

FIP Education (FIP*Ed*) Initiative

FIP*Ed* 5-year
Action Plan
2014-2018

Developing the health care workforce
of the future: better science,
better practice, better health care



International
Pharmaceutical
Federation

FIP Education Initiative

WHY FOCUS ON PHARMACEUTICAL EDUCATION?

Through its' 2020 Vision Strategic Plan, the International Pharmaceutical Federation (FIP)¹ set a strategic focus on addressing pharmaceutical education because better health for populations, through advancement in science, practice, innovation and in delivering healthcare reform requires:

- a professionally educated healthcare workforce,
- an appropriate academic and institutional infrastructure, and
- high quality competency-based education.

Transforming and scaling up pharmaceutical education is crucial to building a capable pharmaceutical workforce.

All stakeholders who have an interest in pharmaceutical education, medicines, healthcare delivery and better health are invited to join FIP in stimulating and affecting positive change in pharmaceutical education. This document provides an overview of how the FIP Education Initiative plans to impact pharmaceutical education through their 5-year Action Plan.

TRANSFORMING PHARMACEUTICAL EDUCATION

The current transition in the pharmacy profession towards the provision of integrated, patient-oriented services presents the opportunity to utilise the highly accessible pharmacist to support direct improvement in patient health outcomes. However, this role requires that pharmacists have the necessary competencies, obtained through a well-designed and integrated scientific and clinical education. With over 2000 educational institutions currently providing pharmaceutical education worldwide, investment is needed to stimulate transformation in the institutions and the leaders that are resisting change and not moving quickly enough to help graduates meet the health needs of the population.

SCALING UP PHARMACEUTICAL EDUCATION

Many countries also face critical shortages in pharmaceutical human resources. In a recent *FIPed survey* of 90 countries, 1/3 reported having less than 1 pharmacist per 10,000 population with 10 of these countries having many more 'pharmacies' open than pharmacists available. Without sufficient pharmaceutical expertise there is less ability to implement quality pharmaceutical management, regulation, research and access to medicines, as well as appropriate pharmaceutical services to help populations understand and take their medicines responsibly. With the advancing numbers and complexities of medicines, national planning and scaling up of a capable pharmacy workforce is critical.

Overall, to meet the needs of society, the education of pharmacists must be based on national and local health needs in order to create and sustain patient-oriented services and expertise in medicines that are tailored to the individual needs of communities.

¹ FIP is the global federation of 126 national associations of pharmacists and pharmaceutical scientists.

A SHORT INTRODUCTION TO THE FIP EDUCATION INITIATIVE (FIPe*d*) AND ITS STRATEGIC PLAN

ABOUT FIPe*d*

FIPe*d* is the body within the International Pharmaceutical Federation (FIP) coordinating all the activities related to pharmacy and pharmaceutical sciences education.

It connects the relevant members of FIP including:

- Schools of pharmacy, which are members of the Academic Institutional Membership (AIM)
- Educators who are members of the Academic Pharmacy Section (AcPhS), and
- Working groups on specific topics gathered within the Education Development Team (EDT).

FIPe*d* works in collaboration with national and regional organisation membership (FIP Observer and Member Organisations), the FIP Board of Pharmaceutical Sciences (BPS) and the FIP Board of Pharmacy Practice (BPP).

FIPe*d* VISION

FIPe*d*, as the global professional leader, ensures that education and training provides the foundation for pharmaceutical services and professional development and advancement, in order to meet global societal needs for medicines expertise.

FIPe*d* MISSION

To meet the Vision, our Mission is to bring together organisations and leaders who are working to improve health through advancing pharmacy and pharmaceutical sciences education. We will stimulate transformational change in professional pharmacy, pharmaceutical sciences and pharmaceutical education to advance and develop our diverse profession towards meeting present and future health care needs around the world.

FIPe*d* STRATEGIC OBJECTIVES

1. To provide a global platform for exchange, mentoring and learning for all professional leaders, focusing on the development of leadership skills, academic provision and pedagogic skills.
 2. To build, advocate for, and disseminate evidence-based frameworks, consensus-based standards, tools and resources for educational development and support for members.
 3. To develop and facilitate education-related policy that supports advancement of pharmacy and pharmaceutical science professions; these policies will be advocated and implemented with, and by, our stakeholders at global, regional and local levels.
 4. To foster innovation that will advance professional pharmacy and pharmaceutical science education which will lead to improving global health services quality, delivery and productivity.
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DETAILED 5-YEAR ACTION PLAN

OVERVIEW

To translate the FIPeD Strategic Plan into activities, a 5 year action plan has been developed, which encompasses 7 Pillars towards stimulating the transformation of education to deliver better patient care and health.

