



Oncology Pharmacy Workforce: Onboarding New Pharmacy Practitioners to Oncology

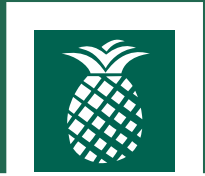
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Miami Cancer Institute

BAPTIST HEALTH SOUTH FLORIDA

Objectives



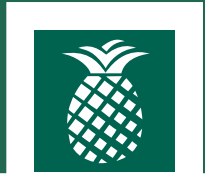
1. Understand how the Oncology Physician shortage has led to a greater need for other healthcare team members to join the oncology workforce and improve patients access to cancer care.
2. Describe the many available resources available to Onboard oncology pharmacists and technicians.
3. Describe a cancer institutes experience with onboarding oncology pharmacist with varying experiences, their career ladder and opportunities for growth
4. Describe the “The Moffitt Experience” of onboarding pharmacy technicians their career ladder and opportunities for growth and resilience.

Oncology Workforce Projection



- Overall demand for oncologists and radiation oncologists is expected to grow 40%
- Physician Shortage
 - FTE clinical care oncologist and radiation oncologist supply may grow by only 25% by 2025
 - Market shortage of 2,258 in 2025
 - 2019 survey, in 37 of the 50 metropolitan areas studied, at least 20% of practicing oncologists were > 65 yo

Supply and Demand



- Changes in the incidence and prevalence of cancers
- Population demographics
- Insurance status and type
 - I.e. Impact of Affordable Care Act
 - Pharmacy Benefit Managers
- Changes in physician retirement rates and productivity
- Rates of physicians entering the specialty
 - # of fellowship positions

Top Oncology Pressures



58% of surveyed practices say payer pressures are a top concern

76%
Prior authorizations

62%
Coverage denials/appeals

OTHER TOP CONCERNS:



