

# Building Student Competency and Confidence: Assessing Knowledge Gained through Managed Care Internships

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## Background

- Academic instruction of topics such as formulary management, regulatory approvals, and cost-effectiveness has improved. There is still room for improvement because coverage of these themes is not required in pharmacy school curricula.<sup>1</sup>
- Standards are lacking, and the need to master related competencies has expanded, resulting in a greater demand for training future pharmacy professionals.<sup>2</sup>
- To give students hands-on experience in managed care, AMCP Foundation offers unique internships for PharmD candidates to intern for 10-12 weeks.<sup>3</sup>
- More than 200 interns have learned and developed in the thirty years since these programs launched in 1993, gaining exposure to health plans, pharmacy benefit managers, the biopharmaceutical industry, and nonprofits.

## Objective

- To evaluate the impact and document outcomes of AMCP Foundation's professional internships.

## Methods

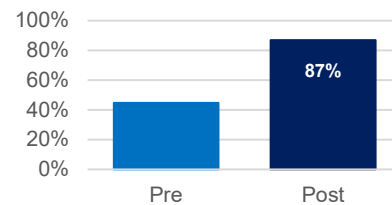
- Pre-internship and post-internship assessments were designed to measure participant progress in research, managed care, industry awareness, leadership, and career development.
- The assessments were fielded as web-based surveys with approx. 18 questions.
- Annually from 2020-2022, students reported self-perceptions of their knowledge levels at baseline (prior to week 1 of their internship) and following their internship (after week 10).
- For this cross-sectional study, data were analyzed with descriptive and comparative statistics.

## Results

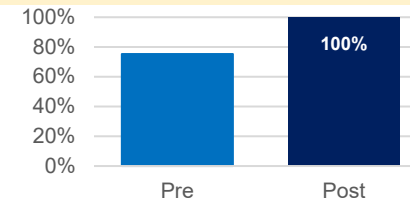
**Table 1:** Demographics: AMCPF Intern Cohorts

2020 - 2022	
<b>Age</b>	
18-24 years old	14
25-34 years old	13
<b>Gender</b>	
F	17
M	10
<b>Ethnicity</b>	
Black/AA	2
White	11
Hispanic/Latino	1
Native/American Indian	0
Asian/Pacific Islander	12
Other/Prefer not to answer	1

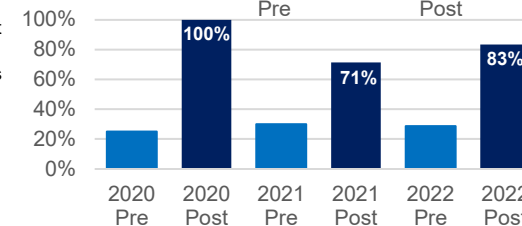
**Figure 1:** Three-year average, % of respondents who agree or strongly agree, when asked about current level of knowledge on population health management, formularies, utilization management, and related topics\*



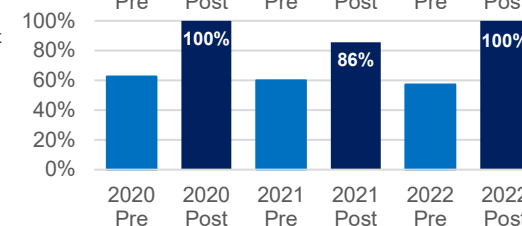
**Figure 2:** Three-year average, % of respondents who agree or strongly agree, when asked about current level of knowledge of careers for pharmacists in managed care, biopharmaceutical industry and nonprofits



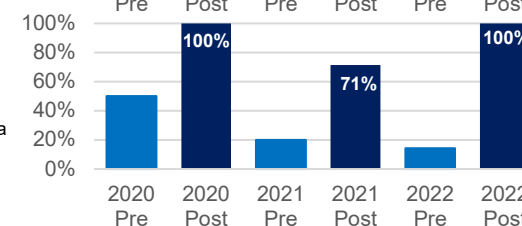
**Figure 3:** When asked about current level of knowledge of how managed care pharmacists optimize health care resources and outcomes in disease states such as oncology



**Figure 4:** When asked about current level of knowledge on how to effectively interpret and present research visually



**Figure 5:** Current level of knowledge of research & development, HEOR, market access, field-based medical & other functions within biopharma industry\*



## Limitations

- In completing self-assessments, individuals tend to rate themselves more generously than others would.<sup>3</sup>
- Caution is advised when generalizing the survey results. The sample sizes were small across all three years, due to the small number of participants for these highly selective internships.
- The survey design included many closed-ended questions with a prepopulated selection of responses. Questions indicated with \* differed slightly year over year.

## Acknowledgements

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## Discussion and Conclusions

- The assessments demonstrate that AMCPF internships increase knowledge and link that knowledge with the competencies needed for today's dynamic job market.
- The present study will encourage more students to gain experience towards their career preparation and assist schools to develop curricula and strategies to promote internship programs.
- Interns were asked in 2021 and 2022 about their knowledge of practice-based research concepts. Respondents were asked if they agreed or strongly agreed they were knowledgeable about real-world evidence methodologies like retrospective observational studies in large datasets and pragmatic trials. The two-year average increased from 38% in the pre-survey to 93% in the post-survey.
- A new question from the 2022 survey measured knowledge of the connection between health inequities and managed care. In the pre-survey, 60% of students felt knowledgeable, compared to 100% in the post-survey. Addressing social determinants of health is a top priority for managed care as patients whole-health is vital.

## References

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