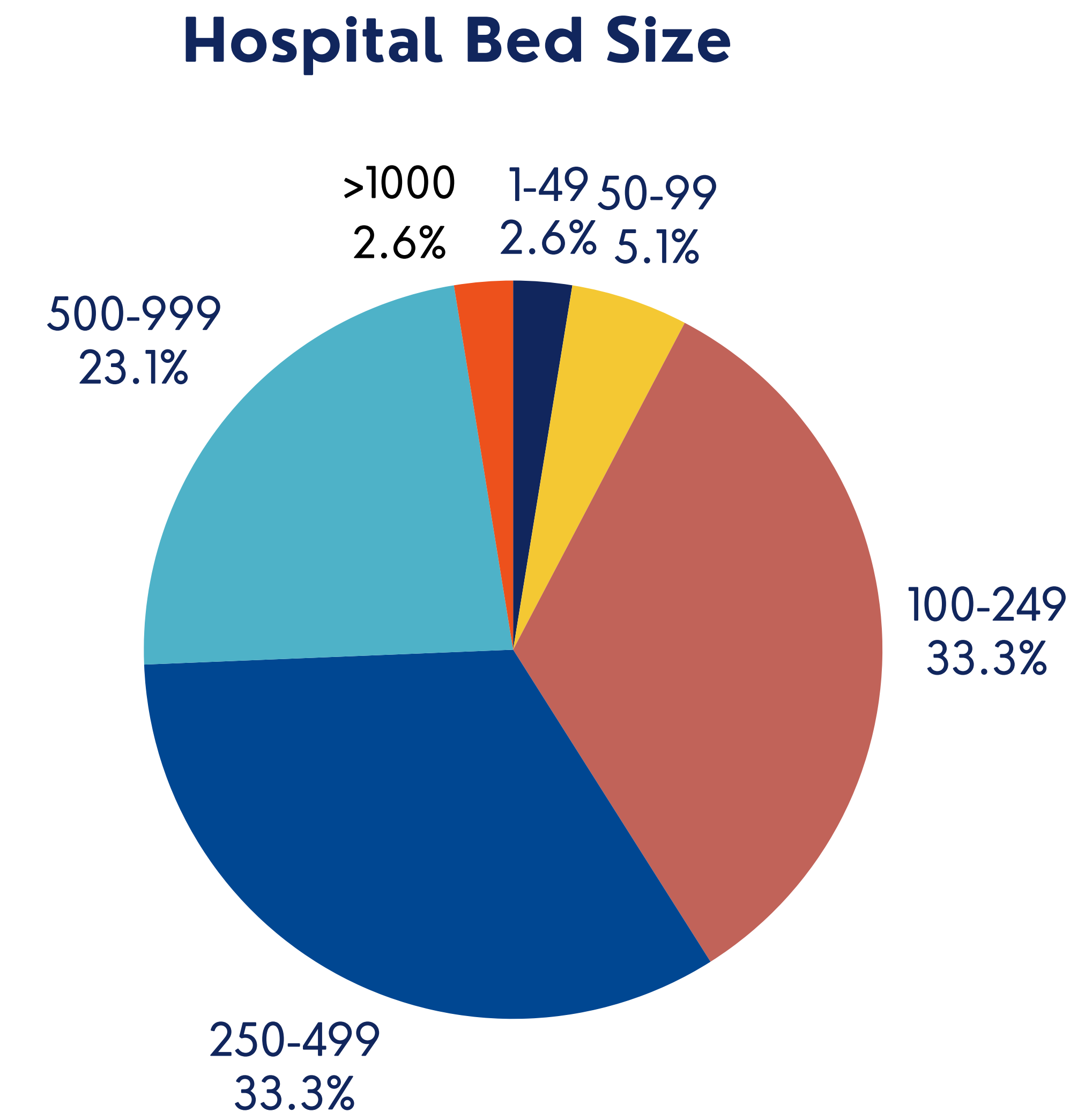
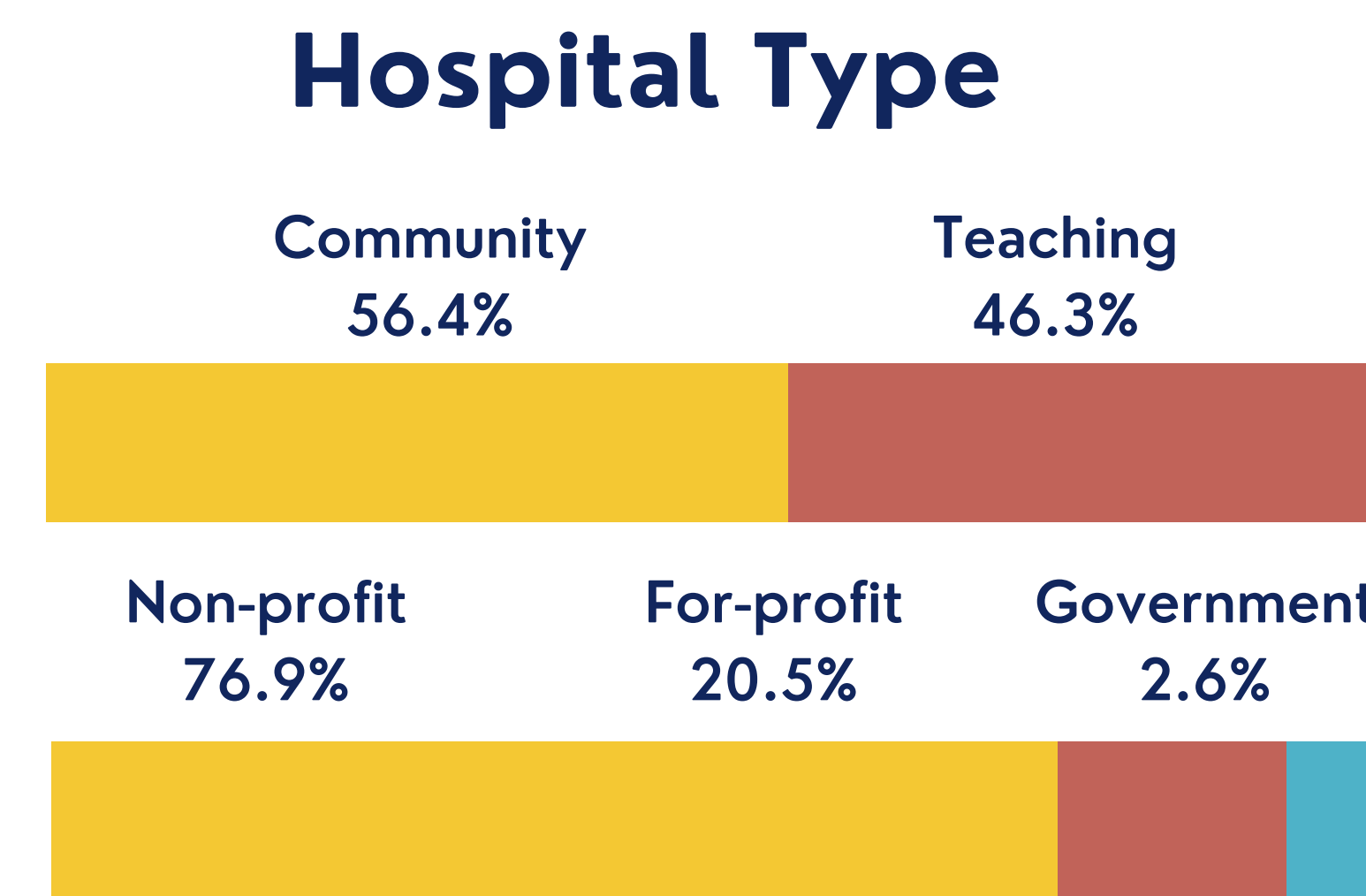
