

**TEXAS** *Pharmacy Association*  
*Together Pharmacy Advances*

# Pharmacy Technicians

Healthcare Workforce Shortage Taskforce

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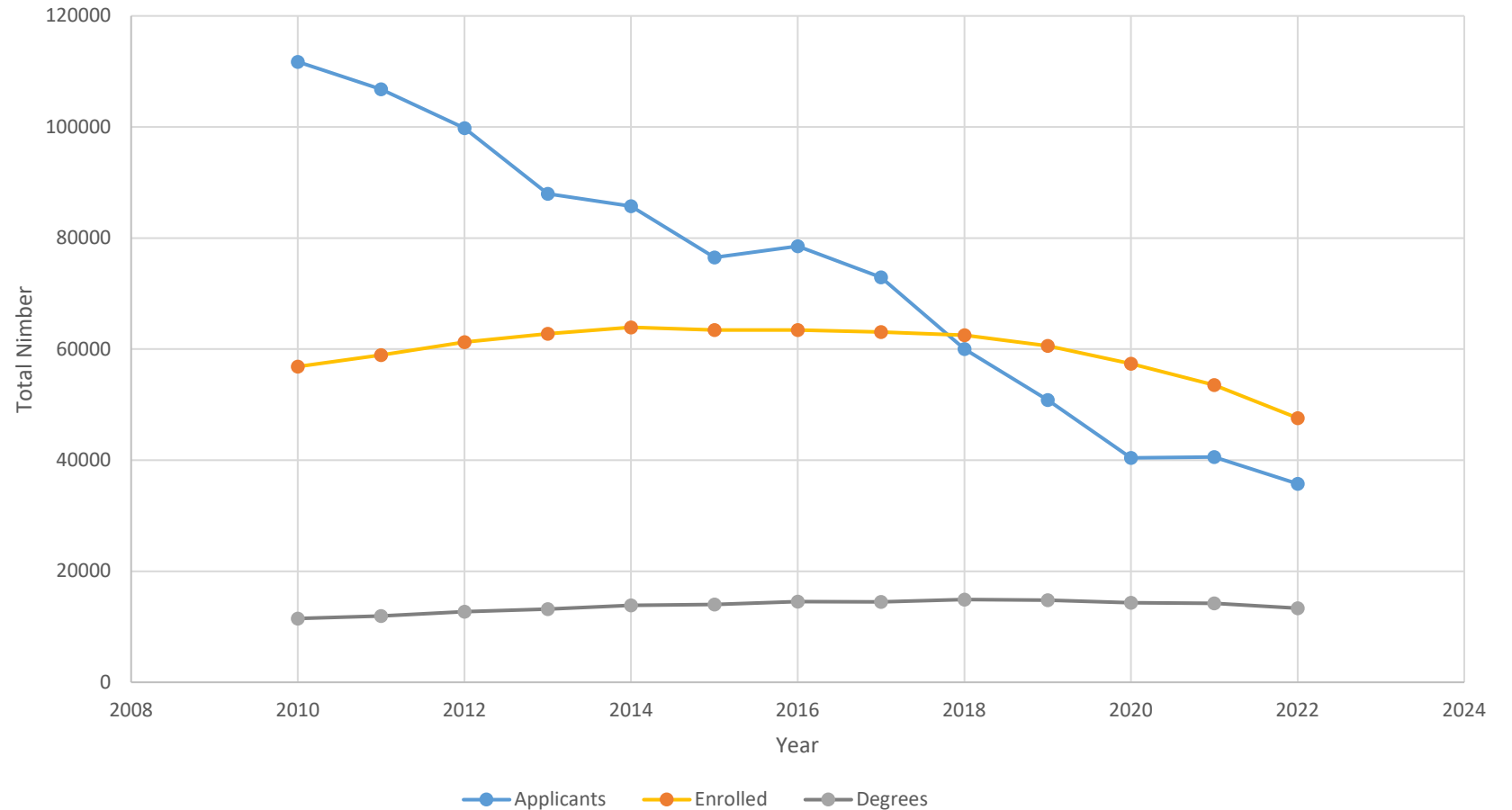


# Pharmacist Statistics

## Pharmacists Licensed and Working in Texas:

- 29,055

### National Pharm.D. Trends



Source: Texas State Board of Pharmacy, American Association of Colleges of Pharmacy



# Pharmacy Technicians in Texas

	TEXAS
Pharmacy Technicians	49,273
Pharmacy Technician Trainees	25,234
<b>TOTAL</b>	<b>74,507</b>

Nationally, there were 39,716 job postings for pharmacy technicians through the first quarter 2024. Texas had the highest number of job postings (3,243), followed by California (3,236) and Florida (2,219).

New York-Newark, Chicago, and Dallas had the highest number of job postings for the first quarter 2024.



