

## Background

- Differing interpretations and applications of PharmD curricular standards result in uneven exposure of student pharmacists to formulary management, regulatory approvals, and cost-effectiveness.
- Few pharmacy schools provide extensive, formal instruction in managed care principles.
- In one exploratory survey, a large majority of students (72.0%) perceived themselves as generally uninformed about managed care issues.<sup>1</sup>
- To give students hands-on experience in managed care, and help close knowledge gaps, AMCP Foundation has offered unique internships for nearly 30 years. More than 200 interns have served since 1993, gaining exposure to the biopharmaceutical industry, health plans, pharmacy benefit management companies, employer groups, nonprofit charities, and professional associations.<sup>2</sup>
- Second, third, and fourth-year PharmD candidates intern for 10-12 weeks over the summer
- The evaluation of the 2020 learning experience was extremely important, as this was the first year the internships were conducted virtually due to the impact of COVID-19.
- There were eight interns in the summer 2020 internship cohort, all from different academic institutions.
- Half of the interns were between the ages of 18-24 years and the other half were between the ages of 25-34 years.
- 5 were male and 3 were female.

## Objectives

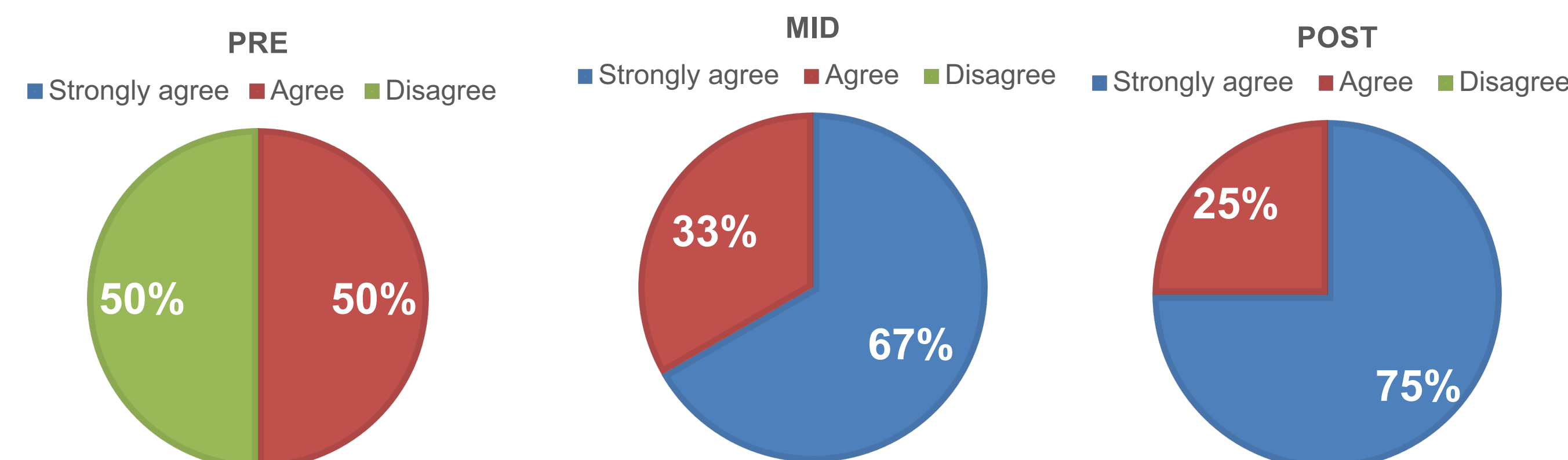
- The primary goal was to assess the degree to which eight 2020 AMCP Foundation interns had mastered key managed care concepts before, during, and after their internships.
- Assessments were designed to measure participants' progress in areas including leadership, career development, research, managed care, and industry trends.
- Questions were developed with an emphasis on determining growth at the higher cognitive learning levels within Bloom's taxonomy (applying, analyzing, evaluating, and creating).
- Assessing and documenting program impact is vital for AMCP Foundation, as a 501c3 charity.