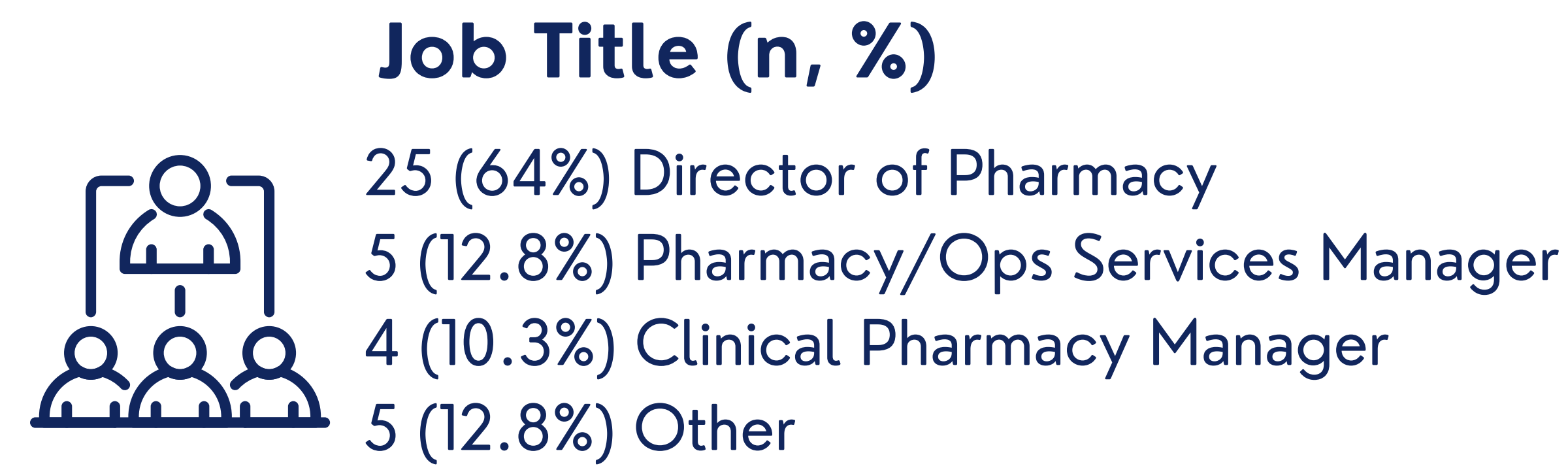
Methods

