2024

Final Report

National Pharmacist Workforce Study

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2024

National Pharmacist Workforce Study

FINAL REPORT

June 2025

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PROJECT COMMISSION

This current investigation was commissioned by the Pharmacy Workforce Center, Inc. (PWC). The PWC Board of Directors is comprised of American Association of Colleges of Pharmacy (AACP), American College of Clinical Pharmacy (ACCP), American Pharmacists Association (APhA), American Society of Health-System Pharmacists (ASHP), Board of Pharmacy Specialties (BPS), Hematology/Oncology Pharmacy Association (HOPA), National Alliance of State Pharmacy Associations (NASPA), National Community Pharmacists Association (NCPA) and Pharmacy Technician Certification Board (PTCB). PWC Observer organizations include Health Resources & Services Administration (HRSA) Bureau of Health Workforce (BHW).

REPOSITORY FOR PROJECT MATERIALS AND DATA

Project materials and data are stored at the University of Wisconsin-Madison School of Pharmacy, Rennebohm Hall, 777 Highland Ave, Madison, WI 53705.

ACKNOWLEDGMENTS

We first thank the pharmacists who received and responded to this survey. We greatly appreciate their time and effort in providing the requested information. Without their participation, this study and report would not be possible.

Second, we would like to acknowledge the contributions of the Pharmacy Workforce Center (PWC), Inc. and several people who helped this project be completed. We thank Brian Lawson (PWC President), Lynette Bradley-Baker (PWC Vice-President), and Thomas Maggio (PWC Secretary/Treasurer) for their support, guidance, and leadership of this project. We greatly appreciate their input and advice as we developed, conducted, and reported on the national survey. We also acknowledge PWC members that provided support and feedback throughout the project, as well as opportunities to disseminate this important work, including Doug Scheckelhoff (ASHP) and Keith Marciniak (APhA). We also thank Renae Chesnut (AACP) for her marketing and communications expertise helping us to further disseminate and share this important work through multiple venues and platforms, including social media.

Finally, several people were vital to conducting the survey, managing the data, and analyzing the results of this study. We thank Larissa Doucette, Laura McInally, and Al Carter of the National Association of Boards of Pharmacy for supporting this project and disseminating the survey.

CITATION

Mott DA, Bakken BK, Nadi S, Arya V, Doucette WR, Gaither CA, Kreling DH, Schommer JC. Final Report of The 2024 National Pharmacist Workforce Survey. Pharmacy Workforce Center; Washington, DC, USA: 2024. Available online: https://www.aacp.org/article/national-pharmacist-workforce-studies

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EXECUTIVE SUMMARY

BACKGROUND

Recent reports document the impact of the COVID-19 pandemic on the health care workforce in general, and pharmacists in particular. Areas of concern for the pharmacist workforce include how work systems can be improved to better work-life outcomes for pharmacists and help employers retain pharmacists. Additionally, there is a need to learn more about the activities in which pharmacists are engaging, and the resources pharmacists need to stay healthy (i.e., mentally, physically, and emotionally) and to maintain a viable career inside or outside of pharmacy. Additionally, the expansion of pharmacists' roles in community, inpatient, ambulatory care, and other fast growing practice settings (i.e., specialty pharmacy, managed care/PBM, industry) create the need to understand the types of work activities in which pharmacists are engaging in various practice settings.

This 2024 National Pharmacist Workforce Study (NPWS) provides an update on the pharmacist workforce and examines changes since previous studies done in 2019 and 2014. In addition, the 2024 NPWS examines newer topics affecting pharmacists including organizational factors and worker wellbeing, expanding pharmacist roles and activities, employment status changes, unemployment, retirement, and pharmacists' career perceptions and professional involvement.

STUDY OBJECTIVES

The primary purpose of this project was to collect reliable information on demographic characteristics, work contributions and the quality of work-life of the pharmacist workforce in the United States during 2024. The results support analyses and trends from previous NPWS surveys conducted in 2009, 2014, and 2019. The project obtained information from a random sample of licensed pharmacists. Specific objectives included:

1. Describe demographic and employment characteristics of the pharmacist workforce in the United States
2. Describe the employer and organizational factors that contribute to a safe and positive work environment for pharmacists in the United States
3. Describe the workload and work activities of the pharmacist workforce in the United States
4. Characterize the quality and perceptions of United States pharmacists' work-life, including their health, well-being, and career management

METHODS

To meet the project objectives, a cross-sectional, descriptive survey design was used for collecting and analyzing data. Data were collected using an online survey hosted at the University of Wisconsin-Madison. The institutional review board classified the study as minimal risk and exempt from review.

Survey Questionnaire: The 2024 NPWS consisted of a 'Core Survey' provided to all sampled pharmacists to collect demographic and employment information to facilitate comparisons with data collected in previous NPWS iterations. In addition to the 'Core Survey', sampled pharmacists also received one of three 'Supplements'. Each survey 'Supplement' included survey items focused on a specific topic area.

The 'Core Survey' included 5 topic areas: (1) Employment Status, (2) Demographics, (3) Current Work, (4) NIOSH WellBQ, and (5) Education and Student Loan Debt. The three topic areas covered by the 'Supplements' were: (1) Employment Status Changes and Turnover Intentions, (2) Work Activities, (3) Career Management and Decisions. Questions comprising each section of the survey were taken primarily from previous workforce surveys conducted by members of the project team or from other published research.

Sampling Strategy: The National Association of Boards of Pharmacy Foundation (NABPF) drew a systematic random sample of 198,000 licensed pharmacists from its unduplicated list of licensed pharmacists in the US. The 198,000 sampled licensed pharmacists were assigned randomly to one of the three supplement groups. Each supplement group consisted of 96,000 licensed pharmacists.

Survey Administration: Data collection included sending sampled pharmacists four emails that contained a link to an online survey (Qualtrics). The emails were sent by the NABPF to sampled pharmacists. Pharmacists were asked to click on the survey link to access the survey. Unlike 2019, subjects who clicked the survey link did not receive additional emails that were scheduled to be sent after they clicked the survey link. A pilot test of the email distribution and the survey questionnaire was conducted prior to the main survey to determine the feasibility of the proposed methods. The initial email for the pilot test was sent on October 16, 2024 and one reminder email was sent on October 24, 2024. No changes were made to the survey questionnaire as a result of the pilot test. The main survey emails were sent on November 6, 2024, November 13, 2024, November 20, 2024 and December 4, 2024. The main survey was closed on December 15, 2024.

Data Analysis: Submitted surveys were available to researchers at the University of Wisconsin-Madison through their Qualtrics account. On December 16, 2024 the survey data files were downloaded from Qualtrics for analysis by the research team. Data are presented in this report in a manner that allows comparison to data from previous NPWSs. Some data presented in the report were new to the 2024 NPWS and did not have comparison data.

RESULTS

Response Rate

A total of 5,110 usable responses were received. A usable response was defined as responses which contained responses (i.e. no missing data) for each of four key variables: work status, gender, age, and practice setting. The maximum number of emails delivered was 192,523. This resulted in a traditional usable response rate of 2.7%. A total of 5,697 pharmacists clicked on the survey link. Using the number of pharmacists who clicked on the survey link as a denominator, 89.7% of pharmacists provided a usable response.

Demographics

In 2024, 73.5% of licensed pharmacists submitting usable responses were actively practicing as pharmacists. A total of 6.3% of responding licensed pharmacists were working, but not as a pharmacist, a total of 17.4% of responding licensed pharmacists were retired, and 2.8% were unemployed. Compared to results from the 2014 survey, there was a smaller proportion of responding licensed pharmacists who were retired and unemployed in 2024. Of licensed pharmacists who reported being retired, 39.5% were female in 2024 compared to 24.8% in 2014. There was a greater proportion of responding licensed pharmacists who were working, but not as a pharmacist in 2024 at 6.3%. Overall, 80.6% of responding licensed pharmacists were white in 2024 compared to 85.1% in 2014. A total of 34.9% of responding licensed pharmacists were between the ages of 41-55 in 2024 compared to 35.0% in 2014. In 2024, 47.5% of licensed pharmacists earned a PharmD degree as their highest degree compared to 37.8% in 2014. Of respondents who reported actively practicing pharmacy, 68.1% were female in 2024 compared to 58.9% in 2014. Actively practicing pharmacists responding in 2024 were 78.9% white, 11.1% Asian, 4.4% Black, and 5.6% “other”. The number of non-white practicing pharmacists increased from 16.5% in 2014 to 21.1% in 2024.

A total of 59.1% of responding actively practicing pharmacists reported their primary place of employment was community-based practice settings (e.g., independent, chain, supermarket), 21.7% reported primary place of employment as hospital/health-system practice settings (e.g., government and non-government hospitals), and 5.1% reported primary place of employment as ambulatory care practice settings (e.g. outpatient clinics, primary care clinics). Reported primary place of employment as community pharmacy settings and ambulatory care increased from 2014 to 2024 and primary place of employment as hospital/health-system practice settings decreased between 2014 and 2024.

A total of 25.9% of responding actively practicing female pharmacists were in management positions in 2024 compared to 28.5% in 2014. However, among actively practicing respondents in management positions in 2024, 67.6% were female compared to 55.2% in 2014.

Work Contribution, Work Shifts, and Secondary Employment

In 2024, a total of 17.7% of actively practicing pharmacists reported working part-time (less than or equal to 30 hours per week), which was the same proportion as 2014. In 2014 and 2024, working part-time was most common among respondents who were more than 60 years old.

In 2024, males working full-time as a pharmacist worked 1.4 hours more than females. The difference in weekly hours worked between male and female full-time pharmacists was 1.6 hours in 2014. Overall, pharmacists working full-time worked an average of 42.2 hours per week in 2024, compared to 44.4 hours per week in 2014. Consistent with previous years, for respondents working full-time as practicing pharmacists, pharmacists in management positions worked more hours per week (43.7 hours/week) than pharmacists in staff positions (41.1 hours/week).

A slightly lower proportion of respondents working in hospital/health-system settings (81.1%) reported often or consistently working a shift during the day (i.e., 6am to 6pm) compared to respondents working in community (87.1%), ambulatory care (94.6%), and other settings (91.3%). Working an evening shift (i.e., noon-midnight) often or consistently was more likely among respondents working in community settings (47.9%) relative to the other three setting categories. Working weekends often or consistently was more likely among respondents working in community settings (60.4%) relative to the other three setting categories.

In 2024, overall, 10.7% of respondents had secondary pharmacy jobs, an increase from 7.8% in 2014. In 2024, a larger proportion of male respondents (14.0%) reported any secondary employment compared to female respondents (8.9%). In 2014, 8.7% of male respondents and 7.0% of female respondents reported any secondary employment. On average, respondents reporting any secondary employment worked 18.9 hours per month, a decrease from 2014 (25.3 hours per month). In 2024, male respondents reporting any secondary employment worked more hours annually compared to female respondents reporting any secondary employment, consistent with 2014.

Workload

Overall, 73% of pharmacists working full-time in 2024 rated their workload level at their place of practice as “high” or “excessively high”, compared to 66% in 2014. Across practice settings, the highest proportions of pharmacists rating their workload as “high” or “extremely high” were in chain (91%) and mass merchandiser (88%) pharmacy settings. The lowest proportions of pharmacists rating their workload as “high” or “extremely high” were in independent community (55%) and other: patient care (57%) pharmacy settings. The proportion of pharmacists working full-time who reported their workload as “high” or “extremely high” increased or stayed the same in 2024 relative to 2014 for every practice setting except other: non-patient care. In 2024 a greater proportion of females rated their workload as “high” or ‘extremely high” compared to males, which is consistent with 2014.

Work Activities

Overall, 42.6% of respondents who reported actively practicing pharmacy reported that “some of the time” the time that is spent in work activities is in alignment with what they would like to be doing. A total of 5.4% reported "none of the time" as the time that is spent in work activities aligned with what they would like to be doing. A larger proportion of actively practicing pharmacist respondents less than 30 years old reported that the time that they spend in work activities is in alignment with what they would like to be doing both “none of the time” and “some of the time” compared to older respondents.

Compensation and Student Loan Debt

In 2024 compared to 2019, larger proportions of pharmacists reported increases in their base pay during the past year and there were fewer pharmacists noting a decrease in their base pay. Approximately 55% of pharmacists reported increased annual pay in 2024 compared to 44.2% in 2019. Across practice settings, a larger proportion of pharmacists in each of the community settings reported increased annual base pay in 2024 relative to 2019. Also, a higher proportion of hospital (69.5%) and ambulatory care (70.1%) pharmacists reported a base pay increase in the past year compared to their colleagues in other practice settings.
The overall trend for more pharmacists with positive pay increments in the past year between 2024 and 2019 may reflect a labor market that is experiencing a shortage of pharmacists, likely due to the recent drop in applicants to schools of pharmacy, movement of licensed pharmacists out of active practice following COVID and concerns about work environments in chain community settings.

Overall, one-half of usable respondents who were actively practicing pharmacy reported that they were paid hourly compared to being salaried employees. For respondents reporting working full-time (greater than 30 hours/week), the average reported hourly wage rate was $70.54 compared to $66.51 for respondents reporting working part-time (less than or equal to 30 hours/week). The average hourly wage rate for respondents working full-time (i.e., 2,080 hours/year) translates to an annual salary of approximately $147,000. Overall, there was a negligible difference in reported hourly wage rates for males and females working full-time. For respondents working part-time, on average females earned $3.00 more per hour compared to males. Respondents working full-time in hospital/health-systems, ambulatory care, and managed care/PBM reported higher average hourly wage rates compared to respondents working in community settings as a whole. Respondents working in health-system retail settings reported the highest average wage rate among respondents working in community settings. The highest average wage rate reported by respondents working part-time was for those working in ambulatory care settings ($75.58). Respondents actively practicing pharmacy full-time reported an average annual salary of approximately $145,000. Overall, female respondents reported a lower annual salary ($143,675) compared to males ($147,662). By practice setting, respondents working in hospital/health-systems reported the highest annual salary ($167,829).

Student loan debt at the time of graduation for all licensed pharmacists has increased over time. Student loan debt at the time of graduation more than doubled for respondents graduating between 1991-2000 ($42,121) compared to the preceding decade ($21,216). Further, student loan debt at the time of graduation more than doubled for respondents graduating between 2001-2010 ($94,522) compared to the preceding decade ($42,121). Student loan debt at the time of graduation nearly doubled for respondents graduating between 2011-2020 ($170,079) compared to the preceding decade ($94,522). Female pharmacists are graduating with somewhat higher levels of student loan debt compared to males. The difference in student loan debt at the time of graduation between males and females was greater in 2024 compared to 2014.

Overall, approximately 13% of actively practicing pharmacists participated in the Public Service Loan Forgiveness (PSLF) program. Over one-half (53.8%) of responding actively practicing pharmacists report being moderately or very worried about having enough income to pay off student loans in a desirable time frame. On average, it took 7.4 years for actively practicing pharmacists to pay off their student loan debt.

Pharmacist Well-Being and Work Environments

In terms of overall job satisfaction, 69.1% of actively practicing pharmacists reported being either somewhat (44.6%) or very satisfied (24.5%) compared to 30.5% who reported being dissatisfied. Overall, actively practicing pharmacists reported higher levels of satisfaction (either somewhat or very satisfied) with regards to their benefits (69.7%) and compensation (69.4%) compared to their chances for advancement or promotion (57.6%). Dissatisfaction (either not at all or not too satisfied) with chances of advancement or promotion was highest among pharmacists in hospital/health-system settings (44.3%). Lower levels of satisfaction were reported in community pharmacy settings compared to other settings for job, compensation, and benefits satisfaction.

In terms of workplace culture specific to employee health and well-being, overall, 51.2% of actively practicing pharmacists somewhat or strongly agree that their organization is committed to employee health and well-being and 58.7% somewhat or strongly agree their organization encourages them and provides them with opportunities to engage in healthy behaviors. By practice setting, the majority of pharmacists in ambulatory care (67.3%) and hospital/health-systems (57.6%) somewhat or strongly agree their organization is committed to employee health and well-being. Conversely, 56.3% of pharmacists in community settings somewhat or strongly disagree that their organization is committed to employee health and well-being.

Actively practicing pharmacists reported experiences of workplace harassment, physical violence, and bullying in the past 12 months. Overall, the most common situations experienced by respondents included being bullied, threatened, or harassed while working (26%) and situations where superiors or coworkers put them down, were condescending, made demeaning remarks, or addressed them in unprofessional terms (25.4%). Situations where pharmacists were bullied, threatened, or harassed at work were most commonly reported by pharmacists in community settings (33.2%), followed by hospital/health-systems (17.2%), ambulatory care (16.1%), and “other” (14.2%) settings.

In terms of reported overall health ratings, the majority of actively practicing pharmacists reported their general health was either ‘good’ (35.3%) or ‘very good’ (34.3%). The average number of poor physical health days in a 30-day period reported by actively practicing pharmacists was 4.3 days, the equivalent of one poor physical health day every 7 days. The average number of poor mental health days in a 30-day period reported by actively practicing pharmacists was 8.1 days, the equivalent of one poor mental health day every 3-4 days.

In terms of life satisfaction, overall, the majority of actively practicing pharmacists (86.4%) reported they were somewhat or very satisfied with their life in general. When asked how worried they were about not being able to maintain the standard of living they enjoy, the majority of pharmacists reported they were not too worried (34.1%) or moderately worried (34.0%). Overall, 68.6% of pharmacists were not too worried or not worried at all about having enough money to pay their monthly bills.

Perceptions of Pharmacy

Generally, licensed pharmacist respondents had positive perceptions about pharmacy as a career. Over 75% of respondents in each of the four employment status categories reported that they were proud to be a pharmacist. Approximately one-half of practicing pharmacists reported that they would recommend pharmacy as a good career/profession and would choose to be a pharmacist again.

Career Progression and Professional Engagement

When asked about their career progression, 13.6% of actively practicing pharmacist respondents reported they were "ahead" of where they wanted to be, 32.1% reported they were "behind" where they wanted to be, and more than half (54.4%) reported they were "just right" with where they wanted to be. A higher proportion of respondents aged less than 30, and between 41-50 years, reported feeling behind in their career (almost 40%) as compared with the total average of 32%. Among those respondents between 61-70 years of age, almost double (20%) responded feeling they were ahead of where they wanted to be in their career. In terms of gender, male and female respondents were similar.

When asked about membership and professional involvement in associations and networks on a local/state level, nationally, or outside of pharmacy, 25.3% of actively practicing pharmacist respondents reported they were not a member of any professional associations or networks. Among actively practicing pharmacists, 15.5% reported membership in local/state pharmacy associations or networks, 16.2% in national pharmacy associations or networks, and 7.2% in association or networks outside of pharmacy. Membership in local/state pharmacy associations or networks was higher among those 30 years or younger and those 51-60 years of age at approximately 19% compared to the average of 16%. Membership in national pharmacy associations or networks was highest among those age 30 years or younger at 36% compared to the average of 16%.

Employment Status Changes and Job Turnover Intentions

A total of 31.2% of respondents who were actively practicing pharmacy reported experiencing at least one employment status change between 2022 and 2024. This was somewhat less than in a 2022 survey in which 34.2% of actively practicing pharmacists reported a change in employment status between 2020 and 2022. Of those that reported a change in employment status, 63.5% were working in a community pharmacy setting prior to the change and 16.1% were working in hospital/health-system prior to the change.

Almost all (91.3%) of respondents actively practicing pharmacy reported being likely or very likely to be working as a pharmacist in the next year. A total of 36.1% reported they were likely or very likely to search for other employment in the next year. A smaller proportion (25.5%) reported being likely or very likely to actually leave their current job in the next year. A total of 8.8% reported being likely or very likely to be retired within the next year.

Unemployed Pharmacists

In 2024, a total of 149 (2.8%) of responding licensed pharmacists reported being unemployed compared to 5% in 2019. Approximately one-half of them (44.6%) were seeking a job as a pharmacist compared to 76.3% in 2019, and approximately one-third of them (36.3%) reported that their unemployment was not voluntary, compared to 61.1% in 2019. The mean age of unemployed responding pharmacists was 53.0 in 2024 and 48.6 years in 2019.

Retired Pharmacists

In 2024, a total of 887 (17.4%) respondents reported their employment status as retired and the most common age to retire was 65 years old. In 2024, approximately 40% of responding retired pharmacists were female (39.5%), which increased from 34.6% in 2019. In 2024, 34.7% of retired male pharmacists reported retiring before age 65 compared to 60.9% of retired female pharmacists. In 2019, 42% of retired male pharmacists reported retiring before age 65 compared to 60.9% of retired female pharmacists.

In 2024, approximately one quarter of retired pharmacists continued to work in some capacity after they retired and approximately three-fourths of those retired pharmacists engaged in pharmacy-related work. For those working, the most common factors for working were desire (to keep busy, something to do) or wanting to do meaningful work (contribute my talents, knowledge).

Overall, in 2024, slightly fewer retired female pharmacists reported that their decision to retire was completely voluntary relative to male pharmacists. In 2019, similar proportions of male and female pharmacists reported that their decision to retire was completely voluntary. In 2024, the proportion of retired female pharmacists who reported that their decision to retire was not voluntary or somewhat voluntary decreased compared to 2019. In addition to having established financial security and desire for more personal or family time, demands of the job and culture or philosophy at work were more often rated as important in the decision to retire among the respondents in 2024 and in 2019. For retired female pharmacist respondents, demands of the job and overall dissatisfaction with pharmacy were more often rated as very important in the decision to retire among the respondents in 2024 compared to 2019.

LIMITATIONS

The findings of this study should be considered in light of the survey limitations. The results are based on respondents' self-reports, which could be influenced by intent to make socially desirable responses or simple misinterpretations of questions. We tried to limit such errors by piloting the survey prior to the main data collection. Because the 2019 NPWS and 2024 NPWS used a different survey mode (i.e., online) compared to previous NPWS surveys (i.e., mail), comparisons of these findings with those previous results should be done with caution.

Although the response rate for this online survey met or exceeded standards for electronically administered surveys, the response rate was lower than previous National Pharmacist Workforce Studies that were electronically administered and raises concerns about non-response bias. Our analyses of survey responses

showed some differences in the respondents compared to the random sample selected by the NABPF from their population of licensed pharmacists. As a group, the 2024 NPWS licensed pharmacist respondents had a significantly higher percentage of female pharmacists, were significantly older and had a significantly higher percentage of pharmacists living in the Midwest and significantly lower percentages of pharmacists living in the Northeast and West regions of the US compared to the population of licensed pharmacists. We compared characteristics of actively practicing respondents to the 2024 NPWS to characteristics of actively practicing pharmacists extracted from the 2023 American Community Survey. The results showed that the 2024 NPWS respondents were significantly more likely to be female, to be older, and to be living in the Midwest compared to the US population of actively practicing pharmacists. The over-and under-representativeness of the 2024 NPWS respondent sample relative to population-level characteristics and how the differences may be associated with the survey results, should be kept in mind when interpreting the findings.

CONCLUSIONS

The pharmacist workforce continues to change in 2024. A larger proportion of licensed pharmacist respondents were working outside of pharmacy and were retired, possibly in response to the COVID-19 pandemic leading to licensed pharmacists leaving the pharmacist workforce. Additionally, a smaller proportion of licensed pharmacist respondents were unemployed relative to 2019, reflective of the projected current and future shortage of pharmacists in the US. Trends in pharmacists leaving the workforce and how the COVID-19 pandemic influences the pharmacist workforce will be important to monitor, particularly with changing demographics of the profession.

The impact of rising student loan debt at time of graduation also will be important to monitor as debt load continues to increase. At the same time, average reported annual pharmacist compensation is over $140,000, potentially allowing pharmacists with student loan debt to pay back that debt in a reasonable amount of time. General satisfaction with life is high among respondents, which is consistent with a majority of respondents reporting that they are proud to be a pharmacist and the value of pharmacy as a career.

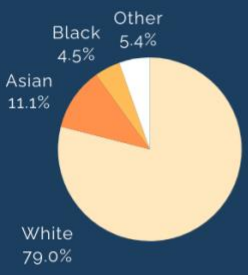
Overall, the quality of pharmacist work-life was positive, but the number of poor physical and mental health days each month suggests that additional focus on how pharmacist work environments impact them is needed. Also, it is clear that responding to discrimination and harassment should receive attention to improve pharmacist employers' ability to positively respond to such incidents to maintain a healthy workplace.

LICENSED PHARMACISTS

n=4,034 (practicing as RPh or in healthcare settings)

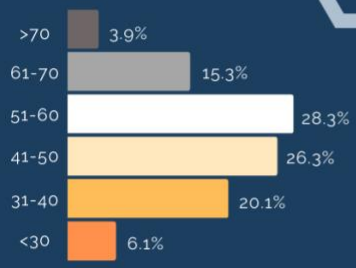
These data are based on responses to the 2024 National Pharmacist Workforce Study (funded by the Pharmacy Workforce Center) and are not considered representative of the entire population.To view the 2024 NPWS full report visit https://www.aacp.org/article/national-pharmacist-workforce-studies

RACE



GENDER

AGE



WORK SETTINGS

Community	Hospital/ Health-System	Ambulatory Care	Long-Term Care	Managed Care	Academia	Industry	Other
53.0 %	23.7 %	5.0 %	3.3 %	2.7 %	2.3 %	2.0 %	7.9 %

COMPENSATION

$145,908
Avg. Annual Salary (US dollars)

$84.03
Avg. Hourly Wage (US dollars)

JOB SATISFACTION

70.8% of pharmacists reported being 'somewhat or very satisfied'

PROFESSIONAL PRIDE

87.3% of pharmacists reported they are **'proud to be a pharmacist'**

WILLINGNESS TO RECOMMEND

Agree **49.7%**

'I would recommend pharmacy as a good profession/career'

Disagree **50.3%**

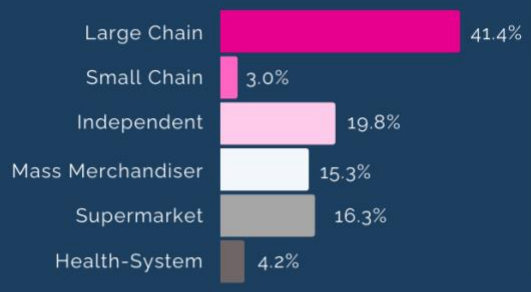
Citation: Bakken BK. 2024 National Pharmacist Workforce Study Licensed Pharmacists Infographic. April 2025

COMMUNITY + PHARMACISTS

n=2,115 (practicing as RPh)

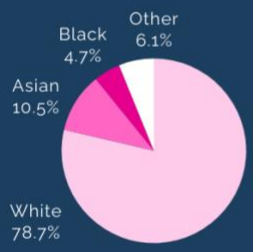
These data are based on responses to the 2024 National Pharmacist Workforce Study (funded by the Pharmacy Workforce Center) and are not considered representative of the entire population.To view the 2024 NPWS full report visit https://www.aacp.org/article/national-pharmacist-workforce-studies

COMMUNITY SUBSETTINGS

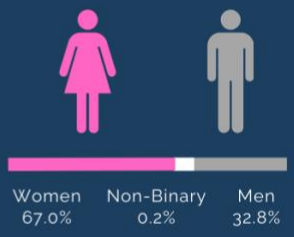


WORKLOAD RATING

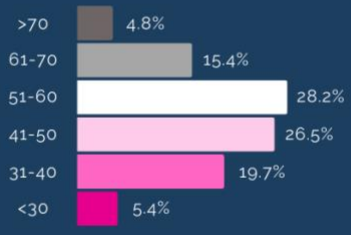
RACE



GENDER



AGE



WORK SCHEDULING

66.4% Consistently working **days** (6 AM to 6 PM)

31.1% Consistently working **evenings** (Noon to Midnight)

3.1% Consistently working **overnights** (6 PM to 6 AM)

34.2% Consistently working **weekends** (Saturdays or Sundays)

COMPENSATION

$123,499
Staff RPh
Avg. Annual Salary
(US dollars)

$141,731
Management
Avg. Annual Salary
(US dollars)

JOB SATISFACTION

59.5% of community pharmacists reported being 'somewhat or very satisfied' compared to **70.8%** for all licensed pharmacists

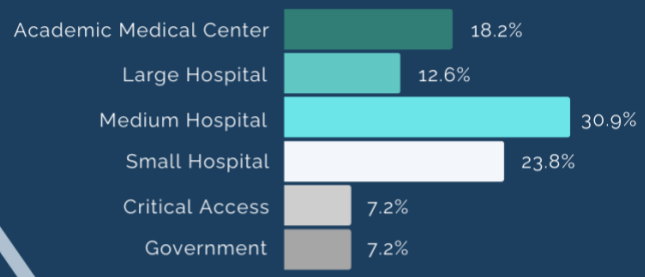
Citation: Bakken BK. 2024 National Pharmacist Workforce Study Community Pharmacists Infographic. April 2025

HOSPITAL + PHARMACISTS

n=918 (practicing as RPh)

These data are based on responses to the 2024 National Pharmacist Workforce Study (funded by the Pharmacy Workforce Center) and are not considered representative of the entire population.To view the 2024 NPWS full report visit https://www.aacp.org/article/national-pharmacist-workforce-studies

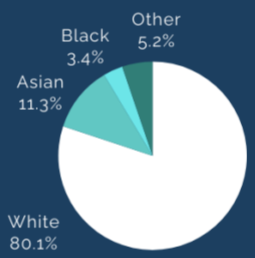
HOSPITAL SUBSETTINGS



TOP 10 SPECIALTIES

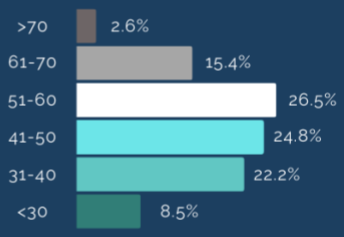
1. Critical Care / ICU
2. Anticoagulation
3. General Medicine
4. Infectious Diseases
5. Cardiology
6. Emergency Medicine
7. Oncology
8. Surgery
9. Geriatrics
10. Nephrology

RACE



GENDER

AGE



WORK SCHEDULING

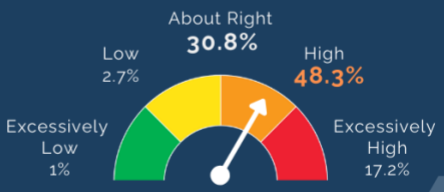
64.1% Consistently working **days** (6 AM to 6 PM)

10.7% Consistently working **evenings** (Noon to Midnight)

7.3% Consistently working **overnights** (6 PM to 6 AM)

18.2% Consistently working **weekends** (Saturdays or Sundays)

WORKLOAD RATING



COMPENSATION

$157,303
Staff RPh
Avg. Annual Salary
(US dollars)

$171,414
Management
Avg. Annual Salary
(US dollars)

JOB SATISFACTION

79.9% of hospital pharmacists reported being 'somewhat or very satisfied' compared to **70.8%** for all licensed pharmacists

