

**September 9, 2024**  
**Virginia Farm Bureau**  
**Auditorium**  
**12580 West Creek Parkway**  
**Richmond, VA 23238**  
**10:00 a.m.**

**Agenda**  
**Board of Veterinary Medicine and State Veterinarian**  
**Veterinarian Shortage Study Workgroup**  
**LVT Scope of Practice Subgroup**

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**Call to Order – Kelli Moss, Executive Director, Board of Veterinary Medicine**

- Welcome
- Emergency Egress Procedures
- Introductions

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**Ordering of Agenda – Ms. Moss**

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**Approval of Minutes – Ms. Moss**

July 8, 2024 – LVT Scope Subgroup Meeting

**Pages 1-4**

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**Public Comment – Ms. Moss**

The Board will receive all public comment related to the scope of work of the workgroup.

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**Discussion**

**Pages 5-41**

- Data mining through Healthcare Workforce Data Center survey questions  
– **Ms. Moss/Dr. Yetty Shobo**
  - Current questions (pp 5-6) and data report (pp 7-36)
  - Additional HWDC LVT survey questions needed for study
- LVT/DVM Careers Course Pathways – **Dr. Julia Murphy (pp 37-41)**
- Outreach Coordination Efforts – **Dean Daniel Givens**

Next steps:

- Data Sharing
- Recommendations to Workgroup

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**New Business – Ms. Moss**

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**Next Meeting – Ms. Moss**

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**Meeting Adjournment – Ms. Moss**

This information is in **DRAFT** form and is subject to change.

## **Call to Order**

The meeting of the Virginia Board of Veterinary Medicine, Veterinarian Shortage Study Workgroup, LVT Scope of Practice subgroup was called to order at 1:48 p.m. on July 8, 2024, at the Department of Health Professions (DHP), Perimeter Center, 9960 Mayland Drive, 2<sup>nd</sup> Floor, Board Room 3, Henrico, Virginia 23233.

## **Chair**

Kelli G. Moss, Executive Director

## **Workgroup Participants Present**

Charles Broaddus, DVM, PhD, Dip. ACT, VA Dept. of Agriculture and Consumer Services  
Thomas B. Massie, Jr., DVM, Board of Veterinary Medicine  
William T. Swecker, DVM, PhD, DACVN, Virginia-Maryland College of Veterinary Medicine  
Daniel Givens, DVM, PhD, Virginia-Maryland College of Veterinary Medicine  
Martha Moore, Virginia Farm Bureau  
Julia Murphy, DVM, Virginia Department of Health  
Jane Naramore, LVT, Virginia Association of Licensed Veterinary Technicians  
Cliff Williamson, Virginia Agribusiness Council

## **Staff Present**

Erin Barrett, Director of Legislative and Regulatory Affairs  
Laura Jackson, MSHSA, Board Administrator  
Laura D. Paasch, Senior Licensing & Operations Specialist  
Taryn Singleton, LVT, Board of Veterinary Medicine

## **Public Present**

Jake Tabor, Virginia Farm Bureau

## **Public Attending Electronically**

Carol Heizer, LVT  
Senator Timmy French, Senate District 1  
Stacy Anderson, DVM, Mvsc, PhD, DACVS-LA, Lincoln Memorial College of Veterinary Medicine

## **Call to Order**

The participants were welcomed, and introductions were made.

## **Ordering of Agenda**

Ms. Moss opened the floor to any edits or corrections regarding the agenda. Hearing none, the agenda was accepted as presented.

### **Public Comment**

No public comment was provided.

### **Discussion**

Consideration of practice expansion: The subgroup discussed the need to utilize licensed veterinary technicians (LVTs) to the full extent of their current scope of practice, and to provide education to veterinarians about the benefits of LVTs to the large animal veterinary community. Veterinarians may not understand how an LVT can assist in a large animal practice despite general interest in using one. An LVTs' role in revenue generation was discussed as utilizing an LVT often results in significant financial benefits by allowing veterinarians to increase service capabilities and geographic ranges. Broadly communicating the full capabilities of LVTs may also serve as a recruiting tool to increase the number of large-animal veterinary technicians.

Certification/Training Programs: Most training for veterinary technology students is not large-animal based and the subgroup discussed the need to make more large-animal training available to veterinary technology students. The low ratio of LVTs to licensed veterinarians in Virginia was also discussed.

Alternate educational pathways were considered, including transferrable credits from agricultural classes and feasibility of integrating LVTs into Animal Sciences educational programs, which could be promoted as alternate educational pathways. Raising younger students' interest in veterinary technology through a high-school veterinary assistant program provides students with an early pathway. A program should focus on creating a viable career path.

Currently, 28 4-year schools offer a bachelor's degree in veterinary technology. Lincoln Memorial University has a master's LVT program that may develop into a mid-level practitioner program. Similar programs are being developed in Colorado and Florida. At the same time, there are available seats at LVT schools and a shortage of LVTs in practice. The VALVT's practice questionnaire received five responses from large animal practice LVTs, only three of whom were currently practicing.

Other challenges: The subgroup discussed considerations in considering a career as a licensed veterinary technician, including salary ranges, which for LVTs may be half the salary of a nurse with the same level of education. The subgroup discussed what Dean Givens termed LVTs' "branding issue" as The title "technician" is used synonymously within the veterinary community whether it is a licensed technician or an unlicensed assistant. Dr. Murphy offered that the practice of veterinary technology should be considered an integral part of the patient care team rather than a lesser veterinary medical profession.

Senator French pointed to the need to develop a sustainable career path to address shortages in certain geographic areas. He noted that the role food animal veterinary technician may be a difficult option to present to current potential students because most have never been exposed to agricultural settings.

Another consideration is that LVT programs do not currently offer rolling enrollment, which may create a barrier. Challenges to the efforts to increase LVTs are impacted by their higher workloads, lower salaries and higher educational prerequisites that students may not be prepared to meet.

The subgroup discussed ways to increase educational outreach at the middle and high school levels to advise students on taking prerequisites for veterinary technology education. Vocational agricultural organizations such as Future Farmers of America (FFA) and 4H have an opportunity to introduce veterinary technology to a younger population.

Dr. Murphy reported the Department of Health is working with the Department of Education (DOE), using modules to educate children about occupational health, and a stated module featuring LVTs could be created for it. Resources within the Virginia Cooperative Extension, DOE and the FFA were identified for additional information.

College coaches, who are employed by community colleges to work in high schools could include information about an LVT career path when coaching students. The subgroup discussed initiating outreach efforts with the directors of three primary LVT schools in Virginia.

The following Action Items were developed:

**ACTION ITEM:** Dr. Murphy will reach out to Dr. Gutter and the Virginia College Advising Corps to provide veterinary technology information.

**ACTION ITEM:** Dean Givens will reach out to LVT programs to coordinate outreach efforts.

Next Steps:

The subgroup agreed to meet again in early September to review the additional information gathered to present a comprehensive data overview to the Workgroup during its next meeting projected for early October.

**New Business**

There was no new business to report.



**Next Meeting**

The next subgroup meeting date is to be determined by Ms. Moss after polling subgroup participants.

**Adjournment**

With no objection, Ms. Moss adjourned the meeting at 3:44 p.m.