## Methods

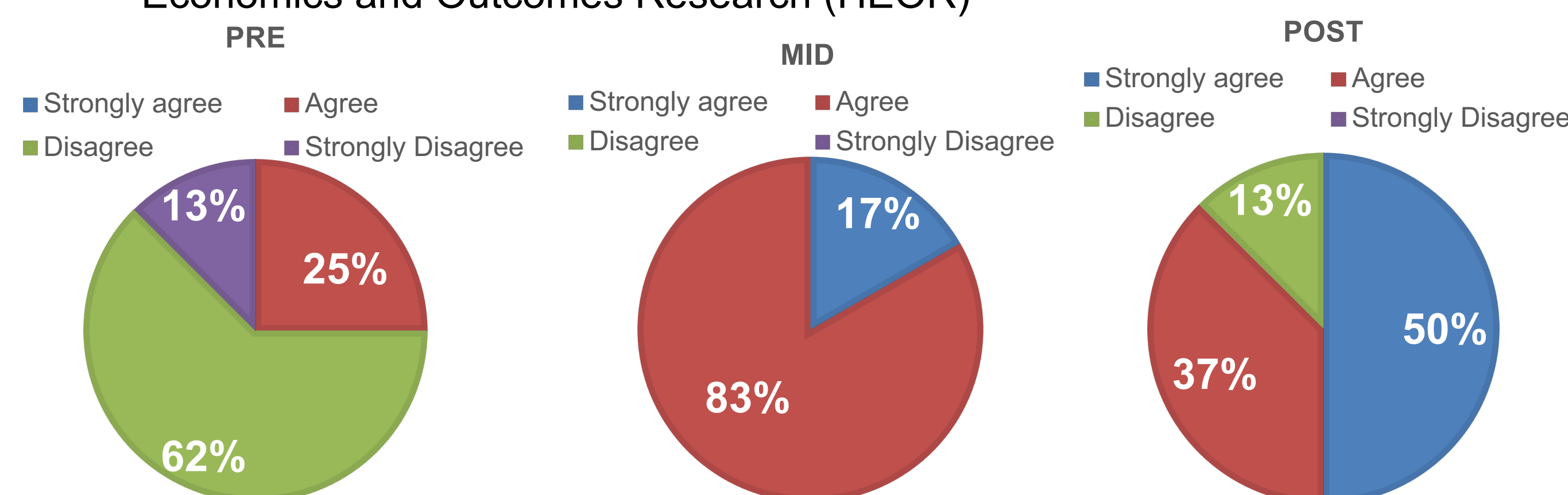
- An informal literature review was conducted to inform the development of the learning assessments
- Three mixed methods surveys were fielded electronically, with each instrument consisting of approximately 18 questions.
- To assess their baseline knowledge, the first survey was emailed to interns between weeks 1 and 3 of their experience.
- The second survey was administered between weeks 5 and 7.
- The final survey was administered after week 10, to gauge cumulative knowledge gains.

