

Innovative Strategies to Increase Your Volume of Residency Training

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Presentation Overview

- Factors impacting the demand for residency training programs
- Froedtert Hospital's experience
- Expanding residency training at your site!

Elevating the Level of Practice

ASHP Position Statement (June 2007)

To support the position that by the year 2020, the completion of an ASHP-accredited postgraduate-year-one residency should be a requirement for all new college of pharmacy graduates who will be providing direct patient care.

Looking at the Numbers . . .

Current

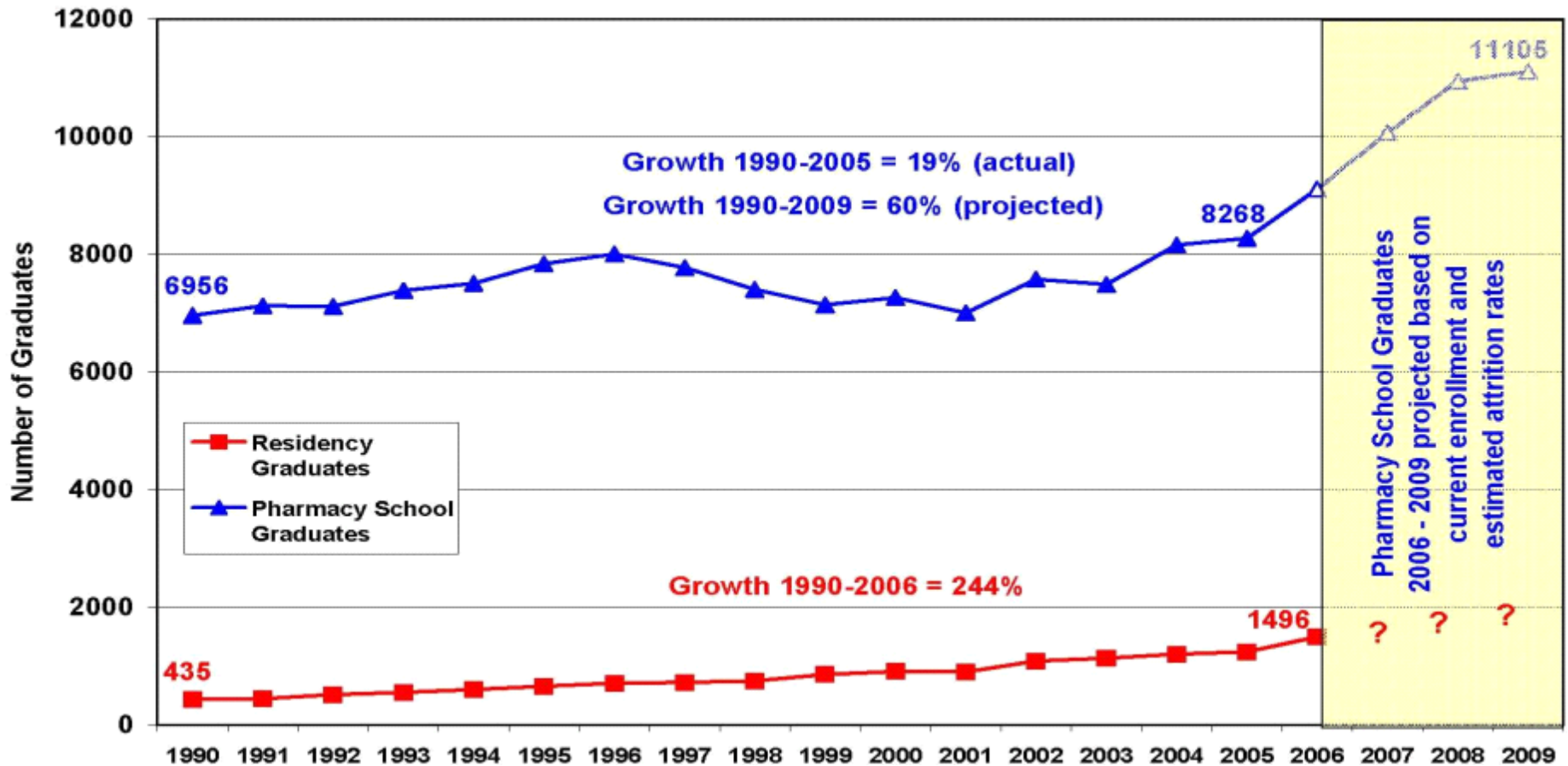
- 9812 pharmacy school graduates (2007)
- 15.3% of graduates completing PGY1
- 1769 PGY1 positions in 2008 Match
- 2092 individuals participated in 2008 Match

⇒ Demand for positions already exceeds supply!

