

Attracting, Developing and Retaining the Oncology Pharmacy Workforce

Panel Presenters

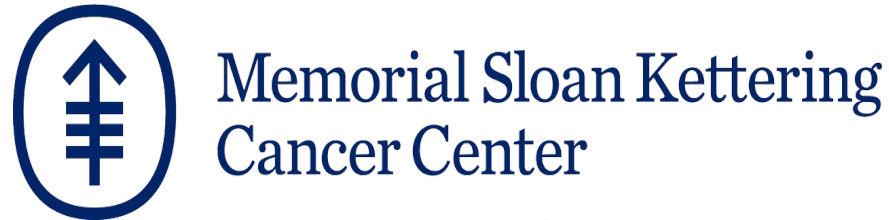
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Pharmacy Services

- Inpatient Care at Baptist Hospital Miami
- Oncology Infusion Pharmacy
- Investigational Drug Services
- Ambulatory Clinics
- MCI Satellites
 - Mariner and Fisherman Hospitals
 - Plantation Broward Health Wellness Center
- Lynn Cancer Institute at Boca Regional
- Baptist Health Specialty Pharmacy*
- Baptist Health Home Health *



Baptist Health
Cancer Care





Pharmacy Services

- NCI Designated Comprehensive Cancer Center
- Inpatient care at Sylvester and UHealth Tower
- Outpatient services provided at 10 locations in South Florida
- Investigational Drug Services
- PGY-1 Residency Program
- PGY-2 Oncology Residency Program
- Pharmacy Technician Training Program
- UM Specialty Pharmacy



Memorial Cancer Institute Pharmacy Services

- Florida Cancer Center of Excellence
- Partnership with Moffitt on Blood & Marrow Transplantation and CAR-T Therapy
- Inpatient care at Memorial Regional Hospital and Memorial Hospital West
- Outpatient services provided at 3 locations in Broward County
- Investigational Drug Services
- PGY-2 Oncology Residency Program
- Pharmacy Technician Training Program
- MSP Specialty Pharmacy





**Memorial Sloan Kettering
Cancer Center**

Pharmacy Services:

- NCI Designated Cancer Center
- 512 Inpatient Beds
- 14+ Locations Across NY & NJ
- 10 Cleanrooms
- 600+ Pharmacy Staff
- PGY-2 Residency Programs:
 - ID; Med Safety; Adult & Peds Onc
- Specialty Pharmacy
- Investigational Drug Studies at All Sites





Pharmacy Services:

- NCI Designated Comprehensive Cancer Center
- Member of Alliance Dedicated Cancer Center and National Comprehensive Cancer Network
- Research park (Speros FL) opening 2025
- 2 hospitals and 4+ Infusion Centers across greater Tampa area
- Remodeled and new USP 797/800 compliant cleanrooms
- 200+ Pharmacy Staff
- Dual accredited (URAC and ACHC) Specialty Pharmacy
- 400+ Investigational Drug Studies
- 23 clinical pharmacists embedded in all 14 clinics
- PGY-1 and 2 Residency Programs



Q: What strategies have you employed to address the pharmacy technician shortage?

- Technician training for surgical program at Moffitt
- BHSF Technician Scholars Program
 - Successful hire from tech training program for Oncology
- Technician Apprenticeship Program at MHS
 - Graduated Tech I & retained them
 - Oncology training for current Tech II in the system who wants future advancement in their career
- MSK had Salary Market Study → increased hourly rates to account for NYS certification & licensing requirements
- Sylvester has developed a technician training program

Q: Discuss non-traditional advancement roles for pharmacist and technicians

- Non-Traditional PGY2 Oncology resident
- CDM Analyst
- Infusion Technician Supervisor
- Technician Career Pathways at MHS with advanced roles:
 - Business Development Specialist, Pharmacy Sourcing Specialists, Internal Auditor, 340B Coordinator
 - Quality Assurance Compounding Coordinator, Pharmacy Technician Manager
- MSK implemented a Career Ladder for Clinical Pharmacy Specialists; refining existing Career Ladders across other positions
- Sylvester has advanced roles:
 - Patient Assistance Program team,
 - Informatics pharmacists, Charge analyst technician

Q: What tactics have you employed to support employees with diverse work-life preferences?

- 7 on – 7 off scheduling
- 4x 10-hour or 3x 12-hour shifts
- Hybrid (IP and OP) oncology pharmacists
- Rotation in different job roles for infusion pharmacists:
 - 33% cleanroom (x2 weeks),
 - 33% order verifications (x2 weeks),
 - 34% clinical work (x2 weeks) REMOTE from home
- Remote chemo order verification (from home)

Q: Career Ladders - Are they effective or not in today's environment?

- Career ladder vs. career lattice
- Financial incentives
 - Preceptor/ training incentive
 - Career ladder incentives
- Work environment
 - Remote vs. On-site
 - Rotation
- New roles and non-traditional opportunities