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Kelli G. Moss, Executive Director  
Chair

DRAFT

## 2023 Vet Tech Survey Questions

- 743 Education and Background 1) Year of Birth:  
744 2) Sex:  
745 Please select the items that best describe your race/ethnicity. Please answer both question 3a about Hispanic origin and 3b about race/ethnicity. 3a) Select one:  
746 3b) Select all that apply:  
747 3c) If some other race, please specify:  
748 4) Where did you graduate high school (Secondary School)?  
749 5) Was your childhood spent mostly in rural, urban or suburban areas?  
1643 6) Where did you obtain your associate's degree?  
1644 7) Where did you obtain the degree that initially qualified you to practice veterinary technology?  
1645 8) Please indicate the highest level of veterinary technologist education you have completed as of today:  
1646 9) Do you hold an active license to practice veterinary technology in any other jurisdiction? Please check all that apply  
1647 10a) Please indicate any specialty training certificates you have completed as of today. Please check all that apply (if none skip this question)  
1648 10b) If you have any other additional training or credentials, please provide a short description  
1010 Current Employment Status 11) Which choice best describes your current employment or work situation?  
1011 12) Overall, and taking into account all positions you fill, how satisfied are you with your current employment or work situation?  
1012 13) How many positions do you currently hold? Note: There is no legal standard for part-time work, and each employer defines part-time work differently. Part-time work generally refers to workweeks of 35-hours per week or less. Per diem, temporary, contract, self-employed and seasonal workers, and workers subject to annual limits on hours should consider average hours spent working over the term of employment.  
1649 13a) Considering all positions you currently fill, how long is your average workweek? Unless otherwise noted, the rest of the questions draw on your experiences over the past 12 months. If you did not work in the past 12 months in a capacity that drew on veterinary technology background, please skip to question 37.  
1211 Primary Work Location Questions 14 to 20 refer to your primary place of employment, work or practice (volunteer or paid) over the past 12 months. This is the location where you spend the most work hours during an average workweek or where you spent the most weeks working in the past 12 months. You do not need to currently work at this location. These questions refer to a location, not an employer. Persons who consistently work in multiple locations (e.g. temporary workers, home health, multi-facility rounds) should choose the location where they are based. 14) Please select the Virginia County or Independent City, or other location, of your primary place of employment, work or practice:  
962 15) How long have you worked at this particular location?  
963 16a) Approximate number of weeks at which at least some time was spent at this work location within the past twelve months (exclude vacation, medical leave, etc.):  
964 16b) How many hours do you (or did you) work in an average workweek at this location?  
1212 17) In the average workweek at this location, roughly what percentage of your working hours were spent in the following roles: (Answers should roughly equate to 100%). 17a) Administration or business-related matters  
1214 17b) Direct patient care, including patient education and coordination of care  
1650 17c) Education of health professions students  
1216 17d) Formal research  
1217 17e) Other  
1218 18) Average number of patient care visits you conduct(ed) at this location per week:  
1219 19a) Please select the choice that best describes this location's organizational sector:  
1220 19b) Please select the choice that best describes this practice setting:  
1221 19c) If you selected other practice setting please provide a brief description:  
1717 In addition to English, in which of the following languages is this practice able to provide care and services:

1720 If other, what languages?

1718 How is your practice able to provide these language services? Check all that apply:

1719 If other, how is it provided?

1222 20) Please indicate how you are (were) personally compensated for activities at this location: If you only had one practice location in the past 12 months, please skip to question 31. If you had additional practice locations, please continue.

1223 Secondary Work Location Questions 21 to 28 refer to your secondary place of employment, work or practice (volunteer or paid) over the past 12 months. This is the location where you spend the second most work hours during an average workweek or where you spent the second most weeks working in the past 12 months. You do not need to currently work at this location. These questions refer to a location, not an employer. Persons who consistently work in multiple locations (e.g. temporary workers, home health, multi-facility rounds) should choose the location where they are based. 21) Is this location with the same employer or practice as your primary location, or a different employer/practice?

1224 22) Please select the Virginia County or Independent City, or other location, of your primary place of employment, work or practice:

1225 23) How long have you worked at this location?

859 24a) Approximate number of weeks at which at least some time was spent at this work location within the past twelve months (exclude vacation, medical leave, etc):

860 24b) How many hours do you (or did you) work in an average workweek at this location?

1226 25) In the average workweek at this location, roughly what percentage of your working hours were spent in the following roles: (Answers should roughly equate to 100%). 25a) Administration or business-related matters

1228 25b) Direct patient care, including patient education and coordination of care

1651 25c) Education of health professions students

1230 25d) Formal research

1231 25e) Other

1232 26) Average number of patient care visits you conduct(ed) at this location per week:

1090 27a) Please select the choice that best describes this location's organizational sector:

1091 27b) Please select the choice that best describes this practice setting:

1092 27c) If you selected other practice setting please provide a brief description:

1093 28) Please indicate how you are (were) personally compensated for activities at this location: If you had only two locations in the past 12 months, please skip to question 31. If you had additional practice locations, please continue.

1094 29) How many total work locations have you had over the past 12 months?

1095 30) How many work locations do you have currently?

1096 Employment Information The Healthcare Workforce Data Center collects compensation information to assess the balance of supply and demand in the state and in localities, and to assist students in planning health careers and choosing specialties. Information from these questions will only be presented in the aggregate. The confidentiality of information for these and all questions is protected by law. All questions are voluntary. 31) Within the past 12 months, have you experienced any of the following: Check all that apply

1652 32) What is your estimated annual net income from veterinary technology related activities?

1098 33) Do you receive any of the following benefits from any current employer? Check all that apply

1099 34) What is your estimated current educational debt?

1653 35) At what age do you plan to retire from veterinary technology?

1101 36) Within the next two years do you plan to do any of the following: Check all that apply End of Questionnaire for active practitioners-Thank you!

1654 37) If you did not practice, teach or otherwise work in veterinary technology within the past twelve months, did/are you...?

1655 38) Do you provide any volunteer, mentoring or other services within veterinary technology in Virginia? If so, approximately how many hours in the past year?

1656 39) Do you expect to begin working in veterinary technology in Virginia? If so, when? End of Questionnaire-Thank you!

**DRAFT**

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# *Virginia's Veterinary Technician Workforce: 2023*

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Healthcare Workforce Data Center

February 2024

Virginia Department of Health Professions  
Healthcare Workforce Data Center  
Perimeter Center  
9960 Mayland Drive, Suite 300  
Henrico, VA 23233  
804-597-4213, 804-527-4434 (fax)  
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Follow us on Tumblr: [www.vahwdc.tumblr.com](http://www.vahwdc.tumblr.com)

Get a copy of this report from:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/>



*Nearly 2,500 Veterinary Technicians voluntarily participated in this survey. Without their efforts, the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Veterinary Medicine express our sincerest appreciation for their ongoing cooperation.*

***Thank You!***

***Virginia Department of Health Professions***

**Arne W. Owens, MS**  
*Director*

**James L. Jenkins, Jr., RN**  
*Chief Deputy Director*

*Healthcare Workforce Data Center Staff:*

**Yetty Shobo, PhD**  
*Director*

**Barbara Hodgdon, PhD**  
*Deputy Director*

**Rajana Siva, MBA**  
*Data Analyst*

**Christopher Coyle, BA**  
*Research Assistant*

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*Washington*

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## ***Executive Director***

Leslie L. Knachel

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# The Veterinary Technician Workforce At a Glance:

## The Workforce

Licenses:	2,745
Virginia's Workforce:	2,409
FTEs:	1,859

## Background

Rural Childhood:	37%
HS Diploma in VA:	70%
Prof. Degree in VA:	69%

## Current Employment

Employed in Prof.:	85%
Hold 1 Full-Time Job:	67%
Satisfied?:	91%

## Survey Response Rate

All Licenses:	90%
Renewing Practitioners:	99%

## Education

Associate:	89%
Baccalaureate:	9%

## Job Turnover

Switched Jobs:	8%
Employed Over 2 Yrs.:	57%

## Demographics

Female:	95%
Diversity Index:	22%
Median Age:	37

## Finances

Median Income:	\$40k-\$50k
Retirement Benefits:	65%
Under 40 w/ Ed. Debt:	40%

## Time Allocation

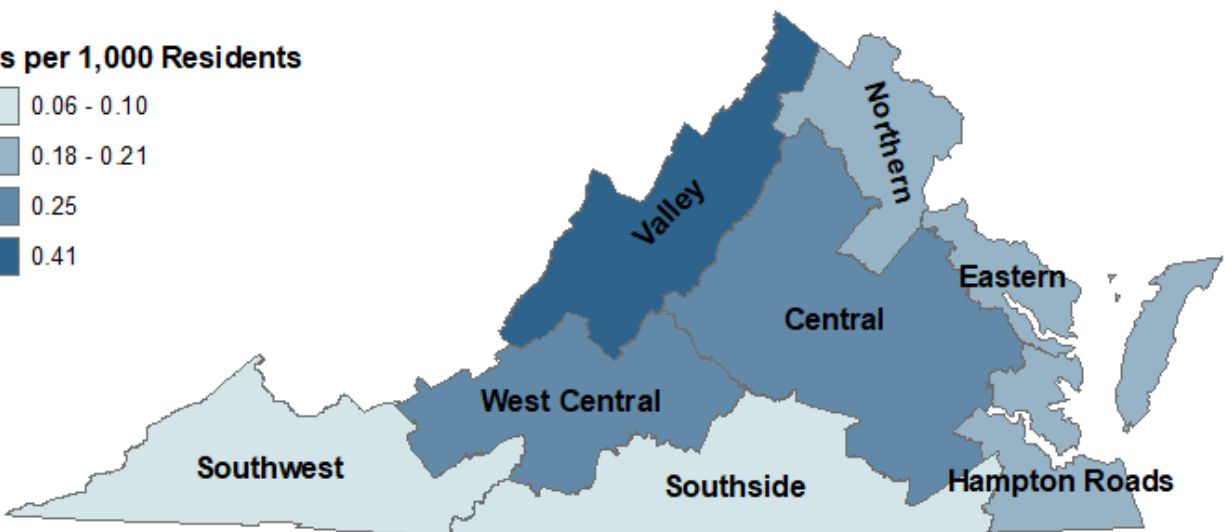
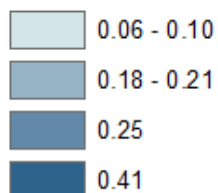
Patient Care:	80%-89%
Administration:	1%-9%
Patient Care Role:	71%

Source: Va. Healthcare Workforce Data Center

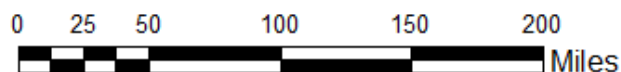
## Full-Time Equivalency Units Provided by Veterinary Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2022  
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2023 Veterinary Technician Workforce survey. In total, 2,467 veterinary technicians voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers this survey during the license renewal process, which takes place every December for veterinary technicians. These survey respondents represent 90% of the 2,745 veterinary technicians who are licensed in the state and 99% of renewing practitioners.

The HWDC estimates that 2,409 veterinary technicians participated in Virginia's workforce during the survey period, which is defined as those veterinary technicians who worked at least a portion of the year in the state or who live in the state and intend to return to work as a veterinary technician at some point in the future. During the past year, Virginia's veterinary technician workforce provided 1,859 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

The percentage of all veterinary technicians who are female is 95%, and the median age of this workforce is 37. In a random encounter between two veterinary technicians, there is a 22% chance that they would be of different races or ethnicities, a measure known as the diversity index. This diversity index increases to 25% for those veterinary technicians who are under the age of 40. For Virginia's overall population, the comparable diversity index is 60%. More than one-third of all veterinary technicians grew up in a rural area, and 13% of veterinary technicians who grew up in a rural area currently work in a non-metro area of Virginia. In total, 6% of all veterinary technicians currently work in a non-metro area of the state.

Among all veterinary technicians, 85% are currently employed in the profession, 67% hold one full-time position, and 39% work between 40 and 49 hours per week. More than nine out of every ten veterinary technicians work in the private sector, including 86% who work in the for-profit sector. The median annual income for this workforce is between \$40,000 and \$50,000, and 79% receive this income in the form of an hourly wage. At the same time, 31% of veterinary technicians carry education debt, and the median outstanding balance among those with education debt is between \$20,000 and \$30,000. More than nine out of every ten veterinary technicians indicated that they are satisfied with their current work situation, including 49% who indicated that they are "very satisfied."

## Summary of Trends

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In this section, all statistics for the current year are compared to the 2018 veterinary technician workforce. The number of licensed veterinary technicians in Virginia has increased by 18% (2,745 vs. 2,334). In addition, the size of Virginia's veterinary technician workforce has increased by 17% (2,409 vs. 2,060), and the number of FTEs provided by this workforce has grown by 7% (1,859 vs. 1,745). Virginia's renewing veterinary technicians are more likely to respond to this survey (99% vs. 94%).

While the overall percentage of veterinary technicians who are female has fallen slightly (95% vs. 96%), the median age of this workforce has risen (37 vs. 36). The diversity index of Virginia's veterinary technicians has increased (22% vs. 18%), a trend that has also occurred among veterinary technicians who are under the age of 40 (25% vs. 21%). The percentage of all veterinary technicians who work in a non-metro area of the state has fallen slightly (6% vs. 7%).

Veterinary technicians are slightly less likely to be employed in the profession (85% vs. 86%). At the same time, veterinary technicians are relatively more likely to work between 30 and 39 hours per week (35% vs. 32%) than to work between 40 and 49 hours per week (39% vs. 43%). Veterinary technicians are less likely to have been employed at their primary work location for more than two years (57% vs. 60%). Veterinary technicians are more likely to be employed in a solo practice/partnership (53% vs. 52%) than in a group practice (29% vs. 30%). The median annual income of Virginia's veterinary technician workforce has increased (\$40k-\$50k vs. \$30k-\$40k). Although veterinary technicians are less likely to carry education debt (31% vs. 35%), the median outstanding balance among those with education debt has increased (\$20k-\$30k vs. \$10k-\$20k). Veterinary technicians are less likely to indicate that they are satisfied with their current work situation (91% vs. 92%), including those who indicated that they are "very satisfied" (49% vs. 53%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	2,382	87%
New Licensees	191	7%
Non-Renewals	172	6%
<b>All Licensees</b>	<b>2,745</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all renewing veterinary technicians, 99% submitted a survey. These represent 90% of the 2,745 veterinary technicians who held a license at some point in the past year.*

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
<b>By Age</b>			
Under 30	80	394	83%
30 to 34	63	489	89%
35 to 39	45	487	92%
40 to 44	30	367	92%
45 to 49	19	232	92%
50 to 54	11	201	95%
55 to 59	12	126	91%
60 and Over	18	171	91%
<b>Total</b>	<b>278</b>	<b>2,467</b>	<b>90%</b>
<b>New Licenses</b>			
Issued in Past Year	92	99	52%
<b>Metro Status</b>			
Non-Metro	15	191	93%
Metro	195	1,964	91%
Not in Virginia	68	311	82%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2023.
- Target Population:** All veterinary technicians who held a Virginia license at some point between January 2023 and December 2023.
- Survey Population:** The survey was available to veterinary technicians who renewed their licenses online. It was not available to those who did not renew, including some veterinary technicians newly licensed in 2023.

Response Rates	
Completed Surveys	<b>2,467</b>
Response Rate, All Licensees	<b>90%</b>
Response Rate, Renewals	<b>99%</b>

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinary Tech.

