

Career Mentorship Program



Purpose

- To increase students' awareness of the various career opportunities in the pharmacy profession
- To help students explore potential career paths that match their interests & desired lifestyle
- To help facilitate students' career decision-making
- To help students network with potential employers
- To help students preference APPEs in areas of discovered interest
- No not lose site of the end goal of Pharmacy School



APhA Career Pathway Evaluation Program On-line Assessment

- Each student asked to complete & print / bring survey results to orientation
 - http://www.pharmacist.com/pathway_survey
- Each survey item describes important aspects of the work of pharmacy professionals
 - Assesses "critical factors" that should enter into your career decision-making process
 - Your rating of these "critical factors" helps assess your goals, values, strengths, likes, and dislikes



Critical Job Factors

Patient Interaction	Tasks	Work-Life Balance	Personal Satisfaction
Counseling	Variety of daily activities	Pressure/stress	Opportunity for advancement
Continuity of relationships	Multiple task handling	Work schedule	Community prestige
Helping people	Problem-solving or autonomy	Leisure/family time	Professional prestige/ involvement
Other Professional collaboration/ working with teams	Focus of expertise	Job security	Income/benefits
Educating other professionals	Innovative thinking	Travel	Job security
Interpreting Lab Values	Applying scientific or clinical knowledge	Job sharing or part-time opportunities	Opportunities for leadership development
Conducting physical assessments	Business or personnel management	Parental leave opportunities	Self-worth
	Writing	Working remotely or geographic location	Advanced degree/ additional training
	Creating new knowledge by conducting research	Exit/re-entry opportunities	Unique work environment
			Entrepreneurial opportunity

Your Career Assessment Results

- The lower the score, the better a specialty matches your critical factor preferences
 - First set of results indicate possible career matches based on your interests
 - Second set of results consider the critical factors that you indicated were most important to you
- Any surprises?



Career Option Profiles

- Provides descriptions for each of the 28 careers categories, including
 - Background
 - Characteristics
 - Insider information
 - Most/least appealing aspects of career
 - Advice for students interested in career path
 - Critical factor ratings
- <http://www.pharmacist.com/career-option-profiles>



Career Mentoring Program Assignments

- Complete APhA Career Pathways Program on-line survey & upload results into E-Value portfolio annually
 - Complete at the beginning of each fall semester
 - Evaluate whether your survey results are changing each year following more pharmacy education



Career Mentoring Program Assignments

- Participate in a minimum of **six** career exploration activities each academic year; **minimum of three activities in the fall semester**
 - Attend a career mentor presentation (student organization)
 - “CM” appears next to meeting on SCCP calendar
 - Shadow a career mentor (**counts as 2 activities**)
 - Interview a career mentor
 - Attend Pharmacy Day (Career Fair) – **November 7**
 - Attend applicable Kennedy Center events
 - Any special guests brought to the College
 - Specific sessions at Professional Pharmacy meetings



Career Mentoring Program Assignments

- Students should request any additional activities they would like to be considered for credit (i.e. attend State/National Pharmacy Meetings) to Assistant Dean via Google Form
 - <https://docs.google.com/forms/d/1BIL5FhYhgZ3PjLTJwKxEXCcYpUMl3mku7UL2LHjRrIM/viewform>
- Approved mentors found on RX Connect under Career Center
 - Pharmacists NOT on the list must be pre-approved via the Google Form
- **Approved** group activities to be listed on 1st Floor Bulletin Board, 2nd Floor Bulletin Board, & RX Connect under Career Center



Career Mentoring Program Assignments

- 1st career exploration activity provided in Orientation
 - Career Panel
 - Pharmacist #1: Dr. Jeannie Sutton
 - Hospital/Hospital Administration
 - Pharmacist #2: Dr. Mark Twohey
 - Clinical Specialist - Oncology
 - Pharmacist #3: Dr. Carrie Smoak
 - Independent Community Pharmacy



Career Mentoring Program Assignments – Fall Semester

- Complete APhA Career Pathways survey & upload results into Blackboard Portfolio
 - **Due August 31st**
- Compose a Fall Career Exploration Report & Reflection & upload into Blackboard Portfolio
 - Follow template in Blackboard
 - Remember that you may need to refer to this document when time for LORs/RPh job search
 - Title report “Fall 2016 Career Exploration Report & Reflection”
 - **Due December 4th**



Career Mentoring Program Assignments – Spring Semester

- Compose a Spring Career Exploration Report & Reflection & upload into Blackboard Portfolio
 - Follow template in Blackboard
 - Remember that you may need to refer to this document when time for LORs/RPh job search
 - Title report “Spring 2017 Career Exploration Report & Reflection”
 - **Due April 2nd**
- ****If you completed all 6 activities in the Fall then you should upload the following statement:**
 - “All 6 Career Exploration activities were completed in the Fall semester”



Career Exploration Tips

- Don't be afraid to ask a pharmacist about their job
- Networking as a student is MORE important than ever in changing job market
- Get involved in student organization(s)
- Career mentor list is not all inclusive
 - Must 1st approve mentor through Google form/Assistant Dean if NOT on list
 - Mentors may be in ANY field of Pharmacy in ANY location around the country



Career Exploration Tips

- Shadowing experiences are often more valuable than attending group presentations
- Utilize a VARIETY of RPhs from DIFFERING fields that you use as Career Mentors throughout your P1-P3 years
- If you find a field that interests you, keep in touch with that mentor
 - Often leads to Internships or RPh positions



Career Mentoring Program “Don'ts”

- Mentors that will NOT be approved
 - Non-Pharmacists
 - Pharmacists at your place of employment
 - Preceptor(s) from rotation(s)
- Activities that will NOT be approved
 - Required activities in Core & Elective Classes
 - Shadowing/Interviewing/Attending a meeting you reported in ANY previous semester
 - Professional meeting attendance unless pre-approved portions



References for Career Information

- Academy of Managed Care
 - www.amcp.org
- American Association of Pharmaceutical Sciences
 - www.aaps.org
- American College of Apothecaries
 - www.americancollegeofapothecaries.com
- American Pharmacists Association
 - www.pharmacist.com
- American Society of Consultant Pharmacists
 - www.ascp.org



References for Career Information

- American Society of Health-System Pharmacists
 - www.ashp.org
- National Association of Boards of Pharmacy
 - www.nabp.org
- National Association of Chain Drug Stores
 - www.nacds.org
- National Community Pharmacists Association
 - www.ncpanet.org
- Pharmaceutical Research & Manufacturers of America
 - www.phrma.org



Methods to Explore Pharmacy Careers

- Get to know your Faculty
- Participate in optional curricular tracks
 - Pre-Residency
 - Business
 - Walker Leadership Scholars
- Participate in Dual Degrees
- Take advantage of KPIC events
- Choose electives wisely
 - Career Pathways elective (offered during P2 year)
- Shadow, shadow, shadow!
- Participate in research with Faculty
- Get involved in student organizations EARLY
- Preference DIFFERENT types of APPEs



Questions?