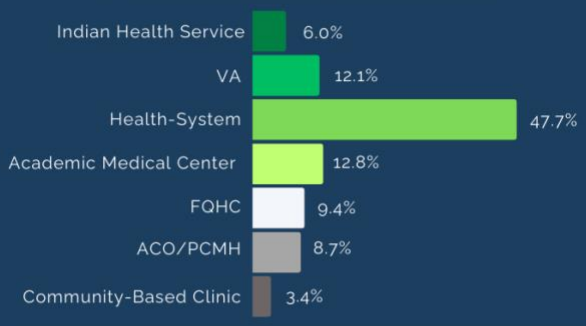
Citation: Bakken BK. 2024 National Pharmacist Workforce Study Hospital Pharmacists Infographic. April 2025

AMBULATORY CARE PHARMACISTS

n=193 (practicing as RPh)

These data are based on responses to the 2024 National Pharmacist Workforce Study (funded by the Pharmacy Workforce Center) and are not considered representative of the entire population.To view the 2024 NPWS full report visit https://www.aacp.org/article/national-pharmacist-workforce-studies

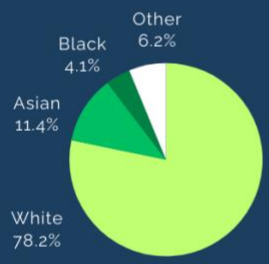
PRACTICE SUBSETTINGS



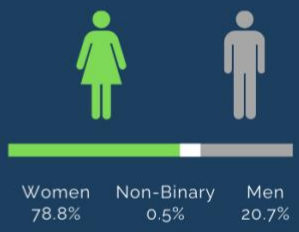
TOP 10 SPECIALTIES

1. Primary Care
2. Anticoagulation
3. Geriatrics
4. Cardiology/Cardiovascular
5. Endocrinology
6. General Medicine
7. Oncology
8. Neurology
9. Gastroenterology
10. Pain Management

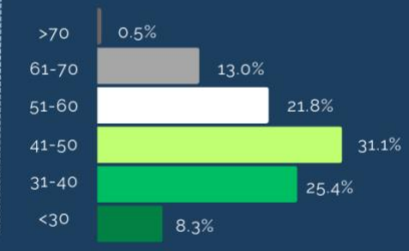
RACE



GENDER



AGE



WORK SCHEDULING

92.8% Consistently working **days** (6 AM to 6 PM)

9.9% Consistently working **evenings** (Noon to Midnight)

0% Consistently working **overnights** (6 PM to 6 AM)

2.5% Consistently working **weekends** (Saturdays or Sundays)

COMPENSATION

$143,996
Staff RPh
Avg. Annual Salary
(US dollars)

$152,782
Management
Avg. Annual Salary
(US dollars)

JOB SATISFACTION

81.8% of amb care pharmacists reported being 'somewhat or very satisfied' compared to **70.8%** for all licensed pharmacists

Citation: Bakken BK. 2024 National Pharmacist Workforce Study Ambulatory Care Pharmacists Infographic. April 2025

MANAGED CARE & INDUSTRY PHARMACISTS

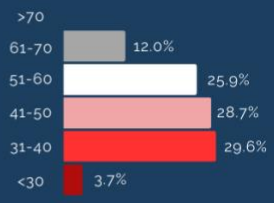
These data are based on responses to the 2024 National Pharmacist Workforce Study (funded by the Pharmacy Workforce Center) and are not considered representative of the entire population.To view the 2024 NPWS full report visit https://www.aacp.org/article/national-pharmacist-workforce-studies

Designed By Brianne K. Bakken, PharmD, MHA

MANAGED CARE (n=108)

GENDER

AGE



WORK SCHEDULING & HOURS

90% Consistently working **days** (6 AM to 6 PM)
6.7% Consistently working **evenings**
32.7 Avg. Hrs Worked From Home Per Week

WORKLOAD RATING

COMPENSATION

$157,034
Avg. Annual Salary (US dollars)

$69.30
Avg. Hourly Wage (US dollars)

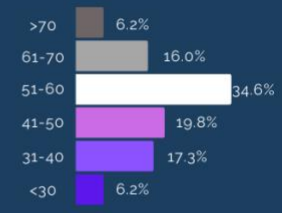
JOB SATISFACTION

82.4% of pharmacists reported being 'somewhat or very satisfied' compared to **70.8%** for all licensed pharmacists

INDUSTRY (n=81)

GENDER

AGE



WORK SCHEDULING & HOURS

87% Consistently working **days** (6 AM to 6 PM)
7.4% Consistently working **evenings**
28.1 Avg. Hrs Worked From Home Per Week

WORKLOAD RATING

COMPENSATION

$228,036
Avg. Annual Salary (US dollars)

$173.88
Avg. Hourly Wage (US dollars)

JOB SATISFACTION

95.9% of pharmacists reported being 'somewhat or very satisfied' compared to **70.8%** for all licensed pharmacists

Citation: Bakken BK. 2024 National Pharmacist Workforce Study Managed Care & Industry Pharmacists Infographic. April 2025

SECTION 1. BACKGROUND, STUDY OBJECTIVES, METHODS, AND RESPONSE

1.1 STUDY OVERVIEW

BACKGROUND

Recent reports document the impact of the COVID-19 pandemic on the health care workforce in general, and pharmacists in particular. Areas of concern for the pharmacist workforce include how work systems can be improved to better work-life outcomes for pharmacists and help employers retain pharmacists. Additionally, there is a need to learn more about the activities in which pharmacists are engaging, and the resources pharmacists need to stay healthy (i.e., mentally, physically, and emotionally) and to maintain a viable career inside or outside of pharmacy. Additionally, the expansion of pharmacists' roles in community, inpatient, ambulatory care, and other fast growing practice settings (i.e., specialty pharmacy, managed care/PBM, industry) create the need to understand the types of work activities in which pharmacists are engaging in various practice settings.

This 2024 National Pharmacist Workforce Study (NPWS) provides an update on the pharmacist workforce and examines changes since previous studies done in 2019 and 2014. In addition, the 2024 NPWS examines newer topics affecting pharmacists including organizational factors and worker wellbeing, expanding pharmacist roles and activities, employment status changes, unemployment, retirement, and pharmacists' career perceptions and professional involvement.

STUDY OBJECTIVES

The primary purpose of this project was to collect reliable information on demographic characteristics, work contributions and the quality of work-life of the pharmacist workforce in the United States during 2024. The results support analyses and trends from previous NPWS surveys conducted in 2009, 2014, and 2019. The project obtained information from a random sample of licensed pharmacists. Specific objectives included:

5. Describe demographic and employment characteristics of the pharmacist workforce in the United States
6. Describe the employer and organizational factors that contribute to a safe and positive work environment for pharmacists in the United States
7. Describe the workload and work activities of the pharmacist workforce in the United States
8. Characterize the quality and perceptions of United States pharmacists' work-life, including their health, well-being, and career management

METHODS

To meet the project objectives, a cross-sectional, descriptive survey design was used for collecting and analyzing data. Data were collected using an online survey hosted at the University of Wisconsin-Madison. The institutional review board classified the study as minimal risk and exempt from review.

Survey Questionnaire: The 2024 NPWS consisted of a 'Core Survey' provided to all sampled pharmacists to collect demographic and employment information to facilitate comparisons with data collected in previous NPWS iterations. In addition to the 'Core Survey', sampled pharmacists also received one of three 'Supplements'. Each survey 'Supplement' focused on a specific topic area and included survey items related to that topic.

The 'Core Survey' included 5 topic areas: (1) Employment Status, (2) Demographics, (3) Current Work, (4) NIOSH WellBQ, and (5) Education and Student Loan Debt. The three topic areas covered by the 'Supplements' were: (1) Employment Status Changes and Turnover Intentions, (2) Work Activities, (3) Career Management and Decisions. Questions comprising each section of the survey were taken primarily from previous workforce surveys conducted by members of the project team or from other published research.

Sampling Strategy: The National Association of Boards of Pharmacy Foundation (NABPF) drew a systematic random sample of 198,000 licensed pharmacists from its unduplicated list of licensed pharmacists in the US. The 198,000 sampled licensed pharmacists were assigned randomly to one of the three supplement groups. Each supplement group consisted of 96,000 licensed pharmacists.

Survey Administration: Data collection included sending sampled pharmacists four emails that contained a link to an online survey (Qualtrics). The emails were sent by the NABPF to sampled pharmacists. Pharmacists were asked to click on the survey link to access the survey. Unlike 2019, pharmacists who clicked the survey link did not receive additional emails that were scheduled to be sent after they clicked the survey link. A pilot test of the email distribution and the survey questionnaire was conducted prior to the main survey to determine the feasibility of the proposed methods. The initial email for the pilot test was sent on October 16, 2024 and one reminder email was sent on October 24, 2024. No changes were made to the survey questionnaire as a result of the pilot test. The main survey emails were sent on November 6, 2024, November 13, 2024, November 20, 2024 and December 4, 2024. The main survey was closed on December 15, 2024.

Data Analysis: Submitted surveys were available to researchers at the University of Wisconsin-Madison through their Qualtrics account. On December 16, 2024 the survey data files were downloaded from Qualtrics for analysis by the research team. Data are presented in this report in a manner that allows comparison to data from previous NPWSs. Some data presented in the report were new to the 2024 NPWS and did not have comparison data.

RESULTS

1.2 EMAIL ANALYTICS

Table 1.2.1 summarizes the analytics from the email distribution of the survey link that was sent by NABPF. The total number of email opens was similar across the three supplement groups as was the mean open rate (19.4%). The email open rates remained fairly stable across the initial and reminder emails in each supplement group. Overall, the rate for clicking on the survey link, after opening the email, was 4.0% and the click rate was similar across the three supplement groups. The click rate decreased from the initial email to the last reminder in each supplement group.

NABPF provided some industry data on similar surveys using an email containing a survey link. The overall mean open rate across all industries was 16.2%, with health professionals having an average open rate of 16.4%. This survey had an open rate of 19.8 %. The mean survey link click rate for health professionals was reported to be 6.2%, compared to 4.2 % for this survey. Compared to industry data from NABPF, the survey performed favorably on the tracked metrics.

Table 1.2.1 Analytics of Email Distribution for Data Collection

	Total Recipients	Email Opens (%)[1]	Survey Link Clicks (%)[2]
Supplement Group 1			
Pilot			
Initial	1,952	478 (24.5)	36 (7.5)
Reminder	1,865	505 (27.1)	24 (4.8)
Total	3,817	983 (25.8)	60 (6.1)
Main			
Initial	62,173	10,728 (17.3)	771 (7.2)
First Reminder	59,505	12,869 (21.6)	485 (3.8)
Second Reminder	58,871	12,240 (21.1)	375 (3.1)
Third Reminder	58,371	11,775 (20.2)	293 (2.6)
Total	238,920	47,792 (20.0)	1,924 (4.2)
Total (Pilot + Main)	**242,737**	**48,775 (20.0)**	**1,984 (4.1)**
Supplement Group 2			
Pilot			
Initial	1,962	489 (24.9)	34 (7.0)
Reminder	1,854	491 (26.5)	17 (3.5)
Total	3,816	980 (25.7)	51 (5.2)
Main			
Initial	62,225	9,901 (15.9)	727 (7.4)
First Reminder	59,600	12,259 (20.6)	446 (3.7)
Second Reminder	58,985	11,761 (19.9)	362 (3.1)
Third Reminder	58,468	11,471 (19.6)	247 (2.2)
Total	239,278	45,392 (19.0)	1,782 (4.1)
Total (Pilot + Main)	**243,094**	**46,372 (19.1)**	**1,833 (4.0)**
Supplement Group 3			
Pilot			
Initial	1,943	473 (24.3)	26 (5.7)
Reminder	1,860	453 (24.4)	33 (7.3)
Total	3,803	926 (24.4)	59 (6.5)
Main			
Initial	62,268	10,248 (16.5)	803 (7.9)
First Reminder	59,546	13,129 (22.1)	508 (3.9)
Second Reminder	58,875	12,437 (21.1)	384 (3.1)
Third Reminder	58,369	12,546 (21.5)	296 (2.4)
Total	239,058	48,360 (20.3)	1,991 (4.3)
Total (Pilot + Main)	**242,861**	**49,286 (20.3)**	**2,050 (4.2)**
Grand Total	**728,692**	**141,544 (19.4)**	**5,697 (4.0)**

Note: Totals include data from pilot phase.

[1] # of email opens/Total Recipients

[2] # of survey link clicks/# of email opens.

1.3 RESPONSE RATE

Table 1.3.1 contains a summary of usable responses for each supplement group and overall. The table also shows the number of usable responses by employment status. A total of 5,110 usable responses were received. A usable response was defined as responses which contained responses (i.e., no missing data) for each of four key variables: work status, gender, age, and practice setting. The maximum number of emails delivered was 192,523. This resulted in a traditional usable response rate of 2.7%. A total of 5,697 pharmacists clicked on the survey link. Using the number of pharmacists who clicked on the survey link as a denominator, 89.7% of pharmacists provided a usable response.

There were more usable responses in the Supplement 1 group compared to the other supplement groups (Table 1.3.1). To explore an explanation for the difference in number of respondents, we examined the email analytics, primarily the number of survey link clicks, and the submission dates for survey responses for the Supplement 1 group. Given that the number of survey link clicks for the Supplement 1 Group (n = 1,984) was less than the total number of usable survey responses (n = 2,311), we suspected that a sampled pharmacist, or pharmacists, may have forwarded the email they received from NABPF that contained the survey link to people in their professional networks after the initial email. According to the table, the proportion of usable responses that are practicing pharmacists is higher and the proportion that are retired is lower for the Supplement 1 Group compared to the other two supplement groups. The Supplement 1 group also has a higher proportion of practicing pharmacists that reported being in community pharmacy settings (data not shown). These findings are consistent with someone sharing the survey link with practicing pharmacists in their professional network.

An unintended advantage a sampled pharmacist sharing the survey link was additional responses from pharmacists that were practicing pharmacy. One unintended disadvantage of sharing the survey link with non-sampled individuals is that this event could contribute to differences in characteristics between the respondents and the sampled population. Since only one supplement group was impacted, we assumed that the level of bias, overall, was minor.

Table 1.3.1 Summary of Usable Responses Overall and by Supplement Group

	Supplement 1	**Supplement 2**	**Supplement 3**	**Overall**
	N = 2,311	N = 1,320	N = 1,479	**N = 5,110**
Employment Status				
Practicing Pharmacist	1,788 (77.4)	910 (68.9)	1,056 (71.4)	**3,754 (73.5)**
Health Related Field/Career – Not Practicing as a Pharmacist	114 (4.9)	85 (6.4)	81 (5.5)	**280 (5.5)**
Not Health Related Field/Career – Not Practicing as a Pharmacist	17 (0.7)	11 (0.8)	12 (0.8)	**40 (0.8)**
Unemployed	62 (2.7)	38 (2.9)	49 (3.3)	**149 (2.8)**
Retired	330 (14.3)	276 (20.9)	281 (19.0)	**887 (17.4)**

Table 1.3.2 shows the geographic breakdown of the respondents. The South region had the largest percentage of respondents (35.3%)**,** with the Midwest region having the next highest (28.2%). Figure 1.3.1 shows a map of the zip codes of employment for the respondents, which demonstrates their geographic dispersion. Table 1.3.3 contains the distribution of respondents by year of graduation. The largest subgroup is graduates from 1991-2000, representing 21.0% of all responses.

Table 1.3.2 Summary of Number of Respondents by US Region

Coded Region	Region	Respondents N = 3,279[1] n (%)
1	**Northeast** Connecticut; Maine; Massachusetts; New Hampshire; New Jersey; New York; Pennsylvania; Rhode Island; Vermont	585 (17.8%)
2	**Midwest** Illinois; Indiana; Iowa; Kansas; Michigan; Minnesota; Missouri; Nebraska; North Dakota; Ohio; South Dakota; Wisconsin	926 (28.2%)
3	**South** Alabama; Arkansas; Delaware; District of Columbia; Florida; Georgia; Kentucky; Louisiana; Maryland; Mississippi; North Carolina; Oklahoma; South Carolina; Tennessee; Texas; Virginia; West Virginia	1,159 (35.3%)
4	**West** Alaska; Arizona; California; Colorado; Hawaii; Idaho; Montana; Nevada; New Mexico; Oregon; Utah; Washington; Wyoming	600 (18.3%)
5	**Outside of 50 United States** APO/FPO/MP; Guam; Northern Mariana Islands; Puerto Rico; Virgin Islands	9 (0.3%)

Note: [1] Includes only respondents that provided information about location (i.e., state) of employment.

Table 1.3.3 Summary of Year of Licensure and Number of Respondents

Years	Respondents n (%)
up to 1960	7 (0.1)
1961 to 1970	131 (2.5)
1971 to 1980	663 (12.9)
1981 to 1990	1,007 (19.6)
1991 to 2000	1,080 (21.0)
2001 to 2010	1,051 (20.4)
2011 to 2020	976 (19.0)
2021 to 2024	227 (4.4)

Note: N=5,142 due to missing data.

1.4 ASSESSMENT OF RESPONSE AND NON-RESPONSE BIAS

With the low response rate for this survey, it is reasonable to be concerned about non-response bias. A consequence of non-response bias could be that the characteristics of the licensed pharmacist respondents is not representative of characteristics of the population of licensed pharmacists in the US. If the sample of respondents is not representative of the population, conclusions from the sample data likely only reflect the sample, and not the population.

Comparison of Respondent Characteristics to Population Characteristics: NABPF Data

One approach for assessing non-response bias is to compare characteristics of actual respondents to characteristics of the study population. NABPF maintains a list of all licensed pharmacists in the US and the list served as the sampling frame for the 2024 NPWS. NABPF drew a random sample for the 2024 NPWS from the sampling frame and extracted demographic variables for the sampled population of US licensed pharmacists and provided them to the project team (Table 1.4.1). Comparing respondent characteristics to sampled population characteristics provides evidence of differences between the respondents and the sampled population. If there were no differences between the characteristics of the respondents and the sampled population, we could conclude that the sample of respondents is representative of the population, based on the evaluated characteristics. The results (Table 1.4.1) suggest that the characteristics of the respondents differed significantly from the characteristics of the sampled population in terms of gender, region of employment and decade of birth. According to the results, respondents were significantly more likely to be female, to be older than age 45, and to be employed in the Midwest, compared to the population.

Comparison of Respondent Characteristics to Population Characteristics: American Consumer Survey Data

The project team examined another data source for population-level characteristics for pharmacists and compared respondent characteristics to the data source. Population-level estimates for characteristics of pharmacists were extracted from the United States Bureau of the Census American Community Survey (ACS) from 2023. ACS data for 2024 were not available at the time of writing this report. The ACS is an annual, household-based, nationally representative survey of over 3.5 million households administered by the Bureau of the Census and is modeled after the long form of the decennial census. The ACS collects information on demographic, social, economic, and housing characteristics about the US population.

Heads of sampled households provide information about each person who is living or staying in the household for more than two months. The survey contains questions about housing characteristics and demographic characteristics for each person living in the household, including detailed questions about education such as whether each person attended school in the last three months, the grade level attending, and the highest degree or level of school completed. Additionally, the survey contains questions about employment information for each person living in the household, including whether each person worked last week, when they last worked, how often (i.e., hours worked per week) they worked, and wage and salary information. An open-ended question is used to ask for the “kind of work the person was doing” most recently and the responses are placed in occupation codes by Census Bureau coders. “Pharmacist” is an occupation code for household members included in the 2023 ACS, and n=4,354 household members were coded as currently or ever working as pharmacists.

Age and education level of household members categorized as currently or ever working as pharmacists were examined. Two common issues identified were reported age that did not allow for completion of the required education to be working as a licensed pharmacist and reported education level that did not correspond with education requirements for licensed pharmacists. Among household members who were categorized as currently or ever working as pharmacists, individuals who had combinations of age, highest degree earned, when attended school, and level of school attended that were consistent with education requirements for pharmacists were retained for analysis (n = 3,837).

The 2023 ACS data file contains a variable summarizing the employment status of each member of a sampled household. Retained individuals who reported being currently employed were included for analysis. Individuals selected for analysis were assumed to represent the population of licensed pharmacists who were actively practicing pharmacy in 2023. Applying person-level sampling weights to the selected individuals, the size of the licensed pharmacist population in 2023 was 309,357.

Table 1.4.2 summarizes characteristics of respondents actively practicing pharmacy and nationally representative characteristics of the actively practicing pharmacist population extracted from the 2023 ACS. According to the table, survey respondents were significantly more likely to be female and be located in the Midwest relative to population estimates from the 2023 ACS. Additionally, survey respondents were significantly more likely to be older compared to pharmacist population estimates. The comparisons of respondent characteristics with the two sources of population-level characteristics resulted in similar conclusions about the respondents.

Comparison of Early versus Late Responders

Another approach to assessing non-response bias is to compare the characteristics of respondents who respond early in the data collection period with respondents who respond late in the data collection period. The assumption for the analysis is that characteristics of late responders are similar to characteristics of sampled subjects who did not respond to the survey. Differences in characteristics between early and late-responders are evidence that respondents could be different from the sampled population in terms of the characteristics for which differences are statistically significant.

Table 1.4.3 summarizes characteristics of respondents who responded after the initial email wave but before the first reminder email (i.e., early respondents) and characteristics of respondents who responded after the last reminder email (i.e. late respondents). According to the table, the early respondents were significantly younger, were significantly more likely to be female, and significantly more likely to be working in community pharmacies.

The results of the two approaches comparing respondent characteristics to population characteristics led to similar conclusions. The sample of respondents over-represented females and underrepresented younger pharmacists. Additionally, respondents were more likely to be working in the Midwest compared to the other three regions of the US. Conclusions drawn from the data about sample respondents likely are not representative of the licensed pharmacist population in 2024.

Table 1.4.1 Comparison of Respondents and Sampled Licensed Pharmacists by Gender, Region of Country (Residence) and Decade of Birth

	Respondents n (%)[1]*	Sampled Licensed Pharmacists n (%)[1]*	Chi-square Test[2]
Gender	N = 5,164	N = 197,613	p <0.001
Male	1,940 (37.6)	80,918 (40.9)	
Female	3,224 (62.4)	116,695 (59.1)	
Region of Country (Residence)	N = 3,279	N = 198,000	p <0.001
Northeast	585 (17.8)	38,202 (19.3)	
Midwest	926 (28.2)	44,147 (22.2)	
South	1,159 (35.3)	73,889 (37.3)	
West	600 (18.3)	40,502 (20.4)	
Outside the 50 U.S. and D.C.	9 (.3)	1,260 (0.6)	
Decade of Birth (age range)	N = 5,171	N = 198,000	p <0.001
1920s (>=95)	5 (0.1)	4 (0.002)	
1930s (85-94)	13 (0.3)	218 (0.1)	
1940s (75-84)	283 (5.5)	9,181 (4.6)	
1950s (65-74)	871 (16.8)	25,903 (13.1)	
1960s (55-64)	1,230 (23.8)	31,582 (16.0)	
1970s (45-54)	1,215 (23.5)	41,071 (20.7)	
1980s (35-44)	1,019 (19.7)	54,082 (27.3)	
1990s (25-34)	532 (10.3)	35,772 (18.1)	
2000s (23-24)	3 (0.1)	187 (0.09)	

Note:

[1] Percent figures reported are column percentages

[2] Chi-squared test of differences between the population distribution and respondent distribution.

Table 1.4.2 Comparison of Respondents and Pharmacist Population Estimates by Gender, Region of Country (Residence) and Age Category

	Respondents n (%)[1]*	Pharmacist Population Estimate[2] n (%)[1]*	Chi-square Test[3]
Gender	N = 3,754	N =309,357	p <0.001
Male	1,192 (31.8)	120,403 (38.9)	
Female	2,555 (68.1)	188,954 (61.1)	
Region of Country (Residence)	N = 3,070	N =309,357	p <.001
Northeast	538 (17.5)	52,362 (16.9)	
Midwest	866 (28.2)	70,154 (22.7)	
South	1,095 (35.7)	116,728 (37.7)	
West	562(18.3)	70,113 (22.7)	
Age	N = 3,754	N = 309,357	p <.001
23-24	3 (0.1)	803 (0.3)	
25-34	489 (13.0)	98,407 (31.8)	
35-44	908 (24.2)	97,004 (31.4)	
45-54	1,095 (28.2)	59,246 (19.2)	
55-64	902 (24.0)	37,134 (12.0)	
65-74	332 (8.8)	14,230 (4.6)	
75-84	53 (1.4)	2,471 (0.8)	
85-94	3 (0.1)	62 (0.01)	
≥95	5 (0.1)	0 (0)	

[1] Percent figures reported are column percentages

[2] Pharmacist population estimates are from the 2023 American Consumer Survey (ACS).

[3] Chi-squared test of differences between the population distribution and respondent distribution.

Table 1.4.3 Comparison of Respondents of First E-mailing of Survey to Respondents after the Last E-Mailing of Survey

	First E-Mail[1] n (%)[2]	After Final E-Mail[3] n (%)[2]	Chi-square Test[4]
Age	N = 2,580	N = 676	p<0.001*
≤30	156 (6.0)	27 (4.0)	
31 to 40	530 (20.5)	104 (15.4)	
41 to 50	579 (22.4)	147 (21.7)	
51 to 60	587 (22.8)	179 (26.5)	
61 to 70	470 (18.2)	152 (22.5)	
>70	258 (10.0)	67 (9.9)	
Gender	N = 2,576	N = 675	p<0.001*
Male	790 (30.7)	290 (43.0)	
Female	1786 (69.3)	385 (57.0)	
PharmD Degree	N = 1,811	N = 479	p=0.115
Yes	924 (51.0)	225 (47.0)	
No	887 (49.0)	254 (53.0)	
Employment Status	N = 2,813	N = 741	p=.993
Practicing as a RPh	2083 (74.1)	549 (74.1)	
Healthcare, Not Practicing as a RPh	181 (6.4)	51 (6.9)	
Non-Healthcare, Not Practicing as a RPh	28 (1.0)	5 (0.7)	
Retired	444 (15.8)	116 (15.7)	
Unemployed	77 (2.7)	20 (2.7)	
Employment Setting	N = 2,044	N = 543	p = .002*
Community	1220 (59.7)	284 (52.3)	
Ambulatory Care	110 (5.4)	22 (4.1)	
Hospital/Health-System	379 (18.5)	126 (23.2)	
Other	335 (16.4)	111 (20.4)	
Year of Licensure	N = 2,569	N = 669	p = .085
up to 1960	5 (0.2)	1 (0.1)	
1961 to 1970	63 (2.5)	18 (2.7)	
1971 to 1980	286 (11.1)	75 (11.2)	
1981 to 1990	439 (17.1)	140 (20.9)	
1991 to 2000	510 (19.9)	144 (21.5)	
2001 to 2010	552 (21.5)	144 (21.5)	
2011 to 2020	584 (22.7)	124 (18.5)	
2021 to 2024	130 (5.1)	23 (3.4)	

[1] Responses received between November 6, 2024 – November 12, 2024.
[2] Percent figures reported are column percentages
[3] Responses received after December 4, 2024.
[4] Chi-squared test of differences between the distribution of respondents to the first e-mail and the distribution of respondents after the final e-mail.

SECTION 2. CHARACTERISTICS OF THE PHARMACIST WORKFORCE

2.1 CHARACTERISTICS OF LICENSED PHARMACISTS

Tables 2.1.1 through 2.1.5 contain summaries of 2024 NPWS responding licensed pharmacists by gender and work status, highest degree earned, race, and age. By gender in 2024, 62.3% of licensed pharmacists responding to the survey identified as female, 37.5% identified as male and 0.1% identified as non-binary. In 2019 and 2014, 61.8% and 52.7%, respectively, of licensed pharmacists responding to the survey were female (non-binary was not included in the 2014 survey) (Table 2.1.1).

Overall, 73.5% of licensed pharmacists responding to the survey in 2024 were working and practicing as a pharmacist. (Table 2.1.1) This compares to 79.8% in 2019 and 75% in 2014. By gender, 62.1% of male and 80.2% of female licensed pharmacist respondents were working as a pharmacist in 2024. This compares to 72.7% of males and 84.1% of females in 2019 and 65.2% of males and 83.9% of females in 2014. Among practicing pharmacists in 2024, 68.1% were female, 31.8% were male, and 0.2% were non-binary. The proportion of licensed pharmacists who are working, but not working as a pharmacist continued to increase from 3% in 2014 to 5.5% in 2019 and to 6.3% in 2024. In 2024, 100% of non-binary responding pharmacists were working as a pharmacist. The proportion of respondents who were unemployed (not including retired) was 2.8% in 2024, down from 4.9% in 2019 and 3.9% in 2014.

By gender in 2024, the proportions of licensed male and female pharmacist respondents that were retired was 28%% and 11%, respectively. This compares to 16.8% and 5.5% of male and female respondents, respectively, that were retired in 2019. In 2014, 28.8% and 8.5% of male and female respondents, respectively, were retired. By gender, 2.2% of male and 3.4% of female responding pharmacists were unemployed in 2024. This compares to 4.7% of male and 5.0% of female respondents that were unemployed in 2019, and 2.8% of males and 5.0% of females in 2014. Overall, in 2019, 14.7% of licensed pharmacist respondents were either retired or unemployed compared to 22% in 2014.

Table 2.1.2 shows that the racial diversity of responding licensed pharmacists continues to underrepresent the racial diversity of the general population in the United States. In 2024, 80.6% of respondents were white, which increased from 78.2% of respondents who were white in 2019. A total of 85.1% of respondents were white in 2014. The proportion of Asian respondents was 10.2% in 2024, 11.1% in 2019 and 8.5% in 2014. The proportion of black pharmacists was 4.2% in 2024, 4.9% in 2019 and 2.3% in 2014. Respondents in the “other” racial category (American Indian, Hispanic/Latino, and Other) represented 4.9 % in 2024, 5.8% in 2019 and 4.1% in 2014. In 2024, actively practicing pharmacists were 78.9% white, 11.1% Asian, 4.4% Black, and 5.6% “other”. The number of non-white practicing pharmacists increased from 16.5% in 2014 to 21.1% in 2024.

Table 2.1.3 displays the age distribution of responding licensed pharmacists by work status. In 2024, 40.5% and 24.7% of respondents ages 66-70 years and >70 years, respectively, were practicing as pharmacists. In 2014, 27.8% and 24.5% of respondents ages 66-70 years and >70 years, respectively, were practicing as pharmacists. In 2024, approximately 21.3% of respondents were 40 years old or younger. This compares to 41.2% of responding pharmacists in 2019 and 28% in 2014.

Table 2.1.4 shows that the proportion of responding licensed pharmacists whose highest degree is a Doctor of Pharmacy (PharmD) degree was 47.5% in 2024 compared to 53.5% in 2019 and 37.8% in 2014. In 2024, 40.7% of responding licensed pharmacists earned a Bachelor of Science (BS) in pharmacy degree as their highest degree compared to 36.2% in 2019 and 52% in 2014.