Number: 2,745  
 New: 7%  
 Not Renewed: 6%

Response Rates

All Licensees: 90%  
 Renewing Practitioners: 99%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Veterinary Tech. Workforce: 2,409  
 FTEs: 1,859

### Utilization Ratios

Licensees in VA Workforce: 88%  
 Licensees per FTE: 1.48  
 Workers per FTE: 1.30

Source: Va. Healthcare Workforce Data Center

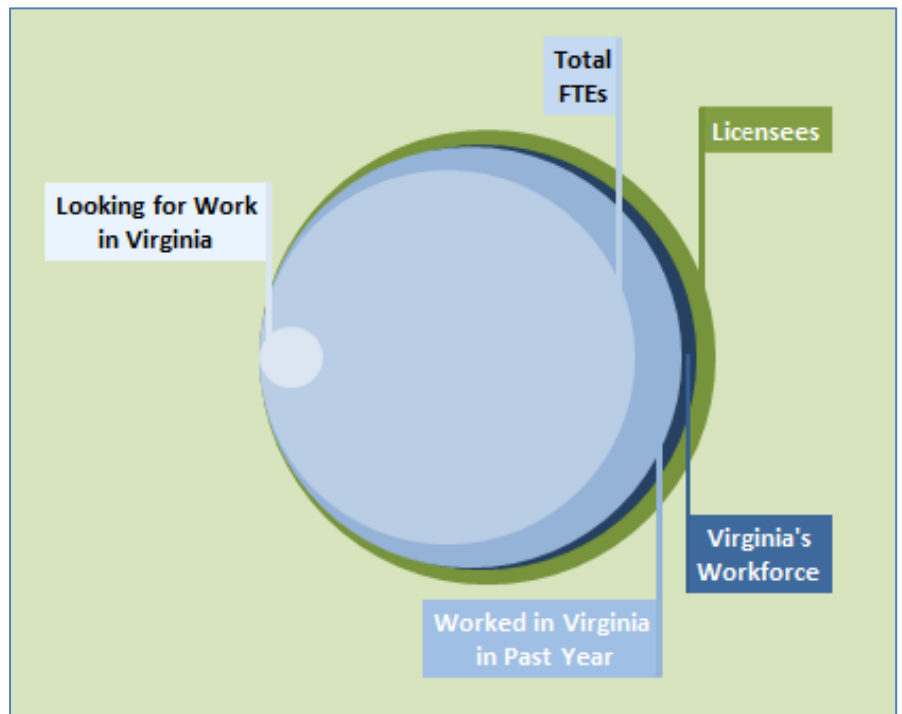
Veterinary Technician Workforce		
Status	#	%
Worked in Virginia in Past Year	2,357	98%
Looking for Work in Virginia	52	2%
Virginia's Workforce	2,409	100%
Total FTEs	1,859	
Licensees	2,745	

Source: Va. Healthcare Workforce Data Center

## Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between January 2023 and December 2023 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

*Weighting is used to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on the HWDC's methodology, visit: <https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>*



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	18	6%	304	95%	321	19%
30 to 34	19	5%	368	95%	387	22%
35 to 39	15	5%	321	95%	336	19%
40 to 44	9	4%	221	96%	230	13%
45 to 49	7	5%	143	95%	151	9%
50 to 54	8	7%	115	93%	123	7%
55 to 59	0	0%	76	100%	76	4%
60 and Over	7	6%	104	94%	111	6%
<b>Total</b>	<b>84</b>	<b>5%</b>	<b>1,651</b>	<b>95%</b>	<b>1,735</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Veterinary Technicians		Vet. Tech. Under 40	
	%	#	%	#	%
White	59%	1,547	88%	907	86%
Black	18%	33	2%	24	2%
Asian	7%	12	1%	10	1%
Other Race	1%	12	1%	4	0%
Two or More Races	5%	55	3%	39	4%
Hispanic	10%	92	5%	68	6%
<b>Total</b>	<b>100%</b>	<b>1,751</b>	<b>100%</b>	<b>1,052</b>	<b>100%</b>

\*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2022.

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Gender**

% Female: 95%  
% Under 40 Female: 95%

**Age**

Median Age: 37  
% Under 40: 60%  
% 55 and Over: 11%

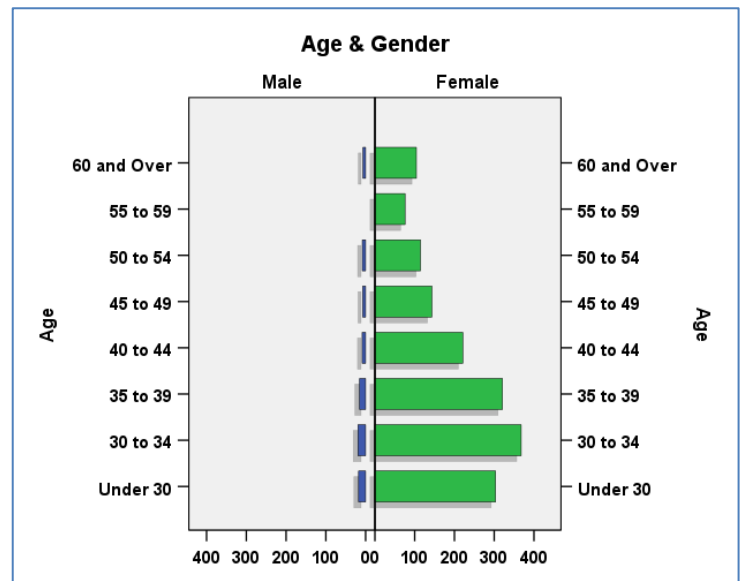
**Diversity**

Diversity Index: 22%  
Under 40 Div. Index: 25%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two veterinary technicians, there is a 22% chance that they would be of different races or ethnicities (a measure known as the diversity index).*

*Among the 60% of veterinary technicians who are under the age of 40, 95% are female. In addition, the diversity index among veterinary technicians who are under the age of 40 is 25%.*



Source: Va. Healthcare Workforce Data Center



## At a Glance:

### Childhood

Urban Childhood: 7%  
 Rural Childhood: 37%

### Virginia Background

HS in Virginia: 70%  
 Prof. Edu. in Virginia: 69%  
 HS or Prof. Edu. in VA: 80%

### Location Choice

% Rural to Non-Metro: 13%  
 % Urban/Suburban to Non-Metro: 3%

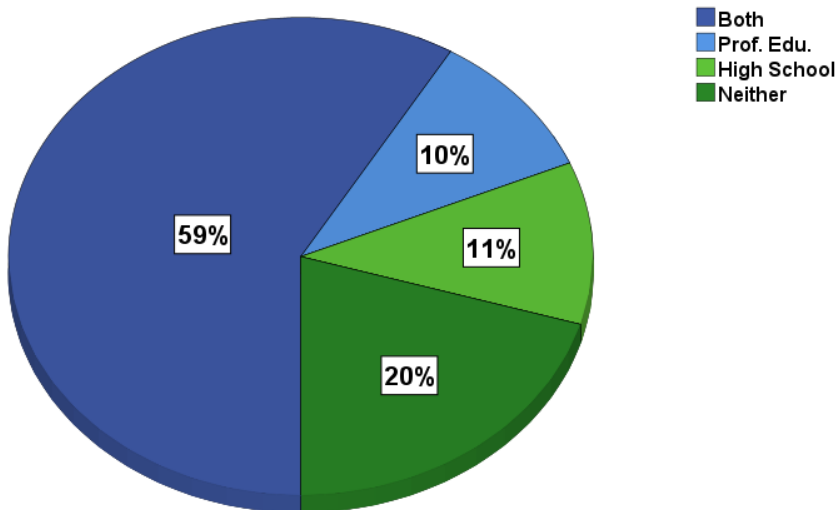
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 Million+	28%	65%	8%
2	Metro, 250,000 to 1 Million	52%	46%	2%
3	Metro, 250,000 or Less	52%	42%	6%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	50%	17%	33%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	75%	21%	5%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	87%	7%	7%
8	Rural, Metro Adjacent	93%	7%	0%
9	Rural, Non-Adjacent	22%	78%	0%
<b>Overall</b>		<b>37%</b>	<b>57%</b>	<b>7%</b>