## Results

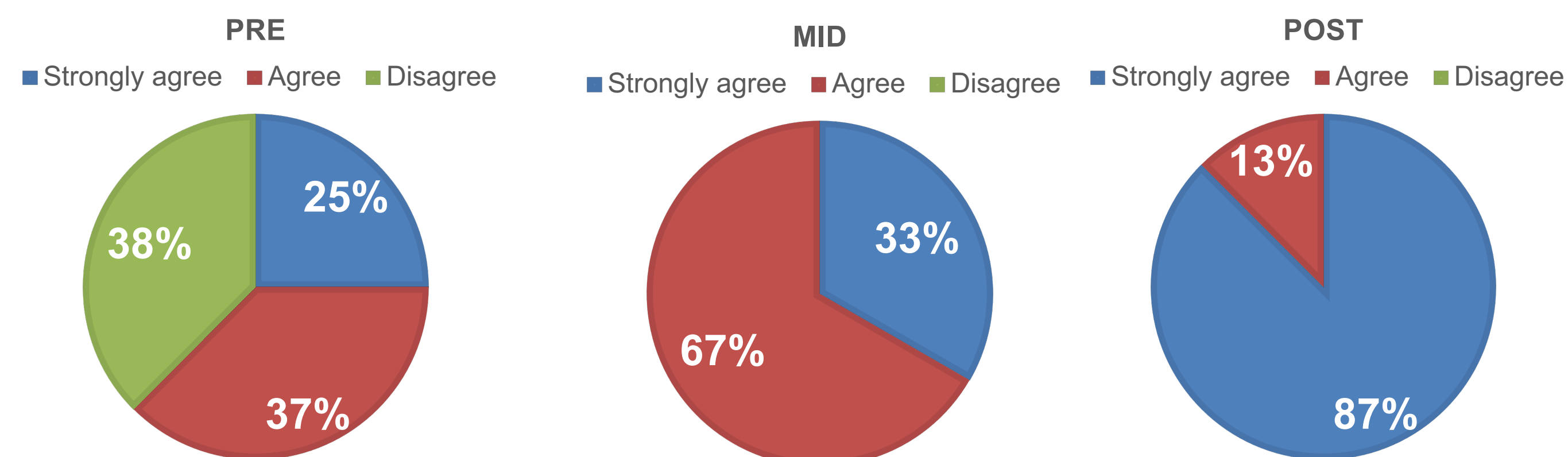
**Figure 1:** When asked about current level of knowledge on population health management, formularies, utilization management and related topics



**Figure 2:** When asked about current level of knowledge in Health Economics and Outcomes Research (HEOR)



**Figure 3:** When asked about ability to effectively interpret and present research



## Results (Cont.)

- Findings indicated that students placed within industry (AbbVie, Genentech) felt more confident in their understanding of HEOR.
- Student pharmacists in the AMCP Foundation/Pfizer internships (placed within managed care organizations) felt more strongly about their growth in population health topics.
- In the post assessment, majority of the cohort believed they were capable of regularly and expertly demonstrating teamwork/collaboration (88%); communication (75%); and self-confidence (75%).
- This aligns with the leadership skills most essential for career success in managed care pharmacy, which are teamwork/collaboration; communication skills; and business acumen.<sup>2</sup>

## Limitations

- Small sample size with an *n* of eight could limit the generalizability of the findings across other internship cohorts.
- This was the first year 1) the internships were conducted in a fully virtual format, and 2) formal learning assessments were fielded.

## Conclusions

- Overall, the internship assessments demonstrated that AMCP Foundation internships increase cognitive learning – especially in presenting research; population health management, formularies, utilization management; and HEOR.
- AMCP Foundation internships are transformative developmental experiences for the students who participate.

## Next Steps

- The findings from this series of assessments provides insight into the interns' experiences and potential program enhancements.
- Moving forward, AMCP Foundation can focus on increasing HEOR and population health understanding across all internships, regardless of site placement.
- Stakeholders are urged to partner with AMCP Foundation to strengthen these immersive internships opportunities as they have a very important role in closing gaps in pharmacy school curricula surrounding managed care.

## Acknowledgements

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- Genentech, Inc.
- Horizon BCBS of NJ
- Independent Health
- Magellan Rx Management
- Pfizer, Inc.
- Pfizer Oncology Organized Customer Field Medical Team
- Prime Therapeutics

## References

1. Volume 15, Issue 5, June 2010. Pharmacy Students' Views of Managed Care Pharmacy and PBMs: Should There Be More Exposure to Managed Care in the Pharmacy Curriculum? Journal of Managed Care Pharmacy (JMCP). [Link](#)
2. Renfro, M. 25 Years of Managed Care Leadership Development: Executive Summary (2018). AMCP Fdn. [Link](#)