

BRIDGING ACADEMIA AND INDUSTRY: A COMPETENCY DEVELOPMENT FRAMEWORK FOR FUTURE PHARMACISTS AT CDSGA

Dr. Charles Bryan P. Uriarte

**3rd International Conference on Multidisciplinary Research
2nd National Conference on Multidisciplinary Research (ICMR&NCMR 2025)
28th March 2025 Shinawatra University, Thailand**



What is the problem?



- There is a gap between the competencies taught in the pharmacy academy and the pharmacy industry.
- This gap may result in the production of pharmacy graduates that may lack industry-based laboratory skills, clinical and pharmacological knowledge, critical thinking and problem-solving skills, technological proficiency, and good professional communication skills.
- How a competency development framework can be designed to fill the gap between school and industry to produce well-competent and confident pharmacy professionals?

The aims of the study:

- To identify the essential competencies required by the pharmaceutical industry practitioners coming from various fields such as community, hospital, and manufacturing pharmacies.
- To assess the gaps between the competencies taught in the pharmacy schools and pharmaceutical industries.
- To develop a competency development framework that will fill the gap between the pharmacy schools and industry needs.
- To propose strategies such as enhancement of the curriculum, improvement of laboratory activities, competency-based evaluation, industry immersion of faculty, and professional growth and development trainings to produce well-competent pharmacy graduates.



Our Solution

To bridge the gap between pharmacy schools and pharmaceutical industry demands, the researcher proposed a competency development framework that focuses on:

- 1. Enhanced Practical Training**
- 2. Real-World Case Activities**
- 3. Technological Integration**
- 4. Mentorship and Industry Immersion**
- 5. Curriculum Enhancement**
- 6. Competency-Based Evaluation**



Conclusions

This study identified the competencies as suggested by the pharmacy industry practitioners and provided insight to the CDSGA Pharmacy Department on how to better prepare competent pharmacy professionals. The findings revealed a broad range of competencies, such as enhancement of pharmacy laboratory skills, clinical and pharmacologic knowledge, problem-solving abilities, technological proficiency, and good communication skills.

Moreover, industry practitioners suggested insights on how to improve pharmacy education at CDSGA, and these include enhancing hands-on training in laboratories, developing critical thinking skills, strengthening a good pharmacy foundation, and ensuring a well-structured curriculum. Addressing the suggestions of the industry practitioners, it will surely enhance and assure that the graduates of pharmacy at CDSGA are well-equipped and have the high confidence to work in the industry.

Recommendations

Based on the findings of the study, the following are the recommendations to the CDSGA Pharmacy Department:

- 1. Curriculum Enhancement**
- 2. Strengthening Laboratory and Hands-On Experience**
- 3. Implementation of Practical Assessments**
- 4. Faculty Development and Industry Collaboration**
- 5. Fostering Lifelong Learning and Professional Development**

Further Study

Future researchers may explore the given areas to strengthen the alignment of schools of pharmacy and pharmaceutical industries.

- Validation of the Competency Development Framework
- Expansion to a Larger Sample Size
- Comparative Analysis of Competency Frameworks
- Industry-Driven Curriculum Development
- Integration of Emerging Technologies

Contact

Dr. Charles Bryan P. Uriarte
Program Head, BS Pharmacy
Colegio de San Gabriel Arcangel
Bulacan, Philippines
charlesbryan1182@gmail.com



Credits

IMAGE CREDITS

Image 1: Dr. Charles Bryan P. Uriarte

Image 2: Dr. Charles Bryan P. Uriarte

Image 3: Lloyd Laboratories Inc.