# Pharmacy Technician Requirements

A **pharmacy technician trainee** must register with the Texas State Board of Pharmacy:

- Have a high school diploma, equivalent diploma (e.g., GED), or be working to achieve a high school diploma or equivalent for no more than two years
- Meet all requirements necessary in order for the Board to access the criminal history record information, including submitting fingerprint information and paying the required fees
- Pay the registration fee
- Work as a trainee for no more than two years

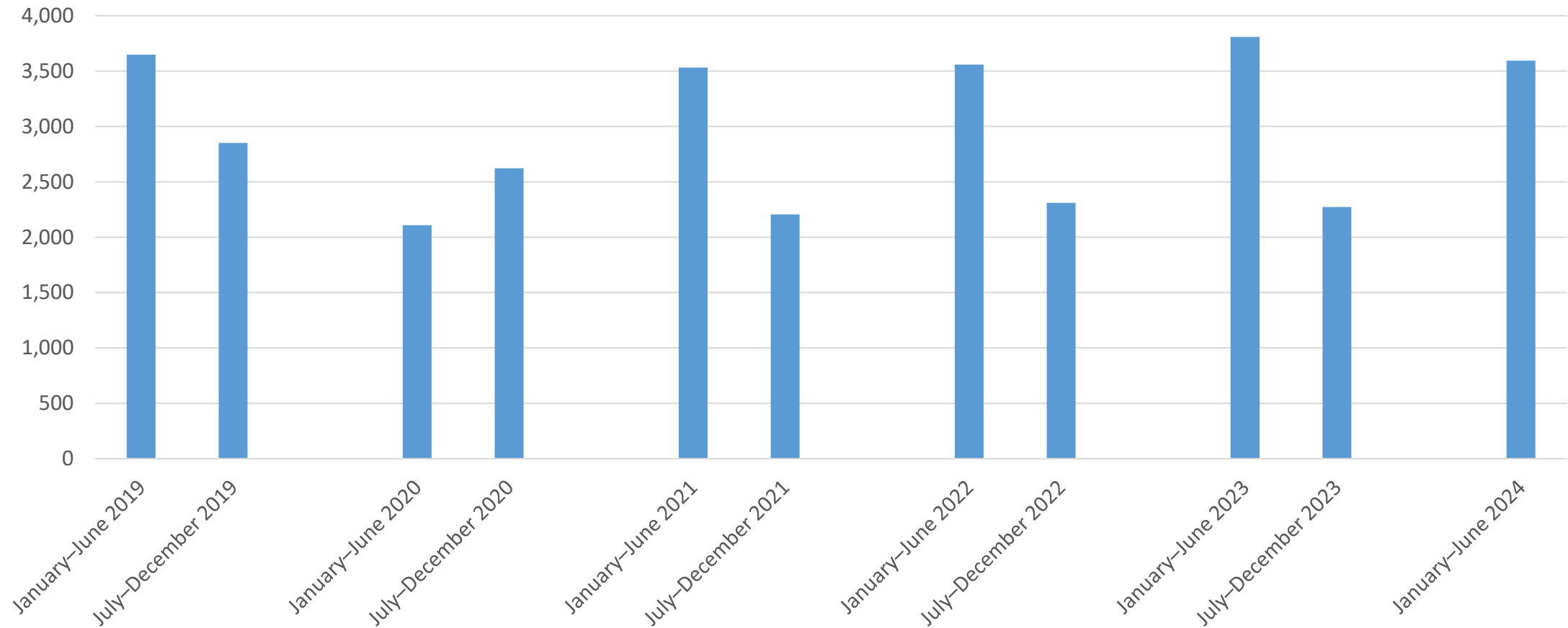
A **pharmacy technician** must register with the Texas State Board of Pharmacy:

- Have a high school diploma, equivalent diploma (e.g., GED), or be working to achieve a high school diploma or equivalent for no more than two years;
- Have current certification from a Board-approved pharmacy technician certification exam (or be granted an exception by the Board):
  - Pharmacy Technician Certification Exam (PTCE) from the Pharmacy Technician Certification Board (PTCB)
  - Exam for the Certification of Pharmacy Technicians (ExCPT) from the National Healthcareer Association (NHA)
- Meet all requirements necessary in order for the Board to access the criminal history record information, including submitting fingerprint information and paying the required fees
- Pay the registration fee



# Pharmacy Technician Trends in Texas

Technicians Sitting for PTCB Exam (First Attempt Only)