The Pillars will focus on developing tools, methodology, services and exchange to facilitate the transformation of education, and include:

SERVING FIPeD STRATEGIC OBJECTIVES

Pillars of the FIPeD Action Plan	Global exchange (#1)	Tools, resources (#2)	Education policy (#3)	Innovation (#4)
1 Educational Sessions and Forums at the FIP Congress	x			x
2 Global conference on pharmacy and pharmaceutical sciences education	x	x	x	
3 Education Development Team Projects and Technical Reports	x	x		
4 Centres of Excellence for education, evidence-building and service delivery	x	x		x
5 Leadership development for Deans and academic leaders (network, webinars, and workshops)	x			x
6 Education consultation services		x		x
7 FIPeD Infrastructure and Global Representation	x	x	x	x

The benefits and outcomes following implementation of the 5-Year Action Plan will be monitored, documented, evaluated and disseminated.

DESCRIPTION OF THE PILLARS

Activity	EDUCATIONAL SESSIONS AND FORUMS AT THE FIP CONGRESS
Description	Annual FIP congresses bring together a wide range of participants, including pharmacy practitioners, scientists and academics. The Annual Global Dean's Forum, general congress education sessions, as well as development projects Forums/meetings held during the congress allow these diverse participants to share innovations, challenges and solutions, to enable them to learn from and improve pharmaceutical education back home.
Why is this important?	The interest and number of leaders participating in FIP congresses is growing and is enabling closer links between academics, professional bodies, regulators, practitioners and scientists and ultimately between education, science and practice. The sessions on pharmacy and pharmaceutical sciences education during the FIP congress need to bring quality, foster exchange and have global representation, so that learning can be shared, adapted and applied in different countries. The congress is also a key event in maintaining FIPeD's active network of volunteer leaders and members.
Who is involved?	<p>Participants: All congress participants are able to attend the open education-related events during the congress as they are built to inform and engage with a wide audience of practitioners, regulators/accreditors, academics and scientists.</p> <p>Global Dean's Forum Participants: Individuals who register for the FIP congress and who are Deans of an AIM member institution.</p> <p>Education Development Forums: The development project forum/meetings are by invitation only and bring together experts from around the world in specific domains to share and build/progress in FIPeD project areas.</p> <p>Organisers: FIPeD volunteer leaders prepare session programmes. The logistics and registration are organised by FIP congress department. This activity supports the participation of high-level speakers, leaders from outside of pharmacy and global representation of speakers/meeting participants.</p>
Main outputs	<ul style="list-style-type: none"> • Four to five open education-related sessions held each year during the FIP congress. • A Global Dean's Forum held every year before the start of the FIP congress. • Up to four Education Development Team domain forums held each year.

Activity	GLOBAL CONFERENCE ON PHARMACY AND PHARMACEUTICAL SCIENCES EDUCATION
Description	This conference will bring together education leaders and representatives from around the globe in one global gathering place, to discuss/debate current challenges and share/build solutions for pharmacy and pharmaceutical sciences education. To develop a global vision for pharmaceutical education, through consensus building and sharing of opinions and policies on high priority topics. The background documents produced for this conference, as well as the consensus activities, sharing of challenges and solutions and overall proceedings will serve as the next global step in strengthening country level policy and provision of education to meet the needs and expectations of patients and drug innovation.
Why is this important?	Opportunity for FIPeD in its global leadership role to bring all stakeholders together to raise awareness of pharmacy education issues and share innovative solutions. Participants will learn from the exchange and experiences shared and build motivation and bring back policy and practical tools to act as change agents towards transforming education at the local level.
Who is involved?	Participants: Representation of pharmacy education leaders to be sought from 150 countries around the world. Additionally, to include high-level stakeholders (WHO, UNESCO, National Governments, Regional bodies, Industry). Organisers: Appointed volunteer leaders and FIPeD staff to form part of an organising committee that will commission background reviews/papers to inform the event, plan the logistics of the event, prepare the programme, and invite speakers, participants and stakeholders.
Main outputs	<ul style="list-style-type: none"> • Background evidence-based and policy-related documents to be prepared. • Global conference to be held. • Outcomes in terms of consensus, sharing of challenges and solutions and overall proceedings will serve as the next global step towards developing policy and implementing change in education to meet the needs and expectations of patients and drug innovation. All to be published and disseminated widely.

