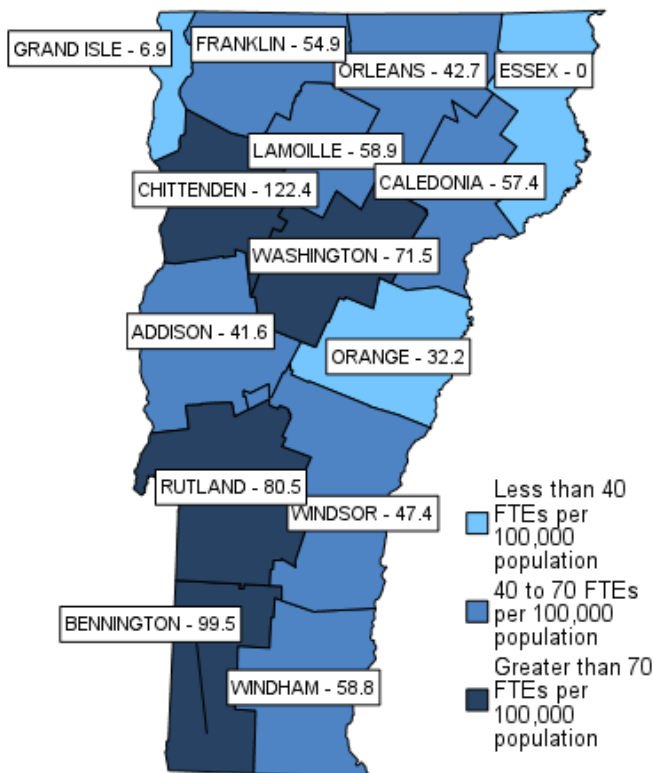


Overview

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 2023 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 2023
 Response Rate: 100%
 Licenses renewed: 1306
 Active in VT: 627
 Full-time Equivalents (FTEs): 489.3

Demographics

% Female: 59.9%
 Median Age: 38
 % 60 or older: 11.0%

Education and Training

% doctoral level: 71.9%
 % educated in VT: 16.5%
 % educated in Northeast: 83.0%

Current Employment

Full-time hours at one site: 48.7%
 Working at multiple sites: 8.5%
 Plans to reduce hours: 6.6%
 Plans to retire: 1.1%

Geographic Distribution

(FTEs per 100,000 population)
 Highest: 122.4, Chittenden
 Lowest: 0, Essex

Trends in Statewide FTEs

2015: 457.1
 2017: 475.7
 2019: 487.3
 2021: 468.1
 2023: 489.3

Workforce

- 1,306 pharmacists renewed their licenses during the surveyed period and 1,306 of them completed the workforce survey for a response rate of 100%.
- Out of the 1,306 respondents, 627 (48.0%) indicated that they were active practicing pharmacists in Vermont.
- Of the 679 respondents reporting a non-active status, 105 (15.5%) 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 627 pharmacists who reported actively working as pharmacists in Vermont.

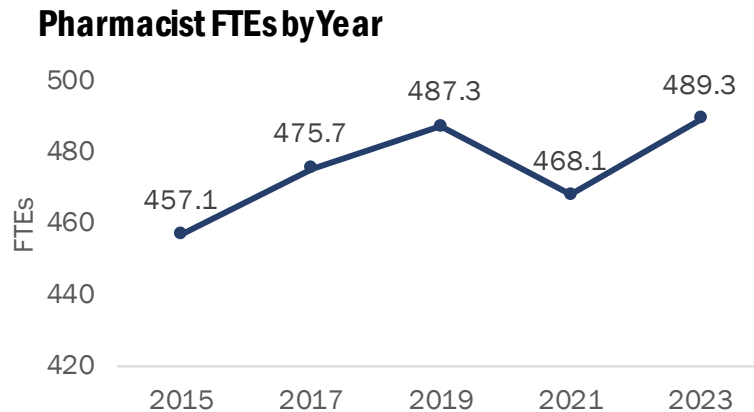
Full Time Equivalents

- 627 pharmacists provide 489.3 FTEs.
- 41.0 FTEs, or 8.4% of total FTEs, are provided by 69 pharmacists aged 60 and older.
- 48.7% (305) work 40 or more hours per week at their main site.

Average weekly hours - main site	Number	Percent
Less than 20 hours	122	19.5%
20 to 39 hours	199	31.8%
40 hours or more	305	48.7%

Trends in Statewide FTEs

- After steadily increasing from 2015 to 2019, pharmacist FTEs dropped by 19 from 487 in 2019 to 468 in 2021. A rebound of 21.2 FTEs is seen in 2023.