- The Texas Society of Health System Pharmacists (TSHP) Academia Committee developed a 4 item, open-ended survey. Demographics were also collected.

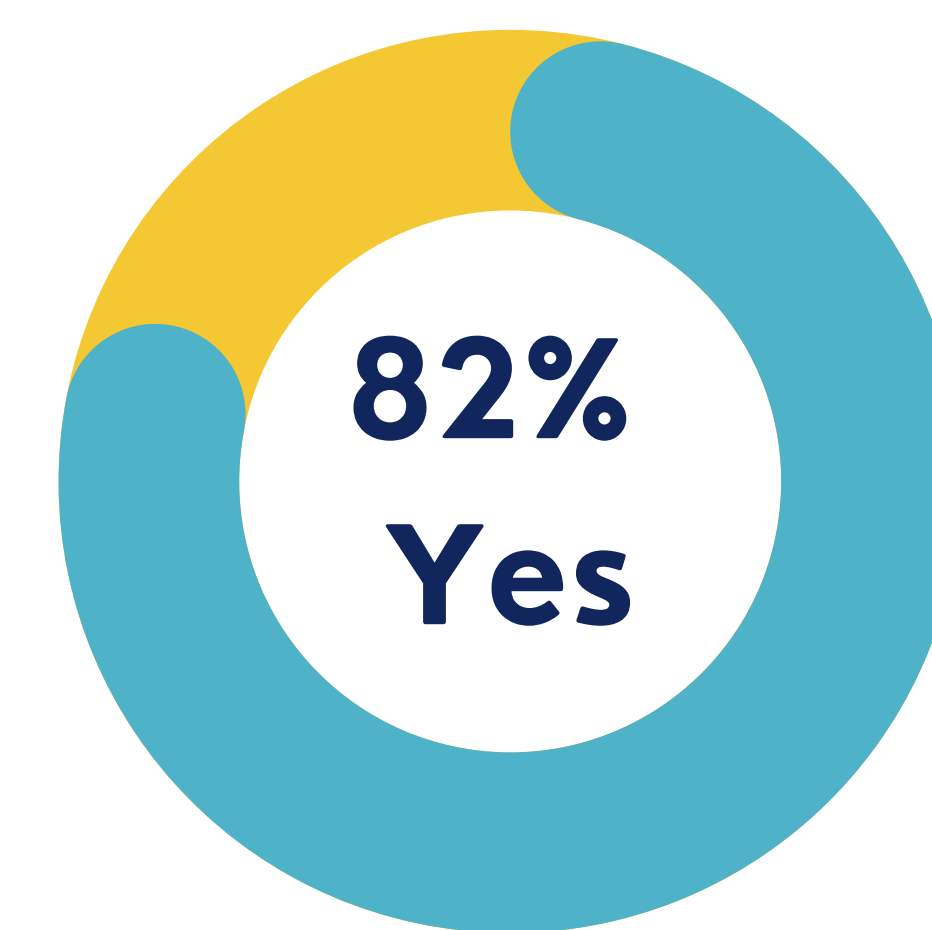


Results

Demographics 39 hiring pharmacists from hospitals across Texas participated in interviews. (13% of all hospitals in the state)



Would you consider hiring new graduates for entry level health-system pharmacist positions?



Of the (7) who responded, “No”, a majority (57.1%) were located in Austin and were most likely to be mid-sized (100-499 bed), teaching, non-profit hospitals

Thematic Assessments (n, %)

What skills and knowledge do applicants need when they start a job?		What gaps in personal and professional skills do you see in new graduates?		What differentiators have you seen in new graduates that make them stand out?	
Hospital Experience	20 (51%)	Critical Thinking	15 (38%)	Hospital Experience	14 (36%)
Clinical Skills/Critical Thinking	17 (44%)	Clinical Knowledge	15 (38%)	Intrinsic Motivation	9 (23%)
IV Certification/Op Knowledge	13 (33%)	Maturity/Expectations of Role	7 (18%)	Interpersonal Skills	6 (15%)
Interpersonal Skills	10 (26%)	Teamwork	7 (18%)	Communication	6 (15%)
Intrinsic Motivation	9 (23%)	Hospital Experience	7 (18%)	Critical Thinking	5 (13%)

Discussion and Conclusion

- Prior hospital work experience was the most important differentiator for pharmacy graduates seeking employment in a hospital setting.
- Extended student rotations at one institution, such as longitudinal APPEs, were considered valuable.
- Soft skills and professionalism are also essential attributes, with managers seeking candidates with strong teamwork, adaptability, and problem-solving skills.
- Critical thinking and clinical knowledge are often the largest gaps seen in new pharmacy graduates which underscores the need for continuous curriculum evaluation and enhancement to better prepare pharmacy students for the hospital setting.
- Strengths:** first analysis of its kind in the state; anonymity of data aggregation allowed for candid responses from hiring managers
- Limitations:** convenience sample limits broad applicability, especially beyond Texas; small number of participants; perceptions based data which does not provide tangible numbers of recent graduate new hires to support survey responses

Many hospital systems do consider hiring new graduates for entry level pharmacist positions.

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