Activity	EDUCATION DEVELOPMENT TEAM PROJECTS AND TECHNICAL REPORTS
Description	High priority areas for education development, identified during FIP Education consultations since 2006, require global action. The Education Development Team brings together experts in the respective priority areas to undertake projects and provide evidence-based resources, technical reports and tools to inform and support education development. The Education Development Team is currently formed of working groups focusing on the following fields: 1) Competency, 2) Social Accountability, 3) Quality Assurance of education, 4) Workforce, 5) Interprofessional Education, 6) Academic Capacity, 7) Leadership, 8) Pharmacy Support Workforce and 9) Continuing Professional Development/ Education.
Why is this important?	Through a series of annual consultations held each year with stakeholders in education a number of key topic areas have been highlighted as being important for the education community to address to advance pharmacy practice and the pharmaceutical sciences. Through the experience and success of the FIP-WHO-UNESCO Pharmacy Education Taskforce, a solid base of activity and outcomes have been achieved, however to ensure global relevance these projects require further development and additional topic areas identified need to be resourced and tackled.
Who is involved?	Participants: Open to all interested parties: The global education community and stakeholders are invited to become involved in the projects at various stages to complete surveys, provide input and feedback on project plans, tools and guidance. Organisers: Volunteer leaders, experts and PhD students, supported by FIPeD staff. End-Users: Those who will utilise reports, data and project outcomes include: governments and ministries responsible for education, regulators/accreditors, academic leaders and institutions, students, other stakeholders in education and those requiring insight into changes in education, practice and science.
Main outputs	<p>The aims of the projects are to gain a better understanding of the global education landscape, of innovations in education, and of new methods and tools in their specific domains. The volunteer leaders then work with wider forums and expert groups to implement the work plan, by undertaking relevant literature reviews, case study development, policy analyses, and quantitative and qualitative research, towards developing evidence-based frameworks and guidance and informing policy and practice development. Tools are tested, validated and shared with the global community of practice. Relevant research is published in the FIPeD online Pharmacy Education Journal.</p> <ul style="list-style-type: none"> • Annual Technical reports: <ul style="list-style-type: none"> - 2013 - Global Education Report informed by FIP-WHO Global Survey of Pharmacy Schools and associated case studies. - 2014 - Global Report on Continuing Professional Development/Education - 2015 - 2018: To be determined together with domain leaders and partners. • Annual summary report of activities (past outputs have included tools and resources for Deans and schools of pharmacy, peer-reviewed publications). • Publication of education research in online Pharmacy Education Journal. • Active research and expert input in each topic area, based on detailed work plans. (Research and work plans include: literature reviews, surveys, interviews, case studies, action research to gather and share current evidence towards implementation of best practice and informing better policy).

Activity	CENTRES OF EXCELLENCE FOR EDUCATION, EVIDENCE-BUILDING AND SERVICE DELIVERY
Description	Developing, piloting, and launching regional or topic-centred Centres of Excellence, that will undertake projects to improve education, evidence and service delivery. The Centres of Excellence will share resources across borders, in particular with low income countries. Two projects already launched include the Sharing And Building Educational Resources (SABER) Platform and Pharmapedia.
Why is this important?	FIP has received formal endorsement from UNESCO for a global network, under the globally respected auspices of the UNESCO-UNITWIN programme. Education development networks between medicine and nursing schools currently exist and are funded at a high level by global development organisations; however these do not include pharmacy development. This pharmacy education network provides a means of communication and research across borders and boundaries, for sharing of best practice between and amongst Higher Education Institutions, professional organisations and other education providers, to the greater benefit of our constituency (FIP members, be they individuals, organisations, HEIs).
Who is involved?	Participants: Higher Education Institutions and professional organisations around the globe. Organisers: FIPed staff and volunteers.
Main outputs	<ul style="list-style-type: none"> • Up to four Centres of Excellence to be piloted and implemented in areas to be agreed. Implementation requires the development and implementation of programmes of work to include, for example, relevant projects, and training materials and sessions. • Open sharing and building of educational resources through SABER and Pharmapedia.