39%
Competitive pressures



37%
Staffing issues



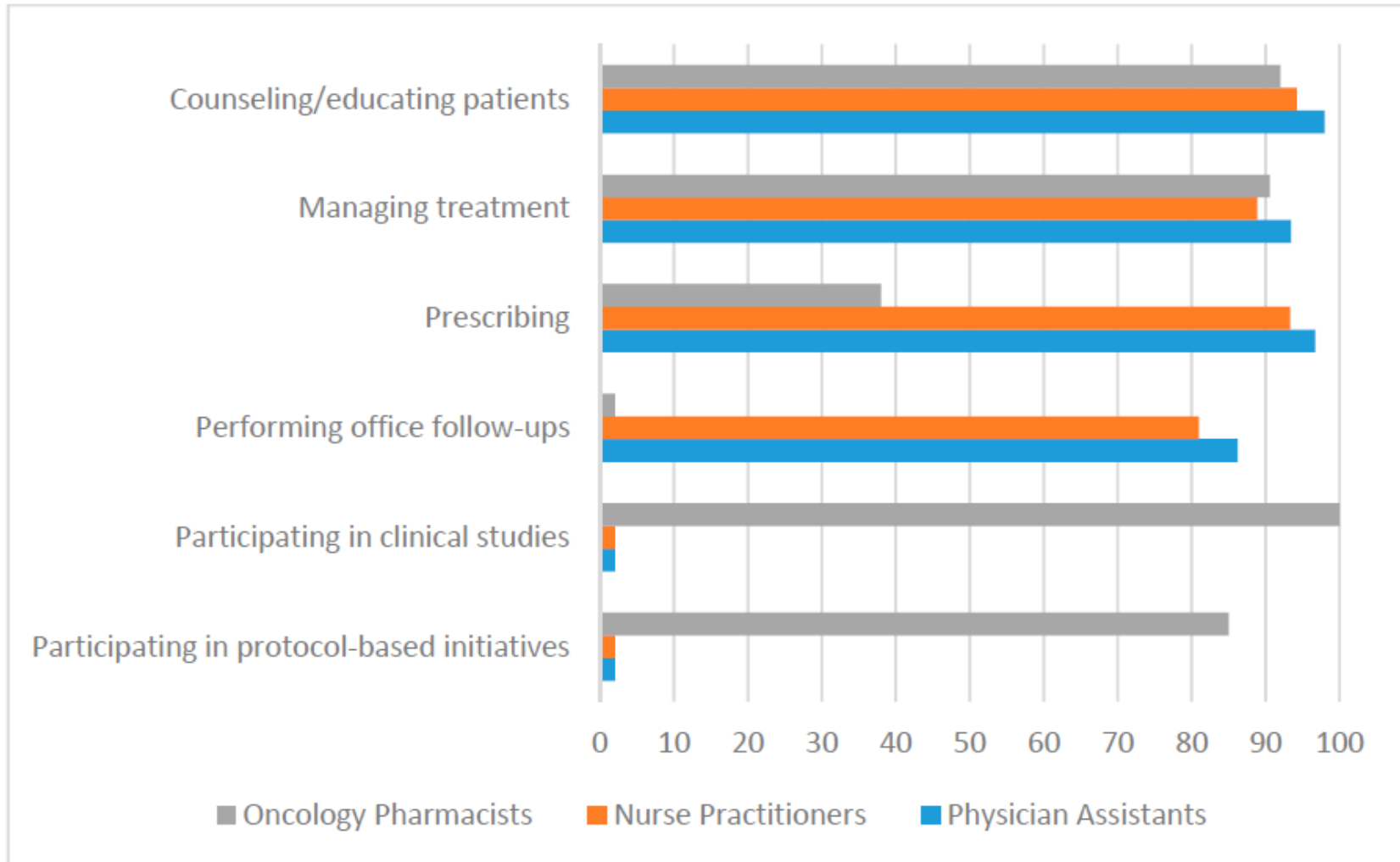
36%
Electronic health records



36%
Increasing expenses

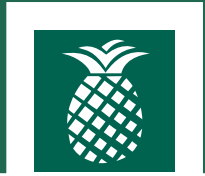
Practices were able to select more than one option

Addressing the Oncology Provider Shortage



Knapp, K., Ignoffo, R. Oncology Pharmacists Can Reduce the Projected. Pharmacy 2020.
<http://dx.doi.org/10.3390/pharmacy8010043>

Oncology Pharmacy Needs



- Clinical Practice (generalist vs disease specialist)
 - Amb Oncology
 - Inpatient Oncology
- Administration
- Medication use and patient safety*
- Health Informatics*
- Investigational Drug Service and Research
- Academia
- Specialty Pharmacy
- Pharmaceutical Industry