Table 2.1.5 depicts the proportion of responding licensed pharmacists that completed residency or fellowship training or completed board certification. In 2024, the percentages of all responding pharmacists reporting having completed a post-graduate year 1 (PGY1) residency was 8.1% (n=416), a post-graduate year 2 (PGY2) residency 2.0% (n=103), a fellowship 1.5% (n=77), and board certification (9.4%) (n=479). Approximately one in five responding pharmacists who completed a fellowship were not working as a pharmacist (practitioner). Over three-fourths (78.9%) of responding pharmacists who were board certified were practicing as a pharmacist. In 2019, the percentages of responding pharmacists reporting having completed a PGY1 residency was 13.7% (n=751), a PGY2 residency 4.5% (n=248) a fellowship 1.5% (n=84) and board certification 14.5% (n=793). Over one-quarter (28.6%) of licensed pharmacists who completed fellowship training were not working as a pharmacist (practitioner). Over 80% of responding pharmacists who were board certified were practicing as a pharmacist.

Unemployed pharmacist respondents are described in Table 2.1.6. In 2024, a total of 149 (2.8%) of responding pharmacists reported being unemployed. Approximately one-half of them (44.6%) were seeking a job as a pharmacist, and approximately one-third of them (36.3%) reported that their unemployment was not voluntary. The average age of unemployed responding pharmacists was 53.0 years, and the average length of unemployment reported was 38.0 months. In 2019, about 5% (n=267) of responding pharmacists reported being unemployed. Most of them (76.3%) were seeking a job as a pharmacist, and over half (61.1%) stated their unemployment was not voluntary. The mean age of this group was 48.6 years. The mean number of months unemployed was 18.6.

Generally, respondents had positive perceptions about pharmacy as a career. Over 75% of respondents in each of the four employment status categories reported that they were proud to be a pharmacist (Table 2.1.7). Approximately one-half of practicing pharmacists reported that they would recommend pharmacy as a good career/profession and would choose to be a pharmacist again. Over 60% of respondents who reported working not as a pharmacist and who reported being retired reported that they would recommend pharmacy as a good career/profession and would choose to be a pharmacist again.

Among respondents working, but not as pharmacists, over 90% reported currently holding a pharmacist license, whereas 5% reported they are no longer licensed as a pharmacist. Over 90% reported working previously as a pharmacist (Table 2.1.8).

Table 2.1.1 Comparison of Percent Licensed Pharmacists by Work Status and Gender 2024 - 2014

	Practicing Pharmacy	Not Practicing Pharmacy			
Gender	**Working as a pharmacist**	**Working not as a pharmacist**	**Retired**	**Unemployed**	**Total**
2024	n (% of Row)				
Male	1,192 (62.1)	148 (7.7)	537 (28)	41 (2.2)	1,918
Female	2,555 (80.2)	172 (5.4)	350 (11)	108 (3.4)	3,185
Non-Binary‡	7 (100)	0 (0.0)	0 (0.0)	0 (0.0)	7
Total	3,754 (73.5)	320 (6.3)	887 (17.4)	149 (2.8)	5,110
2024	(% of Column)				
Male	(31.8)	(46.3)	(60.5)	(27.5)	(37.5)
Female	(68.1)	(53.8)	(39.5)	(72.5)	(62.3)
Non-Binary‡	(0.2)	(0.0)	(0.0)	(0.0)	(0.1)
2019	n (% of Row)				
Male	1,513 (72.7)	122 (5.9)	349 (16.8)	97 (4.7)	2,081
Female	2,842 (84.1)	180 (5.3)	185 (5.5)	170 (5.0)	3,377
Non-Binary‡	8 (88.9)	1 (11.1)	0 (0.0)	0 (0.0)	9
Total	4,363 (79.8)	303 (5.5)	534 (9.8)	267 (4.9)	5,467
2019	(% of Column)				
Male	(34.7)	(40.3)	(65.4)	(36.3)	(38.1)
Female	(65.1)	(59.4)	(34.6)	(63.7)	(61.8)
Non-Binary‡	(0.2)	(0.3)	(0.0)	(0.0)	(0.2)
2014	n (% of Row)				
Male	708 (65.2)	35 (3.2)	313 (28.8)	30 (2.8)	1,086
Female	1,016 (83.9)	33 (2.7)	103 (8.5)	60 (5.0)	1,212
Total	1,724 (75)	68 (3.0)	416 (18.1)	90 (3.9)	2,298
2014	(% of Column)				
Male	(41.1)	(51.5)	(75.2)	(33.3)	(47.3)
Female	(58.9)	(48.5)	(24.8)	(66.7)	(52.7)

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). Pharmacists 'not practicing pharmacy' listed a variety of non-pharmacy careers including other industries, other health professions, other retail businesses, health care administration and education. ‡Non-binary was introduced in 2019. No data on the number of non-binary pharmacists was collected prior to 2019.

Table 2.1.2 Responding Pharmacists' Work Status by Race 2024 - 2014

	Practicing Pharmacy	Not Practicing Pharmacy			
Race	**Working as a pharmacist**	**Working not as a pharmacist**	**Retired**	**Unemployed**	**Total**
2024	% of Row				n (column %)
White	2,961 (71.9)	257 (6.2)	787 (19.1)	115 (2.8)	4,120
Black	166 (76.5)	19 (8.8)	22 (10.1)	22 (4.6)	217
Asian	418 (80.2)	33 (6.3)	51 (9.8)	51 (3.6)	521
Other	209 (82.9)	11 (4.4)	26 (10.3)	26 (2.4)	252
Total	3,754 (73.5)	320 (6.3)	886 (17.4)	6 (2.9)	5,110
2024	% of Column				
White	(78.9)	(80.3)	(88.8)	(76.8)	(80.6)
Black	(4.4)	(6.0)	(2.5)	(6.6)	(4.2)
Asian	(11.1)	(10.3)	(5.8)	(12.5)	(10.2)
Other	(5.6)	(3.5)	(2.9)	(4.0)	(4.9)
2019	% of Row				n (column %)
White	3,352 (79.1)	225 (5.3)	479 (11.3)	182 (4.3)	4,238
Black	215 (80.8)	14(5.3)	11 (4.1)	26 (9.8)	266
Asian	507 (84.1)	38 (6.3)	25 (4.1)	33 (5.5)	603
Other	262 (83.2)	21 (6.7)	12 (3.8)	20 (6.3)	315
Total	4,336 (80.0)	298 (5.5)	526 (9.7)	261 (4.8)	5,422
2019	% of Column				
White	(77.3)	(75.4)	(91.0)	(69.7)	(78.2)
Black	(5.0)	(4.7)	(2.1)	(10.0)	(4.9)
Asian	(11.7)	(12.8)	(4.7)	(12.7)	(11.1)
Other	(6.0)	(7.1)	(2.3)	(7.6)	(5.8)
2014	% of Row				n (column %)
White	1,097 (77.2)	38 (2.7)	237 (16.7)	49 (3.5)	1,421
Black	34 (87.2)	1 (2.6)	1 (2.6)	3 (7.7)	39
Asian	123 (86.7)	3 (2.1)	14 (9.9)	2 (1.4)	142
Other	59 (87.5)	1 (1.5)	4 (6.0)	4 (6.0)	68
Total	1,313 (78.6)	43 (2.6)	256 (15.3)	58 (3.5)	1,670
2014	% of Column				
White	(83.5)	(88.3)	(92.5)	(84.4)	(85.1)
Black	(2.6)	(2.4)	(0.4)	(5.2)	(2.3)
Asian	(9.4)	(6.9)	(5.5)	(3.4)	(8.5)
Other	(4.5)	(2.4)	(1.6)	(	(4.1)

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). Pharmacists 'not practicing pharmacy' listed a variety of non-pharmacy careers including other industries, other health professions, other retail businesses, health care administration and education. *Other* for Race consisted of American Indian, Hispanic/Latino/Latina and Other.

Table 2.1.3 Licensed Pharmacists' Work Status by Age Category 2024 - 2014

	Practicing Pharmacy	Not Practicing Pharmacy				
Age	**Working as a pharmacist**	**Working not as a pharmacist**	**Retired**	**Unemployed**	**Total**	
2024	% of Row				n	Col %
≤30	94	4.8	0.0	1.2	250	4.9
31-35	92.7	5	0.0	2.2	357	7
36-40	93.3	4.6	0.0	2.1	481	9.4
41-45	88.6	7.3	0.4	3.7	535	10.5
46-50	90.8	5.5	0.7	2.9	578	11.3
51-55	84.6	8.7	2.8	3.9	667	13.1
56-60	76.3	10.1	8.8	4.7	613	12
61-65	65	6.9	25.4	2.7	566	11.1
66-70	40.5	4.3	52.4	2.9	487	9.5
>70	24.7	3	71.1	1.2	575	11.3
Total	73.5	6.3	17.4	2.9	5,109	100
2019	% of Row				n	Col %
≤30	92.9	3.1	0.0	4.0	843	15.4
31-35	93.6	3.6	0.0	2.7	885	16.2
36-40	89.8	5.5	0.0	4.6	523	9.6
41-45	87.8	6.1	0.5	5.6	394	7.2
46-50	85.4	7.4	0.6	6.6	513	9.4
51-55	83.6	8.9	1.2	6.7	582	10.6
56-60	78.9	8.3	6.2	6.6	564	10.3
61-65	63.8	5.9	24.0	6.3	508	9.3
66-70	41.8	4.5	50.0	3.7	380	7.0
>70	30.9	2.9	63.6	2.5	275	5.0
Total	79.8	5.5	9.8	4.9	5,467	100
2014	% of Row				n	Col %
≤30	96.0	1.3	0.6	2.0	154	7.5
31-35	98.5	0.0	0.0	1.6	192	9.3
36-40	94.5	2.8	0.0	2.8	225	10.9
41-45	93.6	1.4	0.9	4.1	223	10.8
46-50	90.4	3.8	1.3	4.6	245	11.9
51-55	91.5	3.0	2.1	3.4	253	12.3
56-60	81.6	3.4	10.1	4.9	274	13.3
61-65	64.2	3.3	27.9	4.7	224	10.9
66-70	27.8	1.2	70.4	0.6	167	8.1
>70	24.5	1.0	72.1	2.9	106	5.1
Total	89.0	2.3	14.4	3.4	2,063	100

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). Pharmacists 'not practicing pharmacy' listed a variety of non-pharmacy careers including other industries, other health professions, other retail businesses, health care administration and education.

Table 2.1.4 Licensed Pharmacists' Work Status by Highest Degree Held 2024 - 2014

	Practicing Pharmacy	Not Practicing Pharmacy			
Academic Degrees	**Working as a pharmacist**	**Working Not as a Pharmacist**	**Retired**	**Unemployed**	**Total**
2024	% of Row				n (Col %)
BS	55.7	3.4	37.3	3.6	1,514 (40.7)
PharmD	82.8	5.2	7.9	4.1	1,764 (47.5)
MS/MBA	54.0	13.4	28.9	3.8	367 (9.9)
Ph.D.	31.9	27.8	38.9	1.4	72 (1.9)
Total	67.9	5.8	22.5	3.8	3,717 (100)
2019	% of Row				n (Col %)
BS	69.9	4.5	18.9	6.7	1,977 (36.2)
PharmD	89.2	4.6	2.3	4.0	2,924 (53.5)
MS/MBA	69.7	11.3	16.3	2.7	486 (8.9)
Ph.D.	42.5	31.3	18.8	7.5	80 (1.5)
Total	79.8	5.5	9.8	4.9	5,467 (100)
2014	% of Row				n (Col %)
BS	72.5	2.3	21.0	4.2	1,088 (52.3)
PharmD	92.1	1.2	4.1	2.6	788 (37.8)
MS/MBA	78.3	3.9	16.4	1.3	157 (7.5)
Ph.D.	79.3	10.3	10.3	0	30 (0.9)
Total	81.8	2.1	12.8	3.3	2,063 (100)

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). Pharmacists 'not practicing pharmacy' listed a variety of non-pharmacy careers including other industries, other health professions, other retail businesses, health care administration and education. For 2024, 2019, and 2014, each respondent was attributed one 'highest' degree.

Table 2.1.5 Licensed Pharmacists' Post-Graduate (PGY1 and PGY2) Residency, Fellowship and Board Certification by Work Status 2024 - 2019

	Practicing Pharmacy	Not Practicing Pharmacy			
Training	**Working as a pharmacist**	**Working not as a pharmacist**	**Retired**	**Unemployed**	**Total**
2024	n (% of Row)				n
Fellowship	37 (48.1)	17 (22.1)	19 (24.7)	4 (5.2)	77
PGY1	318 (76.4)	46 (11.1)	44 (10.6)	8 (1.9)	416
PGY2	79 (76.7)	11 (10.7)	9 (8.7)	4 (3.9)	103
Board Certification	378 (78.9)	29 (6.1)	54 (11.3)	18 (3.8)	479
2019	n (% of Row)				n (Col %)
Fellowship	48 (57.1)	24 (28.6)	11 (13.1)	1 (1.2)	84
PGY1	658 (87.6)	53 (7.1)	28 (3.7)	12 (1.6)	751
PGY2	213 (85.8)	16 (6.5)	15 (6.0)	4 (1.6)	248
Board Certification	672 (84.7)	44 (5.5)	45 (5.7)	33 (4.1)	793

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). Pharmacists 'not practicing pharmacy' listed a variety of non-pharmacy careers including other industries, other health professions, other retail businesses, health care administration and education. Residency definitions include Post-Graduate Year 1 (PGY1), Post-Graduate Year 2 (PGY2) and PGY1/PGY2 Combined. Board certification is interpreted as ever completing board certification rather than currently maintaining board certification.

Table 2.1.6 Characteristics of Unemployment Among Licensed Pharmacists by Gender 2024 - 2019

	Male	Female	Total
2024			
Unemployment Situation:	(n = 39)	(n = 98)	(n = 137)
Seeking a Pharmacy Job	56.4%	37.8%	43.1%
Seeking Their First Pharmacy Job	0%	2.0%	1.5%
Seeking a Job Outside of Pharmacy	17.9%	20.4%	19.7%
Not Seeking Any Job	25.6%	39.8%	35.8%
Reason for Leaving Workforce:	(n = 38)	(n = 97)	(n = 135)
Voluntary Based on Workplace Factors	34.2%	26.8%	28.9%
Voluntary Based on Personal Factors	13.2%	43.3%	34.8%
Involuntary	52.6%	29.9%	36.3%
Average Age of Respondents	59.4	50.5	53.0
Average Number of Years Employed Prior to Unemployment	28.1	20.0	22.3
Average Number of Months Unemployed	24.2	43.2	38.0
2019			
Unemployment Situation:	(n = 97)	(n = 170)	(n = 267)
Seeking a Pharmacy Job	72.2%	67.6%	69.2%
Seeking Their First Pharmacy Job	9.3%	5.9%	7.1%
Seeking a Job Outside of Pharmacy	9.3%	7.1%	7.9%
Not Seeking Any Job	9.3%	19.4%	15.7%
Reason for Leaving Workforce:	(n = 88)	(n = 159)	(n = 247)
Voluntary Based on Workplace Factors	14.8%	18.2%	17.0%
Voluntary Based on Personal Factors	19.3%	23.3%	21.9%
Involuntary	65.9%	58.5%	61.1%
Average Age of Respondents	51.3	47.0	48.6
Average Number of Years Employed Prior to Unemployment	24.1	17.9	20.1
Average Number of Months Unemployed	15.7	20.2	18.6

Table 2.1.7 Licensed Pharmacists' Perceptions of Pharmacy by Work Status 2024

	Practicing Pharmacy	Not Practicing Pharmacy			
	Working as a pharmacist	Working not as a pharmacist	Retired	Unemployed	Total
	% of Column				n (% Col)
I am proud to be a pharmacist					
Strongly Disagree	6.6	6.6	7.0	10.1	345 (6.8)
Somewhat Disagree	6.2	5.1	3.8	13.5	303 (6.0)
Somewhat Agree	32.7	26.9	18.5	32.4	1,519 (29.8)
Strongly Agree	54.5	61.4	70.6	43.9	2,922 (57.4)
Total (n)	3,740	316	885	148	5,089 (100)
I would recommend pharmacy as a good profession/career					
Strongly Disagree	23.0	19.9	14.5	33.8	1,097 (21.6)
Somewhat Disagree	28.3	18.9	19.9	25.7	1,329 (26.2)
Somewhat Agree	34.3	31.5	33.9	27.0	1,717 (33.8)
Strongly Agree	14.5	29.7	31.7	13.5	932 (18.4)
Total (n)	3,732	317	878	148	5,075 (100)
If I could go back and do it over again, I would still choose to become a pharmacist					
Strongly Disagree	22.8	15.1	13.0	37.2	1,067 (21.1)
Somewhat Disagree	25.0	21.1	19.2	18.9	1,196 (23.6)
Somewhat Agree	28.9	29.0	29.6	28.4	1,469 (29.0)
Strongly Agree	23.3	34.7	38.2	15.5	1,335 (26.3)
Total (n)	3,724	317	878	148	5,067 (100)

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). Pharmacists 'not practicing pharmacy' listed a variety of non-pharmacy careers including other industries, other health professions, other retail businesses, health care administration and education.

Table 2.1.8 Pharmacists Not Practicing Pharmacy by Work Status 2024

	Not Practicing Pharmacy		
	Employed in a health-related field	**Employed in a career that is not health-related**	**Total**
	% of Colum	% of Colum	% of Colum
License Status	(N = 277)	(N = 40)	(N = 317)
I am currently licensed as a pharmacist	95.3%	92.5%	95%
I was licensed, but am no longer	4.7%	7.5%	5%
Prior Employment as a Pharmacist	(N = 280)	(N = 40)	(N = 320)
Yes	94.6%	97.5%	95%
No	5.4%	2.5%	5%

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). Pharmacists 'not practicing pharmacy' listed a variety of non-pharmacy careers including other industries, other health professions, other retail businesses, health care administration and education.

2.2 CHARACTERISTICS OF ACTIVELY PRACTICING PHARMACISTS

Tables 2.2.1 through 2.2.5 summarize the characteristics of respondent pharmacists actively practicing pharmacy (working as pharmacists in a licensed pharmacy or in a pharmacy-related field or position). Tables 2.1.1 and 2.1.2 contain information about the gender and racial composition of respondents actively practicing pharmacy.

Tables 2.2.1 and 2.2.2 show categories of practice settings reported by actively practicing pharmacists who responded to the survey. Of the respondents actively practicing pharmacy in 2024, 59.1% reported employment in community practice settings (e.g., independent, chain, supermarket), 21.7% reported employment in inpatient hospital/health-system practice settings (e.g., government hospitals, non-government hospitals, academic medical centers), and 5.1% reported employment in ambulatory care practice settings (e.g., outpatient clinics, primary care clinics). Reported employment in each community practice setting increased from 2019 except in mass merchandiser settings. Reported employment in inpatient hospital/health-system settings decreased by 6 percentage points from 2019. Reported employment in ambulatory care settings, nursing home/long-term care (LTC) settings, and managed care/pharmacy benefit manager (PBM) decreased from 2019.

In 2024, the percentage of actively practicing pharmacist respondents who completed a PGY1 residency was 9.1%, a PGY2 residency 4.9% and a fellowship 1.1% (Table 2.2.3). In 2019, the percentage of actively practicing pharmacists who completed a PGY1 residency was 15.1%, a PGY2 residency 4.9% and a fellowship 1.1% (data not shown). Table 2.2.3 shows actively practicing pharmacists' residency training and fellowship training by condensed employment setting, age, and gender.

In 2024 and 2019, the two most common practice settings where actively practicing pharmacists with either PGY1 or PGY2 residency training were practicing were hospitals and ambulatory care. In 2024, a total of 12.9% of PGY1 trained pharmacists and 8.8% of PGY2 trained pharmacists were practicing in community pharmacy settings (e.g., independent, chain, health system retail). In 2019, 5.5% of PGY1 trained pharmacists and 2.3% of PGY2 trained pharmacists were practicing in community pharmacy settings (e.g., independent, chain, health system retail). In 2024, of the actively practicing pharmacists that completed fellowship training, 25.0% were practicing in hospital/health-system settings and 19.4% were practicing in other: non-patient care settings. In 2019, a total of 33.3% of actively practicing pharmacists that completed fellowship training were practicing in hospital/health-system settings, 29.2% were practicing in other: patient care settings, and 25% were practicing in other: non-patient care settings.

In 2024, the largest proportion of actively practicing pharmacists that completed a PGY1 or PGY2 residency program were age 40 years or younger. In 2024, 43.4% of PGY1 trained pharmacists were 40 years of age or younger and 52.9% of PGY2 trained pharmacists were 40 years of age or younger. In 2019, 74.3% of PGY1 trained pharmacists were 40 years of age or younger and 76.1% of PGY2 trained pharmacists were 40 years of age or younger. The largest proportion of actively practicing pharmacists with fellowship training were between the ages of 56-60 years in 2024 (21.6%). In 2019, the largest proportion of actively practicing

pharmacists with fellowship training also were between the ages of 56-60 years (22.9%). In both 2024 and 2019, a majority of pharmacists who completed PGY1 and PGY2 residency training were females.

Table 2.2.4 shows the proportion of actively practicing pharmacist respondents by employment position. The proportion of respondents who reported being owners/partners in 2024 (3.7%) increased from 2019 (2.7%). In 2024, 67% of respondents in management positions were female, an increase from 2019 (58.5%). Also, in 2024, the proportion of females in management positions (25.9%) was greater than the proportion in management positions in 2019 (20.9%) and slightly less than the proportion in 2014 (28.5%). The greatest proportion of pharmacists continues to be in staff positions (70.1%). This proportion is lower than 2019 (74.6%) and higher than 2014 (64.6%).

Overall, 87.3% of actively practicing pharmacists somewhat or strongly agreed that they were proud to be a pharmacist (Table 2.2.5). A smaller proportion of actively practicing pharmacists working in community pharmacies somewhat or strongly agreed that they were proud to be a pharmacist relative to other setting. Over 90% of actively practicing pharmacists over age 60 somewhat or strongly agreed that they were proud to be a pharmacist. Less than one-half of actively practicing pharmacists (48.7%) somewhat or strongly agreed that they would recommend pharmacy as a good profession/career. This view was more common among pharmacists working in hospitals/health-system compared to other settings. Less than 45% of pharmacists between the age of 31 and 45 would somewhat or strongly agree that they would recommend pharmacy as a good profession/career.

Over one-half (52.1%) of actively practicing pharmacists somewhat or strongly agreed that if they could go back and do it over again, they would still choose to become a pharmacist. Less than one-half (47.1%) of pharmacists practicing in community pharmacies somewhat or strongly agreed that if they could go back and do it over again, they would still choose to become a pharmacist, which was lower than pharmacists in other practice settings. A greater proportion of males (53.0%) somewhat or strongly agreed that if they could go back and do it over again, they would still choose to become a pharmacist, compared to females (50.5%). Less than one-half of pharmacists between the age of 31 and 45 somewhat or strongly agreed that if they could go back and do it over again, they would still choose to become a pharmacist.

Table 2.2.1 Actively Practicing Pharmacists' Primary Employment Practice Setting 2024 - 2014

	Percent by Practice Setting n (% of Column)		
Practice Setting	**2024**	**2019**	**2014**
Community Pharmacy	**2,217 (59.1)**	**2,125 (48.7)**	**813 (48.1)**
Independent	403 (10.7)	391 (9.0)	167 (9.9)
Small Chain	61 (1.6)	61 (1.4)	20 (1.2)
Large Chain	840 (22.4)	913 (20.9)	304 (18.0)
Mass Merchandiser	310 (8.3)	371 (8.5)	120 (7.1)
Supermarket	332 (8.8)	315 (7.2)	134 (7.9)
Health System Retail	187 (5.0)	55 (1.3)	--
Community - Other	84 (2.2)	19 (0.4)	68 (4.0)
Hospital/Health-System	**816 (21.7)**	**1,211 (27.8)**	**497 (29.4)**
Critical Access Hospital	53 (1.4)	75 (1.7)	--
Small Hospital (<200 Beds)	190 (5.1)	316 (7.2)	--
Medium Hospital (200-500 Beds)	248 (6.6)	372 (8.5)	--
Large Hospital (>500 Beds)	101 (2.7)	148 (3.4)	--
Academic Medical Center	146 (3.9)	196 (4.5)	--
Government Hospital	43 (1.1)	85 (1.9)	96 (5.7)
Hospital - Other	35 (0.9)	19 (0.4)	401 (23.7)
Ambulatory Care	193 (5.1)	261 (6.0)	21 (1.2)
Nursing Home/Long-Term Care (LTC)	129 (3.4)	168 (3.9)	62 (3.7)
Managed Care/Pharmacy Benefit Manager (PBM)	86 (2.3)	132 (3.0)	36 (2.1)
Specialty Pharmacy	98 (2.6)	119 (2.7)	47 (2.8)
Mail Order	68 (1.8)	68 (1.6)	40 (2.4)
Academia	48 (1.3)	59 (1.4)	29 (1.7)
Home Health/Infusion	47 (1.3)	62 (1.4)	20 (1.2)
Government/Military (Not VA)	12 (0.3)	21 (0.5)	--
Industry	8 (0.2)	19 (0.4)	40 (2.4)
Nuclear	6 (0.2)	13 (0.3)	--
Professional/Trade Association	4 (0.1)	8 (0.2)	--
Other	22 (0.6)	97 (2.2)	86 (5.1)
Total	**3,754 (100)**	**4,363 (100)**	**1,691 (100)**

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting).

Table 2.2.2 Actively Practicing Pharmacists' Primary Employment Practice Setting (condensed) 2024 - 2014

	2024		2019		2014	
Practice Setting	n	Col %	n	Col %	n	Col %
Community Pharmacy	**2,217**	**59**	**2,125**	**48.7**	**813**	**48.1**
Independent	403	10.7	391	9	167	9.9
Small Chain	61	1.6	61	1.4	20	1.2
Large Chain	840	22.4	913	20.9	304	18
Mass Merchandiser	310	8.3	371	8.5	120	7.1
Supermarket	332	8.8	315	7.2	134	7.9
Health-System Retail	187	5	55	1.3	--	--
Community - Other	84	2.2	19	0.4	68	4
Hospital/Health-System	**816**	**21.7**	**1,211**	**27.8**	**497**	**29.4**
Non-Government Hospital	738	19.7	1,107	25.4	401	23.7
Government Hospital	43	1.1	85	2	96	5.7
Hospital - Other	35	0.9	19	0.4	--	--
Ambulatory Care	193	5.1	261	6	21	1.2
Nursing Home/LTC	129	3.4	168	3.9	62	3.7
Managed Care/PBM	86	2.3	132	3	36	2.1
Other	313	8.3	466	10.7	262	15.5
Total	3,754	100	4,363	100	1,691	100

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). *Other* includes specialty pharmacy, mail order, education/academia, home health, government (FDA, etc.), industry, nuclear, professional/trade association, and other.

Table 2.2.3 Actively Practicing Pharmacists' Post-Graduate (PGY1 and PGY2) Residency and Fellowship by Practice Setting (condensed), Age, and Gender 2024

	PGY1	PGY2	PGY1/PGY2 Combined	Fellowship	Total
Practice Setting	**n (% of Column)**				
Independent	8 (2.5)	0 (0.0)	2 (8.0)	4 (11.1)	14 (3.1)
Chain	7 (2.2)	2 (2.5)	3 (12.0)	4 (11.1)	16 (3.5)
Mass Merchandiser	5 (1.6)	2 (2.5)	0 (0.0)	2 (5.6)	9 (2)
Supermarket	6 (1.9)	2 (2.5)	0 (0.0)	2 (5.6)	10 (2.2)
Health-System Retail	15 (4.7)	1 (1.3)	0 (0.0)	3 (8.3)	19 (4.1)
Hospital/Health-System	163 (51.6)	39 (49.4)	14 (56.0)	9 (25.0)	225 (49.3)
Ambulatory Care	61 (19.3)	18 (22.8)	2 (8.0)	3 (8.3)	84 (18.4)
Industry	1 (0.3)	0 (0.0)	0 (0.0)	1 (2.8)	2 (0.4)
Other: Patient Care	18 (5.7)	4 (5.1)	3 (12.0)	1 (2.8)	26 (5.8)
Other: Non-Patient Care	32 (10.1)	11 (13.9)	1 (4.0)	7 (19.4)	51 (11.2)
Total	316 (100)	79 (100)	25 (100.0)	36 (100)	456 (100)
Age	**n (% of Column)**				
≤30	40 (12.6)	22 (27.8)	1 (4.0)	2 (5.4)	65 (14.2)
31-35	59 (18.6)	13 (16.5)	6 (24.0)	3 (8.1)	81 (17.6)
36-40	40 (12.6)	10 (12.7)	3 (12.0)	2 (5.4)	55 (12)
41-45	55 (17.3)	10 (12.7)	0 (0.0)	5 (13.5)	70 (15.3)
46-50	47 (14.8)	9 (11.4)	2 (8.0)	2 (5.4)	60 (13)
51-55	29 (9.1)	11 (13.9)	4 (16.0)	2 (5.4)	46 (10)
56-60	24 (7.5)	3 (3.8)	4 (16.0)	8 (21.6)	39 (8.5)
61-65	11 (3.5)	0 (0.0)	4 (16.0)	7 (18.9)	22 (4.8)
66-70	8 (2.5)	0 (0.0)	1 (4.0)	3 (8.1)	12 (2.6)
>70	5 (1.6)	1 (1.3)	0 (0.0)	3 (8.1)	9 (2)
Total	318 (100)	79 (100)	25 (100)	37 (100)	459 (100)
Gender	**n (% of Column)**				
Male	83 (26.1)	15 (19.0)	10 (40.0)	20 (54.1)	128 (27.9)
Female	234 (73.6)	64 (81.0)	15 (60.0)	17 (45.9)	330 (71.9)
Non-Binary	1 (0.3)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.2)
Total	318 (100)	79 (100)	25 (100)	37 (100.0)	459

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Chain* is a combination of small chain and large chain settings. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of mail order, nuclear, nursing home/long term care and home health. *Other Non-Patient Care* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, government (FDA, etc.) and other. Residency definitions included Post-Graduate Year 1 (PGY1), Post-Graduate Year 2 (PGY2), and PGY1/PGY2 Combined.

Table 2.2.4 Actively Practicing Pharmacists' Primary Employment Position by Gender 2024 - 2014

Position	# Cases	Male	Female	Non-Binary‡	Male	Female	Non-Binary‡	All Cases
2024	n	% of Row			% of Column			%
Owner/Partner	137	69.3	30.7	0.0	8.1	1.7	0.0	3.7
Management	975	32.4	67.6	0.0	26.8	25.9	0.0	26.2
Staff Pharmacist	2,612	29.4	70.4	0.2	65.1	72.4	100	70.1
Total	3,724	46.7	50.0	3.3	100	100	100	100
2019	n	% of Row			% of Column			%
Owner/Partner	119	68.1	31.1	0.8	5.4	1.3	12.5	2.7
Management	991	40.8	58.8	0.4	26.7	20.5	50.0	22.7
Staff Pharmacist	3,253	31.6	68.3	0.1	67.9	78.2	37.5	74.6
Total	4,363	34.7	65.1	0.2	100	100	100	100
2014	n	% of Row			% of Column			%
Owner/Partner	69	72.5	27.5	--	8.8	2.4	--	5.0
Management	415	44.8	55.2	--	32.9	28.5	--	30.4
Staff Pharmacist	885	37.3	62.7	--	58.3	69.1	--	64.6
Total	1,369	43.1	58.7	--	100	100	100	100

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). *Staff Pharmacist* included reported positions Staff/clinical Pharmacist and Faculty. *Management* included reported positions Executive, Chief Pharmacy Officer/Director/Assistant Director, Manager/Assistant Manager, Dean/Academic Administration. ‡Non-binary was introduced in 2019. No data on the number of non-binary pharmacists was collected prior to 2019.

