



Community Pharmacy Fellowship



Questions and Answers

from the General Interest Meeting Webinar on June 25, 2020 at 8pm ET



Carlie Traylor, PharmD
Associate Director,
Strategic Initiatives, NCPA



Troy Trygstad, PharmD, MBA, PhD
Executive Director, CPESN® USA



Randy McDonough, PharmD,
MS, BCGP, BCPS, FAPhA
Dir of Practice Transformation,
Flip the Pharmacy

General

Is the general interest meeting webinar recording available and if so, where can we find it?



Yes, the general interest meeting webinar [recording](#) is available on our [webpage](#).

How many fellows will be accepted into the first year?



We are looking to recruit 25-30 fellows the first year but have the capacity to take on more.

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When is the application going to be available?



The application is open [now](#) and available on our [webpage](#). It should be completed by the pharmacy hosting the fellow. Once complete, the fellow self-assessment and CPESN attestation form will be sent to the pharmacy for the fellow and local CPESN network to complete respectively. Once all forms are turned in the application is complete, and acceptances will start going out in mid-July.

How much is the tuition and what does it include?



The tuition for the program is \$7,500 and is due as a one payment after the pharmacy has been accepted into the program. The tuition covers access to all educational materials and live webinars, as well as, access to the luminaries serving as faculty. That access does not expire after a year and graduates will continue to have access that will include new educational material.

What is the potential for return on investment?



That's an important consideration from a community pharmacy perspective and being an owner myself, I have that mindset. For example, if I'm going to hire someone it's because I **need** to hire someone. Now if you hire someone just to go through this program and do all this work to create new revenue streams you may not see that ROI in that 12 month time frame. However, if you're looking to hire a new employee and their interest align with the goals of the fellowship program this is an excellent way to see a great ROI. As far as practice transformation, throughout my career I've had to invest today for what pharmacy will be like tomorrow and I think Joe Moose has the best analogy with UBER. If we'd opened that app up and it said "We're not ready yet. Check back in 3 months when we've got all the kinks worked out", none of us would be using UBER today. The same thing is true with a payer approaching you with a new contract for enhanced services. You have to have the infrastructure in place for that contract to be a success. This program is perfect for someone who is just shy of that step and needs to build up their programs so they are capable of taking on a new contract. The profitable revenue streams we're making now are coming from our enhanced services and not our distribution services. So I see this program being important for our future to create these new opportunities because that's where our profits will be.

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Prerequisites

Could this be for a pharmacist that has been practicing for 5 years?



Absolutely, this program is designed for a licensed pharmacist practicing at a CPESN pharmacy so the fellow could be a new grad or a pharmacist with years of experience.

What sort of items are in the fellow self-assessment?



The fellow self-assessment is a short worksheet that gauges the fellow's experience and goals for the fellowship. It must be signed off by the pharmacy and submitted to NCPA.

Are there pharmacies or fellows that could be denied participation?



This program isn't designed for the perfect pharmacy. It's designed to get needed instruction and mentorship to pharmacies committed to practice transformation. With that said, pharmacies do have to be a member in good standing to apply.

For the network letter of recommendation, what constitutes "good standing"? For example, does it require that the pharmacy is already completing the required 10 quarterly eCare plans?



To be in good standing with your participation agreement with CPESN means your pharmacy isn't debarred or excluded from federal programs, you have an ecare plan capable system, you're doing med sync, etc. It's important to be a CPESN pharmacy to get access to custom reporting. As far as care planning, we want to see you are engaged and working toward your goals. We wouldn't immediately eliminate you if you haven't been able to hit your care planning goals yet.

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Schedule

Will NCPA be making available a "syllabus" for this program?



Yes, we have posted the [2020-2021 Schedule](#) on our [webpage](#) for your reference. It lists key dates and topics that will be discussed throughout the program.

How often are the classes? Are they in the evening or during the day?



The frequency of the educational sessions varies throughout the year. We will have more sessions in the first few weeks of the program to help onboard the fellow into their new role. That frequency will decrease throughout the year to allow the fellow time to implement the services they are learning about in the sessions. The fellow's preference and faculty availability will be taken into account when setting the times of the sessions.

Is this program for more advanced sites?



No, we're looking for pharmacies that have the individual to lead their services but lack the resources or instruction to carry it through.

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Flip the Pharmacy

Can you describe how this does or does not align with Flip the Pharmacy and would it be advantageous to have a fellow at a Flip the Pharmacy site?



The Community Pharmacy Fellowship is complementary with Flip the Pharmacy. I am working with a Flip the Pharmacy practice site in California that is interested in hiring a new grad to lead some of these projects. I see the fellowship being a great opportunity for the pharmacy to take on that additional staff member and gain access to leading practitioners across the country in the process.



The key to the fellowship is that your change agent is in residence. With Flip the Pharmacy there is coaching and resources and that's helping but this is the next level.

If we are funded through Community Pharmacy Foundation for Flip the Pharmacy, can we use some of those funds to pay for the NCPA Fellow's time to participate in this?



If your pharmacy is receiving funding from the Community Pharmacy Foundation for Flip the Pharmacy that means you have a Flip the Pharmacy coach onsite. This is rare and it's ok if those individuals want to participate in the program but those funds wouldn't go toward the tuition.



Part of the reason why the tuition is important is because it shows the site and fellow are invested in making changes in their practice. I see the fellowship program being complementary and not in place of Flip the Pharmacy so any funds attributed to Flip the Pharmacy would be designated for that project.

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If we haven't been as successful in flip the pharmacy as we had hoped, will we be in over our head if we attempt the fellowship?



Each situation is going to be specific to the pharmacy. For me, there are some sites that I see would benefit from this program if they have the right individual. If they're looking to hire someone because they need to hire someone, it's about hiring the right individual that wants to be a change agent. I'd say yes, if you're struggling as a site this could be an opportunity for you to excel but I have to emphasize that you want an individual that's motivated and engaged in the process.