Predictions for 2020

- More pharmacy school graduates
- Higher % of graduates completing PGY1

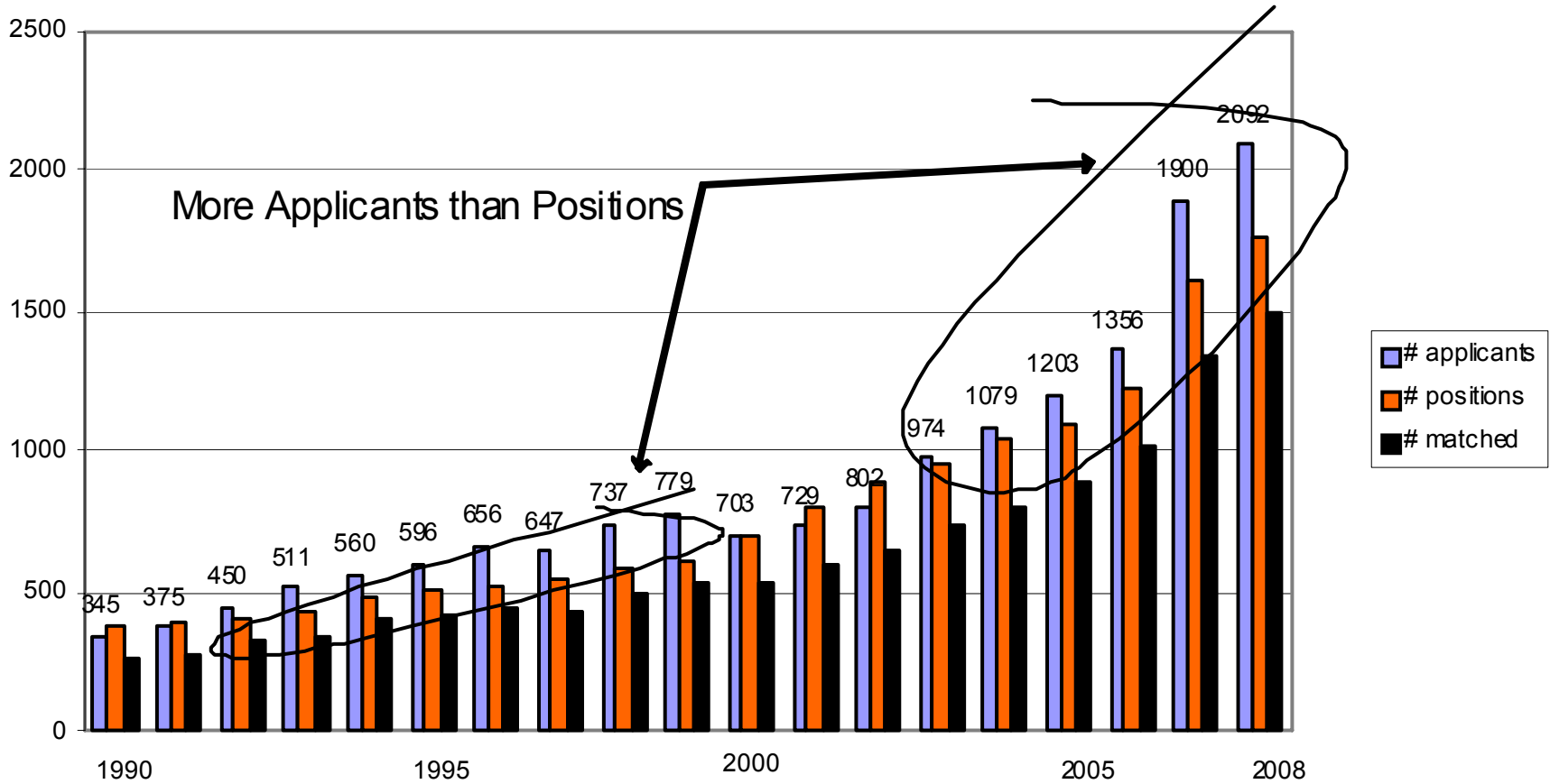
Pharmacy School and Residency Graduation Trends