Table 2.2.5 Actively Practicing Pharmacists' Perceptions of Pharmacy by Practice Setting, Gender, and Age 2024

	I am proud to be a pharmacist			I would recommend pharmacy as a good profession/career			If I could go back and do it over again, I would still choose to become a pharmacist		
	Somewhat/ Strongly Disagree	Somewhat/ Strongly Agree	Total	Somewhat/ Strongly Disagree	Somewhat/ Strongly Agree	Total	Somewhat/ Strongly Disagree	Somewhat/ Strongly Agree	Total
	% of Row		n	% of Row		n	% of Row		n
Practice Setting									
Community	14.7	85.3	2,206	58.7	41.3	2,201	52.3	47.7	2,193
Hospital/Health-System	8.2	91.8	814	34.9	65.1	811	39.4	60.6	812
Ambulatory Care	9.3	90.7	193	42.0	58.0	193	40.9	59.1	193
Other	13.3	86.7	527	48.8	51.2	527	44.7	55.3	526
Total	12.8	87.2	3,740	51.3	48.7	3,732	47.9	52.1	3,724
Gender									
Male	14.3	85.7	1,185	49.6	50.4	1,185	49.5	50.5	1,179
Female	12.1	87.9	2,548	52.0	48.0	2,540	47.0	53.0	2,538
Non-Binary	42.9	57.1	7	71.4	28.6	7	57.1	42.9	7
Total	12.8	87.2	3,740	51.3	48.7	3,732	47.9	52.1	3,724
Age									
≤30	8.5	91.5	235	45.1	54.9	235	48.1	51.9	235
31-35	14.9	85.1	329	58.8	41.2	330	57.8	42.2	329
36-40	14.8	85.2	446	57.8	42.2	446	57.0	43.0	446
41-45	15.0	85.0	474	56.9	43.1	473	53.1	46.9	471
46-50	13.6	86.4	522	52.4	47.6	521	47.8	52.2	521
51-55	13.7	86.3	563	56.1	43.9	563	48.9	51.1	562
56-60	12.6	87.4	467	51.9	48.1	464	49.5	50.5	463
61-65	9.0	91.0	366	40.7	59.3	366	35.1	64.9	365
66-70	6.1	93.9	196	30.9	69.1	194	27.5	72.5	193
>70	15.6	84.4	141	33.8	66.2	139	29.0	71.0	138
Total	12.8	87.2	3,739	51.3	48.7	3,731	47.9	52.1	3,723

Note: *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other* is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other.

2.3 HOURS WORKED BY ACTIVELY PRACTICING PHARMACISTS

Table 2.3.1 and Table 2.3.2 show the breakdown of actively practicing pharmacists working full-time (greater than 30 hours/week) and part-time (less than or equal to 30 hours/week) by age and gender, respectively. The age distribution of actively practicing pharmacists was different in 2024 compared to 2019 and 2014. The proportion of actively practicing pharmacist respondents who were 40 years old or younger was 26.6% in 2024, compared to 47.7% in 2019 and 31.6% in 2014. The proportion of actively practicing pharmacist respondents who were over age 55 was 31.1% in 2024, 31.6% in 2019 and 30.6% in 2014. The number of actively practicing pharmacist respondents older than age 65 was the highest in 2024 compared to 2019 and 2014. The proportion of actively practicing pharmacist respondents age 65 years or older was 7.9%, 5.5% and 8.9% in 2014, 2019 and 2024, respectively.

Overall, a total of 17.7% of respondents actively practicing pharmacy reported working part-time. In 2014 and 2019, a total of 17.7% and 14.9% of respondents actively practicing pharmacy, respectively, reported working part-time. In 2014, 2019 and 2024, working part-time was more common among respondents who were greater than age 60. Among respondents working part-time in 2024, 12.8% were younger than age 41. In 2014 and 2019, 14.8% and 27.3% of respondents working part-time, respectively, were younger than age 41. In 2024, actively practicing pharmacist respondents were 67.1% female, 32.7% male, and 0.2% non-binary (Table 2.3.2). The proportion of actively practicing pharmacist respondents who are female continues to increase, from 57.1% in 2014 and 65.1% in 2019. Among respondents who were actively practicing as pharmacists, the proportion of both male and female pharmacists working part-time increased from 2019. The proportion of actively practicing female pharmacists working part-time increased to 18.5% in 2024 compared to 16.0% in 2019 and 18.7% in 2014. For males, the proportion of actively practicing pharmacist respondents working part-time was 16.0% in 2024 compared to 11.9% in 2019 and 16.4% in 2014.

Table 2.3.3 shows the proportion of actively practicing pharmacist respondents working full-time categorized by practice setting and gender. As in 2014 and 2019, in 2024, across each practice setting, a majority of respondents working full-time were females, except in independent community pharmacies.

In 2024, male respondents working full-time as pharmacists worked more hours per week across all position types, compared to females (Table 2.3.4). Consistent with previous years, for respondents working full-time as practicing pharmacists, pharmacists in management positions worked more hours per week (43.7 hours/week) than pharmacists in staff positions (41.1 hours/week). Overall, across gender and position, respondents working full-time worked fewer hours per week in 2024 (42.2) compared to 2019 (44.3). For respondents working part-time in 2024, females in management and staff positions worked more hours per week than their male counterparts. For respondents working part-time, across gender and position, hours worked per week were the same in 2024 and 2019.

Table 2.3.5 summarizes the proportion of respondents working four common work shifts by position and working full-time or part-time. Among respondents working full-time, it was more common for owners and managers to report working a shift during the day (i.e., 6am to 6pm) compared to staff pharmacists. Working an evening shift (i.e., noon- midnight) often or consistently was more likely among managers (39.4%) and staff

pharmacists (36.2%) compared to owners (25.3%). A larger proportion of staff pharmacists working full time often or consistently (6.9%) work overnights (i.e., 6pm to 6am) compared to managers (1.6%) and owners (3.6%). Owners (42.9%) were slightly less likely to report often or consistently working weekend shifts compared to managers (49.6%) and staff pharmacists (48.1%) working full-time.

For respondents working part-time, it was most common to work a day shift across all positions. A total of 51.9% of all respondents (i.e., across all positions) working part-time never or rarely worked an evening shift and 96.7% never or rarely worked an overnight shift. Among respondents working part-time, it was more common for staff pharmacists to often or consistently work weekends (41.2%) compared to owners (6.3%) and managers (23.5%).

Table 2.3.6 summarizes the proportion of respondents working four common work shifts by employment setting. A lower proportion of respondents working in hospital/health-system settings (81.1%) reported often or consistently working a shift during the day (i.e., 6am to 6pm) compared to respondents in each of the other settings. Working an evening shift (i.e., noon to midnight) often or consistently was more likely among respondents working in community settings (47.9%) relative to the other settings. A larger proportion of respondents working in hospital/health-systems settings often or consistently (8.1%) work overnights (i.e., 6pm to 6am) compared to other settings. Working weekends often or consistently was more likely among respondents working in community settings (60.4%) relative to the other settings.

Table 2.3.7 shows the percentage of respondents who were working full-time actively practicing pharmacy who reported secondary employment and weekly hours worked. In 2024, overall, 10.7% of respondents had secondary jobs, comparable to 11.3% in 2019. In 2024, a larger proportion of male respondents (14.0%) reported any secondary employment compared to female respondents (8.9%). The most common primary employment settings for respondents reporting a secondary position were industry (28.6%), hospital (15.8%) and ambulatory care (12.4%) in 2024. In 2019, the most common primary employment settings for respondents reporting a secondary position were industry (37.5%), non-patient care (18.1%), and independent (15.2%). On average, respondents reporting any secondary employment worked 18.9 hours per month, an increase from 2019 (17.3 hours per month). In 2024, male respondents reporting any secondary employment worked more hours annually compared to female respondents reporting any secondary employment.

Table 2.3.1 Actively Practicing Pharmacists' Hourly Status by Age Category 2024 - 2014

Age	Full-Time	Part-Time	Total	
2024	% of Column		n	% Col
≤30	6.9	2.2	187	6.1
31-35	10.1	2.9	271	8.8
36-40	12.5	7.7	360	11.7
41-45	13.7	10.1	401	13.0
46-50	14.4	10.8	423	13.7
51-55	16.0	13.2	477	15.5
56-60	12.5	12.3	383	12.4
61-65	8.7	15.0	303	9.8
66-70	3.6	13.9	166	5.4
>70	1.7	11.7	108	3.5
Total	100	100	3,079	100
2024	% of Row			
≤30	93.6	6.4	100	
31-35	94.1	5.9	100	
36-40	88.3	11.7	100	
41-45	86.3	13.7	100	
46-50	86.1	13.9	100	
51-55	84.9	15.1	100	
56-60	82.5	17.5	100	
61-65	72.9	27.1	100	
66-70	54.2	45.8	100	
>70	40.7	59.3	100	
Total	82.3	17.7	100	
2019	% of Column		n	% Col
≤30	19.5	8.6	783	17.9
31-35	20.7	8.8	829	19.0
36-40	10.9	9.9	470	10.8
41-45	8.1	6.8	346	7.9
46-50	9.9	10.8	438	10.0
51-55	10.7	13.4	484	11.1
56-60	9.7	13.4	445	10.2
61-65	7.0	9.9	324	7.4
66-70	2.5	10.1	159	3.6
>70	0.9	8.3	85	1.9
Total	100	100	4,363	100
2019	% of Row			
≤30	93.0	7.0	100	
31-35	93.2	6.8	100	
36-40	86.6	13.4	100	
41-45	87.6	12.4	100	
46-50	84.2	15.8	100	

51-55	82.4	17.6	100	
56-60	80.9	19.1	100	
61-65	80.6	19.4	100	
66-70	59.7	40.3	100	
>70	37.6	62.4	100	
Total	85.4	14.6	100	
2014	% of Column		n	% Col
≤30	10.1	1.0	144	8.5
31-35	12.2	5.4	186	11.0
36-40	12.9	8.4	204	12.1
41-45	11.9	12.7	203	12.0
46-50	12.9	12.4	216	12.8
51-55	13.7	10.0	221	13.1
56-60	13.4	12.0	223	13.2
61-65	8.8	12.7	160	9.5
66-70	2.7	16.1	86	5.1
>70	1.4	9.4	48	2.8
Total	100	100	1,691	100
2014	% of Row			
≤30	97.9	2.1	100	
31-35	91.4	8.6	100	
36-40	87.7	12.3	100	
41-45	81.3	18.7	100	
46-50	82.9	17.1	100	
51-55	86.4	13.6	100	
56-60	83.9	16.1	100	
61-65	76.2	23.8	100	
66-70	44.2	55.8	100	
>70	41.7	58.3	100	
Total	82.3	17.7	100	

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer.

Table 2.3.2 Actively Practicing Pharmacists' Hourly Status by Gender 2024 - 2014

Gender	Full-Time	Part-Time	Total	
2024	% of Column		n	% Col
Male	33.4	29.5	1,007	32.7
Female	66.4	70.3	2,066	67.1
Non-Binary‡	0.2	0.2	6	0.2
Total	100	100	3,079	100
2024	% of Row		n	%
Male	84.0	16.0	100	
Female	81.5	18.5	100	
Non-Binary‡	83.3	16.7	100	
Total	82.3	17.7	100	
2019	% of Column		n	% Col
Male	35.8	28.3	1,513	34.7
Female	64.1	71.4	2,842	65.1
Non-Binary‡	0.2	0.3	8	0.2
Total	100	100	4,363	100
2019	% by Row			
Male	88.1	11.9	100	
Female	84.0	16.0	100	
Non-Binary‡	75.0	25.0	100	
Total	85.4	14.6	100	
2014	% of Column		n	% Col
Male	43.6	39.8	726	42.9
Female	56.4	60.2	965	57.1
Total	100	100	1,691	100
2014	% by Row			
Male	83.6	16.4	100	
Female	81.3	18.7	100	
Total	82.3	17.7	100	

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. ‡Non-binary was introduced in 2019. No data on the number of non-binary pharmacists was collected prior to 2019.

Table 2.3.3 Pharmacists Working Full-Time by Gender versus Primary Employment Practice Setting (Condensed) 2024 - 2014

		Percent by Practice Setting		
Practice Setting		**Males**	**Females**	**Non-Binary‡**
2024	n	% of Row		
Independent	216	54.2	45.4	0.5
Chain	582	34.0	65.8	0.2
Mass Merchandiser	187	27.3	72.7	0.0
Supermarket	252	27.4	72.6	0.0
Health-System Retail	126	38.9	61.1	0.0
Hospital/Health-System	604	34.4	65.4	0.2
Ambulatory Care	157	21.7	77.7	0.6
Industry	7	28.6	71.4	0.0
Other: Patient Care	257	28.8	71.2	0.0
Other: Non-Patient Care	100	33.0	66.0	1.0
Total	2,488	33.6	66.2	0.2
2019	n	% of Row		
Independent	269	51.7	47.6	0.7
Chain	864	36.5	63.5	0.0
Mass Merchandiser	305	35.7	64.3	0.0
Supermarket	288	30.2	69.8	0.0
Hospital/Health-System	1030	35.0	64.9	0.2
Industry	16	37.5	62.5	0.0
Other: Patient Care	673	33.9	66.0	0.1
Other: Non-Patient Care	282	31.6	68.1	0.4
Total	3,727	35.6	64.2	0.2
2014	n	% of Row		
Independent	102	55.9	44.1	--
Chain	288	45.5	54.5	--
Mass Merchandiser	96	40.6	59.4	--
Supermarket	111	40.5	59.5	--
Hospital/Health-System	423	42.8	57.2	--
Industry	38	43.9	56.1	--
Other: Patient Care	221	34.2	65.8	--
Other: Non-Patient Care	113	38.9	61.1	--
Total	1,392	43.6	56.4	--

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Chain* is a combination of small chain and large chain settings. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination mail order, nuclear, nursing home/long term care and home health. The *Ambulatory Care* practice setting was not analyzed as a separate respondent category in 2014 and 2019. In 2014 and 2019 *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of clinic pharmacies, mail order, nursing home/long term care, specialty pharmacy, ambulatory care, other patient care, other, and home health/infusion. *Other Non-Patient Care* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, government (FDA, etc.) and other. ‡Non-binary was introduced in 2019.

Table 2.3.4 Actively Practicing Pharmacists' Mean Weekly Hours Worked in Primary Employment by Hourly Status and Gender versus Position 2024 - 2014

	Full-Time				Part-Time			
Position Type	**Males**	**Females**	**Non-Binary‡**	**Total**	**Males**	**Females**	**Non-Binary‡**	**Total**
2024	(n=846)	(n=1,683)	(n=5)	(n=2,534)	(n= 161)	(n= 383)	(n=0)	(n=544)
Owner/Partner	47.5	46.5	0.0	47.2	26.1	22	0.0	25.1
Management	44.7	43.3	0.0	43.7	22.6	23.5	0.0	23.2
Staff Pharmacist	41.7	40.8	44.8	41.1	17.9	20.9	0.0	20.1
Total	43.1	41.7	44.8	42.2	18.7	20.9	0.0	20.3
2019	(n=1,333)	(n=2,388)	(n=6)	(n=3,727)	(n=180)	(n=454)	(n=2)	(n=636)
Owner/Partner	48.7	50.0	68.0	48.7	23.1	24.0	0.0	23.2
Management	46.5	46.2	50.0	46.5	14.8	20.1	30.0	19.3
Staff Pharmacist	43.0	42.4	38.0	43.0	19.5	20.6	20.0	20.3
Total	44.3	43.4	49.0	44.3	19.6	20.6	25.0	20.3
2014	(n=510)	(n=653)	--	(n=1,163)	(n=108)	(n=151)	--	(n=259)
Owner/Partner	50.4	47.4	--	49.6	20.5	20	--	20.4
Management	47.1	45.1	--	46	21.6	27.7	--	24.5
Staff Pharmacist	43.4	42.8	--	43.1	17.5	20.8	--	19.6
Total	45.2	43.7	--	44.4	18.2	21.1	--	19.9

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). Weekly hours are actual hours worked, rather than scheduled hours. *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Staff Pharmacist* included reported positions Staff/clinical Pharmacist and Faculty. *Management* included reported positions Executive, Chief Pharmacy Officer/Director/Assistant Director, Manager/Assistant Manager, Dean/Academic Administration. ‡Non-binary was introduced in 2019. No data on the number of non-binary pharmacists was collected prior to 2019.

Table 2.3.5 Actively Practicing Pharmacists' Shift Scheduling by Position 2024

	Full-Time				Part-Time			
Frequency of Scheduling	**Owner/ Partner**	**Management**	**Staff RPh**	**Total**	**Owner/ Partner**	**Management**	**Staff RPh**	**Total**
Days (6 am to 6 pm)	n (% of Column)				n (% of Column)			
Never/Rarely	2 (2.2)	32 (3.9)	151 (9.5)	187 (7.5)	0 (0.0)	2 (11.8)	36 (7.3)	39 (7.2)
Sometimes	1 (1.1)	26 (3.2)	98 (6.2)	125 (5.0)	1 (6.3)	1 (5.9)	49 (9.9)	53 (9.9)
Often/Consistently	87 (96.7)	753 (92.8)	1,337 (84.3)	2,189 (87.5)	15 (93.8)	14 (82.4)	411 (82.9)	446 (82.9)
Total	90 (100)	811 (100)	1,586 (100)	2,501 (100)	16 (100)	17 (100)	496 (100)	538 (100)
Evenings (Noon to Midnight)	n (% of Column)				n (% of Column)			
Never/Rarely	59 (67.8)	384 (49.8)	726 (47.4)	1,178 (49)	9 (60)	12 (70.6)	243 (50.6)	270 (51.9)
Sometimes	6 (6.9)	83 (10.8)	251 (16.4)	340 (14.2)	2 (13.3)	1 (5.9)	89 (18.5)	93 (17.9)
Often/Consistently	22 (25.3)	304 (39.4)	554 (36.2)	884 (36.8)	4 (26.7)	4 (23.5)	148 (30.8)	157 (30.2)
Total	87 (100)	771 (100)	1,531 (100)	2,402 (100)	15 (100)	17 (100)	480 (100)	520 (100)
Overnights (6 pm to 6 am)	n (% of Column)				n (% of Column)			
Never/Rarely	81 (96.4)	749 (97.4)	1,356 (89.7)	2,198 (92.5)	15 (100)	17 (100)	454 (96.6)	493 (96.7)
Sometimes	0 (0.0)	8 (10)	51 (3.4)	59 (2.5)	0 (0.0)	0 (0.0)	9 (1.9)	9 (1.8)
Often/Consistently	3 (3.6)	12 (1.6)	105 (6.9)	120 (5)	0 (0.0)	0 (0.0)	7 (1.5)	8 (1.6)
Total	84 (100)	769 (100)	1,512 (100)	2,377 (100)	15 (100)	17 (100)	470 (100)	510 (100)
Weekends (Sat or Sun)	n (% of Column)				n (% of Column)			
Never/Rarely	21 (23.1)	284 (36.2)	446 (28.4)	759 (30.9)	9 (56.3)	12 (70.6)	159 (32.7)	185 (35)
Sometimes	31 (34.1)	112 (14.3)	368 (23.5)	514 (20.9)	6 (37.5)	1 (5.9)	127 (26.1)	137 (25.9)
Often/Consistently	39 (42.9)	389 (49.6)	755 (48.1)	1,185 (48.2)	1 (6.3)	4 (23.5)	200 (41.2)	206 (39)
Total	91 (100)	785 (100)	1,569 (100)	2,458 (100)	16 (100)	17 (100)	486 (100)	528 (100)

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Staff Pharmacist* included reported positions Staff/clinical Pharmacist and Faculty. *Management* included reported positions Executive, Chief Pharmacy Officer/Director/Assistant Director, Manager/Assistant Manager, Dean/Academic Administration.

Table 2.3.6 Actively Practicing Pharmacists' Shift Scheduling by Condensed Practice Setting 2024

Frequency of Scheduling	Community	Hospital / Health-System	Ambulatory Care	Other	Total
Days (6 am to 6 pm)	n (% of Column)				
Never/Rarely	102 (5.7)	93 (13.7)	6 (3.6)	25 (5.9)	226 (7.4)
Sometimes	127 (7.2)	36 (5.3)	3 (1.8)	12 (2.8)	178 (5.8)
Often/Consistently	1,545 (87.1)	552 (81.1)	158 (94.6)	386 (91.3)	2,641 (86.7)
Total	1,774 (100)	681 (100)	167 (100)	423 (100)	3,045 (100)
Evenings (Noon to Midnight)	n (% of Column)				
Never/Rarely	661 (38.4)	358 (55.4)	139 (85.8)	293 (73.6)	1,451 (49.6)
Sometimes	236 (13.7)	144 (22.3)	4 (2.5)	50 (12.6)	434 (14.8)
Often/Consistently	824 (47.9)	144 (22.3)	19 (11.7)	55 (13.8)	1,042 (35.6)
Total	1,721 (100)	646 (100)	162 (100)	398 (100)	2,927 (100)
Overnights (6 pm to 6 am)	n (% of Column)				
Never/Rarely	1,607 (95.4)	562 (86.3)	158 (98.1)	369 (93.2)	2,696 (93.2)
Sometimes	17 (1.0)	36 (5.5)	2 (1.2)	13 (3.3)	68 (2.4)
Often/Consistently	60 (3.6)	53 (8.1)	1 (0.6)	14 (3.5)	128 (4.4)
Total	1,684 (100)	651 (100)	161 (100)	396 (100)	2,892 (100)
Weekends (Sat or Sun)	n (% of Column)				
Never/Rarely	308 (17.6)	239 (35.8)	145 (89.5)	254 (62.1)	946 (31.6)
Sometimes	385 (22)	169 (25.3)	8 (4.9)	89 (21.8)	651 (21.8)
Often/Consistently	1,059 (60.4)	260 (38.9)	9 (5.6)	66 (16.1)	1,394 (46.6)
Total	1,752 (100)	668 (100)	162 (100)	409 (100)	2,991 (100)

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting, and practice setting. *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

Table 2.3.7 Percentage of Actively Practicing Full-Time Pharmacists with Secondary Employment and Average Hours Worked in Secondary Job 2024 - 2014

Full-Time	2024		2019		2014	
	Percent with Secondary Employment	Avg. Annual Hours in Secondary Position**	Percent with Secondary Employment	Avg. Annual Hours in Secondary Position**	Percent with Secondary Employment	Avg. Annual Hours in Secondary Position*
By Gender						
Male	14.0	257.5	13.1	205.2	8.7	392
Female	8.9	204.4	10.3	210	7.0	218
Non-Binary‡	40.0	114	50.0	204	--	--
Total	10.7	226.9	11.3	207.6	7.8	303
By Position						
Owner/Partner	6.6	184	10.0	211.2	12.5	242
Management	8.9	173.5	8.0	180.0	7.9	239
Staff Pharmacist	11.7	242.1	12.6	214.8	7.6	348
Total	10.7	226.9	11.3	207.6	7.9	303
By Practice Setting						
Community						
Independent	10.5	160.6	15.2	206.4	--	--
Chain	5.7	278.6	5.0	225.6	4.1	363
Mass Merchandiser	5.5	146.4	7.2	154.8	6.1	237
Supermarket	6.2	147.2	7.3	266.4	7.9	162
Health-System Retail	12.6	249.6	--	--	--	--
Hospital/Health-System	15.8	245.7	15.1	204.0	9.2	338
Ambulatory Care	12.4	161	--	--	--	--
Industry	28.6	252	37.5	193.2	10.5	120
Other: Patient Care	9.2	248.3	12.3	207.6	8.0	229
Other: Not Patient Care	2.5	238.6	18.1	199.2	9.2	178
Total	10.1	226.9	11.3	207.6	7.7	297

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. Percentages with secondary employment as a percentage of full-time, actively practicing pharmacists in the category. *Chain is a combination of small chain and large chain settings. Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination mail order, nuclear, nursing home/long term care and home health. The *Ambulatory Care* practice setting was not analyzed as a separate respondent category in 2014 and 2019. In 2014 and 2019, *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of outpatient clinics, clinic pharmacies, mail order, nursing home/long term care, specialty pharmacy, ambulatory care, other patient care, other, and home health/infusion. *Other Non-Patient Care* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, government (FDA, etc.) and other. Interpolated data were added to this table for comparison purposes. ‡Non-binary was introduced in 2019. No data on the number of non-binary pharmacists was collected prior to 2019. *In 2014, average annual hours were reported. Independent pharmacies were not reported. **In 2019 and 2024, average monthly hours were reported. Average annual hours were estimated by multiplying monthly hours by 12.

2.4 WAGES, SALARIES, AND CHANGES IN BASE PAY

In 2024 compared to 2019, larger proportions of actively practicing pharmacists reported increases in their base pay during the past year and there were fewer pharmacists noting a decrease in their base pay (Table 2.4.1). Approximately 55 percent of pharmacists reported increased annual pay in 2024 compared to 44.2% in 2019. Owners particularly had low rates of pay increases in 2024 compared to the year before and more than 1 in 4 had a decrease in pay.

Across settings, a larger proportion of actively practicing pharmacists in each of the community settings reported increased annual base pay in 2024 relative to 2019. Also, a higher proportion of hospital (69.5%) and ambulatory care (70.1%) pharmacists reported a base pay increase in the past year compared to those in other practice settings.

The results for pharmacists in industry should be viewed with caution; a small number of pharmacists working in industry are represented in the results, likely because many working in that setting may not have interpreted their work activities as "practicing" as a pharmacist. The difference in the proportion of respondents with positive annual pay increments in 2024 compared to 2019 may reflect a labor market that is experiencing a shortage of pharmacists, that may be due to the recent drop in applicants to schools of pharmacy, movement of licensed pharmacists out of active practice following COVID-19 and concerns about work environments in chain community settings.

Overall, one-half of useable respondents who were actively practicing pharmacy reported that they were paid hourly compared to being salaried employees. For respondents reporting working full-time (greater than 30 hours/week), the average reported hourly wage rate was $70.54 compared to $66.51 for respondents reporting working part-time (less than or equal to 30 hours/week) (Table 2.4.2). The average hourly wage rate for respondents working full-time (i.e. 2,080 hours/year) translates to an annual salary of approximately $147,000. For respondents working full-time and respondents working part-time, those working in management positions earned approximately $2 more per hour compared to staff positions. Overall, there was a negligible difference in reported hourly wage rates for males and females working full-time. For respondents working part-time, on average females earned $3 more per hour compared to males.

Respondents working full-time in hospital/health-system, ambulatory care, and managed care/PBM reported higher average hourly wage rates compared to respondents working in community settings as a whole. Respondents working in health-system retail settings reported the highest average wage rate among respondents working in community settings. The highest average wage rate reported by respondents working part-time was for those working in ambulatory care settings ($75.58). The lowest average wage rate reported by respondents working part-time was for those working in small chain settings ($57.00). Generally, among respondents working full-time, hourly wage rates were lowest for respondents who earned their pharmacist license most recently. This result was true for respondents working part-time as well.

Respondents actively practicing pharmacy full-time reported an average annual salary of approximately $145,000 (Table 2.4.3). Respondents in management positions reported higher annual salaries ($154,262) compared to respondents in staff positions ($141,043). Overall, female respondents reported a lower annual salary ($143,675) compared to males ($147,662). By practice setting, respondents working in hospital/health-systems reported the highest annual salary ($167,829). Generally, reported annual salaries increased as time since earning a pharmacist licensed increased, suggesting positive salary growth with years of experience as a pharmacist.

Table 2.4.1 Percentage of Actively Practicing Full-Time Pharmacists Reporting a Base Pay Change in Past Year 2024 - 2014

	2024				2019				2014			
Variable	**n**	**Increase (%)**	**Decrease (%)**	**No Change (%)**	**n**	**Increase (%)**	**Decrease (%)**	**No Change (%)**	**n**	**Increase (%)**	**Decrease (%)**	**No Change (%)**
Gender												
Male	829	51.9	6.5	41.6	1,332	42.1	9.0	48.9	549	60.1	5.6	34.2
Female	1,642	56.6	4.9	38.5	2,388	45.4	6.5	48.0	791	64.3	5.7	30.0
Non-Binary‡	5	40.0	20.0	40.0	6	16.7	--	83.3	--	--	--	--
Total	2,476	55.0	5.5	39.5	3,726	44.2	7.4	48.4	1,340	62.6	5.7	31.7
Position												
Owner/Partner	91	6.6	25.3	68.1	110	8.2	23.6	68.2	54	27.8	14.8	57.4
Management	796	59.4	3.8	36.8	976	44.5	5.1	50.4	388	71.6	2.3	26
Staff Pharmacist	1,576	55.6	5.2	39.2	2,505	45.1	7.8	47.1	704	63.5	5.5	31
Other	13	53.8	0.0	46.2	135	54.8	3.7	41.5	--	--	--	--
Total	2,476	55.0	5.5	39.5	3,726	44.2	7.4	48.4	1,146	64.6	4.9	30.5
Practice Setting												
Community	1,210	45.1	6.6	48.3	1,786	26.2	11.6	62.2	572	60.5	7.2	32.3
Independent	211	21.3	14.7	64.0	269	18.6	14.5	66.9	99	27.3	19.2	53.5
Chain	570	42.5	6.1	51.4	864	18.8	12.5	68.8	262	64.9	4.6	30.5
Mass Merchandiser	185	61.1	3.2	35.7	305	38.0	9.2	52.8	101	69.3	1.0	29.7
Supermarket	244	56.1	2.9	41.0	288	39.2	10.1	50.7	110	71.8	8.2	20.0
Health-System Retail	123	67.5	4.9	27.6	--	--	--	--	--	--	--	--
Hospital/Health-System	584	69.5	27.1	3.4	1,029	62.1	2.4	35.5	407	64.9	4.9	30.2
Ambulatory Care	154	70.1	28.6	1.3	220	61.8	2.7	35.5	--	--	--	--
Industry	7	57.1	0.0	42.9	16	50.0	18.8	31.3	34	73.5	5.9	20.6
Other: Patient Care	252	56.3	7.9	35.7	391	57.5	5.6	36.8	222	62.2	5.0	32.9
Other: Non-Patient Care	100	64.0	2.0	34.0	284	60.2	4.6	35.2	102	62.7	1.0	36.3
Total	2,430	55.3	5.3	39.4	3,726	44.2	7.4	48.4	1,337	62.6	5.6	31.8

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). *Chain* is a combination of small chain and large chain settings. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination mail order, nuclear, nursing home/long term care and home health. The *Ambulatory Care* and *Health-System Retail* practice settings were not analyzed as separate categories in previous iterations. In 2014, *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of outpatient clinics, clinic pharmacies, mail order, nursing home/long term care, specialty pharmacy, ambulatory care, other patient care, other, and home health/infusion. *Other Non-Patient Care* is defined as settings where pharmacists may not provide patient care and is a combination of MCO/PBM, education/academia, government (FDA, etc.) and other. ‡Non-binary was introduced in 2019.