Demographics

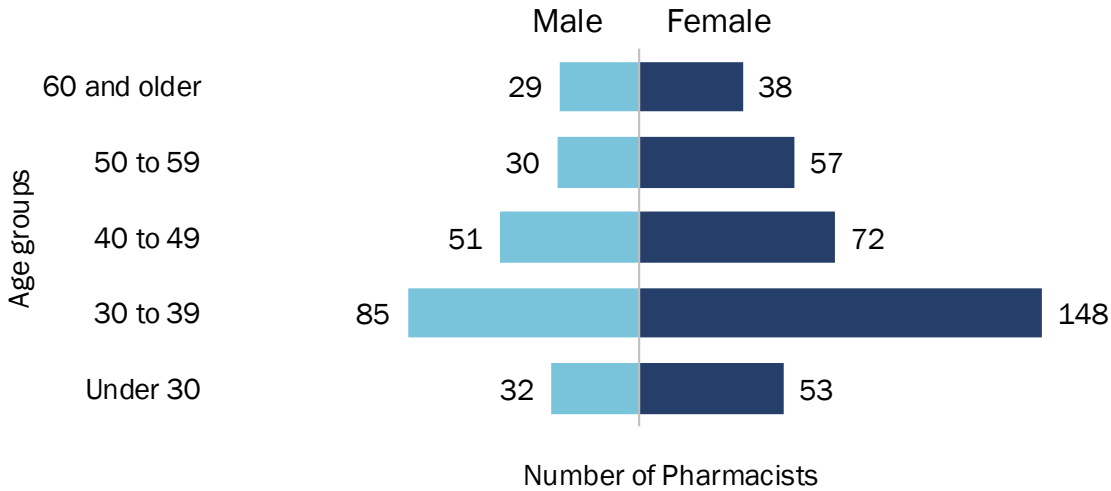
Gender

- 59.9% of active pharmacists are female.
- 37.0% of active pharmacists are male.
- 19 pharmacists prefer not to answer, and 13 were missing data for gender.

Age

- Half of all pharmacists are under the age of 38.

Pharmacists by age and gender



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.

- 82.5% of pharmacists are white, 7.7% are Asian, and 1.4% are Black or African American. Each of the following races are 0.5% or less of the pharmacist population: American Indian or Alaska Native, Native Hawaiian or other Pacific Islander, or a self-described race. Fifty-seven preferred not to answer or were missing data for race.
- 2.1% of pharmacists are Hispanic, Latino/a, or of Spanish origin, and 90.9% are not. Fifty-six preferred not to answer or were missing data for ethnicity.

Language

- 12.8% of pharmacists (79) are able to provide pharmacy services in a language other than English.

Education and Training

- 71.9% of pharmacists have completed a doctoral level of education (PharmD or PhD).
- 83.0% of pharmacists received their schooling in the Northeast including Vermont.
- 17.3% (108) pharmacists had one or more of the following forms of additional training: residency (67), fellowship (5), Board of Pharmacy Specialties certification (56), or another certification (21).

Highest degree awarded in ...	Number	Percent
Vermont	102	16.5%
Northeast excluding Vermont	410	66.5%
Midwest	31	5.0%
South	44	7.1%
West	10	1.6%
Canada	6	1.0%
Outside the U.S. or Canada	14	2.3%
*Missing data for 10 individuals		

Practice Characteristics

Number of sites

- 91.5% of pharmacists work at a single location.
- 8.5% of pharmacists work at two or more sites.

Practice setting

- 319 pharmacists (51.0%) work in a retail setting.
- 208 (33.2%) work in a hospital.

Main Setting	Number	Percent
Independent Pharmacy (fewer than 4 stores under the same ownership)	32	5.1%
Small Chain Pharmacy (4 to 10 stores under the same ownership)	22	3.5%
Large Chain Pharmacy (more than 10 units under same ownership)	195	31.2%
Mass Merchandiser (Big Box store)	14	2.2%
Supermarket Pharmacy	56	8.9%
Clinic-Based Pharmacy	32	5.1%
Hospital	208	33.2%
Nursing Home/Long Term Care	25	4.0%
Compounding Pharmacy	2	0.3%
Academic Setting	1	0.2%
Pharmacy Benefit Manager	2	0.3%
Other	37	5.9%
*Missing data for 1 individual		

Employment Type

- 63.7% of pharmacists (395) work as salaried employees at their primary work site.
- 21.9% work as hourly employees.

Main site employment arrangement	Number	Percent
Salaried Employee	395	63.7%
Hourly Employee	136	21.9%
Relief Pharmacist	51	8.2%
Owner	7	1.1%
Other	31	5.0%
*Missing data for 7 individuals		

Current Experience

- Median years licensed in Vermont: 8.
- 20.9% 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	35.4%
6 to 10 years	148	23.8%
11 to 15 years	76	12.2%
16 to 20 years	48	7.7%
21 to 25 years	54	8.7%
Over 25 years	76	12.2%
*Missing data for 5 individuals		

Future Plans

- 82.8% of pharmacists plan to continue working as they had been in the next 12 months.
- 3.7% plan to increase their hours.
- 6.6% plan to decrease their hours, and 1.1% plan to retire.

Planned changes to hours in next 12 months	Number	Percent
Continue as they are	514	82.8%
Increase hours	23	3.7%
Decrease hours	41	6.6%
Retire or seek non-clinical job	11	1.7%
Unknown	32	5.2%
*Missing data from 6 individuals		

Key Takeaways

- Pharmacist FTEs increased by 21.2 between 2021 and 2023.
- Pharmacists in Vermont are relatively young, with a median age of 38.
- Over 50% of pharmacists have worked in Vermont for 10 years or less.
- Over two-thirds have a doctoral degree.
- Relative to population, pharmacists are most common in Chittenden County. There are no pharmacists in Essex County.
- The percentage of pharmacists who planned to retire in the next 12 months decreased from 2.6% to 1.1%, but 6.6% plan to decrease their hours while only 3.7% plan to increase hours.

For more information, contact: 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, 2023. The data include all licensed pharmacists except for new licensees enrolled less than three months before the renewal date (May - July 2023), as their license was valid until the next renewal date of July 31, 2025. 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 2022 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.