Source: Pharmacy Technician Certification Board

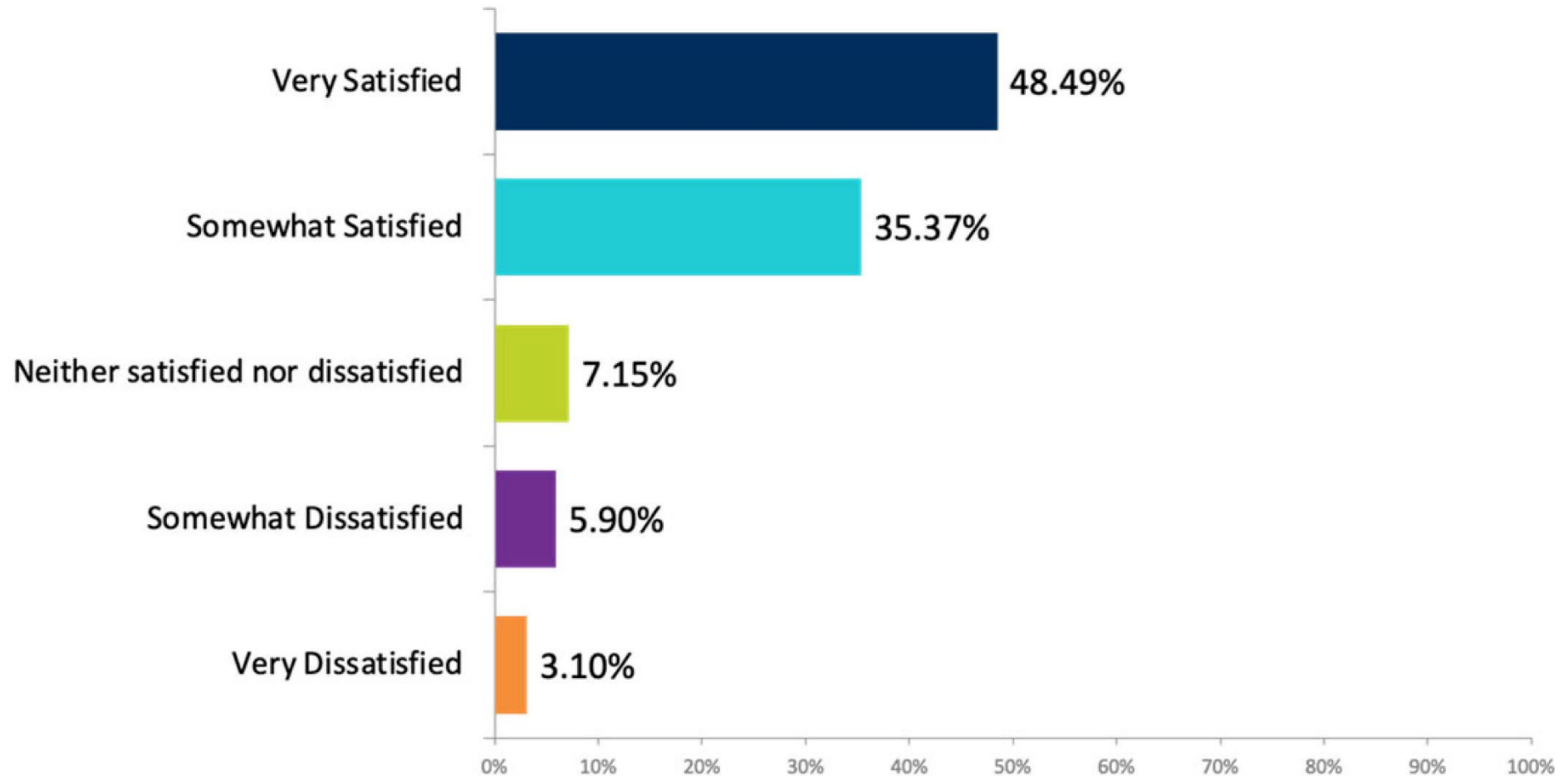


# Pharmacy Technician Pay

	TEXAS	NATIONAL
Median Annual Pay	\$42,990	\$40,300
Median Hourly Pay	\$20.19	\$19.37
Job Outlook, 2022–32		6% (faster than average)