Table 2.4.2 Actively Practicing Pharmacists Average Hourly Wage by Work Status and Gender versus Position, Practice Setting, and License Year 2024

	Full-Time				Part-Time			
Variable	**Male**	**Female**	**Non-Binary**	**Total**	**Male**	**Female**	**Non-Binary**	**Total**
By Position								
Owner/Partner	$62.22	$68.60	--	$64.50	$67.75	--	--	$67.75
Management	$71.68	$72.20	--	$72.03	$67.27	$69.44	--	$68.77
Staff Pharmacist	$70.19	$70.45	$55.66	$70.13	$63.96	$67.39	--	$66.42
Overall Average	$70.13	$70.83	$55.66	$70.54	$64.30	$67.53	--	$66.51
By Practice Setting								
Community	$67.19	$68.45	$48.50	$67.94	$63.36	$64.52	--	$64.15
Independent	$59.73	$61.06	$30.00	$60.11	$59.10	$56.70	--	$57.74
Small Chain	$62.07	$62.05	--	$62.06	$58.16	$56.22	--	$57.00
Large Chain	$68.61	$69.13	$67.00	$68.95	$67.06	$66.75	--	$66.85
Mass Merchandiser	$69.78	$69.61	--	$69.67	$71.39	$69.17	--	$69.55
Supermarket	$70.08	$69.35	--	$69.57	$65.52	$65.51	--	$65.51
Health-System Retail	$74.62	$70.61	--	$71.80	$69.60	$71.78	--	$71.19
Hospital/Health-System	$75.44	$74.75	--	$75.18	$69.86	$76.94	--	$75.10
Ambulatory Care	$78.50	$81.14	--	$80.61	--	$75.58	--	$75.58
Nursing Home/LTC	$61.61	$65.79	--	$64.58	$73.76	$63.25	--	$68.15
Managed Care/PBM	$74.78	$74.22	$70.00	$74.00	$62.00	$71.11	--	$68.83
Other	$73.00	$78.19	--	$74.17	$69.00	$79.66	--	$75.40
Overall Average	$70.41	$70.88	$55.67	$70.60	$64.24	$67.55		$66.51
By License Year								
Up to 1964	$47.50	--	--	$47.50	--	--	--	---
1965-1969	--	--	--	--	$59.50	--	--	$59.50
1970-1974	$65.72	$74.00	--	$66.42	$60.11	$80.25	--	$62.47
1975-1979	$64.90	$80.27	--	$68.42	$62.69	$72.89	--	$66.36
1980-1984	$69.10	$73.78	--	$71.07	$67.56	$66.58	--	$67.14
1985-1989	$69.87	$72.14	$30.00	$70.71	$64.62	$66.29	--	$65.83
1990-1994	$73.08	$74.25	--	$73.80	$65.96	$65.70	--	$65.74
1995-1999	$71.72	$70.39	--	$70.78	$69.80	$65.68	--	$66.11
2000-2004	$72.94	$70.93	$70.00	$71.51	$64.75	$71.41	--	$70.36
2005-2009	$73.76	$74.02	--	$73.95	$63.75	$66.98	--	$66.72
2010-2014	$69.79	$70.48	--	$70.30	$66.70	$66.90	--	$66.88
2015-2019	$68.62	$67.37	$67.00	$67.75	$63.00	$67.08	--	$66.83
2020-2024	$66.85	$63.51	--	$64.64	$56.95	$61.71	--	$60.29
Overall Average	$70.30	$70.83	$55.67	$70.60	$64.30	$67.45		$66.51

Note: Hourly wages expressed in US dollars. *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Staff Pharmacist* included reported positions Staff/clinical Pharmacist and Faculty. *Management* included reported positions Executive, Chief Pharmacy Officer/Director/Assistant Director, Manager/Assistant Manager, Dean/Academic Administration. *Other* includes specialty pharmacy, mail order, education/academia, home health, government (FDA, etc.), industry, nuclear, professional/trade association, and other. Overall averages differ due to missing data.

Table 2.4.3 Actively Practicing Full-Time Pharmacists Average Annual Salary by Gender versus Practice Setting, Position, and License Year 2024

	Full-Time			
Variable	**Male**	**Female**	**Non-Binary**	**Total**
By Position				
Owner/Partner	$120,472	$107,363	--	$116,677
Management	$158,313	$152,364	--	$154,262
Staff Pharmacist	$145,977	$138,924	$141,000	$141,043
Overall Average	$147,662	$143,675	$141,000	$144,990
By Practice Setting				
Community Pharmacy	$135,509	$134,632	--	$134,950
Independent	$122,207	$122,171	--	$122,193
Small Chain	$132,375	$136,111	--	$134,353
Large Chain	$134,381	$130,656	--	$131,927
Mass Merchandiser	$139,598	$133,244	--	$134,938
Supermarket	$135,273	$141,890	--	$140,081
Health System Retail	$161,714	$150,283	--	$155,446
Hospital/Health-System	$179,410	$162,608	$117,000	$167,829
Ambulatory Care	$147,870	$149,215	$165,000	$149,082
Nursing Home/LTC	$143,372	$141,835	--	$142,292
Managed Care/PBM	$176,846	$144,574	--	$156,381
Other	$159,161	$136,895	--	$149,308
Overall Average	$147,838	$143,865	$141,000	$145,028
By License Year				
Up to 1964	$10,000.00	--	--	$10,000
1965-1969	$113,000	--	--	$113,000
1970-1974	$121,600	$125,000	--	$122,167
1975-1979	$146,975	$169,400	--	$152,314
1980-1984	$141,700	$127,784	--	$136,557
1985-1989	$145,137	$166,060	--	$157,038
1990-1994	$166,668	$145,181	--	$153,077
1995-1999	$154,452	$139,692	--	$144,971
2000-2004	$151,250	$141,456	$165,000	$144,388
2005-2009	$149,272	$152,256	--	$151,559
2010-2014	$147,126	$142,147	--	$143,525
2015-2019	$142,376	$136,684	$117,000	$138,349
2020-2024	$130,227	$132,238	--	$131,723
Overall Average	$148,267	$143,583	$141,000	$145,127

Note: Salary expressed in US dollars. *Full-time* is defined as working more than 30 hours weekly at the primary employer. *Staff Pharmacist* included reported positions Staff/clinical Pharmacist and Faculty. *Management* included reported positions Executive, Chief Pharmacy Officer/Director/Assistant Director, Manager/Assistant Manager, Dean/Academic Administration. *Other* includes specialty pharmacy, mail order, education/academia, home health, government (FDA, etc.), industry, nuclear, professional/trade association, and other. Overall averages differ due to missing data.

2.5 RATINGS OF WORKLOAD FOR PHARMACISTS WORKING FULL-TIME

Tables 2.5.1 through 2.5.3 show workload ratings of responding pharmacists actively practicing full-time. Overall, 73% of pharmacists in 2024 rated their workload level at their place of practice as “high” or “excessively high”. In 2019 and 2014, 71% and 66% of pharmacists rated their workload as “high” or “excessively high”, respectively (see Table 2.5.1).

Across practice settings, the highest proportions of pharmacists rating their workload as “high” or “excessively high” were in chain (91%) and mass merchandiser (88%) pharmacy settings (Table 2.5.1). The lowest proportions of pharmacists rating their workload as “high” or “excessively high” were in independent community (55%) and other: patient care (57%) pharmacy settings. The proportion of pharmacists working full-time who reported their workload as “high” or “excessively high” increased or stayed the same in 2024 relative to 2019 for every practice setting.

In 2024 a greater proportion of females rated their workload as “high” or “excessively high” compared to males, which is consistent with 2019 and 2014 (Table 2.5.2). In 2024 the difference in proportion between males and females was less that in 2019 and 2014.

Table 2.5.3 shows that in 2024, a larger proportion of full-time pharmacists in management positions reported workload as “high” or “excessively high” compared to staff pharmacists. In 2019, management and staff had similar perceptions of workload. Over 70% of both management and staff pharmacists reported their workload was “high” or “excessively high”. These ratings are higher than in 2019, but lower than in 2014.

Table 2.5.1 Workload Ratings of Actively Practicing Pharmacists Working Full-Time by Practice Setting 2024 - 2014

Practice Setting	n	% Who Rated Workload Level at Their Setting as High or Excessively High
2024		
Independent	119	55
Chain	531	91
Mass Merchandiser	165	88
Supermarket	212	84
Hospital/Health-System	404	66
Ambulatory Care	98	62
Other: Patient Care	149	57
Other: Non-Patient Care	75	70
Total	1,829	73
2019		
Independent	271	48
Chain	872	91
Mass Merchandiser	306	88
Supermarket	290	82
Hospital/Health-System	1063	64
Ambulatory Care	226	57
Other: Patient Care	403	67
Other: Non-Patient Care	483	59
Total	3,914	71
2014		
Independent	72	47
Chain	228	80
Mass Merchandiser	80	76
Supermarket	95	68
Hospital/Health-System	343	63
Other: Patient Care	178	53
Other: Non-Patient Care	120	73
Total	1,116	66

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. Ratings of workload or change in workload compared to a year ago were measured using a five-point scale. The scale also has a "does not apply" option. *Chain* is a combination of small chain and large chain settings. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination mail order, nuclear, nursing home/long term care and home health. The *Ambulatory Care* practice setting was not analyzed as a separate respondent category in 2014. In 2014, *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of outpatient clinics, clinic pharmacies, mail order, nursing home/long term care, specialty pharmacy, ambulatory care, other patient care, other, and home health/infusion. *Other Non-Patient Care* is defined as settings where pharmacists may not provide patient care and is a combination of industry, MCO/PBM, education/academia, government (FDA, etc.) and other.

Table 2.5.2 Workload Ratings of Actively Practicing Pharmacists Working Full-Time by Gender 2024 - 2014

	Male	Female	Total
2024	(n = 846)	(n = 1,683)	(n = 2,529)
Percentage Who Rate Workload Level at Their Pharmacy as High or Excessively High	70	74	73
2019	(n = 1,430)	(n = 2,537)	(n = 3,967)
Percentage Who Rate Workload Level at Their Pharmacy as High or Excessively High	63	73	71
2014	(n = 492)	(n = 624)	(n = 1,116)
Percentage Who Rate Workload Level at Their Pharmacy as High or Excessively High	62	70	66

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. Ratings of workload or change in workload compared to a year ago were measured using a five-point scale. The scale also has a "does not apply" option.

Table 2.5.3 Workload Ratings of Actively Practicing Pharmacists Working Full-Time by Position 2019 - 2014

	Management	Staff Pharmacist	Total
2024	(n = 813)	(n = 1,615)	(n = 2,428)
Percentage Who Rate Workload Level at Their Pharmacy as High or Excessively High	77	72	73
2019	(n = 1,443)	(n = 2,351)	(n = 3,974)
Percentage Who Rate Workload Level at Their Pharmacy as High or Excessively High	72	71	71
2014	(n = 387)	(n = 459)	(n = 846)
Percentage Who Rate Workload Level at Their Pharmacy as High or Excessively High	72	67	69

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. Ratings of workload or change in workload compared to a year ago were measured using a five-point scale. The scale also has a "does not apply" option. *Staff Pharmacist* included reported positions Staff/clinical Pharmacist and Faculty. *Management* included reported positions Executive, Chief Pharmacy Officer/Director/Assistant Director, Manager/Assistant Manager, Dean/Academic Administration.

2.6 STUDENT LOAN DEBT AND REPAYMENT FOR PHARMACISTS

Pharmacist respondents were asked questions about their amount of student loan debt when they graduated from pharmacy school and their current student loan debt. Overall, average student loan debt at the time of graduation was higher for respondents who graduated more recently, reflecting the rising costs of pharmacy education (Table 2.6.1). Generally, for each 5-year graduation date category, average student loan debt at the time of graduation was lower for pharmacists currently working part-time compared to those working full-time. Across each work status category, generally, licensed pharmacists are able to pay off their student loan debt in less than 10 years.

Figure 2.6.1 shows that mean student loan debt at the time of graduation for all licensed pharmacists more than doubled for respondents who graduated between 1991-2000 ($42,121) compared to the preceding decade ($21,216). Further, student loan debt at the time of graduation more than doubled for respondents who graduated between 2001-2010 ($94,522) compared to the preceding decade ($42,121). Student loan debt at the time of graduation nearly doubled for respondents who graduated between 2011-2020 ($170,079) compared to the preceding decade ($94,522). The figure also shows that licensed pharmacists have been able to pay-off their debt, though it takes years to do so. Figure 2.6.2 shows student loan debt at time of graduation and current student loan debt by decade of graduation for actively practicing pharmacists. The results in Figure 2.6.2 are very similar to those in Figure 2.6.1.

Figure 2.6.3 shows that female pharmacists are graduating with somewhat higher levels of student loan debt compared to males. The difference in student loan debt at the time of graduation between males and females was the greatest in 2024 compared to 2019 and 2014.

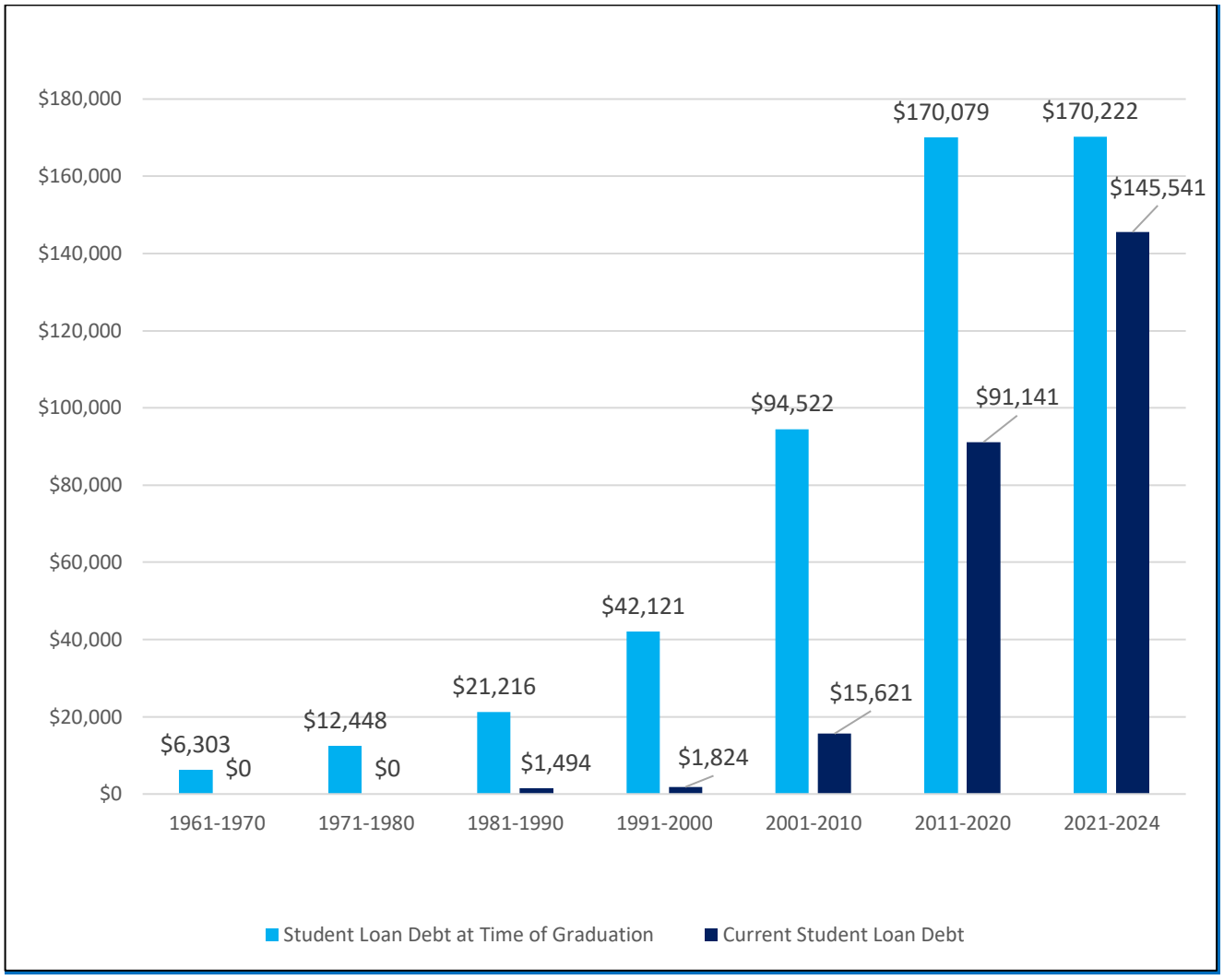
Overall, approximately 13% of actively practicing pharmacists participated in the Public Service Loan Forgiveness (PSLF) program (Table 2.6.2). A similar proportion of male and female pharmacists participated in public service loan forgiveness. Over one-half (53.8%) of responding actively practicing pharmacists report being moderately or very worried about having enough income to pay off student loans in a desired time frame and there is no difference in level of worry by gender. On average, it took 7.4 years for actively practicing pharmacists to pay off their student loan debt. Actively practicing pharmacists who currently have student loan debt report that it will take 16.7 years to pay off their student loan debt. Males predicted that it would take 15.9 years to pay off their student loan debt and females predicted it will take 17.0 years to pay off their student loan debt.

Table 2.6.1 Licensed Pharmacists' Average Student Loan Debt at Year of Graduation and Currently by 5-year Graduation Date Category and Work Status

	Practicing Pharmacy		Not Practicing Pharmacy			
License Year	**Full-Time**	**Part-Time**	**Working not as a pharmacist**	**Retired**	**Unemployed**	**Total**
Student Loan Debt At Graduation	Average Student Loan Debt (US dollars)					n
Up to 1964	--	--	--	3,800	--	3
1965-1969	--	5,266	--	6,588	5,000	21
1970-1974	16,250	13,625	3,000	6,317	2,000	69
1975-1979	11,650	8,818	13,500	15,494	11,750	116
1980-1984	23,202	11,276	20,350	15,491	12,333	165
1985-1989	21,120	22,090	20,100	20,908	10,937	213
1990-1994	31,920	19,300	24,333	28,928	17,384	211
1995-1999	47,576	36,838	55,375	44,968	57,214	246
2000-2004	71,099	63,461	76,882	83,375	62,909	278
2005-2009	110,775	95,586	104,821	50,000	88,375	300
2010-2014	148,169	127,846	138,800	100,000	169,500	259
2015-2019	180,725	136,133	203,277	--	255,500	269
2020-2024	167,542	127,800	236,000	--	286,292	146
Overall Average	102,286	61,015	84,924	18,549	75,289	2,296
Current Student Loan Debt	Average Student Loan Debt (US dollars)					n
Up to 1964	--	--	--	0.0	--	1
1965-1969	--	0.0	--	0.0	0.0	5
1970-1974	0.0	0.0	0.0	0.0	0.0	18
1975-1979	0.0	0.0	0.0	0.0	0.0	28
1980-1984	0.0	0.0	0.0	--	0.0	79
1985-1989	1,607	0.0	6,666	--	0.0	157
1990-1994	1,557	0.0	0.0	--	0.0	192
1995-1999	1,596	0.0	7,250	0.0	11,250	239
2000-2004	7,239	4,357	2,794	--	0.0	273
2005-2009	19,303	22,633	14,166	--	32,937	303
2010-2014	52,845	36,192	5,900	--	3,800	258
2015-2019	113,833	49,373	97,777	--	263,624	268
2020-2024	136,817	103,620	152,800	--	268,362	146
Overall Average	41,172	15,289	23,319	0	31,270	1,967

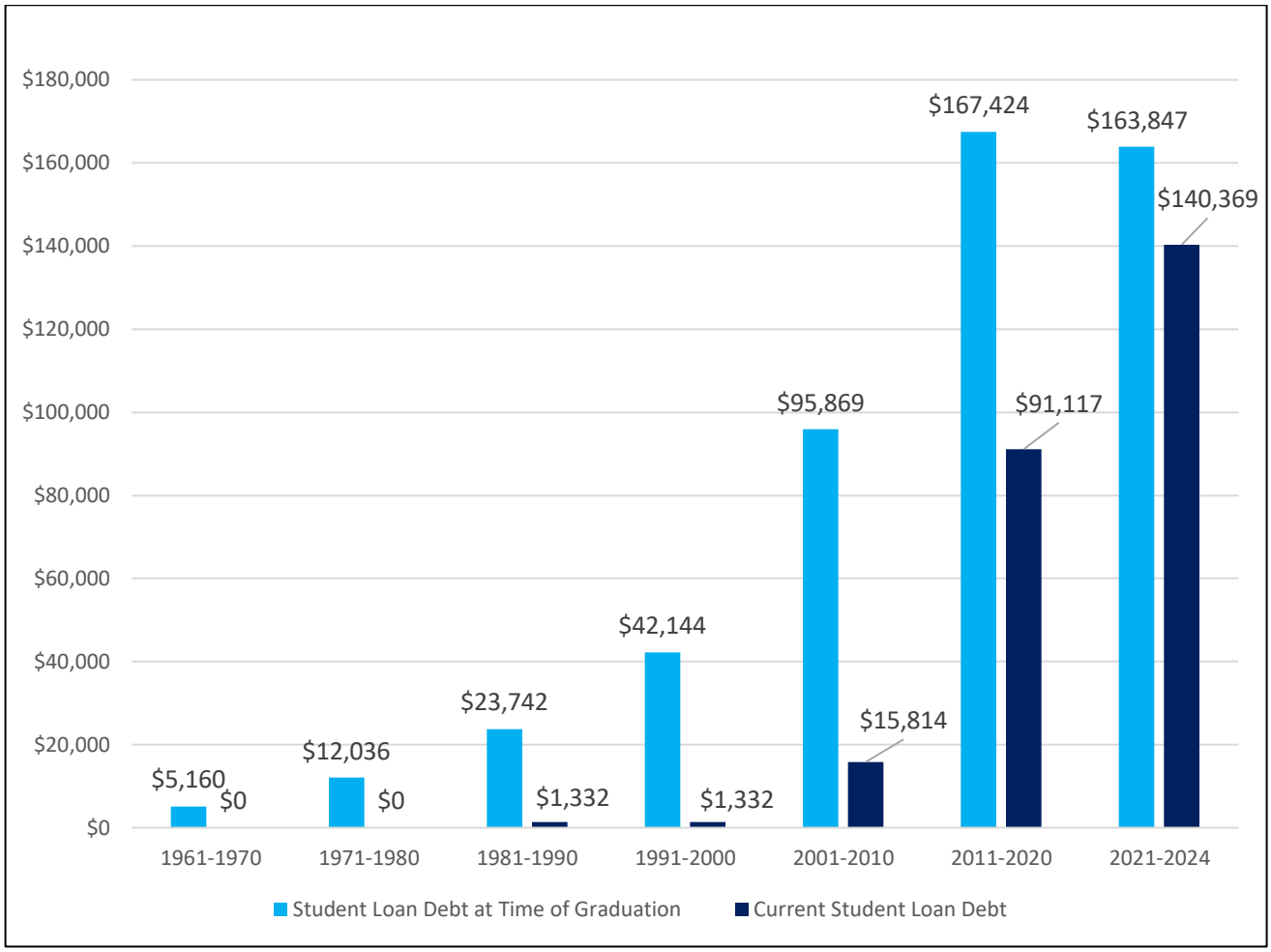
Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Full-time* is defined as working more than 30 hours weekly at the primary employer. Debt expressed in US dollars.

Figure 2.6.1 Licensed Pharmacists Student Loan Debt at Year of Graduation and Currently by Decade of Graduation



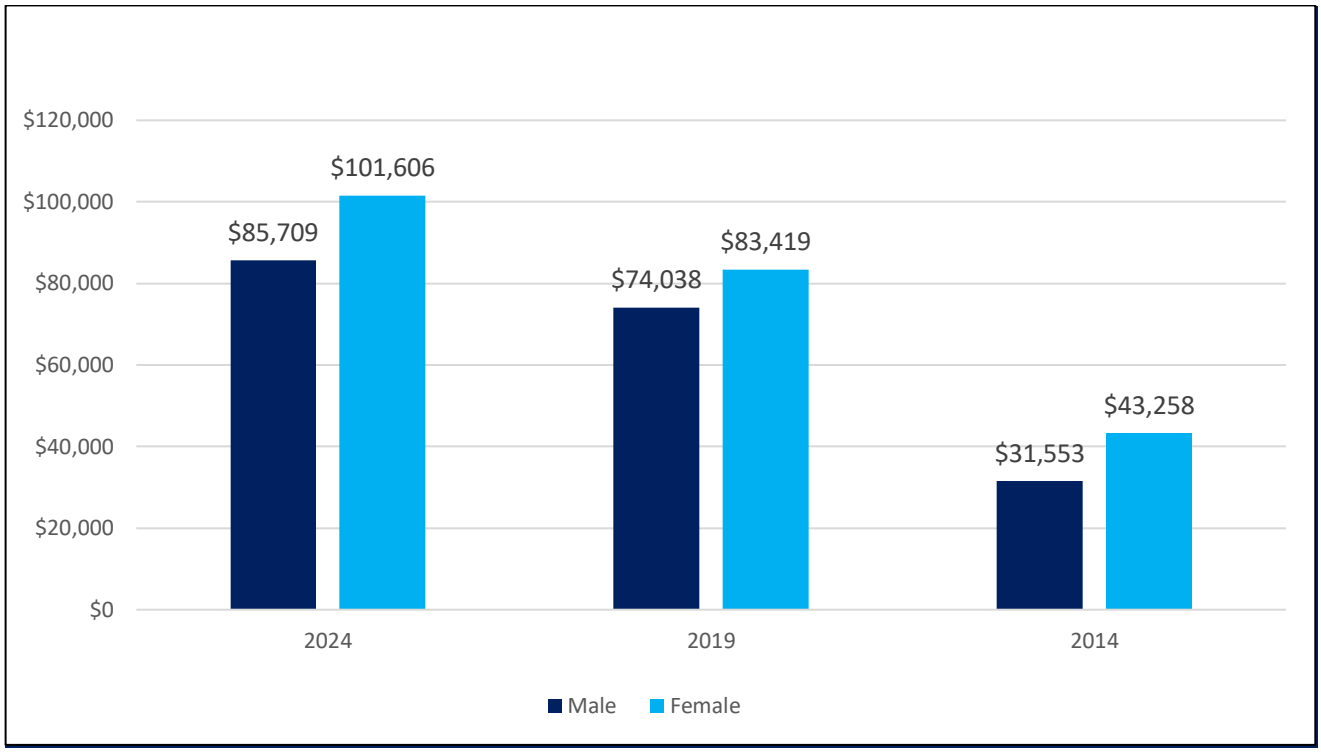
Note: Year ranges represent year of graduation. Debt expressed in US dollars.

Figure 2.6.2 Actively Practicing Pharmacists Average Student Loan Debt at Year of Graduation and Currently by Decade



Note: Year ranges represent year of graduation. Debt expressed in US dollars.

Figure 2.6.3 Actively Practicing Pharmacists' Average Student Loan Debt at Year of Graduation by Gender 2024 - 2014



Note: Listed years are date of NPWS survey. Debt expressed in US dollars.

Table 2.6.2 Actively Practicing Pharmacists Approach to Public Service Loan Forgiveness, Level of Worry, Years to Pay Off Student Loan Debt, and Predicted Years to Pay Off Student Loan Debt by Gender 2024

	Male	Female	Non-Binary	Total
	n (% of Column)			
Approach to Public Service Loan Forgiveness	(n = 538)	(n = 1,214)	(n =5)	(n = 1,757)
I am currently making qualifying payments towards loan forgiveness	42 (7.8)	69 (5.7)	1 (20.0)	112 (6.4)
I had my loans forgiven after making the 120 required qualifying payments	15 (2.8)	47 (3.9)	1 (20.0)	63 (3.6)
I am no longer eligible based on my employment	14 (2.6)	32 (2.6)	0	46 (2.6)
I have decided to pay back my loans using another method (e.g. refinancing, etc.)	18 (3.3)	42 (3.5)	0	60 (3.4)
I never participated in the program	449 (83.5)	1024 (84.3)	3 (60.0)	1,476 (84.0)
Current Level of Worry Regarding Having Enough Income to Pay Off Student Loans in Time Frame Desired	(n = 151)	(n = 382)	(n = 2)	(n = 535)
Not worried at all	31 (20.5)	87 (22.8)	0	118 (22.1)
Not too worried	37 (24.5)	91 (23.8)	1 (50.0)	129 (24.1)
Moderately worried	49 (32.5)	101 (26.4)	0	150 (28.0)
Very worried	34 (22.5)	103 (27.0)	1 (50.0)	138 (25.8)
Actual Time Required To Pay Off All Student Loan Debt	(n = 382)	(n = 814)	(n = 3)	(n = 1,199)
Avg. Years To Pay Off All Student Loan Debt	6.9 years	7.6 years	13.7 years	7.4 years
Predicted Time Required To Pay Off All Student Loan Debt	(n = 148)	(n = 371)	(n = 1)	(n = 520)
Avg. Years To Pay Off All Student Loan Debt	15.9 years	17.0 years	15 years	16.7 years

Note: The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). The 2019 and 2014 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, hours worked weekly at primary employment setting and practice setting). Predicted years to pay off student loan debt was capped at 65 years to exclude invalid answers.

SECTION 3. PHARMACISTS' TOTAL WORKER HEALTH ®

INTRODUCTION TO TOTAL WORKER HEALTH

Total Worker Health® is a new workforce paradigm with a more broad and holistic approach that goes beyond employee safety and health to address overall worker well-being. In 2011, the National Institute for Occupational Safety and Health (NIOSH) defined *Total Worker Health®* (TWH), as "policies, programs, and practices that integrate protection from work-related safety and health hazards with promotion of injury and illness-prevention efforts to advance worker well-being." The TWH approach focuses on how the work and work environment contribute to and can be modified to improve employee health, well-being, and other workforce outcomes. Furthermore, the TWH approach also highlights how the family, community, and society dynamics are interwoven into overall employee health and well-being.

The NIOSH Worker Well-Being Questionnaire (WellBQ) was developed to operationalize the TWH Program. The NIOSH WellBQ is a survey instrument used to assess workforce well-being in five domains: (1) Work Evaluation and Experience; (2) Workplace Policies and Culture; (3) Workplace Physical Environment and Safety Climate; (4) Health Status; and (5) Home, Community, and Society.

Centers for Disease Control and Prevention
National Institute for Occupational Safety and Health

References:

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3.1 PHARMACISTS' WORK EVALUATION AND EXPERIENCE

Tables 3.1.1 through 3.1.3 summarize actively practicing pharmacists' responses to NIOSH WellBQ survey items from Section 1 focused on work evaluation and experience.