Source: AACP & ASHP Data



Matching numbers for Accredited Pharmacy Practice (PGY1) Programs 1990 - 2008



Dual Strategies

- Increase the number of sites conducting residency training
- Increase the number of residents trained at each site

Making the Case for PGY1 Expansion

- Twice the size \neq double the work!
- Appeal of programs with ≥ 2 residents
- Excellent source for recruitment
- Elevate the level of practice
- Additional opportunities for publications & presentations
- “Marketing” of site, department & staff

Financial Considerations

- Stipend
- Travel allowance, resources, etc
- ASHP annual accreditation fees
 - 1 program: \$2635
 - 2 programs: \$3465
 - 3 programs: \$3875
- Staffing commitment
- CMS funding for PGY1 training

Froedtert Hospital Milwaukee, Wisconsin



Froedtert Hospital

- 450-bed academic medical center
- Integrated clinical practice model
- 10 decentral, clinical pharmacist teams supported by experienced & certified pharmacy technicians
- Clerkship site for general & advanced acute care and ambulatory rotations

Residency Training at Froedtert

- 1993: Establish (PGY1) program – 1 resident
- 1995: Expand to 2 residents
- 1999: Expand to 4 residents
- 2007: Expand to 5 PGY1 residents
Establish PGY2 admin program
- 2008: Expand to 6 PGY1 residents
Expand to 2 PGY2 admin residents
- 2009: Establish PGY1 community program
Establish PGY2 critical care program

Future Growth & Expansion

- Rapidly expanding ambulatory practice
- New & expanded Cancer Center
- New Pharmacy School in Milwaukee
- Newly created Progressive Health
 - 6 hospital partnership
 - Multiple clinics
 - Milwaukee metro area

Financial Justification – PGY1

- Stipend = \$43,680 + benefits
- Travel allowance
 - ASHP Midyear
 - Great Lakes Residency Conference
- Staffing commitment = 792 hours
 - Decentral clinical pharmacist
 - Med history / reconciliation support

CMS Funding for Residency Training

Dedicated PGY1 pharmacy residency training cost account including:

- Residents' stipends
- Travel allowance
- ASHP application & accreditation fees
- Recruitment costs
- Preceptor development

Value-Added Justification

- Committee appointments
- Formulary management
- Student precepting & teaching
- Staff development – twice weekly clinical conferences
- Project completion & service implementation

Selected Residency Projects

- Pharmacist-conducted medication admission histories & reconciliation
- Discharge reconciliation
- Pharmacist managed warfarin dosing
- Medication safety through barcode scanning adherence
- Therapeutic interchange amongst primary care clinic patients
- Treatment of VAP & guideline adherence

Expansion into PGY2 Programs

- Identifying specialties that make sense
 - Department, site & preceptor strengths
 - Interest among residents
 - Demand among profession
- Selecting an RPD
- Expanding upon current structure where possible

Justifying the PGY2 Programs

- Higher Costs – stipend & travel allowance
 - Smaller staffing commitment
 - No CMS reimbursement
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- Focus on value-added services
 - Ability to accomplish department / hospital goals in cost effective & efficient manner

Keys to Success

- Incorporate residency training program into your practice model
- Set high expectations for your residents & hold them accountable
- Document & celebrate accomplishments
- Delegate responsibility amongst preceptors
- Modify & adjust program as necessary
- LISTEN to preceptors & residents - Don't compromise quality for size!

Have you reached your residency training capacity???

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