Source: Va. Healthcare Workforce Data Center

**Educational Background in Virginia**



Source: Va. Healthcare Workforce Data Center

*Among the 37% of veterinary technicians who grew up in a rural area, 13% currently work in a non-metro area of the state. In total, 6% of all veterinary technicians currently work in a non-metro area of Virginia.*

## Top Ten States for Veterinary Technician Recruitment

Rank	All Veterinary Technicians			
	High School	#	Professional School	#
1	Virginia	1,210	Virginia	1,182
2	Pennsylvania	57	Pennsylvania	78
3	New York	54	Texas	65
4	Maryland	42	Colorado	43
5	North Carolina	28	New York	41
6	Florida	28	New Mexico	30
7	Ohio	26	Florida	30
8	West Virginia	26	North Carolina	27
9	California	23	California	22
10	New Jersey	21	Tennessee	21

Source: Va. Healthcare Workforce Data Center

*Among all veterinary technicians, 70% received their high school degree in Virginia, and 69% received their initial professional degree in the state.*

*Among veterinary technicians who have obtained their initial license in the past five years, 59% received their high school degree in Virginia, and 59% also received their initial professional degree in the state.*

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	327	Virginia	322
2	New York	23	Pennsylvania	27
3	Pennsylvania	18	Texas	20
4	North Carolina	16	California	16
5	Maryland	15	New York	16
6	California	14	Florida	15
7	Florida	13	Colorado	14
8	New Jersey	13	Tennessee	12
9	Ohio	12	North Carolina	12
10	Tennessee	9	Ohio	10

Source: Va. Healthcare Workforce Data Center

*Among all veterinary technicians who held a license, 12% did not participate in the state's veterinary technician workforce. Among these licensees, 86% worked at some point in the past year, including 60% who currently work as veterinary technicians.*

### At a Glance:

#### Not in VA Workforce

Total:	336
% of Licensees:	12%
Federal/Military:	5%
VA Border State/DC:	14%

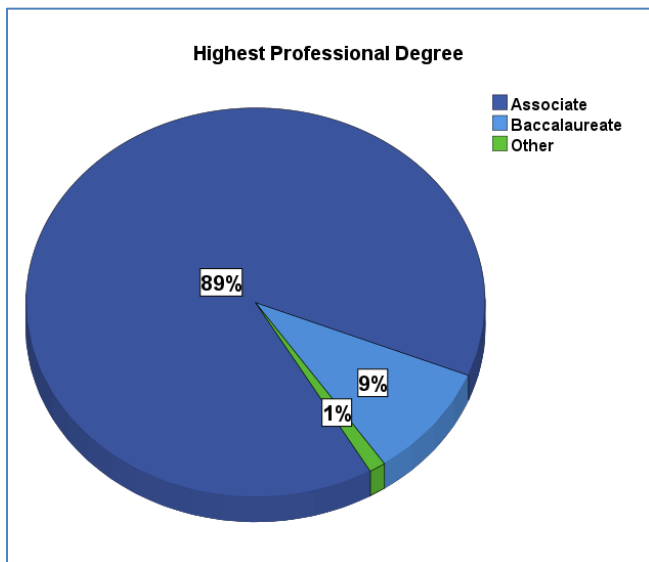
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate Degree	1,528	89%
Baccalaureate Degree	161	9%
Other	20	1%
<b>Total</b>	<b>1,709</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Nearly one-third of all veterinary technicians carry education debt, including 40% of those who are under the age of 40. For those with education debt, the median outstanding balance is between \$20,000 and \$30,000.



Source: Va. Healthcare Workforce Data Center

Certifications		
Certification	#	%
Veterinary Emergency and Critical Care Technicians	14	1%
Veterinary Technicians in Anesthesia and Analgesia	10	0%
Internal Medicine for Veterinary Technicians	8	0%
Laboratory Animal Veterinary Technicians and Nurses	7	0%
Veterinary Dental Technicians	6	0%
<b>At Least One Certification</b>	<b>46</b>	<b>2%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Education**  
 Associate: 89%  
 Baccalaureate: 9%

**Education Debt**  
 Carry Debt: 31%  
 Under Age 40 w/ Debt: 40%  
 Median Debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

Amount Carried	All Vet. Tech.		Veterinary Tech. Under 40	
	#	%	#	%
None	979	69%	523	60%
Less than \$10,000	120	8%	94	11%
\$10,000-\$19,999	102	7%	87	10%
\$20,000-\$29,999	84	6%	63	7%
\$30,000-\$39,999	38	3%	30	3%
\$40,000-\$49,999	32	2%	25	3%
\$50,000-\$59,999	28	2%	22	3%
\$60,000-\$69,999	12	1%	8	1%
\$70,000-\$79,999	10	1%	9	1%
\$80,000-\$89,999	7	0%	3	0%
\$90,000-\$99,999	2	0%	0	0%
\$100,000 or More	14	1%	8	1%
<b>Total</b>	<b>1,428</b>	<b>100%</b>	<b>872</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 85%  
 Involuntarily Unemployed: < 1%

### Positions Held

1 Full-Time: 67%  
 2 or More Positions: 15%

### Weekly Hours:

40 to 49: 39%  
 60 or More: 3%  
 Less than 30: 12%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	< 1%
Employed in a Veterinary Technician-Related Capacity	1,467	85%
Employed, NOT in a Veterinary Technician-Related Capacity	143	8%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	6	< 1%
Voluntarily Unemployed	81	5%
Retired	23	1%
<b>Total</b>	<b>1,722</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all veterinary technicians, 85% are currently employed in the profession, 67% hold one full-time job, and 39% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	110	6%
One Part-Time Position	208	12%
Two Part-Time Positions	40	2%
One Full-Time Position	1,135	67%
One Full-Time Position & One Part-Time Position	184	11%
Two Full-Time Positions	9	1%
More than Two Positions	17	1%
<b>Total</b>	<b>1,703</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	110	7%
1 to 9 Hours	33	2%
10 to 19 Hours	75	4%
20 to 29 Hours	93	6%
30 to 39 Hours	581	35%
40 to 49 Hours	650	39%
50 to 59 Hours	85	5%
60 to 69 Hours	24	1%
70 to 79 Hours	11	1%
80 or More Hours	8	0%
<b>Total</b>	<b>1,670</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Annual Income		
Income Level	#	%
Volunteer Work Only	27	2%
Less than \$20,000	122	9%
\$20,000-\$29,999	107	8%
\$30,000-\$39,999	237	18%
\$40,000-\$49,999	310	24%
\$50,000-\$59,999	260	20%
\$60,000 or More	246	19%
<b>Total</b>	<b>1,309</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	831	49%
Somewhat Satisfied	699	42%
Somewhat Dissatisfied	121	7%
Very Dissatisfied	32	2%
<b>Total</b>	<b>1,684</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$40k-\$50k