# Pharmacy Technician Job Satisfaction



Source: Pharmacy Technician Certification Board



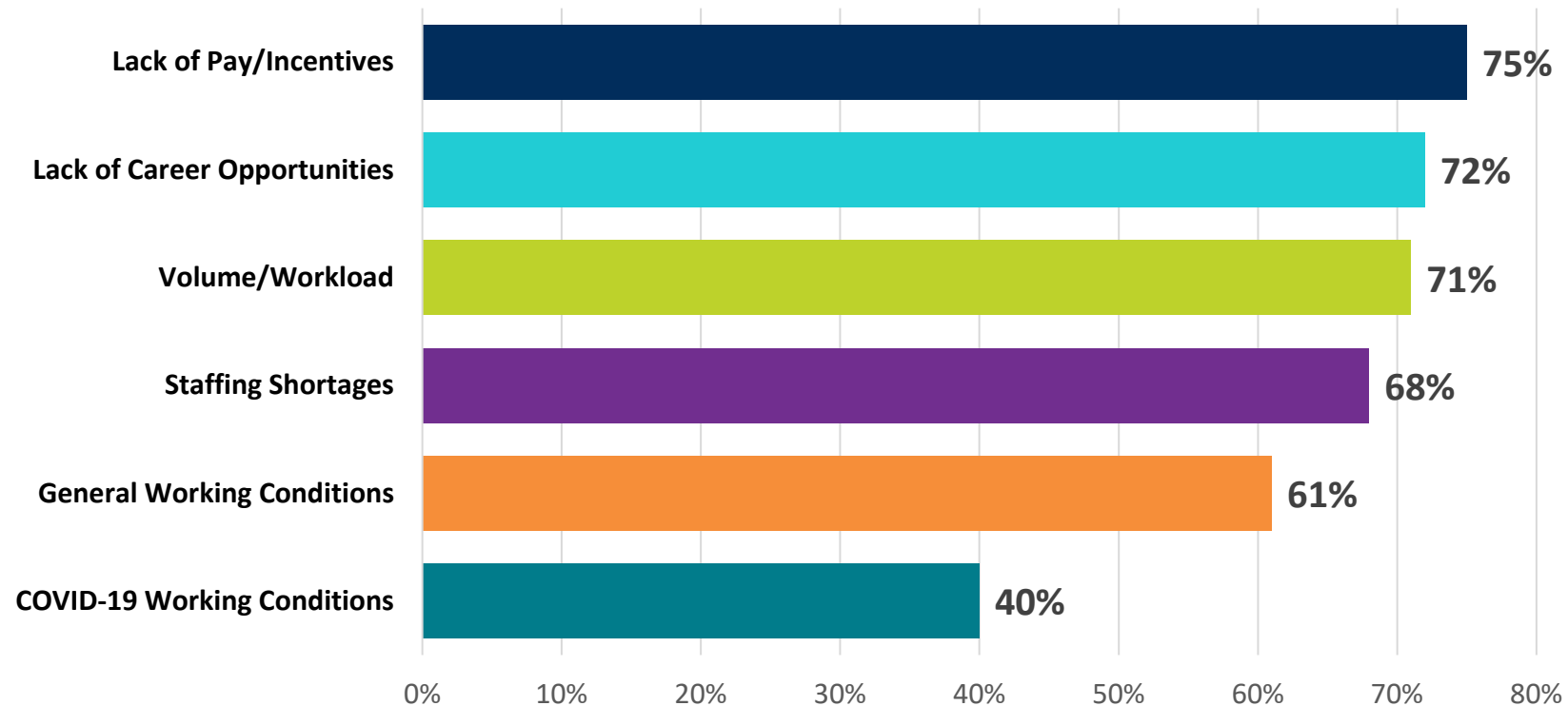
# What Would Increase Job Satisfaction?





# Why Pharmacy Technicians Leave Jobs

Significant Factors for Leaving the Profession include:





# Effects on Pharmacy Staffing

- 76% of community pharmacists say they experienced staff shortages in the last six months, with almost 90% reporting the most difficulty with filling positions for pharmacy technicians
- Effects of staffing shortages on business in the last 6 months
  - 74.3% of respondents increased wages/offering employee incentive pay
  - 54% of respondents said prescription dispensing waiting times have increased
  - 17.6% of respondents reduced pharmacy operating hours
  - 16.5% of respondents have had to turn patients away seeking immunizations or other services



# Expanded Roles for Pharmacy Technicians

## Advanced Role Examples

- Ambulatory Medication Prior Authorization Coordinator
- Compliance Coordinator Technician
- Discharge Pharmacy Technician
- Informatics Technician
- IDS Technician Specialist
- Lead Pharmacy Technician
- Medication History Technician
- Medication Therapy Management
- Community Health Worker
- Biometric Screening
- Pharmacy Medication Access Service Advocate
- Pharmacy Purchaser
- Prior Authorization Pharmacy Technician
- Compounding Specialist
- Sterile Compounding Coordinator
- Technician Product Verifier (Tech Check Tech)
- Technician Supervisor
- USP Designated Person
- Immunization Specialist
- Point of Care Testing Specialist



# Recommendations

- Maximize career growth by expanding duties technicians can perform
- Optimize pharmacy technician workforce by increasing technician-to-pharmacist ratio
- Support funding for pharmacy technician programs in high school and technical schools
- Consider alternative approaches to certification to alleviate test anxiety, which can be a barrier to entry for aspiring technicians
- Promote legislation and regulations that allow expanded use of technology and automation to promote a better work environment
- Improve license portability or reciprocity to Texas
- Enable re-entry into technician trainee status, if returning to pharmacy workforce
- Require DSHS to track pharmacist and pharmacy technician workforce data