Table 3.1.1 shows actively practicing pharmacists' level of satisfaction with aspects of their work by practice setting, including overall job satisfaction, as well as satisfaction with compensation (i.e., salary/wages), benefits, and chances for advancement or promotion. Overall, pharmacists reported slightly higher levels of satisfaction (either somewhat or very satisfied) with regards to their benefits (69.7%), job overall (69.7%), and wages (69.4%) compared to their chances for advancement or promotion (57.6%). Dissatisfaction (either not at all or not too satisfied) with chances of advancement or promotion was highest among pharmacists in hospital/health-system settings (44.3%). Lower levels of satisfaction were reported in community pharmacy settings compared to other settings for job, compensation, and benefits satisfaction.

For overall job satisfaction among actively practicing pharmacists, 44.6% reported being "somewhat satisfied" and 24.5% reported being "very satisfied". Overall, 69.5% of actively practicing pharmacists reported being either somewhat or very satisfied compared to only 30.5% who reported being dissatisfied. By practice setting, actively practicing pharmacists in "other" had the highest levels of overall job satisfaction with 83.2% of respondents reporting being satisfied (either somewhat or very satisfied), while those in community settings had the lowest satisfaction with only 61% being either somewhat or very satisfied. For satisfaction with compensation among actively practicing pharmacists, 43.2% reported being "somewhat satisfied" and 26.2% reported being "very satisfied", with a total of 43.2% being either somewhat or very satisfied with their compensation. For satisfaction with benefits among actively practicing pharmacists, 42.5% reported being "somewhat satisfied" and 26.5% reported being "very satisfied", with a total of 69.7% being either somewhat or very satisfied with their benefits. For satisfaction with their chances for advancement or promotion in 2024, 37.9% reported being "somewhat satisfied" and 19.7% reported being "very satisfied", with a total of 57.6% being either somewhat or very satisfied with their chances of advancement or promotion. By practice setting, actively practicing pharmacists in ambulatory care settings had the highest levels of satisfaction with their chances of advancement or promotion with 66% of respondents reporting being either somewhat or very satisfied, while those in hospital/health-system settings had the lowest satisfaction with only 55.7% being satisfied (either somewhat or very satisfied).

Table 3.1.2 summarizes actively practicing pharmacists' evaluation of work characteristics by practice setting in 2024 based on their level of agreement with work characteristic statements provided. Overall, pharmacists reported the highest levels of agreement (either somewhat or strongly agree) for the statements "the work I do serves a greater purpose" (89.6%) and "the work I do is meaningful to me" (88.4%). When it comes to support in their workplace, 83.4% of pharmacists either somewhat or strongly agree they can "count on coworkers for support when they need it at work", while only 67.4% somewhat or strongly agree they can "count on the person they report to (i.e., their boss, supervisor) for support when they need it" at work. For the statement "I feel my job is secure", 71.4% of pharmacists overall reported they somewhat or strongly agree. Higher levels of job security were reported by pharmacists in hospital/health-systems (80.9%) and ambulatory care (80.3%) compared to lower levels of reported job security in "other" (69.5%) and community

(67.2%) settings. For the statement “I am given freedom to decide how to do my own work”, 60.2% of pharmacists overall reported they somewhat or strongly agree. By practice setting, the highest levels of agreement with the statement “I have the freedom to decide how to do my work” were reported by pharmacists in hospital/health-systems (76.8%) and the lowest were reported by pharmacists in community (49.4%) settings. The highest percentage of agreement, either somewhat or strongly agree, regarding the statement “I never seem to have enough time to get everything done at work” was reported by pharmacists in community (76.1%) settings compared to 58% reported by pharmacists in “other” settings.

Table 3.1.3 shows actively practicing pharmacists’ reported frequency of experiencing various feelings when working, including feeling enthusiastic, energetic, content, at ease, angry, gloomy, discouraged, and fatigued by their practice setting in 2024. The frequency of “sometimes (a few times a month)” was the most common selection among pharmacists for all feelings when working, except ‘fatigued’, ranging between 23.5% and 29.2% of pharmacists overall. The most common selection for the feeling of fatigued was “often (once a week)” at 23.4%. The feelings often (once a week), very often (a few times a week), or always (every day) experienced by pharmacists while working included feeling fatigued (60.8%) and anxious (56%). Conversely, the feelings never, almost never (a few times a year), or rarely (once a month) experienced by pharmacists while working included feeling gloomy (48.5%) and angry (40.7%). A larger percentage of pharmacists practicing in community settings reported often, very often, or always feeling fatigued (68.2%), anxious (63.4%), discouraged (46.7%), angry (39.4%), and gloomy (31.8%) at work compared to pharmacists in all other practice settings. A larger percentage of pharmacists practicing in ambulatory care settings reported often, very often, or always feeling content (66.4%), enthusiastic (57.9%), energetic (54.6%), and at ease (53.3%) at work compared to pharmacists in all other practice settings.

Table 3.1.1 Actively Practicing Pharmacists' Work Satisfaction (Job, Compensation, Benefits, Advancement) by Practice Setting 2024

	Community	Hospital / Health-System	Ambulatory Care	Other	Total
	% of Column				n (row %)
Overall Job Satisfaction					
Not at all satisfied	14.8	5.6	4.4	6.1	305 (10.9)
Not too satisfied	24.2	14.9	13.8	10.8	551 (19.7)
Somewhat satisfied	43.7	48.0	42.1	46.1	1259 (44.9)
Very satisfied	17.3	31.5	39.6	37.1	687 (24.5)
Total	1,619	644	159	380	2,802 (100)
Satisfaction With Compensation (Salary/Wages)					
Not at all satisfied	12.2	5.6	9.4	10.5	288 (10.3)
Not too satisfied	23.4	15.9	9.4	19.2	569 (20.3)
Somewhat satisfied	44.0	44.9	36.5	39.5	1209 (43.2)
Very satisfied	20.4	33.6	44.7	30.8	734 (26.2)
Total	1,618	643	159	380	2,800 (100)
Satisfaction With Benefits					
Not at all satisfied	13.2	8.9	3.8	12.4	323 (11.6)
Not too satisfied	21.4	15.4	11.3	16.4	523 (18.8)
Somewhat satisfied	45.2	44.9	36.5	34.3	1204 (43.2)
Very satisfied	20.2	30.7	48.4	36.9	739 (26.5)
Total	1,610	641	159	379	2,789 (100)
Satisfaction With Changes For Advancement/Promotion					
Not at all satisfied	18.9	18.6	13.8	12.9	494 (17.8)
Not too satisfied	24.7	25.7	20.1	24.8	686 (24.6)
Somewhat satisfied	37.3	36.3	44.0	40.4	1054 (37.9)
Very satisfied	19.1	19.4	22.0	21.9	549 (19.7)
Total	1,606	639	159	379	2,783 (100)

Note: Survey questions were obtained from the National Institute of Occupational Safety and Health (NIOSH) Well-Being Questionnaire (WellBQ) Section 1: Work Evaluation and Experience. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

Table 3.1.2 Actively Practicing Pharmacists' Evaluation of Work Characteristics by Practice Setting 2024

	Community	Hospital / Health-System	Ambulatory Care	Other	Total
	% of Column				n (row %)
I can count on the person I report to for support when needed					
Strongly disagree	16.8	14.5	12.2	10.1	418 (15.1)
Somewhat disagree	19.3	16.1	13.5	14.6	487 (17.6)
Somewhat agree	36.0	30.8	25.6	33.2	938 (33.8)
Strongly agree	28.0	38.6	48.7	42.2	929 (33.5)
Total	1,599	640	156	377	2,772 (100)
I can count on my coworkers for support when I need it					
Strongly disagree	5.6	4.9	2.6	3.7	139 (5.0)
Somewhat disagree	12.7	11.1	6.4	9.8	322 (11.6)
Somewhat agree	44.5	41.2	37.2	40.6	1,188 (42.8)
Strongly agree	37.1	42.9	53.8	45.9	1,126 (40.6)
Total	1,603	639	156	377	2,775 (100)
I feel my job is secure					
Strongly disagree	12.0	6.1	5.1	8.2	271 (9.7)
Somewhat disagree	20.8	13.0	14.6	22.4	527 (18.9)
Somewhat agree	44.4	44.5	40.8	42.1	1,224 (43.9)
Strongly agree	22.8	36.4	39.5	27.4	767 (27.5)
Total	1,612	640	157	380	2,789 (100)
I am given freedom to decide how to do my own work					
Strongly disagree	23.9	8.7	7.0	8.2	483 (17.3)
Somewhat disagree	26.7	14.5	17.2	20.0	627 (22.5)
Somewhat agree	30.4	35.7	32.5	33.2	896 (32.1)
Strongly agree	19	41	43	39	785 (28.1)
Total	1,612	642	157	380	2,791 (100)
I never seem to have enough time to get everything done at work					
Strongly disagree	9.3	9.8	11.5	11.9	276 (9.9)
Somewhat disagree	14.6	25.4	25.5	30.1	553 (19.8)
Somewhat agree	27.6	35.6	33.8	28.5	834 (29.9)
Strongly agree	48.5	29.2	29.3	29.6	1,127 (40.4)
Total	1,613	641	157	379	2,790 (100)
The work I do is meaningful to me					
Strongly disagree	5.5	1.6	1.3	3.2	113 (4.0)
Somewhat disagree	9.2	4.8	5.1	6.1	211 (7.6)
Somewhat agree	38.5	27.1	25.5	33.2	960 (34.4)
Strongly agree	46.8	66.5	68.2	57.6	1,507 (54.0)
Total	1,612	642	157	380	2,791 (100)

The work I do serves a greater purpose					
Strongly disagree	4.8	0.9	1.3	2.4	94 (3.4)
Somewhat disagree	9.2	3.6	3.2	5.5	197 (7.1)
Somewhat agree	39.7	27.7	21.7	30.3	966 (34.6)
Strongly agree	46.3	67.8	73.9	61.7	1,531 (54.9)
Total	1,610	642	157	379	2,788 (100)

Note: Survey questions were obtained from the National Institute of Occupational Safety and Health (NIOSH) Well-Being Questionnaire (WellBQ) Section 1: Work Evaluation and Experience. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

Table 3.1.3 Actively Practicing Pharmacists' Reported Feelings While Working by Practice Setting 2024

How often do you experience these feelings when you are working:		Community	Hospital / Health-System	Ambulatory Care	Other	Total
		% of Column				n (row %)
Enthusiastic	Never	4.8	2.1	1.3	3.0	94 (3.7)
	Almost Never	12.4	6.4	4.6	5.0	242 (9.6)
	Rarely	14.2	11.0	11.8	8.9	319 (12.6)
	Sometimes	26.8	24.8	24.3	33.1	684 (27.0)
	Often	16.8	22.4	20.4	22.2	481 (19.0)
	Very Often	18.3	26.2	28.9	18.3	525 (20.7)
	Always	6.8	7.1	8.6	9.5	186 (7.3)
	Total	1,461	580	152	338	2,531 (100)
Energetic	Never	4.1	2.2	1.3	3.6	87 (3.5)
	Almost Never	8.7	4.3	2.6	6.8	178 (7.1)
	Rarely	15.4	11.4	13.2	9.5	341 (13.5)
	Sometimes	28.3	30.3	28.3	31.7	737 (29.2)
	Often	17.8	22.4	21.1	21.0	492 (19.5)
	Very Often	19.4	22.8	26.3	19.2	518 (20.5)
	Always	6.3	6.6	7.2	8.3	168 (6.7)
	Total	1,451	580	152	338	2,521 (100)
Content	Never	4.5	0.9	0.7	3.3	83 (3.3)
	Almost Never	8.8	4.8	3.3	3.0	171 (6.8)
	Rarely	15.4	9.2	11.8	7.4	320 (12.7)
	Sometimes	30.8	24.2	17.8	24.6	698 (27.7)
	Often	16.9	23.2	23.7	24.9	500 (19.8)
	Very Often	16.7	28.7	28.3	26.9	543 (21.5)
	Always	6.9	9.0	14.5	10.1	208 (8.2)
	Total	1,455	578	152	338	2,523 (100)
At Ease	Never	8.6	2.2	3.3	5.0	160 (6.3)
	Almost Never	14.1	6.6	6.6	4.1	268 (10.6)
	Rarely	19.6	14.5	15.1	11.8	433 (17.2)
	Sometimes	23.6	24.6	21.7	26.0	606 (24.0)
	Often	14.9	22.8	15.8	21.9	447 (17.7)
	Very Often	13.5	22.3	26.3	21.6	439 (17.4)
	Always	5.6	6.9	11.2	9.5	171 (6.8)
	Total	1,456	578	152	338	2,524 (100)
Anxious	Never	2.6	1.6	2.0	4.1	64 (2.5)
	Almost Never	4.0	6.6	6.5	6.5	128 (5.1)
	Rarely	10.8	15.0	20.9	14.5	325 (12.9)
	Sometimes	19.2	30.1	28.1	28.7	594 (23.5)
	Often	20.1	21.8	17.0	21.9	519 (20.6)
	Very Often	23.4	18.8	18.3	16.0	531 (21.0)
	Always	19.9	6.2	7.2	8.3	364 (14.4)
	Total	1,455	579	153	338	2,525 (100)

Angry	Never	4.5	5.5	7.8	10.1	143 (5.7)
	Almost Never	13.7	15.6	17.6	22.5	392 (15.5)
	Rarely	16.9	22.9	26.8	21.6	492 (19.5)
	Sometimes	25.6	27.9	26.8	23.7	654 (25.9)
	Often	19.3	17.2	11.1	11.8	437 (17.3)
	Very Often	15.3	8.8	7.2	7.7	311 (12.3)
	Always	4.7	2.1	2.6	2.7	94 (3.7)
	Total	1,455	577	153	338	2,523 (100)
Gloomy	Never	7.9	9.2	9.9	11.2	221 (8.8)
	Almost Never	14.9	19.1	24.3	21.6	437 (17.3)
	Rarely	19.4	27.2	28.9	24.6	566 (22.4)
	Sometimes	26.0	26.0	20.4	24.0	640 (25.4)
	Often	16.3	10.1	9.9	8.9	340 (13.5)
	Very Often	11.7	5.9	5.3	8.0	239 (9.5)
	Always	3.8	2.6	1.3	1.8	79 (3.1)
	Total	1,455	577	152	338	2,522 (100)
Discouraged	Never	4.3	4.8	7.9	6.8	125 (5.0)
	Almost Never	9.7	12.6	13.2	15.7	287 (11.4)
	Rarely	15.1	21.9	23.7	23.1	461 (18.3)
	Sometimes	24.2	28.6	25.0	26.0	644 (25.5)
	Often	18.3	13.8	17.8	12.7	416 (16.5)
	Very Often	18.2	14.3	7.2	10.9	396 (15.7)
	Always	10.1	4.1	5.3	4.7	195 (7.7)
	Total	1,453	581	152	338	2,524 (100)
Fatigued	Never	1.5	2.8	4.6	3.0	55 (2.2)
	Almost Never	4.3	7.4	9.2	8.0	147 (5.8)
	Rarely	6.5	12.8	10.5	14.5	234 (9.3)
	Sometimes	19.4	23.0	27.6	28.1	553 (21.9)
	Often	18.3	23.2	18.4	21.9	503 (19.9)
	Very Often	26.6	20.8	19.7	16.0	591 (23.4)
	Always	23.3	10.0	9.9	8.6	441 (17.5)
	Total	1,456	578	152	338	2,524 (100)

Note: Survey questions were obtained from the National Institute of Occupational Safety and Health (NIOSH) Well-Being Questionnaire (WellBQ) Section 1: Work Evaluation and Experience. Scale descriptions provided to respondents included 1 = Never, 2 = Almost Never (a few times a year), 3 = Rarely (once a month), 4 = Sometimes (a few times a month), 5 = Often (once a week), 6 = Very often (a few times a week), 7 = Always (nearly every day). The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

3.2 PHARMACISTS' WORKPLACE POLICIES AND CULTURE

Tables 3.2.1 through 3.2.3 summarize actively practicing pharmacists' responses to NIOSH WellBQ survey items from Section 2 focused on workplace policies and culture.

Table 3.2.1 shows actively practicing pharmacists' evaluation of their workplace culture by practice setting in 2024 based on their level of agreement with the workplace culture statements provided. In 2024, the majority of pharmacists overall reported they somewhat or strongly agree they are treated with respect (73.4%), their organization values their contributions (61.6%), and they receive recognition for a job well done (56.1%). Conversely, the majority of pharmacists overall reported they somewhat or strongly disagree they have the freedom to work wherever is best for them (81.4%) and they have the freedom to very their work schedule (54.6%). Pharmacists practicing in "other" settings had the highest level of agreement (somewhat or strongly agree) regarding freedom to vary their work schedule (58.3%) and freedom to work wherever is best for them (42%). Sizeable differences exist between practice settings regarding workplace culture, with pharmacists in community settings reporting lower levels of agreement across all statements provided. Only 41.4% of pharmacists in community settings somewhat or strongly agreed with the statement "my organization cares about my general satisfaction at work" compared to 65.2% of pharmacists in ambulatory care, 64.7% in "other", and 59.4% in hospital/health-system settings, a difference upwards of 18%. Pharmacists practicing in community settings also had the lowest level of agreement (somewhat or strongly agree) regarding the statement "my organization is willing to extend resources to help me perform my job to the best of my ability" with 45.1% compared to 64.8% in ambulatory care, 63.5% in "other" and 53.1% in hospital/health-system settings.

Table 3.2.2 depicts pharmacists' evaluation of their workplace culture specific to employee health and well-being by practice setting in 2024 based on their level of agreement with the workplace culture statements provided. The option of "somewhat agree" was the most common selection among pharmacists for the statements "my organization is committed to employee health and well-being" (34.4%) and "my organization encourages me and provides opportunities to engage in health behaviors such as being physically active, eating a healthy diet, living tobacco free, and managing my stress" (37.9%). Overall, 51.2% of pharmacists somewhat or strongly agree their organization is committed to employee health and well-being and 58.7% somewhat or strongly agree their organization encourages them and provides them with opportunities to engage in healthy behaviors. By practice setting, the majority of pharmacists in ambulatory care (67.3%), "other" (65.3%), as well as hospital/health-system (57.6%) somewhat or strongly agree their organization is committed to employee health and well-being. Conversely, 56.3% of pharmacists in community settings somewhat or strongly disagree.

Table 3.2.3 shows actively practicing pharmacists' reported frequency of job demands interfering with their personal life and conversely, their personal life demands interfering with their job in 2024. The frequency of "sometimes (a few times a month)" was the most common selection among pharmacists when asked how often the demands of their job interfere with their personal life at 27.9%. Overall, 46.7% of pharmacists reported often (once a week), very often (a few times a week), or always (every day) having job demands interfere with their personal life compared to 25.4% reporting never, almost never (a few times a year), or

rarely (once a month). By practice setting in 2024, a larger percentage of pharmacists reported often, very often, or always having job demands interfere with their personal life when practicing in community settings at 51.5%, compared to 42.2% in hospital/health-system, 40.2% in “other”, and only 32.7% in ambulatory care settings. The frequency of ‘rarely (once a month)’ was the most common selection among pharmacists when asked how often the demands of their personal life interfere with their job at 27.8%. Overall, 65.1% of pharmacists reported never, almost never (a few times a year), or rarely (once a month) having personal life demands interfere with their job.

Table 3.2.1 Actively Practicing Pharmacists' Evaluation of Workplace Culture by Practice Setting 2024

	Community	Hospital / Health-System	Ambulatory Care	Other	Total
	% of Column				n (row %)
I receive recognition for a job well done					
Strongly disagree	23.9	14.6	11.5	12.7	541 (19.5)
Somewhat disagree	26.5	22.7	17.9	21.1	676 (24.4)
Somewhat agree	34.5	38.0	38.5	37.5	996 (35.9)
Strongly agree	15.2	24.7	32.1	28.8	560 (20.2)
Total	1,599	639	156	379	2,773 (100)
My organization values my contributions					
Strongly disagree	21.3	11.6	12.6	10.3	477 (17.1)
Somewhat disagree	23.7	19.4	16.4	16.3	596 (21.3)
Somewhat agree	35.4	46.0	38.4	43.9	1,095 (39.2)
Strongly agree	19.6	23.0	32.7	29.5	628 (22.5)
Total	1,613	644	159	380	2,796 (100)
My organization cares about my general satisfaction at work					
Strongly disagree	30.9	17.3	14.6	14.7	688 (24.6)
Somewhat disagree	27.7	23.3	20.3	20.5	706 (25.3)
Somewhat agree	25.1	43.2	39.9	43.2	910 (32.6)
Strongly agree	16.3	16.2	25.3	21.6	488 (17.5)
Total	1,611	643	158	380	2,792 (100)
My organization is willing to extend resources to help me perform my job to the best of my ability					
Strongly disagree	28.8	15.9	14.5	15.0	645 (23.1)
Somewhat disagree	26.1	31.0	20.8	21.5	735 (26.3)
Somewhat agree	29.6	36.6	36.5	36.7	909 (32.6)
Strongly agree	15.5	16.5	28.3	26.8	503 (18.0)
Total	1,610	642	159	381	2,792 (100)
I am treated with respect					
Strongly disagree	12.8	6.6	6.4	5.5	278 (10.0)
Somewhat disagree	19.7	13.8	9.6	11.3	462 (16.6)
Somewhat agree	38.2	39.1	30.1	37.2	1,050 (37.8)
Strongly agree	29.4	40.5	53.8	45.9	988 (35.6)
Total	1,604	639	156	379	2,778 (100)
I trust the management/ leadership in my organization					
Strongly disagree	28.7	20.9	21.2	16.6	691 (24.9)
Somewhat disagree	23.8	24.8	16.7	26.1	666 (24.0)
Somewhat agree	29.9	34.5	37.2	32.7	883 (31.8)
Strongly agree	17.6	19.7	25.0	24.5	540 (19.4)
Total	1,605	640	156	379	2,780 (100)

I have the freedom to vary my work schedule					
Strongly disagree	38.1	29.0	28.3	24.0	935 (33.5)
Somewhat disagree	22.0	21.2	18.9	17.7	587 (21.0)
Somewhat agree	28.9	31.2	32.1	28.8	826 (29.6)
Strongly agree	11.0	18.7	20.8	29.6	442 (15.8)
Total	1,610	642	159	379	2,790 (100)
I have the freedom to work wherever is best for me - either at home or at my organization					
Strongly disagree	79.9	64.5	45.6	44.3	1,937 (69.6)
Somewhat disagree	9.5	14.2	20.9	13.7	328 (11.8)
Somewhat agree	6.8	12.7	17.7	20.6	297 (10.7)
Strongly agree	3.8	8.6	15.8	21.4	222 (8.0)
Total	1,608	639	158	379	2,784 (100)

Note: Survey questions were obtained from the National Institute of Occupational Safety and Health (NIOSH) Well-Being Questionnaire (WellBQ) Section 2: Workplace Policies and Culture. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

Table 3.2.2 Actively Practicing Pharmacists' Evaluation of Workplace Health and Well-Being Culture by Practice Setting 2024

	Community	Hospital / Health-System	Ambulatory Care	Other	Total
	% of Column				n (row %)
My organization is committed to employee health and well-being					
Strongly disagree	28.3	16.1	15.1	11.8	626 (22.5)
Somewhat disagree	28.0	26.4	17.6	22.9	734 (26.3)
Somewhat agree	29.6	41.8	43.4	37.9	957 (34.4)
Strongly agree	14.1	15.8	23.9	27.4	469 (16.8)
Total	1,606	641	159	380	2,786 (100)
My organization encourages me and provides opportunities to engage in health behaviors such as being physically active, eating a healthy diet, living tobacco free, and managing my stress					
Strongly disagree	25.7	11.4	10.8	12.9	553 (19.8)
Somewhat disagree	23.7	16.7	19.0	20.5	597 (21.4)
Somewhat agree	35.1	44.7	39.9	37.4	1,056 (37.9)
Strongly agree	15.4	27.2	30.4	29.2	581 (20.8)
Total	1,609	640	158	380	2,787 (100)

Note: Survey questions were obtained from the National Institute of Occupational Safety and Health (NIOSH) Well-Being Questionnaire (WellBQ) Section 2: Workplace Policies and Culture. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

Table 3.2.3 Actively Practicing Pharmacists' Evaluation of Demands of the Job and Personal Life by Practice Setting 2024

	Community	Hospital / Health-System	Ambulatory Care	Other	Total
	% of Column				n (row %)
How often do the demands of your job interfere with your personal life?					
Never	2.5	3.8	5.2	2.7	76 (3.0)
Almost Never	7.8	8.3	12.4	14.2	229 (9.0)
Rarely	11.8	14.6	17.0	16.3	339 (13.4)
Sometimes	26.4	31.2	32.7	26.6	707 (27.9)
Often	19.0	19.6	13.7	20.4	482 (19.0)
Very Often	21.4	18.8	12.4	12.7	484 (19.1)
Always	11.1	3.8	6.5	7.1	218 (8.6)
Total	1,463	581	153	338	2,535 (100)
How often do the demands of your personal life interfere with your job?					
Never	10.6	9.2	7.2	8.6	247 (9.8)
Almost Never	28.7	23.5	32.7	27.3	696 (27.6)
Rarely	28.6	30.8	14.4	25.2	702 (27.8)
Sometimes	20.0	24.2	32.7	26.4	571 (22.6)
Often	6.4	6.9	7.8	6.8	168 (6.7)
Very Often	3.4	4.8	2.6	4.5	97 (3.8)
Always	2.3	0.5	2.6	1.2	44 (1.7)
Total	1,457	578	153	337	2,525 (100)

Note: Survey questions were obtained from the National Institute of Occupational Safety and Health (NIOSH) Well-Being Questionnaire (WellBQ) Section 2: Workplace Policies and Culture. Scale descriptions provided to respondents included 1 = Never, 2 = Almost Never (a few times a year), 3 = Rarely (once a month), 4 = Sometimes (a few times a month), 5 = Often (once a week), 6 = Very often (a few times a week), 7 = Always (nearly every day). The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

3.3 PHARMACISTS' WORKPLACE PHYSICAL ENVIRONMENT AND SAFETY CLIMATE

Tables 3.3.1 and 3.3.2 summarize actively practicing pharmacists' reported experiences of discrimination, harassment, physical violence, and bullying in the workplace in 2024 based on pharmacists' responses to NIOSH WellBQ survey items from Section 3 focused on workplace environment and safety culture.

Table 3.3.1 shows actively practicing pharmacists' reported feelings of discrimination in the workplace by practice setting in 2024 based on their level of agreement with the discrimination statements provided. Less than 20% of pharmacists reported they agree (either somewhat or strongly agree) they feel discriminated against at work, including 19.7% on the basis of age, 14.8% on the basis of gender, and 6.8% on the basis of race/ethnicity. When asked if they feel discriminated against in their job because of their age, the majority of pharmacists (60.5%) selected "strongly disagree" and 80.3% either somewhat or strongly disagree. By practice setting, pharmacists in hospital/health-system settings had the highest percentage agreement (either somewhat or strongly agree) they feel discriminated against because of their age (21.8%). When asked if they feel discriminated against in their job because of their race or ethnicity, the majority of pharmacists (81.4%) selected "strongly disagree" and 93.2% either somewhat or strongly disagree. By practice setting, pharmacists in ambulatory care settings had the highest percentage somewhat or strongly agreeing they feel discriminated against because of their race or ethnicity (8.4%). When asked if they feel discriminated against in their job because of their gender, the majority of pharmacists (69.9%) selected "strongly disagree" and 85.2% either somewhat or strongly disagree. By practice setting, pharmacists in hospital/health-system settings had the highest percentage somewhat or strongly agreeing they feel discriminated against because of their gender (15.9%).

Table 3.3.2 shows actively practicing pharmacists' reported experiences of workplace harassment, physical violence, and bullying in the past 12 months by practice setting. The most common situations experienced by pharmacists overall included being bullied, threatened, or harassed while working (26%) and situations where superiors or coworkers put them down, were condescending, made demeaning remarks, or addressed them in unprofessional terms (25.4%). Situations where pharmacists were bullied, threatened, or harassed at work were most commonly reported by pharmacists in community settings (33.2%), followed by hospital/health-system (17.2%), ambulatory care (16.1%), and "other" (14.2%) settings. Situations where superiors or coworkers put pharmacists down, were condescending, made demeaning remarks, or addressed them in unprofessional terms were most commonly reported by pharmacists in hospital/health-system settings (32.6%), followed by "other" (25.8%), community (22.9%), and ambulatory care (21.4%) settings. When asked if they were exposed to physical violence while working, 5.9% of pharmacists said yes. By practice setting, exposure to physical violence among pharmacists were reported by 7.7% in community, 4.5% in hospital/health-system, 2.6% in ambulatory care, and 1.9% in "other" settings. When asked if they were sexually harassed by anyone while working, 4.1% of pharmacists said yes. By practice setting, experiences of sexual harassment among pharmacists were reported by 5% in community, 3.5% in hospital/health-system, 3.2% ambulatory care, and 1.9% in "other" settings.

Table 3.3.1 Actively Practicing Pharmacists' Feelings of Discrimination in the Workplace by Practice Setting 2024

	Community	Hospital / Health-System	Ambulatory Care	Other	Total
	% of Column				n (row %)
I feel discriminated against in my job because of my age					
Strongly disagree	60.1	58.2	68.2	62.6	1,635 (60.5)
Somewhat disagree	19.2	20.0	18.8	22.4	536 (19.8)
Somewhat agree	16.0	16.9	10.4	11.7	414 (15.3)
Strongly agree	4.7	4.8	2.6	3.3	119 (4.4)
Total	1,564	620	154	366	2,704 (100)
I feel discriminated against in my job because of my race or ethnicity					
Strongly disagree	81.8	80.3	80.5	82.2	2,200 (81.4)
Somewhat disagree	11.1	12.6	11.0	13.7	318 (11.8)
Somewhat agree	5.3	5.5	6.5	3.6	140 (5.2)
Strongly agree	1.9	1.6	1.9	0.5	44 (1.6)
Total	1,563	619	154	366	2,702 (100)
I feel discriminated against in my job because of my gender					
Strongly disagree	70.0	67.0	72.7	73.0	1,885 (69.9)
Somewhat disagree	14.7	17.2	14.3	15.3	413 (15.3)
Somewhat agree	11.9	11.5	11.0	9.6	309 (11.5)
Strongly agree	3.3	4.4	1.9	2.2	90 (3.3)
Total	1,559	618	154	366	2,697 (100)

Note: Survey questions were obtained from the National Institute of Occupational Safety and Health (NIOSH) Well-Being Questionnaire (WellBQ) Section 3: Workplace Physical Environment and Safety Culture. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

Table 3.3.2 Actively Practicing Pharmacists' Reported Experiences of Workplace Discrimination, Harassment, and Bullying by Practice Setting 2024

	Community	Hospital / Health-System	Ambulatory Care	Other	Total
	% of Column				n (Row %)
In the past 12 months, were you sexually harassed by anyone while working?					
No	95.0	96.5	96.8	98.1	2,600 (95.9)
Yes	5.0	3.5	3.2	1.9	112 (4.1)
Total	1,571	620	155	366	2,712 (100)
In the past 12 months, were you exposed to physical violence while working?					
No	92.3	95.5	97.4	98.1	2,551 (94.1)
Yes	7.7	4.5	2.6	1.9	160 (5.9)
Total	1,568	622	155	366	2,711 (100)
In the past 12 months, were you bullied, threatened, or harassed in any other way by anyone while you were on the job?					
No	66.8	82.8	83.9	85.8	2,008 (74.0)
Yes	33.2	17.2	16.1	14.2	705 (26.0)
Total	1,571	621	155	366	2,713 (100)
In the past 12 months, were you in a situation where any of your superiors or coworkers put you down or were condescending to you, made demeaning remarks about you, or addressed you in unprofessional terms?					
No	77.1	67.4	78.6	74.2	2,018 (74.6)
Yes	22.9	32.6	21.4	25.8	688 (25.4)
Total	1,568	620	154	364	2,706 (100)

Note: Survey questions were obtained from the National Institute of Occupational Safety and Health (NIOSH) Well-Being Questionnaire (WellBQ) Section 3: Workplace Physical Environment and Safety Culture. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

3.4 PHARMACISTS' HEALTH STATUS

Tables 3.4.1 through 3.4.3 summarize actively practicing pharmacists' reported health ratings, their reported poor physical health days and poor mental health days, and their experiences of stress regarding their health, finances, relationships, and their work in 2024 based on pharmacists' responses to NIOSH WellBQ survey items from Section 4 focused on health status.