**Benefits**  
Health Insurance: 61%  
Retirement: 65%

**Satisfaction**  
Satisfied: 91%  
Very Satisfied: 49%

Source: Va. Healthcare Workforce Data Center

*The typical veterinary technician earns between \$40,000 and \$50,000 per year. In addition, 84% of all veterinary technicians receive at least one employer-sponsored benefit, including 61% who have access to health insurance.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	1,136	77%	76%
Retirement	957	65%	64%
Health Insurance	899	61%	60%
Dental Insurance	802	55%	54%
Paid Sick Leave	734	50%	50%
Group Life Insurance	446	30%	30%
Signing/Retention Bonus	185	13%	13%
<b>At Least One Benefit</b>	<b>1,226</b>	<b>84%</b>	<b>81%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	32	1%
Experience Voluntary Unemployment?	112	5%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	62	3%
Work Two or More Positions at the Same Time?	322	13%
Switch Employers or Practices?	196	8%
<b>Experience At Least One?</b>	<b>581</b>	<b>24%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia’s veterinary technicians experienced involuntary unemployment at some point in the past year. By comparison, Virginia’s average monthly unemployment rate was 2.9% during the same time period.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at This Location</b>	67	4%	29	9%
<b>Less than 6 Months</b>	118	7%	50	16%
<b>6 Months to 1 Year</b>	176	11%	49	15%
<b>1 to 2 Years</b>	328	20%	61	19%
<b>3 to 5 Years</b>	339	21%	60	19%
<b>6 to 10 Years</b>	265	17%	34	11%
<b>More than 10 Years</b>	310	19%	35	11%
<b>Subtotal</b>	<b>1,602</b>	<b>100%</b>	<b>317</b>	<b>100%</b>
<b>Did Not Have Location</b>	92		2,061	
<b>Item Missing</b>	715		30	
<b>Total</b>	<b>2,409</b>		<b>2,409</b>	

Source: Va. Healthcare Workforce Data Center

*Nearly four out of every five veterinary technicians receive an hourly wage at their primary work location.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 3%

**Turnover & Tenure**

Switched Jobs: 8%  
New Location: 25%  
Over 2 Years: 57%  
Over 2 Yrs., 2<sup>nd</sup> Location: 41%

**Employment Type**

Hourly Wage: 79%  
Salary/Commission: 18%

Source: Va. Healthcare Workforce Data Center

*Among all veterinary technicians, 57% have worked at their primary work location for more than two years.*

Employment Type		
Primary Work Site	#	%
<b>Salary/Commission</b>	209	18%
<b>Hourly Wage</b>	914	79%
<b>By Contract/Per Diem</b>	8	1%
<b>Business/Practice Income</b>	8	1%
<b>Unpaid</b>	16	1%
<b>Subtotal</b>	<b>1,153</b>	<b>100%</b>
<b>Did Not Have Location</b>	92	
<b>Item Missing</b>	1,164	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.5% and a high of 3.3%. At the time of publication, the unemployment rate for December 2023 was still preliminary.

## At a Glance:

### Concentration

Top Region:	31%
Top 3 Regions:	76%
Lowest Region:	1%

### Locations

2 or More (Past Year):	21%
2 or More (Now*):	17%

Source: Va. Healthcare Workforce Data Center

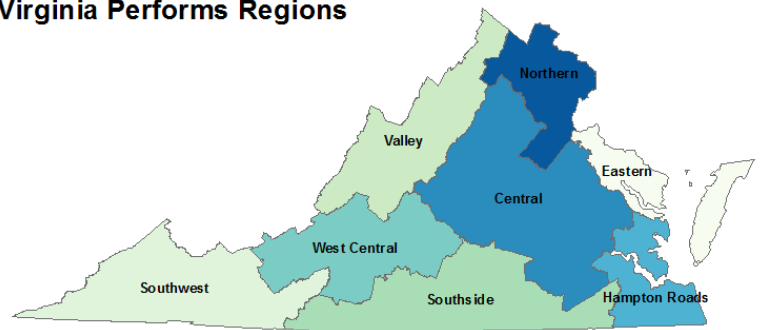
More than three out of every four veterinary technicians work in Northern Virginia, Central Virginia, and Hampton Roads.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	377	24%	75	22%
Eastern	20	1%	3	1%
Hampton Roads	329	21%	78	23%
Northern	498	31%	96	28%
Southside	18	1%	3	1%
Southwest	40	3%	3	1%
Valley	150	9%	28	8%
West Central	142	9%	35	10%
Virginia Border State/D.C.	7	0%	6	2%
Other U.S. State	12	1%	14	4%
Outside of the U.S.	0	0%	0	0%
<b>Total</b>	<b>1,593</b>	<b>100%</b>	<b>341</b>	<b>100%</b>
Item Missing	725		5	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

While 17% of veterinary technicians currently have multiple work locations, 21% of all veterinary technicians have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	54	3%	111	7%
1	1,254	76%	1,259	76%
2	229	14%	195	12%
3	93	6%	83	5%
4	13	1%	6	0%
5	7	0%	0	0%
6 or More	5	0%	2	0%
<b>Total</b>	<b>1,656</b>	<b>100%</b>	<b>1,656</b>	<b>100%</b>

\*At the time of survey completion, Dec. 2023.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,292	86%	250	86%
<b>Non-Profit</b>	83	6%	24	8%
<b>State/Local Government</b>	108	7%	15	5%
<b>Veterans Administration</b>	3	0%	0	0%
<b>U.S. Military</b>	3	0%	1	0%
<b>Other Federal Government</b>	7	0%	1	0%
<b>Total</b>	<b>1,496</b>	<b>100%</b>	<b>291</b>	<b>100%</b>
<b>Did Not Have Location</b>	92		2,061	
<b>Item Missing</b>	822		56	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

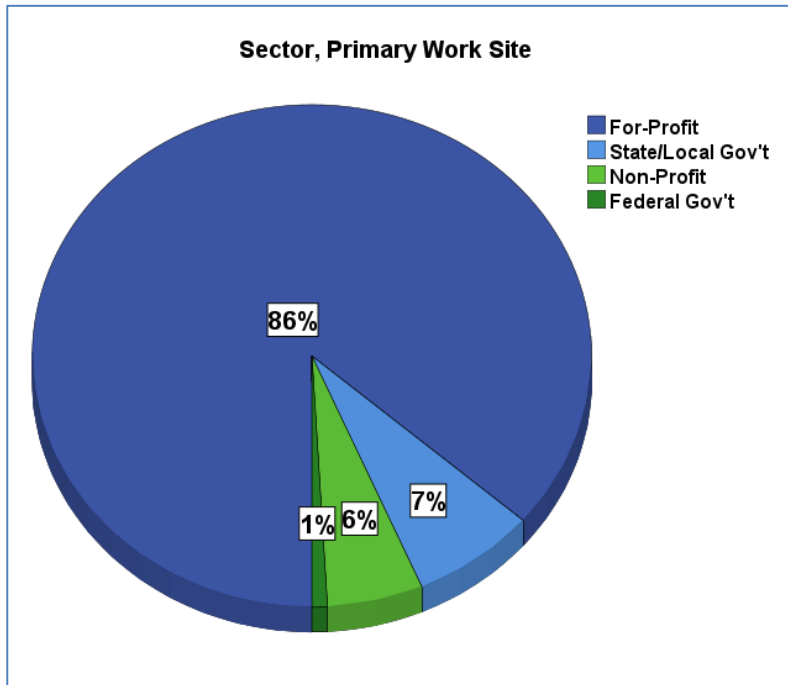
**Sector**

For-Profit:	86%
Federal:	1%

**Top Establishments**

Solo Practice:	53%
Group Practice:	29%
Public Health Program:	1%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*More than nine out of every ten veterinary technicians work in the private sector, including 86% who are employed in the for-profit sector.*