Activity	LEADERSHIP DEVELOPMENT FOR DEANS AND ACADEMIC LEADERS (NETWORK, WEBINARS, AND WORKSHOPS)
Description	A global pharmacy education leadership network with training opportunities to foster learning, motivation building and exchange towards transforming pharmaceutical education.
Why is this important?	To support the development of better leaders by providing quality leadership exchange and training for Deans and academic leaders from around the world, so they are enabled and motivated to work with government (Ministries) and relevant stakeholders/change agents to raise pharmacy education standards and transform pharmacy education towards being socially accountable. To develop leadership, three different methods will be used to engage with Deans and academics: 1) a global network, 2) webinars 3) Face-to-face workshops.
Who is involved?	<p>Participants: Deans and academic leaders who are members of the Academic Institutional Membership (AIM) will be included in the Network, be able to freely access webinars in real time when presented or online in network archive and be able to register for face-to-face workshops.</p> <p>Network Coordinators: The Network is led by a volunteer Chair and Advisory Group to identify and focus activities in priority areas. FIP and FIPed Staff facilitate and coordinate the development of the network IT infrastructure and content sharing.</p> <p>Webinar Organisers: FIPed volunteers and experts prepare content and present webinars on topics of relevance. FIP and FIPed Staff promote and coordinate the webinar events.</p> <p>Workshop Organisers: Appointed volunteers (AIM Advisory Group and FIPed SC), specific institution and FIPed staff to form organising committee for training event, plan the logistics of the event, prepare the programme, and invite speakers (high-level Business Schools etc.), and undertake registration.</p>
Main outputs	<ul style="list-style-type: none"> • Up to four webinars held on priority and hot topics each year. • Leadership training workshop held every two years. • Community of Deans become champions and agents of change in their countries and institutions. • Case studies and report of outcomes and changes made after workshops undertaken.

Activity	EDUCATION CONSULTATION SERVICES
Description	Pharmaceutical education experts will volunteer their services and provide an education consultation service to countries or institutions who wish to have external input into the development of their pharmaceutical education (including such activities as curriculum review, assessing the social accountability of the institution, development of assessment and outcomes-based education).
Why is this important?	Regular requests are received from around the world for FIP to provide input and expert advice into education development in countries and individual institutions and FIPeD has a global mandate, tools, network and opportunity to provide advice and expertise to develop pharmacy and pharmaceutical sciences education. No other global organisation is currently providing comprehensive pharmacy and pharmaceutical sciences education development support.
Who is involved?	Participants: Education Institutions, Governments and the World Health Organization would make requests for review of pharmacy/pharmaceutical sciences education. Organisers: The FIPeD Academic Section has a global network of over 500 leaders/experts that can support and provide an international consultation service to support education development.
Main outputs	<ul style="list-style-type: none"> • Development of consultations service package (documentation, training and information for experts, promotional materials). • Six consultation services organised and piloted. • Report and analysis of country-level situation and pilot testing experiences.

Activity	FIPeD INFRASTRUCTURE AND GLOBAL REPRESENTATION
Description	To manage all FIPeD activities and communications and support fluid communication between FIPeD leaders, as well as to ensure the global health and education community are informed of FIPeD and FIPeD is engaged and represented in relevant global initiatives and events.
Why is this important?	FIP is primarily a volunteer based organisation, with hundreds of volunteers dedicating their time and efforts to advancing pharmacy and the pharmaceutical sciences globally. For the FIPeD activities to be well coordinated, communicated/disseminated and organised there is need for a limited number of core paid staff and resources to facilitate the inputs of these volunteers.
Who is involved?	FIPeD Staff and volunteers provide the coordination, support and representation for FIPeD.
Main outputs	<ul style="list-style-type: none"> • Comprehensive plans developed and implemented for communications and monitoring of impact of the FIPeD Action Plan. • Representation at global level meetings including relevant meetings of the World Health Organization and UNESCO.

ABOUT THE FIP EDUCATION INITIATIVE (FIP*Ed*)

The FIP Education Initiative (FIP*Ed*) is the body within the International Pharmaceutical Federation (FIP) coordinating all the activities related to pharmacy and pharmaceutical sciences education.

FIP*Ed* works in collaboration with members and external partners to support the implementation of the 2014-2018 Action Plan. Partnerships continue to grow and develop through the FIP Corporate Roundtable on Education, as well as with intergovernmental and non-governmental organisations including the World Health Organization (WHO), United Nations Educational, Scientific and Cultural Organization (UNESCO) and International Pharmaceutical Students' Federation (IPSF).

FIP*Ed* is working to stimulate transformational change in professional pharmacy and pharmaceutical sciences education to advance and develop our diverse profession towards meeting present and future health care needs at the national and global level. FIP*Ed* advocates for the use of needs-based strategies where pharmacy and pharmaceutical sciences education is socially accountable, evidence-based and graduates have the required competencies to provide needed services to their communities and achieve national health priorities.

For further information, please contact:
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