Table 3.4.1 depicts actively practicing pharmacists reported overall health ratings by practice setting, gender, and age in 2024. The majority of pharmacists overall reported their general health was either "good" (35.3%) or "very good" (34.3%). Overall, 44.5% of pharmacists reported their health was either very good or excellent. By practice setting, the largest proportion of pharmacists in community rated their health as "good" (35.5%), while the largest proportion of pharmacists in other settings rated their health as "very good", including other (37%), hospitals/health-system (38.7%), and ambulatory care (39.9%) settings. By gender, the largest proportion of male pharmacists reported their health as 'good' (38.3%) while the largest proportion of female reported their health as "very good" (35%). The largest proportion of pharmacists ages 24-35 years and ages 61-70 years reported their health as "very good". Meanwhile, the largest proportion of pharmacists ages 36-60 years and >70 years reported their health as "good".

Table 3.4.2 shows the average poor physical health days and average poor mental health days within the past 30 days reported by actively practicing pharmacists summarized based on their practice setting, gender, and age in 2024. The average number of poor physical health days in a 30-day period reported by actively practicing pharmacists was 4.3 days, the equivalent of one poor physical health day every 7 days. The average number of poor mental health days in a 30-day period reported by pharmacists was 8.1 days, the equivalent of one poor mental health day every 3-4 days. By setting, pharmacists practicing in community settings had the highest average number of poor physical health days (4.9 days) and the highest average number of poor mental health days (9.2 days) compared to other settings. Pharmacists practicing in hospital/health-systems settings had the lowest average number of poor physical health days (3.4 days). Pharmacists practicing in ambulatory care settings had the lowest average number of poor mental health days (5.8 days). By gender, female pharmacists had a higher average number of poor physical and mental health days (4.4 days and 8.5 days) compared to male pharmacists (4 days and 7.4 days). Pharmacists >70 years had the highest average number of poor physical health days (5.6 days), followed by pharmacists ages 36-40 years (5 days). Pharmacists age ≤30 years had the highest average number of poor mental health days (10.2 days).

Table 3.4.3 shows the frequency that actively practicing pharmacists reported experiencing stress related to their health, finances, relationships, and work by practice setting. The frequency of 'sometimes (a few times a month)' was the most common selection among pharmacists overall when asked how often they experience stress regarding their work (22.3%), finances (22.7%), health (25.2%), and relationships (29%). Overall, 57.6% of pharmacists reported often (once a week), very often (a few times a week), or always (every day) experiencing stress regarding their work. For stress regarding work by practice setting, the largest proportion of pharmacists selected "sometimes (a few times a month)" in hospital/health-system (23.8%), ambulatory care (26.8%), and "other" settings (30.4%). Meanwhile, the largest proportion of pharmacists in community settings (24.7%) selected "very often (a few times a week)". For stress regarding finances, the majority of pharmacists (51.9%) reported "never", "almost never (a few times a year)", or "rarely (once a month)" experiencing stress regarding finances. The largest proportion of pharmacists by practice setting included 25.7% of pharmacists in ambulatory care that selected "sometimes (a few times a month)", 23.2% of pharmacists in community that selected "rarely (once a month)", and 23.7% of pharmacists in hospital/health-system that selected "rarely (once a month)". For stress regarding their health, the majority of pharmacists (51.6%) reported never, almost never (a few times a year), or rarely (once a month) experiencing stress regarding their health.

Table 3.4.1 Actively Practicing Pharmacists' Reported Overall Health Rating by Practice Setting, Gender, and Age 2024

Would you say that in general, your health is poor, fair, good, very good, or excellent?	Poor	Fair	Good	Very Good	Excellent	Total
	n (% of Row)					n
Practice Setting						
Community	3.6	19.9	35.5	31.4	9.6	1,463
Hospital/Health-System	1.0	14.9	34.7	38.7	10.7	582
Ambulatory Care	3.3	11.1	31.4	39.9	14.4	153
Other	1.8	14.2	37.0	37.0	10.1	338
Total	70	443	894	871	258	2,536
Gender						
Male	3.3	15.4	38.3	33.1	9.8	843
Female	2.4	18.5	33.7	35.0	10.3	1,687
Non-Binary	16.7	16.7	33.3	16.7	16.7	6
Total	70	443	894	871	258	2,536
Age						
≤30	1.4	22.6	30.1	39.7	6.2	146
31-35	3.6	10.4	38.9	39.4	7.7	221
36-40	3.0	20.9	36.9	32.1	7.1	268
41-45	4.0	18.2	35.5	32.1	10.2	324
46-50	2.5	23.7	34.0	31.2	8.6	359
51-55	3.8	18.5	34.2	31.9	11.6	395
56-60	1.5	15.7	38.4	33.8	10.6	331
61-65	3.1	12.5	31.3	40.6	12.5	256
66-70	0.7	10.9	36.7	38.1	13.6	147
>70	1.1	15.7	36.0	29.2	18.0	89
Total	70	443	894	871	258	2,536

Note: Survey questions were obtained from the National Institute of Occupational Safety and Health (NIOSH) Well-Being Questionnaire (WellBQ) Section 4: Health Status. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

Table 3.4.2 Actively Practicing Pharmacists' Average Poor Physical and Mental Health Days By Practice Setting, Gender, and Age 2024

	Avg. Poor Physical Health Days In Past 30 Days	Avg. Poor Mental Health Days In Past 30 Days
Practice Setting		
Community	4.9	9.2
Hospital/Health-System	3.4	7.2
Ambulatory Care	3.7	5.8
Other	4.0	7.1
Overall Average	4.3	8.1
Gender		
Male	4.0	7.4
Female	4.4	8.5
Non-Binary	12.0	15.8
Overall Average	4.3	8.1
Age		
≤30	4.1	10.6
31-35	4.3	8.8
36-40	5.0	9.6
41-45	4.5	9.4
46-50	4.7	8.7
51-55	4.2	8.3
56-60	4.2	7.4
61-65	3.6	6.4
66-70	3.0	3.9
>70	5.6	5.5
Overall Average	4.3	8.1

Note: Survey questions were obtained from the National Institute of Occupational Safety and Health (NIOSH) Well-Being Questionnaire (WellBQ) Section 4: Health Status. The actual questions provided to respondents in the 2024 NPWS included (1) Thinking about your physical health, which includes physical illness and injury, during the past 30 days, for how many days was your physical health not good? and (2) Thinking about your physical health, which includes physical illness and injury, during the past 30 days, for how many days was your mental health not good? The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

Table 3.4.3 Actively Practicing Pharmacists' Reported Stress Regarding Health, Finances, Family or Social Relationships By Practice Setting 2024

How often do you experience stress with regard to:	Community	Hospital / Health-System	Ambulatory Care	Other	Total
	% of Column				n (row %)
Your Health					
Never	6.6	6.7	12.5	8.0	181 (7.2)
Almost Never	20.1	23.4	21.7	22.2	537 (21.3)
Rarely	23.4	23.1	21.1	24.0	587 (23.2)
Sometimes	25.4	26.2	22.4	24.0	637 (25.2)
Often	10.7	11.7	11.2	11.5	280 (11.1)
Very Often	8.4	7.1	7.2	5.0	192 (7.6)
Always	5.4	1.9	3.9	5.3	113 (4.5)
Total	1,456	581	152	338	2,527 (100)
Your Finances					
Never	8.4	10.5	15.8	10.9	244 (9.7)
Almost Never	17.6	23.5	21.1	22.8	500 (19.9)
Rarely	23.2	23.7	17.8	18.3	562 (22.3)
Sometimes	22.9	21.6	25.7	22.8	572 (22.7)
Often	11.9	10.4	9.2	11.8	286 (11.4)
Very Often	9.1	7.6	5.9	8.3	213 (8.5)
Always	6.8	2.8	4.6	5.0	139 (5.5)
Total	1,447	579	152	338	2,516 (100)
Your Family or Social Relationships					
Never	7.1	6.0	7.3	8.6	178 (7.1)
Almost Never	16.3	14.7	16.7	17.4	405 (16.1)
Rarely	22.0	21.8	16.7	23.3	549 (21.8)
Sometimes	28.0	30.2	36.0	28.0	729 (29.0)
Often	15.3	14.9	14.0	11.5	367 (14.6)
Very Often	8.2	9.8	5.3	7.1	208 (8.3)
Always	3.1	2.6	4.0	4.1	80 (3.2)
Total	1,448	579	150	339	2,516 (100)
Your Work					
Never	1.8	1.9	1.3	3.5	51 (2.0)
Almost Never	5.2	7.3	15.4	8.3	168 (6.7)
Rarely	9.8	13.6	9.4	15.3	286 (11.4)
Sometimes	19.2	23.8	26.8	30.4	558 (22.3)
Often	18.3	21.4	18.8	13.9	462 (18.4)
Very Often	24.7	21.6	18.1	17.4	566 (22.6)
Always	21.0	10.4	10.1	11.2	416 (16.6)
Total	1,440	579	149	339	2,507 (100)

Note: Survey questions were obtained from the National Institute of Occupational Safety and Health (NIOSH) Well-Being Questionnaire (WellBQ) Section 4: Health Status. Scale descriptions provided to respondents included 1 = Never, 2 = Almost Never (a few times a year), 3 = Rarely (once a month), 4 = Sometimes (a few times a month), 5 = Often (once a week), 6 = Very often (a few times a week), 7 = Always (nearly every day). The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

3.5 PHARMACISTS' HOME, COMMUNITY, AND SOCIETY

Tables 3.5.1 and 3.5.2 summarize actively practicing pharmacists' reported satisfaction with life and their financial worries by practice setting, gender, and age in 2024 based on their responses to NIOSH WellBQ survey items from Section 5 focused on home, community, and society.

Table 3.5.1 shows actively practicing pharmacists' reported life satisfaction by practice setting, gender, and age. When asked in general how satisfied they are with their life, the majority of pharmacists selected 'somewhat satisfied' (53.8%). Overall, 86.4% of pharmacists reported they were somewhat or very satisfied with their life in general. There was very little difference in life satisfaction by practice setting, however, pharmacists practicing in hospital/health-system settings had a slightly higher proportion of pharmacists that were somewhat or very satisfied with their life in general (90.6%). By gender, 87.2% of female pharmacists and 84.8% of male pharmacists were somewhat or very satisfied with their life in general. By age, more than 80% of pharmacists between the ages of 24-60 years reported being some somewhat or very satisfied. Meanwhile, more than 90% of pharmacists ages 61 and older reported being somewhat or very satisfied. The group with the largest proportion of pharmacists reporting they were not satisfied or not too satisfied where pharmacists age ≤30 years (17.2%).

Table 3.5.2 summarizes actively practicing pharmacists' reported financial worries by practice setting, gender, and age in 2024. When asked how worried they were about not being able to maintain the standard of living they enjoy, the majority of pharmacists reported they were not too worried (34.1%) or moderately worried (34.0%). By practice setting, the majority of pharmacists in community settings (54.6%) were moderately or very worried about maintaining the standard of living they enjoy. Meanwhile, the majority of pharmacists in hospital/health-system (58.8%) and ambulatory care (56.9%) settings, were not too worried or not worried at all about maintaining the standard of living they enjoy. There was very little difference in the level of worry about maintaining the standard of living they enjoy by gender with the majority of male pharmacists reporting they were moderately worried (34.3%) or not too worried (34.2%). By age, more than 50% pharmacists ages 31-60 years reported they were moderately or very worried about maintaining the standard of living they enjoy. Meanwhile, more than 50% of pharmacists ≤30 years and those over the age of 61 reported they were not too worried or not at all worried.

When asked how worried they were about not having enough income to pay their normal monthly bills, the majority of pharmacists reported they were not too worried (36.7%) or not worried at all (31.9%). Overall, 68.6% of pharmacists were not too worried or not worried at all about having enough money to pay their monthly bills. By practice setting, pharmacists in community settings had the highest percentage that reported they were moderately or very worried about not having enough income to pay their monthly bills at 36.7%. There was very little difference in the level of worry based on pharmacists' gender with 68.1% of male and 69.1% of female pharmacists reporting they were not too worried or not worried at all. By age, pharmacists age 41-45 years had the highest percentage that reported they were moderately or very worried about not having enough income to pay their monthly bills at 37.5%.

Table 3.5.1 Actively Practicing Pharmacists' Reported Life Satisfaction By Practice Setting, Gender, and Age 2024

In general, how satisfied are you with your life?	Not at all satisfied	Not too satisfied	Somewhat satisfied	Very satisfied	Total
	(% of Row)				n
Practice Setting					
Community	3.5	11.9	54.7	30.0	1,462
Hospital/Health-System	2.2	7.2	54.9	35.7	583
Ambulatory Care	2.0	9.8	47.7	40.5	153
Other	3.6	10.7	50.9	34.9	338
Total	79	267	1,364	826	2,536
Gender					
Male	3.9	11.3	50.7	34.1	841
Female	2.7	10.1	55.4	31.8	1,689
Non-Binary	0.0	16.7	50.0	33.3	6
Total	79	267	1,364	826	2,536
Age					
≤30	4.1	13.1	59.3	23.4	145
31-35	4.5	11.8	57.0	26.7	221
36-40	3.7	14.6	56.0	25.7	268
41-45	4.0	12.7	54.6	28.7	324
46-50	4.2	9.5	56.6	29.7	357
51-55	2.8	12.4	54.7	30.1	395
56-60	2.7	10.2	53.3	33.7	332
61-65	1.6	7.0	47.9	43.6	257
66-70	0.7	1.4	46.6	51.4	148
>70	0.0	5.6	42.7	51.7	89
Total	79	267	1,364	826	2,536

Note: Survey questions were obtained from the National Institute of Occupational Safety and Health (NIOSH) Well-Being Questionnaire (WellBQ) Section 5: Home, Community, and Society. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

Table 3.5.2 Actively Practicing Pharmacists' Reported Financial Worries By Practice Setting, Gender, and Age 2024

	How worried are you right now about not being able to maintain the standard of living you enjoy?					How worried are you right now about not having enough income to pay your normal monthly bills?				
	Not worried at all	Not too worried	Moderately worried	Very worried	Total	Not worried at all	Not too worried	Moderately worried	Very worried	Total
	% of Row				n	% of Row				n
Practice Setting										
Community	14.2	31.3	35.8	18.8	1,461	28.0	35.3	24.1	12.6	1,458
Hospital/Health-System	17.9	40.9	31.3	10.0	582	37.8	40.7	16.5	5.0	582
Ambulatory Care	20.3	36.6	26.8	16.3	153	43.8	31.4	17.6	7.2	153
Other	15.9	33.6	33.9	16.5	339	33.3	38.3	15.9	12.4	339
Total	396	865	861	413	2,535	808	930	528	266	2,532
Gender										
Male	15.6	34.1	33.3	17.0	841	29.7	38.4	21.0	10.9	838
Female	15.6	34.2	34.3	15.9	1,688	33.1	36.0	20.7	10.2	1,688
Non-Binary	16.7	16.7	33.3	33.3	6	0.0	16.7	50.0	33.3	6
Total	396	865	861	413	2,535	808	930	528	266	2,532
Age										
≤30	18.6	35.9	33.1	12.4	145	37.9	35.2	22.1	4.8	145
31-35	14.0	29.4	38.5	18.1	221	32.1	34.8	23.5	9.5	221
36-40	12.7	34.3	34.7	18.3	268	32.5	36.9	21.3	9.3	268
41-45	13.8	28.3	32.3	25.5	325	28.3	34.2	21.5	16.0	325
46-50	14.3	33.1	36.5	16.0	356	28.9	37.6	22.2	11.2	356
51-55	13.7	35.9	32.7	17.7	395	29.4	36.2	21.8	12.7	395
56-60	13.3	35.5	35.8	15.4	332	28.1	42.0	19.3	10.6	331
61-65	18.3	37.4	35.0	9.3	257	38.1	35.0	19.5	7.4	257
66-70	25.7	39.9	25.7	8.8	148	39.5	40.1	12.2	8.2	147
>70	28.4	35.2	27.3	9.1	88	40.2	31.0	23.0	5.7	87
Total	396	865	861	413	2,535	808	930	528	266	2,532

Note: Survey questions were obtained from the National Institute of Occupational Safety and Health (NIOSH) Well-Being Questionnaire (WellBQ) Section 5: Home, Community, and Society. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

SECTION 4. SUPPLEMENT 1 – EMPLOYMENT STATUS CHANGES AND TURNOVER INTENTIONS

4.1 PHARMACISTS' EMPLOYMENT STATUS CHANGES

A total of 2,308 respondents answered questions contained in Supplement 1. Of these, 2,265 were usable responses (i.e., provided employment status, age, gender, practice setting) and 1,764 of the usable responses were actively practicing pharmacy. A total of 1,145 actively practicing respondents provided information about employment status changes during the period of 2022 to 2024. A total of 357 (31.2%) stated they had made a change in their employment status (Table 4.1.1). This was somewhat less than the percent reported in a 2022 survey that reported 34.2% of actively practicing pharmacists had made a change in their employment status between 2020 and 2022. Actively practicing pharmacists working in the "other" settings reported the greatest percentage of change in employment status (41.9%).

Overall, 60.8% of those reporting a change in employment status reported making a change in their employer but not in type of practice setting (Table 4.1.1). Here, 72.3% of community pharmacy practitioners reporting a change stated this type of change. The next most common change in employment status was taking a new job (e.g. position) with the same employer, with 56.8% of pharmacists making such a change (one time or two or more times). Pharmacists in hospital/health-system (73.5%) and ambulatory (69.2%) reported this type of change most often. Overall, 45.0% of those reporting a change stated they had changed employer and practice setting. When asked about quitting work for a break, 21.0% of those making a change stated they made such a change. Only 1.3% of those making a change in employment status reported retiring. When asked what type of practice setting, they had been in before making a change in employment status, 63.5% stated community pharmacy and 16.1% said hospital/health-system (Table 4.1.2).

Table 4.1.1 Actively Practicing Pharmacists Employment Status Changes by Practice Setting 2022-2024

	Community	Hospital / Health-System	Ambulatory Care	Other	Total
	n (% of Column)				n (Row %)
Change in employment status					
Yes	213 (30.1)	67 (28.6)	20 (29.4)	57 (41.9)	357 (31.2)
No	494 (69.9)	167 (71.4)	48 (70.6)	79 (58.1)	788 (68.8)
Total n (Row %)	707 (61.8)	234 (20.4)	68 (5.9)	136 (11.9)	1,145 (100)
Changed primary employer, but did not change practice setting					
None	38 (27.7)	19 (52.8)	7 (77.8)	18 (66.7)	82 (39.2)
1 time	78 (57.0)	16 (44.4)	2 (22.2)	9 (33.3)	105 (50.2)
2 or more times	21 (15.3)	1 (2.8)	0	0	22 (10.6)
Changed primary employer and changed practice setting					
None	86 (74.1)	16 (41.0)	4 (26.7)	10 (24.4)	116 (55.0)
1 time	25 (21.6)	21 (53.8)	11 (73.3)	28 (68.3)	85 (40.3)
2 or more times	5 (4.3)	2 (5.2)	0	3 (7.3)	10 (4.7)
Took a new job (i.e. position) with same employer					
None	64 (47.1)	9 (26.5)	4 (30.8)	15 (50.0)	92 (43.2)
1 time	51 (37.5)	22 (64.7)	9 (69.2)	15 (50.0)	97 (45.5)
2 or more times	21 (15.4)	3 (8.8)	0	0	24 (11.3)
Quit working to take a break from working					
None	79 (79.0)	20 (71.4)	9 (90.0)	20 (83.3)	128 (79.0)
1 time	18 (18.0)	8 (28.6)	1 (10.0)	4 (16.7)	31 (19.1)
2 or more times	3 (3.0)	0	0	0	3 (1.9)
Avg. months not working (SD)	3.8 (6.3)	2.9 (3.2)	2.4 (2.0)	2.0 (3.2)	3.2 (5.1)
Permanently stopped working or retired					
None	95 (100)	22 (95.7)	9 (90.0)	22 (100)	148 (98.7)
1 time	0	1 (4.3)	1 (10.0)	0	2 (1.3)

Note: Data contained in this table are from Supplement 1 of the 2024 NPWS of which only a subset of respondents received. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

Table 4.1.2 Practice Setting Prior to Employment Status Change 2022-2024

Practice Setting	Frequency n (%)
Community Pharmacy	190 (63.5)
Hospital/Health-System	48 (16.1)
Specialty Pharmacy	9 (3.0)
Nursing Home/Long-Term Care	9 (3.0)
Ambulatory Care	8 (2.7)
Mail Order Pharmacy	6 (2.0)
Home Health/Infusion	4 (1.3)
Managed Care/Pharmacy Benefit Manager	3 (1.0)
Academia	2 (0.7)
Other	20 (6.7)
Total	299

Note: Data contained in this table are from Supplement 1 of the 2024 NPWS of which only a subset of respondents received. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting).

4.2 PHARMACISTS' JOB TURNOVER INTENTIONS AND JOB DEMAND RATINGS

Respondents to Supplement 1 also were asked questions about potential job turnover in the future. Using a 4-point scale (not at all, minimally, to some extent, strongly), they rated their desire to make a change in the next year (Table 4.2.1). Among actively practicing pharmacist respondents, the change to a new employer had 14.6% rated strongly and 45.1% not at all. A change to a new practice setting had 11.5% rating strongly and 51.6% rating not at all. A change to a new role (e.g., position) with the same employer had 8.7% rated strongly and 51.3% not at all.

The concepts of upskilling and reskilling can be helpful when planning to make employment changes. Upskilling is defined as learning new information and skills to help you do your current job better. Reskilling is defined as learning new skills to take on a different job, role, or function at your current employer or with a new employer. When asked about their interest in upskilling and reskilling, over half (57.3%) stated willingness to participate in one or both of these activities (Table 4.2.2). Respondents practicing in a community setting reported the least interest in upskilling and reskilling.

Respondents were asked about searching for and taking a new job in the next year. When asked about still working as a pharmacist, 91.3% reported being likely or very likely (Table 4.2.3). When asked about their likelihood of searching for other employment, 36.1% rated they were likely or very likely. A lesser proportion (25.5%) reported being likely or very likely to actually leave their current job. Finally, 8.8% reported being likely or very likely to be retired within the next year.

Looking farther into the future, respondents were asked about their likelihood of leaving the pharmacy profession in the next three years. The action with the highest percentage (19.0%) reporting likely or very likely was to retire (Table 4.2.4). When asked about stopping pharmacy and starting a career outside of healthcare, 12.8% reported being likely or very likely. A similar proportion (11.9%) reported being likely or very likely to stop pharmacy and take time off to recalibrate or get healthy. When asked about stopping pharmacy and starting another career in healthcare, 8.5% reported being likely or very likely.

To get a rating of demand for pharmacists, respondents were asked to rate the demand for pharmacists in their local area. They used a 5-point scale for their ratings: very low demand, low demand, demand in balance with supply, moderate demand, high demand. Over half (51.5%) of respondents reported moderate or high demand for pharmacists in their local areas. Pharmacists practicing in community settings had the greatest percentage rating moderate or high demand (57.7%).

Table 4.2.1 Actively Practicing Pharmacists' Job Turnover Intentions in Next Year – Change Employment

	Community	Hospital / Health-System	Ambulatory Care	Other	Total
In the next year, do you desire to…	n (% of Column)				n (Row %)
Take a new role or position with same employer					
Not at all	358 (55.4)	103 (45.6)	26 (41.9)	57 (45.2)	544 (51.3)
Minimally	126 (19.5)	52 (23.0)	11 (17.7)	29 (23.0)	218 (20.6)
To some extent	108 (16.7)	50 (22.1)	19 (30.6)	29 (23.0)	206 (19.4)
Strongly	54 (8.4)	21 (9.3)	6 (9.7)	11 (8.7)	92 (8.7)
Take a role or position with a new employer					
Not at all	280 (43.3)	107 (47.3)	30 (48.4)	61 (48.4)	478 (45.1)
Minimally	131 (20.3)	46 (20.4)	14 (22.6)	32 (25.4)	223 (21.0)
To some extent	133 (20.6)	44 (19.5)	9 (14.5)	18 (14.3)	204 (19.2)
Strongly	102 (15.8)	29 (12.8)	9 (14.5)	15 (11.9)	155 (14.6)
Take a role or position in a new practice setting					
Not at all	300 (46.7)	138 (61.1)	37 (59.7)	70 (55.6)	545 (51.6)
Minimally	135 (21.0)	52 (23.0)	11 (17.7)	28 (22.2)	226 (21.4)
To some extent	118 (18.4)	19 (8.4)	7 (11.3)	20 (15.9)	164 (15.5)
Strongly	90 (14.0)	17 (7.5)	7 (11.3)	8 (6.3)	122 (11.5)

Note: Data contained in this table are from Supplement 1 of the 2024 NPWS of which only a subset of respondents received. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

Table 4.2.2 Actively Practicing Pharmacists' Thinking About Upskilling and Reskilling by Practice Setting

	Community	Hospital / Health-System	Ambulatory Care	Other	Total
	n (% of Column)				n (Row %)
Upskilling	111 (17.0)	73 (32.4)	17 (27.0)	37 (28.9)	238 (22.3)
Reskilling	91 (14.0)	22 (9.8)	12 (19.0)	8 (6.3)	133 (12.5)
Both Upskilling and Reskilling	131 (20.1)	52 (23.1)	15 (23.8)	43 (33.6)	241 (22.6)
Neither Upskilling nor Reskilling	319 (48.9)	78 (34.7)	19 (30.2)	40 (31.3)	456 (42.7)
Total	652	225	63	128	1,068

Note: Data contained in this table are from Supplement 1 of the 2024 NPWS of which only a subset of respondents received. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*. *Upskilling* was defined as learning new information and skills to help you do your current job better. *Reskilling* was defined as learning new skills to take on a different job, role, or function at your current employer or with a new employer.

Table 4.2.3 Actively Practicing Pharmacists' Job Turnover Intention in Next Year – Seeking and Leaving

	Community	Hospital / Health-System	Ambulatory Care	Other	Total
In the next year, what is the likelihood you will…	n (% of Column)				n (Row %)
Search for other employment					
Very unlikely	265 (40.6)	99 (44.0)	30 (48.4)	61 (48.0)	455 (42.7)
Unlikely	140 (21.5)	52 (23.1)	10 (16.1)	24 (18.9)	226 (21.2)
Likely	116 (17.8)	42 (18.7)	10 (16.1)	20 (15.7)	188 (17.6)
Very likely	131 (20.1)	32 (14.2)	12 (19.4)	22 (17.3)	197 (18.5)
Actually leave current employment					
Very unlikely	280 (42.9)	109 (48.7)	30 (48.4)	68 (53.5)	487 (45.7)
Unlikely	200 (30.7)	56 (25.0)	18 (29.0)	32 (25.2)	306 (28.7)
Likely	98 (15.0)	29 (12.9)	8 (12.9)	11 (8.7)	146 (13.7)
Very likely	74 (11.3)	30 (13.4)	6 (9.7)	16 (12.6)	126 (11.8)
Be working as a pharmacist					
Very unlikely	31 (4.8)	19 (8.4)	3 (4.8)	7 (5.5)	60 (5.6)
Unlikely	21 (3.2)	6 (2.7)	1 (1.6)	4 (3.1)	32 (3.0)
Likely	129 (19.8)	32 (14.2)	10 (16.1)	20 (15.7)	191 (17.9)
Very likely	470 (72.2)	168 (74.7)	48 (77.4)	96 (75.6)	782 (73.4)
Retire within the next year					
Very unlikely	487 (74.7)	169 (75.1)	51 (82.3)	101 (79.5)	808 (75.8)
Unlikely	110 (16.9)	30 (13.3)	8 (12.9)	16 (12.6)	164 (15.4)
Likely	25 (3.8)	5 (2.2)	1 (1.6)	6 (4.7)	37 (3.5)
Very likely	30 (4.6)	21 (9.3)	2 (3.2)	4 (3.1)	57 (5.3)

Note: Data contained in this table are from Supplement 1 of the 2024 NPWS of which only a subset of respondents received. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

Table 4.2.4 Actively Practicing Pharmacists' Job Turnover Intentions in Next 3 Years – Leave Practice

	Community	Hospital / Health-System	Ambulatory Care	Other	Total
In the next 3 years, what is the likelihood you will…	n (% of Column)				n (Row %)
Stop practicing pharmacy to take time off to recalibrate or get healthy, and then return to pharmacy practice					
Very unlikely	387 (62.8)	144 (68.6)	39 (65.0)	88 (69.3)	658 (65.0)
Unlikely	152 (24.7)	44 (21.0)	17 (28.3)	22 (17.3)	235 (23.2)
Likely	57 (9.3)	18 (8.6)	3 (5.0)	13 (10.2)	91 (9.0)
Very likely	20 (3.2)	4 (1.9)	1 (1.7)	4 (3.1)	29 (2.9)
Stop practicing pharmacy and pursue a different career in a health care field					
Very unlikely	394 (64.2)	156 (74.3)	41 (68.3)	92 (72.4)	683 (67.6)
Unlikely	160 (26.1)	44 (21.0)	12 (20.0)	26 (20.5)	242 (23.9)
Likely	49 (8.0)	8 (3.8)	6 (10.0)	5 (3.9)	68 (6.7)
Very likely	11 (1.8)	2 (1.0)	1 (1.7)	4 (3.1)	18 (1.8)
Stop practicing pharmacy and pursue a career outside of health care					
Very unlikely	380 (61.8)	142 (67.6)	40 (67.8)	84 (66.1)	646 (63.9)
Unlikely	147 (23.9)	48 (22.9)	13 (22.0)	28 (22.0)	236 (23.3)
Likely	67 (10.9)	12 (5.7)	3 (5.1)	10 (7.9)	92 (9.1)
Very likely	21 (3.4)	8 (3.8)	3 (5.1)	5 (3.9)	37 (3.7)
Retire					
Very unlikely	406 (65.7)	139 (66.2)	48 (80.0)	89 (70.1)	682 (67.2)
Unlikely	92 (14.9)	29 (13.8)	4 (6.7)	16 (12.6)	141 (13.9)
Likely	64 (10.4)	17 (8.1)	2 (3.3)	9 (7.1)	92 (9.1)
Very likely	56 (9.1)	25 (11.9)	6 (10.0)	13 (10.2)	100 (9.9)

Note: Data contained in this table are from Supplement 1 of the 2024 NPWS of which only a subset of respondents received. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other*.