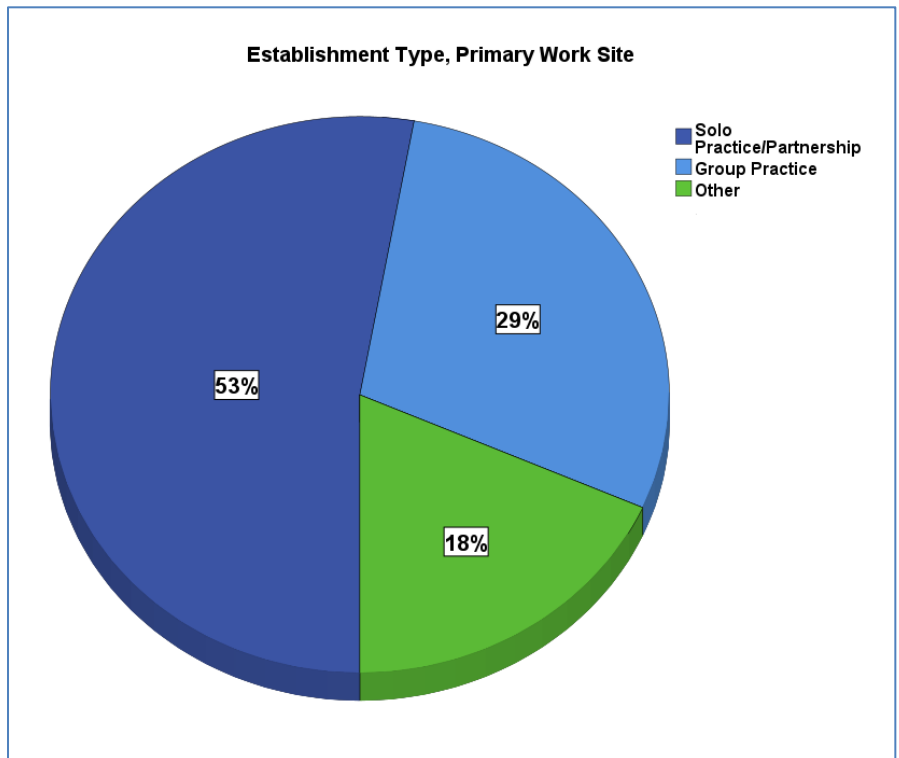


Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice/Partnership	783	53%	147	51%
Group Practice	427	29%	82	29%
Public Health Program	20	1%	4	1%
Veterinary Education Program, Community College	16	1%	3	1%
Supplier Organization	9	1%	2	1%
Veterinary Technology Program, Technical School	6	0%	3	1%
Other Practice Setting	222	15%	45	16%
<b>Total</b>	<b>1,483</b>	<b>100%</b>	<b>286</b>	<b>100%</b>
Did Not Have a Location	92		2,061	

Source: Va. Healthcare Workforce Data Center

More than half of all veterinary technicians work at a solo practice or partnership as their primary work location, while another 29% work at a group practice.

Among those veterinary technicians who also have a secondary work location, 51% work at a solo practice or partnership, and 29% work at a group practice.



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Languages Offered

Spanish:	18%
French:	2%
Chinese:	2%

### Means of Communication

Other Staff Member:	84%
Virtual Translation:	20%
Respondent:	10%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	422	18%
French	44	2%
Chinese	37	2%
Korean	32	1%
Arabic	29	1%
Vietnamese	25	1%
Hindi	18	1%
Persian	15	1%
Amharic, Somali, or Other Afro-Asiatic Languages	13	1%
Tagalog/Filipino	11	0%
Pashto	10	0%
Urdu	9	0%
Others	53	2%
<b>At Least One Language</b>	<b>440</b>	<b>18%</b>

Source: Va. Healthcare Workforce Data Center

Nearly one-fifth of all veterinary technicians are employed at a primary work location that offers Spanish language services for patients.

More than four out of every five veterinary technicians who are employed at a primary work location that offers language services for patients provide it by means of a staff member who is proficient.

### Means of Language Communication

Provision	#	% of Workforce with Language Services
<b>Other Staff Member is Proficient</b>	369	84%
<b>Virtual Translation Service</b>	86	20%
<b>Respondent is Proficient</b>	46	10%
<b>Onsite Translation Service</b>	27	6%
<b>Other</b>	15	3%

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Patient Care: 80%-89%  
Administration: 1%-9%

### Roles

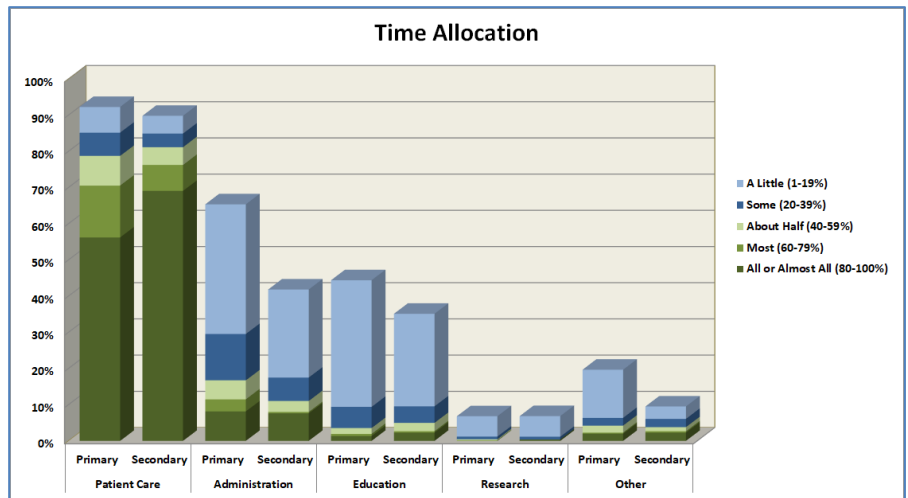
Patient Care: 71%  
Administration: 11%  
Education: 2%

### Patient Care Vet. Tech.

Median Admin. Time: 1%-9%  
Avg. Admin. Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



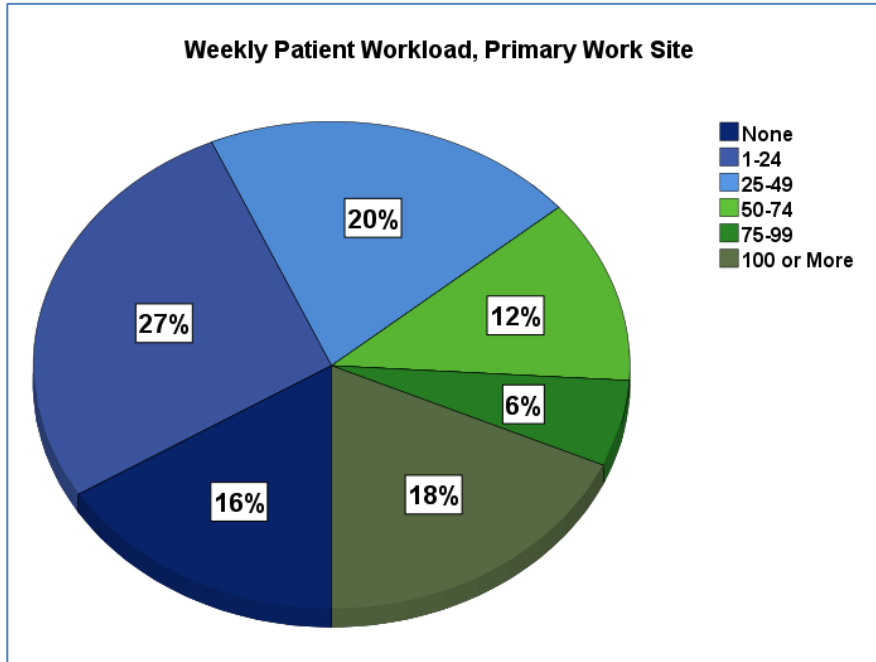
Source: Va. Healthcare Workforce Data Center

*Veterinary technicians spend most of their time treating patients. In fact, 71% of veterinary technicians fill a patient care role, defined as spending 60% or more of their time on patient care activities.*