*Pharmacy Forecast 2021

Pharmacy Training Programs

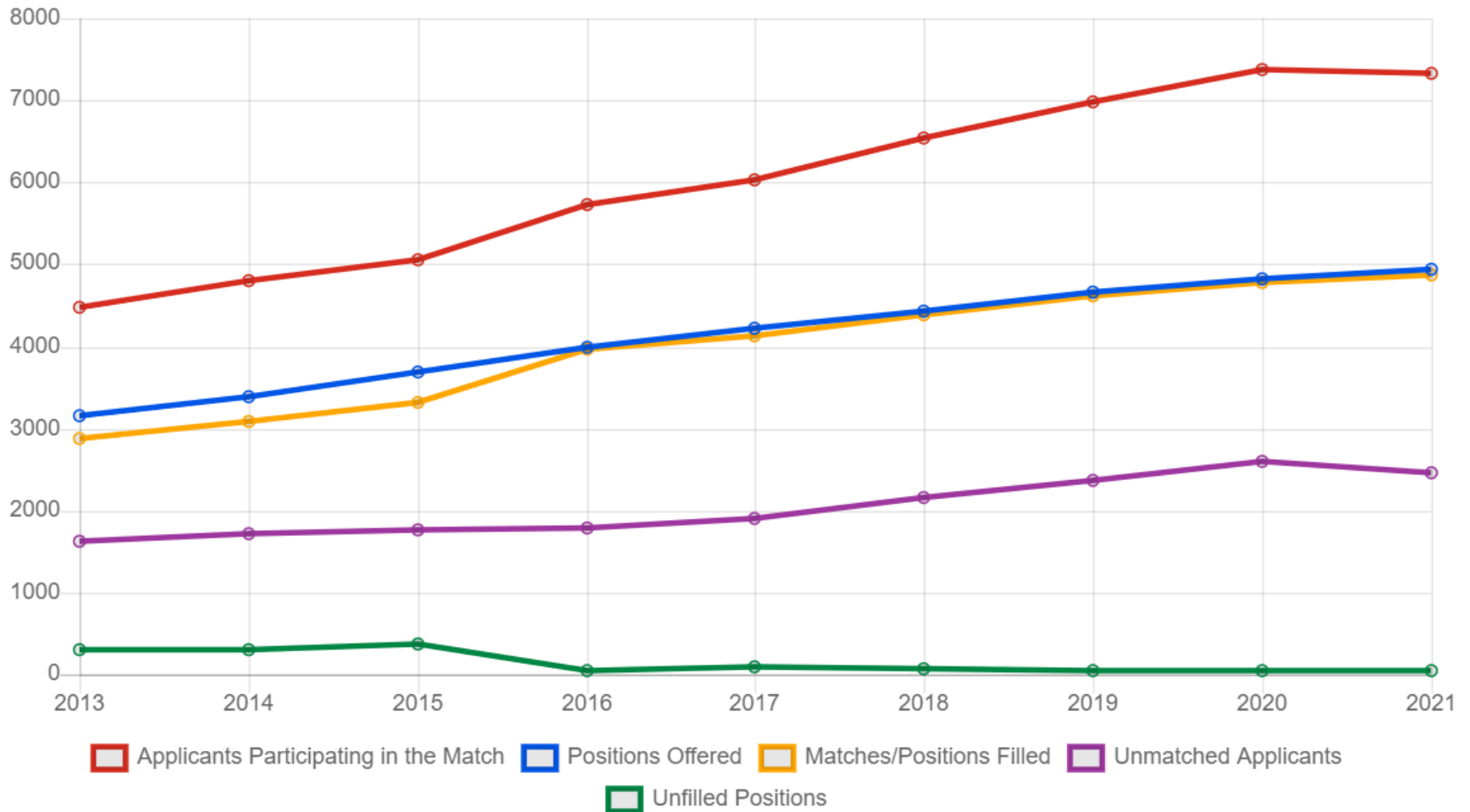


- Residency Programs
 - Oncology Pharmacy PGY-2 (~211 positions in 2021)

PROGRAM TYPE	PROGRAMS			POSITIONS				
	Total	Filled Early	In Match	Total	Filled Early	In Match	Filled	Phase II Unfilled
PGY2-Oncology	115	43	72	211	96	115	114	1

- PGY-1 Hematology Oncology Learning experiences
- Oncology Patient Care Traineeships
- On the job training programs
 - New to oncology experienced pharmacists
 - Recent graduate interested in oncology

2021 Match Statistics



<https://natmatch.com/ashprmp/stats.htm>

On-boarding New Pharmacists



- Becoming a “POP” Pineapple Oncology Pharmacist
- Length of on-boarding based on previous experience
- Electronic Health Record training with informatics pharmacist
- Oncology training checklist
 - Oncology Resources (Internal and External)
 - Cleanroom workflows (DoseEdge®)
 - 1st (future) and 2nd (current) check workflows
 - Clinical Competencies and workflows
- 1:1 training with pharmacist in all of the roles and positions including code response, IDS, inpatient

On-boarding New Pharmacists



- On the Job Didactic lectures
 - Oncology Bootcamp
 - Post education assessment and follow-up
 - Bone Marrow Transplant/ Cellular therapy Bootcamp
 - Pediatrics and Peds Inv Drug Service Bootcamp
- Independent Learning
 - NCCN, ASCO, MASCC Guidelines
 - POPP Lecture Series
 - BCOP Preparation Materials (HOPA, ASHP/ACCP)
 - HOPA Core Competency Certificate program
 - ASCO Education Essentials for Advanced Practitioners

HOPA Core Competency Certificate program



- Module 1: Basic Oncology Pharmacology
- Module 2: Evaluation of Chemotherapy Orders and Initial Patient Assessment
- Module 3: Monitoring and Modifying Cancer Treatment Care Plans
- Module 4: Calculating Appropriate Doses of Anticancer Medications for Hematology/Oncology Patients
- Module 5: Effective Patient Education
- Module 6: Designing and Implementing Supportive Care Plans
- Module 7: Extravasation: When Chemotherapy Misses the Mark
- Module 8: Value Based Frameworks in Oncology
- Module 9: Medication Procurement
- Module 10: Billing and Reimbursement
- Module 11: Safe Handling of Hazardous Drugs
- Module 12: Investigational Drug Principles

Pharmacist Career Ladder



CPO

AVP

Director

Manager

Clinical Coordinator/
Supervisor

Clinical Specialist I & II

Clinical Pharmacist I & II



Transition to Dr. Shanel Fisher

- The Moffitt Experience