Table 4.2.5 Actively Practicing Pharmacists' Job Demand Ratings

	Community	Hospital / Health-System	Ambulatory Care	Other	Total
How would you rate the demand for pharmacists in your local area?	n (% of Column)				n (Row %)
Very Low Demand (i.e., no open pharmacist positions)	52 (8.3)	22 (10.5)	2 (3.3)	9 (7.2)	85 (8.3)
Low Demand	77 (12.3)	40 (19.1)	18 (30.0)	26 (20.8)	161 (15.8)
Demand In Balance	136 (21.7)	59 (28.2)	14 (23.3)	40 (32.0)	249 (24.4)
Moderate Demand	247 (39.5)	72 (34.4)	18 (30.0)	37 (29.6)	374 (36.7)
High Demand (i.e., many open pharmacist positions)	114 (18.2)	16 (7.7)	8 (13.3)	13 (10.4)	151 (14.8)

Note: Data contained in this table are from Supplement 1 of the 2024 NPWS of which only a subset of respondents received. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other* is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other.

SECTION 5. SUPPLEMENT 2 – WORK ACTIVITIES

5.1 PHARMACISTS' WORK ACTIVITIES

A total of 1,491 respondents answered questions contained in Supplement 2 which allowed respondents to report about various aspects of their work activities. A total of 910 respondents to Supplement 2 were classified as usable responses (i.e., provided employment status, age, gender, practice setting) and a total of 554 usable responses were actively practicing pharmacy and responded to the question about alignment of time spent in work activities with how much time respondents would like to spend in those work activities.

Overall, 43.6% of respondents who reported actively practicing pharmacy reported that "some of the time" is the time that is spent in work activities is in alignment with what they would like to be doing (Table 5.1.1). A total of 5.5% reported that "none of the time" is the time that is spent in work activities is in alignment with what they would like to be doing.

Across practice settings, the setting with the largest proportion of respondents who reported that the time that they spend in work activities is in alignment with what they would like to be doing "most of the time" and all of the time" was other settings (66.3%). The setting with the smallest proportion of respondents who reported that the time that they spend in work activities is in alignment with what they would like to be doing "most of the time" and all of the time" was community (40.1%).

Table 5.1.1 Actively Practicing Pharmacists' Perceptions of Alignment of Time Spent in Work Activities with Work that Actively Practicing Pharmacists Would Like to be Doing by Age Category and Practice Setting

	Considering the time that you spend in work activities, how much of that time aligns with the work that you would like to be doing?				
	None of the Time	Some of the Time	Most of the Time	All of the Time	Total
Practice Setting	n (% of Row)				n
Community	21 (6.9)	159 (53.0)	100 (33.5)	20 (6.6)	300
Hospital/Health-System	1 (0.7)	42 (34.2)	72 (58.5)	8 (6.7)	123
Ambulatory Care	1 (2.4)	12 (35.9)	15 (44.8)	6 (17.0)	34
Other	7 (9.3)	18 (24.5)	39 (53.3)	10 (13.0)	74
Total	29 (5.5)	231 (43.6)	227 (42.8)	43 (8.2)	531
Gender	n (% of Row)				n
Male	13 (6.0)	88 (40.9)	94 (43.7)	20 (9.3)	215
Female	17 (5.0)	147 (43.5)	150 (44.4)	24 (7.1)	338
Non-Binary	0 (0.0)	1 (100)	0 (0.0)	0 (0.0)	1
Total	30 (5.4)	236 (42.4)	244 (44.0)	44 (7.9)	554
Age	n (% of Row)				n
≤30	1 (4.3)	15 (65.2)	7 (30.4)	0 (0.0)	23
31-40	7 (7.8)	40 (44.4)	37 (41.1)	6 (6.7)	90
41-50	7 (4.9)	64 (44.4)	66 (45.8)	7 (4.9)	144
51-60	7 (4.2)	77 (46.7)	71 (43.0)	10 (6.1)	165
61-70	5 (5.1)	33 (33.3)	48 (48.5)	13 (13.1)	99
>70	3 (9.1)	7 (21.2)	15 (45.5)	8 (24.2)	33
Total	30 (5.4)	236 (42.6)	244 (44.0)	44 (7.9)	554

Note: Data contained in this table are from Supplement 2 of the 2024 NPWS of which only a subset of respondents received. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Community* is a combination of independent, small chain, large chain, mass merchandiser, grocery, and health-system retail settings. *Other* is a combination of mail order, nuclear, nursing home/long term care, home health, industry, MCO/PBM, education/academia, government (FDA, etc.) and other.

SECTION 6. SUPPLEMENT 3 – CAREER PROGRESSION AND PROFESSIONAL ENGAGEMENT

6.1 PHARMACISTS' CAREER PROGRESSION PERCEPTIONS

A total of 1,465 respondents answered questions contained in Supplement 3, which focused on pharmacists' work-life and included questions about respondents' perceptions of where they are in their career progression and professional association involvement. A total of 1,449 respondents to Supplement 3 were classified as usable responses (i.e., provided employment status, age, gender, practice setting) and a total of 1,069 usable responses were actively practicing pharmacy.

When asked "How do you feel about where your career is today compared to where you thought it would be?" 54.6% of actively practicing pharmacists reported feeling "about right", meanwhile 32.1% reported feeling "behind" and 13.6% reported feeling "ahead" of where they expected to be. Generationally, the distribution across age groups revealed that overall, more than one-half of the respondents in each age group reported they were right where they wanted to be in their career (Table 6.1.1). Some differences emerged in specific age groups. A higher proportion of respondents aged less than 30 (38.5%), and between 41-50 years (38.7%), reported feeling behind in their career as compared with the total average of 32.1%. Among those respondents between 61-70 years of age, 20.0% responded feeling they were ahead of where they wanted to be in their career, compared to 10.3% of respondents greater than 70 years.

In terms of gender, male and female respondents were similar. More than half of the respondents in both male (51.9%) and female (56.2%) categories felt they were just right in terms of career progression. The difference between male (14.7%) and female (12.9%) respondents was the smallest when considering the proportion that felt they were ahead in their careers.

Findings across practice settings revealed differences among respondents, particularly those in chain, hospital/health-system, and other: non-patient care settings. The highest percentage of respondents (between 38-40%) who reported feeling behind in their career trajectories were in independent (38.5%), chain (both small and large chain) (40.3%) and supermarket (39.0%) settings. The highest percentage of respondents (approximately 70%) who reported feeling just right in their career progression were in other: patient care settings (69.9%), followed by the mass merchandiser setting (60.9%). The highest percentage of respondents who felt they were ahead of where they thought they would be in their careers was in the other: non-patient care setting (29.8%).

Table 6.1.1 Actively Practicing Pharmacists' Perceptions of Career Progression by Practice Setting, Gender, and Age 2024

	How do you feel about where your career is today compared to where you thought it would be? I feel I am _____ where I wanted to be.		
	Behind	**Just Right**	**Ahead**
Practice Setting	n (% of Row)		
Independent	30 (38.5)	41 (52.6)	7 (9.0)
Chain	60 (40.3)	78 (52.3)	11 (7.4)
Mass Merchandiser	15 (32.6)	28 (60.9)	3 (6.5)
Supermarket	23 (39.0)	33 (55.9)	3 (5.1)
Health-System Retail	15 (33.3)	20 (44.4)	10 (22.2)
Hospital/Health-System	64 (31.7)	107 (53.0)	31 (15.3)
Ambulatory Care	8 (17.0)	27 (57.4)	12 (25.5)
Other: Patient Care	19 (20.4)	65 (69.9)	9 (9.7)
Other: Non-Patient Care	15 (26.3)	25 (43.9)	17 (29.8)
Total	249 (32.1)	424 (54.6)	103 (13.3)
Gender	n (% of Row)		
Male	104 (33.3)	162 (51.9)	46 (14.7)
Female	144 (30.9)	262 (56.2)	60 (12.9)
Non-Binary	2 (100.0)	0 (0.0)	0 (0.0)
Total	250 (32.1)	424 (54.4)	106 (13.6)
Age	n (% of Row)		
≤30	15 (38.5)	20 (51.3)	4 (10.3)
31-40	44 (36.7)	63 (52.5)	13 (10.8)
41-50	75 (38.7)	98 (50.5)	21 (10.8)
51-60	74 (32.5)	123 (53.9)	31 (13.6)
61-70	35 (20.6)	101 (59.4)	34 (20.0)
>70	7 (24.1)	19 (65.5)	3 (10.3)
Total	250 (32.1)	424 (54.4)	106 (13.6)

Note: Data contained in this table are from Supplement 3 of the 2024 NPWS of which only a subset of respondents received. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Chain* is a combination of small chain and large chain settings. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of mail order, nuclear, nursing home/long term care and home health. *Other Non-Patient Care* is defined as settings where pharmacists may not provide patient care and is a combination of industry, MCO/PBM, education/academia, government (FDA, etc.) and other.

6.2 PHARMACISTS' PROFESSIONAL MEMBERSHIP AND INVOLVEMENT

When asked about membership and professional involvement in associations and networks on a local/state level, nationally, or outside of pharmacy, some differences were observed across age. Overall, 15.5% of respondents were members of a local or state pharmacy association or network (Table 6.2.1). However, those 30 years and younger (19.0%) and those 51-60 years of age (19.6%) had increased engagement (i.e., likelihood of membership). Overall, 16.2% of respondents reported being members of a national pharmacy association or network, with 36.2% of respondents under the age of 30 reported being members of a national pharmacy association or network. Overall, 7.2% of actively practicing pharmacy respondents were members of a network outside of pharmacy, and 25.3% reported not being a member of a professional association or network at all. A total of 31.6% of respondents between 31-40 years old, and 32.4% between 41-50 years old reported not being a member of a professional association or network. In terms of level of engagement, 59.9% of respondents reported minimal engagement, 24.2% reported moderate engagement, and 15.9% reported high engagement (Table 6.2.2). The results for level of engagement were similar across age groups and by gender.

When looking at the data across practice settings, some differences emerged. Among respondents who reported being members of local/state networks, independent pharmacy (31.0%) and other: non-patient care settings (30.7%) were most likely to be members. Respondents practicing in chain (9.9%), mass merchandiser (8.6%), and supermarket (11.6%) settings were less likely to be members on a local/state level. The highest proportion of respondents (42.1%) who reported not being involved in any professional network were in chain settings. Among those respondents who reported being members of a national pharmacy association or network, those in other: non-patient care (37.5%), hospital/health-system (32.7%)), and ambulatory care (37.3%)) settings were more likely to be members. Respondents working in ambulatory care settings (30.5%) reported the highest level of engagement in networks outside of pharmacy followed by respondents working in other: non-patient care settings (19.3%). Respondents who reported not being a member of a professional network were most often practicing in chain (42.1%), mass merchandiser (51.4%), and supermarket settings (45.3%).

Overall, pharmacists in the non-patient care settings and ambulatory care settings showed a higher-than-average involvement in professional groups, while those in chain settings seemed more disengaged.

Table 6.2.1 Actively Practicing Pharmacists' Membership in Professional Associations or Networks by Practice Setting, Gender, and Age 2024

	Membership Type*			
	Member of local/state pharmacy association or network	**Member of national pharmacy association or network**	**Member of association or network outside pharmacy**	**Not a member of professional association or network**
Practice Setting	n (% of Row)			
Independent	35 (31.0)	21 (18.6)	12 (10.6)	34 (30.1)
Chain	23 (9.9)	20 (8.6)	13 (5.6)	98 (42.1)
Mass Merchandiser	6 (8.6)	2 (2.9)	2 (2.9)	36 (51.4)
Supermarket	10 (11.6)	9 (10.5)	2 (2.3)	39 (45.3)
Health-System Retail	17 (28.3)	15 (25.0)	4 (6.7)	18 (30.0)
Hospital/Health-System	75 (28.2)	87 (32.7)	27 (10.2)	77 (28.9)
Ambulatory Care	16 (27.1)	22 (37.3)	18 (30.5)	11 (18.6)
Other: Patient Care	23 (15.9)	32 (22.1)	12 (8.3)	49 (33.8)
Other: Non-Patient Care	27 (30.7)	33 (37.5)	17 (19.3)	13 (14.8)
Total	232 (15.5)	242 (16.2)	108 (7.2)	377 (25.3)
Gender	n (% of Row)			
Male	107 (16.7)	102 (15.9)	54 (8.4)	145 (22.6)
Female	125 (14.7)	140 (16.5)	54 (6.4)	231 (27.2)
Non-Binary	0 (0.0)	0 (0.0)	0 (0.0)	1 (33.3)
Total	232 (15.5)	242 (16.2)	108 (7.2)	377 (25.3)
Age	n (% of Row)			
≤30	11 (19.0)	21 (36.2)	2 (3.4)	12 (20.7)
31-40	31 (16.1)	41 (21.2)	17 (8.8)	61 (31.6)
41-50	50 (17.2)	59 (20.3)	18 (6.2)	94 (32.4)
51-60	75 (19.6)	69 (18.0)	33 (8.6)	111 (29.0)
61-70	59 (15.5)	47 (12.3)	31 (8.1)	83 (21.8)
>70	6 (3.2)	5 (2.7)	7 (3.7)	16 (8.6)
Total	232 (15.5)	242 (16.2)	108 (7.2)	377 (25.3)

Note: Data contained in this table are from Supplement 3 of the 2024 NPWS of which only a subset of respondents received. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Chain* is a combination of small chain and large chain settings. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of mail order, nuclear, nursing home/long term care and home health. *Other Non-Patient Care* is defined as settings where pharmacists may not provide patient care and is a combination of industry, MCO/PBM, education/academia, government (FDA, etc.) and other. *Respondents were instructed to select all that apply.

Table 6.2.2 Actively Practicing Pharmacists' Level of Involvement in Professional Associations or Networks by Practice Setting, Gender, and Age 2024

	Level of Involvement		
	Minimal (predominately member only)	**Moderate (attend meetings, other involvement)**	**High (serve on committees, assume leadership roles)**
Practice Setting	n (% of Row)		
Independent	30 (73.2)	8 (19.5)	3 (7.3)
Chain	29 (74.4)	7 (17.9)	3 (7.7)
Mass Merchandiser	6 (85.7)	1 (14.3)	0 (0.0)
Supermarket	5 (38.5)	5 (38.5)	3 (23.1)
Health-System Retail	18 (75.0)	2 (8.3)	4 (16.7)
Hospital/Health-System	77 (65.8)	25 (21.4)	15 (12.8)
Ambulatory Care	13 (37.1)	13 (37.1)	9 (25.7)
Other: Patient Care	24 (60.0)	10 (25.0)	6 (15.0)
Other: Non-Patient Care	13 (29.3)	16 (36.6)	14 (34.1)
Total	215 (59.9)	87 (24.2)	57 (15.9)
Gender	n (% of Row)		
Male	83 (55.3)	39 (26.0)	28 (18.7)
Female	132 (63.2)	48 (23.0)	29 (13.9)
Non-Binary	0 (0.0)	0 (0.0)	0 (0.0)
Total	215 (59.9)	87 (24.2)	57 (15.9)
Age	n (% of Row)		
≤30	15 (60.0)	7 (28.0)	3 (12.0)
31-40	29 (56.9)	14 (27.5)	8 (15.7)
41-50	52 (61.9)	19 (22.6)	13 (15.5)
51-60	65 (61.3)	25 (23.6)	16 (15.1)
61-70	46 (56.8)	18 (22.2)	17 (21.0)
>70	8 (66.7)	4 (33.3)	0 (0.0)
Total	215 (59.9)	87 (24.2)	57 (15.9)

Note: Respondents were instructed to select all that apply. Data contained in this table are from Supplement 3 of the 2024 NPWS of which only a subset of respondents received. The 2024 results are based on respondents who provided information for a minimum set of variables (work status, gender, age, and practice setting). *Chain* is a combination of small chain and large chain settings. *Other Patient Care* is defined as settings where pharmacists are providing patient care and is a combination of mail order, nuclear, nursing home/long term care and home health. *Other Non-Patient Care* is defined as settings where pharmacists may not provide patient care and is a combination of industry, MCO/PBM, education/academia, government (FDA, etc.) and other.

SECTION 7. RETIRED PHARMACISTS

7.1 RETIRED PHARMACISTS' CHARACTERISTICS AND RETIREMENT DECISION

In 2024, a total of 887 (17.4%) respondents reported their employment status as retired (Table 7.1.1). As might be expected, the most common age to retire was 65 years old, with 11.0 percent of retired respondents reporting that age at retirement; 66 years and 62 years were second and third most reported as retirement ages with approximately 9% and 7.5% of retired respondents, respectively, reporting that as the age when they retired. In 2024, 39.5% of responding retired pharmacists were female, which increased from 34.6% in 2019. In 2024, 34.7% of retired male pharmacists reported retiring before age 65 compared to 60.9% of retired female pharmacists. In 2019, 42% of retired male pharmacists reported retiring before age 65 compared to 60.9% of retired female pharmacists. The most common work setting to retire from was community (46.9%) followed by hospital (25.6%) and other (22%). This same pattern was found in 2019.

In 2024, 24.5% of male and 18.5% of female retired pharmacists continued to work in some capacity after they retired. In 2024, and similar to 2019, female respondents (55.0%) were less likely than male respondents (80.5%) to be working in pharmacy-related work. The percentage of female pharmacists engaged in pharmacy-related work in retirement decreased from 2019 (64.1%) to 2024 (55.0%). Fewer females (63.2%) than males (82.3%) receive social security benefits. This was true in 2019 also.

In 2024, although a higher proportion of retired female pharmacists volunteer time in a service capacity (41.8% versus 30.3% of retired male pharmacists), the percentage of retired female pharmacists volunteering their time decreased from 58.7% in 2019.

Overall, in 2024, slightly fewer retired female pharmacists (64.0%) reported that their decision to retire was completely voluntary relative to male pharmacists (67.9%) (Table 7.1.2). In 2019, similar proportions of male (63.0%) and female (62.7%) pharmacists reported that their decision to retire was completely voluntary. In 2024, the proportion of retired female pharmacists who reported that their decision to retire was not voluntary (9.7%) or somewhat voluntary (10.3%) decreased compared to 2019 (10.3% and 16.2%, respectively).

In addition to having established financial security and desire for more personal or family time, demands of the job and culture or philosophy at work were more often rated as important in the decision to retire among the respondents in 2024 and in 2019 (Table 7.1.3). For retired female pharmacist respondents, demands of the job (48.4%) and overall dissatisfaction with pharmacy (30.3%) were more often rated as very important in the decision to retire among the respondents in 2024 compared to 2019 (34.8% and 20.7%, respectively).

Table 7.1.1 Retired Pharmacist Respondent Characteristics 2024 - 2019

	2024	2019
Retirement Age	**Percent**	**Percent**
< 50	1.9	2.1
50 - 54	3.8	2.1
55 - 59	11.9	10.2
60 - 64	27.6	34.2
65 - 69	35.8	33.3
70-74	13.6	14.2
75 or older	5.4	3.9
Average Age (Current)	**Years**	**Years**
Male	71.8	69.8
Female	66.7	64.9
Gender	**Percent**	**Percent**
Male	60.5	65.4
Female	39.5	34.6
Prior Work Setting	**Percent**	**Percent**
Community	46.9	43.8
Hospital	25.6	29.8
Ambulatory Care	5.5	4.1
Other	22.0	22.3
Working for Pay in Some Capacity	**Percent**	**Percent**
Male	24.5	26.1
In Pharmacy-Related Work	80.5	78.0
Female	18.5	21.1
In Pharmacy-Related Work	55.0	64.1
Volunteer Time in a Service Capacity	**Percent**	**Percent**
Male	30.3	35.7
Female	41.8	58.7
Receiving Social Security Benefits	**Percent**	**Percent**
Male	82.3	80.3
Female	63.2	56.5

Table 7.1.2 Voluntary Basis of the Decision to Retire by Gender: Percent of Retired Respondents

	Extent the Decision to Retire Was Voluntary			
2024	**Not at All**	**Somewhat**	**Mostly**	**Completely**
Male	5.6	12.3	14.2	67.9
Female	9.7	10.3	15.9	64.0
Total (n = 853)	7.3	11.5	14.9	66.4
2019	**Not at All**	**Somewhat**	**Mostly**	**Completely**
Male	6.9	12.9	17.2	63.0
Female	10.3	16.2	10.8	62.7
Total (n = 534)	8.1	14.0	15.0	62.9

Table 7.1.3 Importance of Reasons that Influenced the Retirement Decision by Gender

	Percent of Pharmacists Rating Reason as:					
	2024			2019		
	Not Important	Somewhat Important	Very Important	Not Important	Somewhat Important	Very Important
Own Health/Medical Condition(s)	(n=590)	(n=139)	(n=118)	(n=395)	(n=59)	(n=79)
Male	68.2	17.2	14.6	73.9	10.6	15.5
Female	71.9	15.3	12.9	74.6	11.9	13.5
Total	69.7	16.4	13.9	74.1	11.1	14.8
Demands of the Job	(n=225)	(n=300)	(n=323)	(n=152)	(n=196)	(n=184)
Male	29.8	38.8	31.4	31.6	33.9	34.5
Female	21.5	30.1	48.4	22.8	42.4	34.8
Total	26.5	35.4	38.1	28.6	36.8	34.6
Negative Interpersonal Relationships at Work	(n=486)	(n=208)	(n=151)	(n=326)	(n=102)	(n=101)
Male	62.2	24.5	13.3	65.8	18.0	16.2
Female	50.3	24.9	24.9	53.8	21.7	24.5
Total	57.5	24.6	17.9	61.6	19.3	19.1
Culture or Philosophical Environment at Work	(n=383)	(n=220)	(n=243)	(n=248)	(n=139)	(n=144)
Male	50.8	26.7	22.5	51.3	25.6	23.1
Female	36.9	25.0	38.1	38.0	27.2	34.8
Total	45.3	26.0	28.7	46.7	26.2	27.1
Overall Dissatisfaction with Pharmacy	(n=402)	(n=261)	(n=180)	(n=305)	(n=137)	(n=88)
Male	50.4	34.1	15.5	60.1	25.4	14.5
Female	43.5	26.1	30.3	52.7	26.6	20.7
Total	47.7	31.0	21.4	57.5	25.8	16.6
Need to Care for or Assist Partner/Family Member	(n=582)	(n=131)	(n=116)	(n=343)	(n=111)	(n=75)
Male	74.9	13.7	11.4	67.3	19.9	12.7
Female	63.0	19.0	18.0	60.1	23.0	16.9
Total	70.2	15.8	14.0	64.8	21.0	14.2

Had Opportunity Elsewhere	(n=733)	(n=55)	(n=32)	(n=480)	(n=38)	(n=9)
Male	88.9	7.1	4.0	94.2	6.1	1.5
Female	90.1	6.2	3.7	88.5	9.3	2.2
Total	89.4	6.7	3.9	91.1	7.2	1.7
Established Financial Security	(n=157)	(n=227)	(n=440)	(n=88)	(n=166)	(n=274)
Male	17.4	29.0	53.6	16.6	32.9	51.4
Female	21.9	25.3	53.1	18.7	28.6	52.7
Total	19.1	27.5	53.4	16.7	31.4	51.9
Desire to Have More Personal/Family Time	(n=138)	(n=251)	(n=454)	(n=77)	(n=157)	(n=298)
Male	15.1	32.2	52.7	14.4	29.1	56.5
Female	18.3	26.0	55.7	14.6	30.3	55.1
Total	16.4	29.8	53.9	14.5	29.5	56.0

Note: In 2024, overall N values were Male Retired Pharmacists = 537 and Female Retired Pharmacists 350. In 2019, overall N values were Male Retired Pharmacist = 345 and Female Retired Pharmacists = 185. Some individual items had missing responses (5 or less throughout the individual table items) in both years.

7.2 RETIRED LIFE

Respondents were asked to assess how their financial situation changed after retirement and how their retirement life has been (Table 7.2.1). In 2024 and 2019, 67.5% and 61.9%, of retired pharmacists, respectively, reported that retirement had, at most, a minor impact on their financial situation. In 2024, 15.9% of retired pharmacists reported that retiring had a moderate impact on their financial situation compared to 22.5% of retired pharmacists in 2019. In 2024 and 2019, 4.3% and 5.5% of respondents, respectively, had serious financial repercussions due to their retirement. In both 2024 and 2019, a slightly higher percent of female pharmacists (6.5% and 7.6%, respectively) reported a serious change in financial situation after retiring compared to male pharmacists (2.8% and 4.4%, respectively, in 2024 and 2019).

In 2024 and 2019, 69.1% and 63.6% of retired respondents, respectively, viewed retirement as very satisfying. Also, in 2024 and 2019, 71.0% and 66.5% of retired respondents, respectively, reporting that the retirement years were better than before they retired. In 2024 small percentages of retired pharmacists viewed retirement as not satisfying (3.2%) and retirement years not as good as before retiring (7.2%).

Table 7.2.1 Retired Pharmacists' Rating of Financial Situation and Well Being by Gender (N=534)

	Percent of Respondents		
	Male	**Female**	**Total**
2024			
Change in Financial Situation	(n=498)	(n=325)	(n=823)
None (retirement income equal or greater than pre-retirement)	24.1	17.2	21.4
Minor (retirement income reduced somewhat, but easily managed)	44.6	48.3	46.1
Moderate (income reduced with some concern and lifestyle adjustments)	15.9	16.0	15.9
Considerable (retirement income reduced substantially)	12.7	12.0	12.4
Serious (retirement income reduced dramatically)	2.8	6.5	4.3
Retirement Has Turned Out to Be:	(n= 503)	(n=330)	(n=833)
Not at All Satisfying	3.8	2.4	3.2
Moderately Satisfying	28.0	27.0	27.6
Very Satisfying	68.2	70.6	69.1
Retirement Years Have Been:	(n=504)	(n=330)	(n=834)
Not as Good	6.7	7.9	7.2
About the Same	24.6	17.6	21.8
Better	68.7	74.5	71.0
2019			
Change in Financial Situation	(n=348)	(n=185)	(n=533)
None (retirement income equal or greater than pre-retirement)	18.0	15.8	17.2
Minor (retirement income reduced somewhat, but easily managed)	45.9	42.4	44.7
Moderate (income reduced with some concern and lifestyle adjustments)	22.7	22.3	22.5
Considerable (retirement income reduced substantially)	9.0	12.0	10.0
Serious (retirement income reduced dramatically)	4.4	7.6	5.5
Retirement Has Turned Out to Be:	(n=345)	(n=185)	(n=530)
Not at All Satisfying	2.9	4.9	3.6
Moderately Satisfying	36.7	25.5	32.8
Very Satisfying	60.4	69.6	63.6
Retirement Years Have Been:	(n=349)	(n=185)	(n=534)
Not as Good	7.2	8.7	7.8
About the Same	28.7	20.1	25.7
Better	64.1	71.2	66.5

SECTION 8. LIMITATIONS AND CONCLUSIONS

8.1 LIMITATIONS

The findings of this study should be considered in light of its limitations. The results are based on respondents' self-reports, which could be influenced by intent to make socially desirable responses or simple misinterpretations of questions. We tried to limit misreading by piloting the survey prior to the main data collection. Since 2019, an online survey method has been used to collect data. Comparisons of findings from previous mailed NPWS surveys with online survey results should be done with caution.

The low response rate raises concerns about non-response bias. Our analyses of survey responses showed some differences in the respondents compared to the random sample pulled by the NABPF from their population of licensed pharmacists and US Bureau of the Census data about the active practicing pharmacist population. Comparisons between the respondent sample and population data are limited by the lack of data about population characteristics of licensed and actively practicing pharmacists. As a group, the NPWS 2024 respondent sample had a higher percentage of female pharmacists, were older and had a lower percentage from the Northeast and higher from the Midwest compared to population estimates. These differences should be kept in mind when the findings are interpreted.

Another caveat when interpreting these results is related to the sampling frame for the survey. Pharmacists contacted to participate in the survey were among those that were included in the NABP E-profile system. The sampling frame may have underrepresented pharmacists that had retired and not maintained their licensure, and thus consequently were excluded from the NABP database. As such, caution should be taken when making conclusions about the population of retired pharmacists or pharmacists who are out of the workforce.

8.2 CONCLUSIONS

Overall, the report provides continuing data and some new data about the pharmacist workforce. The pharmacist workforce continues to change in 2024. A larger proportion of licensed pharmacist respondents were working outside of pharmacy and were retired, possibly in response to the COVID-19 pandemic leading to licensed pharmacists leaving the pharmacist workforce. Additionally, a smaller proportion of licensed pharmacist respondents were unemployed relative to 2019, reflective of the projected current and future shortage of pharmacists in the US. Trends in pharmacists leaving the workforce and how the COVID-19 pandemic influences the pharmacist workforce will be important to monitor. The proportion of licensed pharmacists that are non-white is increasing while the proportion of licensed pharmacists who earned a PharmD degree is growing rapidly. An important topic to consider is to what extent the pharmacist workforce will diversify racially.

Among actively practicing pharmacist respondents, the proportion that is female is over 65% and the proportion that is age 40 years or younger is approximately 30%. Despite our sample of respondents overrepresenting females and underrepresenting pharmacists 40 years of younger, the impact that female

pharmacists and young pharmacists have, and will have on the workplace, and how they react to the workplace, is important to monitor moving forward.

The number of hours actively practicing respondents working full-time (greater than 30 hour per week) worked per week decreased from 2014 and the proportion of respondents working part-time (less than or equal to 30 hours per week) was the same as in 2014. Despite hours worked per week decreasing, self-reported workload was higher in 2024 compared to 2014, and it was particularly high in chain and mass merchandiser pharmacy settings. It is important to monitor how much pharmacists wish to work and where they wish to work as they try to navigate work-life issues with job demands.

The impact of rising student loan debt at time of graduation also will be important to monitor as debt load continues to increase. At the same time, average annual pharmacist compensation is over $140,000, allowing pharmacists with student loan debt to potentially pay back that debt in less than 10 years; nonetheless, balancing debt, compensation, and cost of living increases needs to be considered. General satisfaction with life is high among respondents, which is consistent with a majority of respondents reporting that they are proud to be a pharmacist and the perceived value of pharmacy as a career.

Overall, the quality of pharmacist work-life was positive, but the number of poor physical and mental health days each month suggests that additional focus on how pharmacist work environments impact pharmacists is needed. Also, it is clear that responding to discrimination and harassment should receive attention to improve pharmacist employers' ability to positively respond to such incidents to maintain a healthy workplace.

We note that many retired pharmacists continue to maintain a presence in pharmacy. About a quarter of retired pharmacists have continued to work in some capacity during their retirement, with about 75 percent of those still working in pharmacy. The proportion of retired pharmacists who are female is continuing to increase and a higher percentage of retired female pharmacists volunteer time in a service capacity. Overall, many retired pharmacists reported enjoying retirement.