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Research		Other	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	56%	69%	8%	8%	1%	2%	0%	0%	2%	2%
<b>Most (60-79%)</b>	14%	7%	3%	0%	1%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	8%	5%	5%	3%	2%	2%	0%	0%	2%	1%
<b>Some (20-39%)</b>	6%	4%	13%	6%	6%	5%	1%	1%	2%	2%
<b>A Little (1-19%)</b>	7%	5%	36%	24%	35%	25%	6%	6%	13%	3%
<b>None (0%)</b>	8%	10%	35%	58%	56%	64%	93%	93%	80%	90%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Patient Workload (Median)**  
 Primary Location: 25-49  
 Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

*The median workload for veterinary technicians at their primary work location is between 25 and 49 patients per week. For veterinary technicians who also have a secondary work location, the median workload is between 1 and 24 patients per week.*

Patient Care Visits				
# of Patients Per Week	Primary		Secondary	
	#	%	#	%
<b>None</b>	239	16%	65	22%
<b>1-24</b>	404	27%	110	38%
<b>25-49</b>	302	20%	49	17%
<b>50-74</b>	181	12%	23	8%
<b>75-99</b>	85	6%	9	3%
<b>100-124</b>	79	5%	15	5%
<b>125-149</b>	50	3%	3	1%
<b>150-174</b>	41	3%	4	1%
<b>175-199</b>	20	1%	1	0%
<b>200 or More</b>	81	5%	12	4%
<b>Total</b>	<b>1,482</b>	<b>100%</b>	<b>291</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All Vet. Tech.		Vet. Tech. 50 and Over	
	#	%	#	%
<b>Under Age 50</b>	253	18%	-	-
<b>50 to 54</b>	127	9%	3	1%
<b>55 to 59</b>	175	13%	25	11%
<b>60 to 64</b>	292	21%	73	31%
<b>65 to 69</b>	241	17%	68	29%
<b>70 to 74</b>	84	6%	26	11%
<b>75 to 79</b>	20	1%	8	3%
<b>80 or Over</b>	16	1%	3	1%
<b>I Do Not Intend to Retire</b>	169	12%	27	12%
<b>Total</b>	<b>1,378</b>	<b>100%</b>	<b>233</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Veterinary Technicians**

Under 65: 61%

Under 60: 40%

**Veterinary Tech. 50 and Over**

Under 65: 43%

Under 60: 12%

**Time Until Retirement**

Within 2 Years: 5%

Within 10 Years: 13%

Half the Workforce: By 2048

Source: Va. Healthcare Workforce Data Center

*More than three out of every five veterinary technicians expect to retire by the age of 65. Among veterinary technicians who are age 50 and over, 43% still expect to retire by the age of 65.*

*Within the next two years, 16% of Virginia's veterinary technicians expect to pursue additional educational opportunities, and 4% expect to increase their patient care hours.*

**Future Plans**

Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	110	5%
<b>Leave Virginia</b>	74	3%
<b>Decrease Patient Care Hours</b>	138	6%
<b>Decrease Teaching Hours</b>	13	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	108	4%
<b>Increase Teaching Hours</b>	116	5%
<b>Pursue Additional Education</b>	393	16%
<b>Return to the Workforce</b>	16	1%

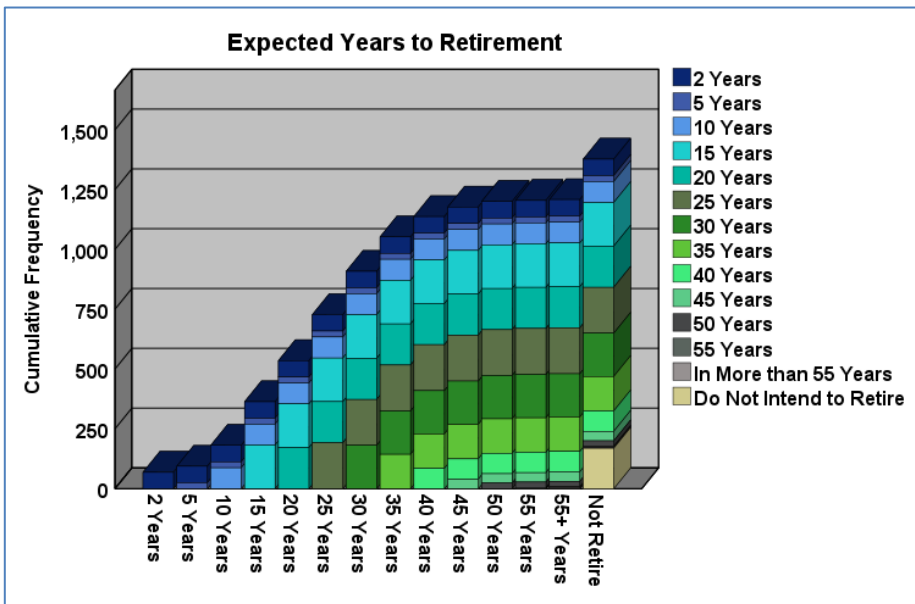
Source: Va. Healthcare Workforce Data Center

*By comparing retirement expectations to age, we can estimate the maximum years to retirement for veterinary technicians. While only 5% of veterinary technicians expect to retire in the next two years, 13% plan to do so within the next decade. More than half of the current workforce expect to retire by 2048.*

### Time to Retirement

Expect to Retire Within . . .	#	%	Cumulative %
2 Years	69	5%	5%
5 Years	25	2%	7%
10 Years	87	6%	13%
15 Years	182	13%	26%
20 Years	172	12%	39%
25 Years	192	14%	53%
30 Years	181	13%	66%
35 Years	144	10%	76%
40 Years	85	6%	83%
45 Years	40	3%	85%
50 Years	23	2%	87%
55 Years	5	0%	87%
In More than 55 Years	3	0%	88%
Do Not Intend to Retire	169	12%	100%
<b>Total</b>	<b>1,378</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2038. Retirement will peak at 14% of the current workforce around 2048 before declining to under 10% of the current workforce again by 2063.*

## At a Glance:

### FTEs

Total: 1,859  
 FTEs/1,000 Residents<sup>2</sup>: 0.214  
 Average: 0.80

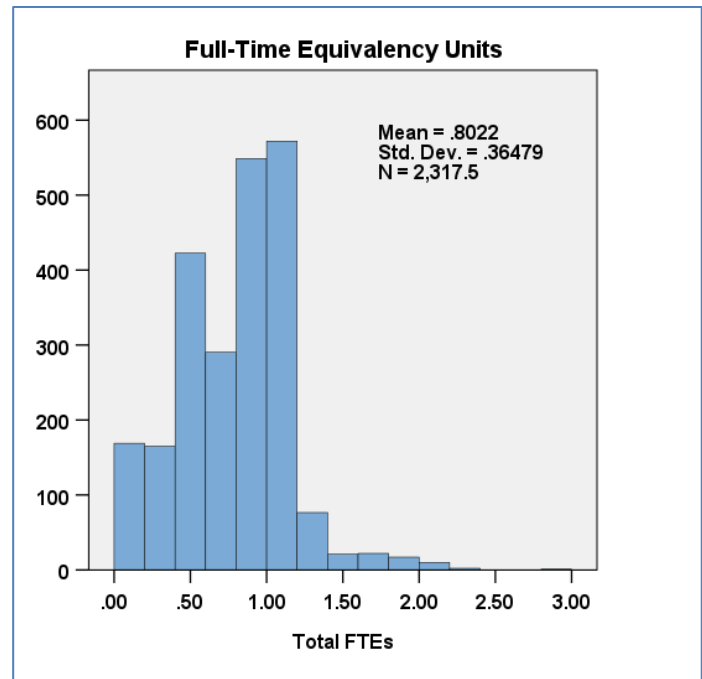
### Age & Gender Effect

Age, *Partial Eta*<sup>2</sup>: Small  
 Gender, *Partial Eta*<sup>2</sup>: None

*Partial Eta*<sup>2</sup> Explained:  
*Partial Eta*<sup>2</sup> is a statistical  
 measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

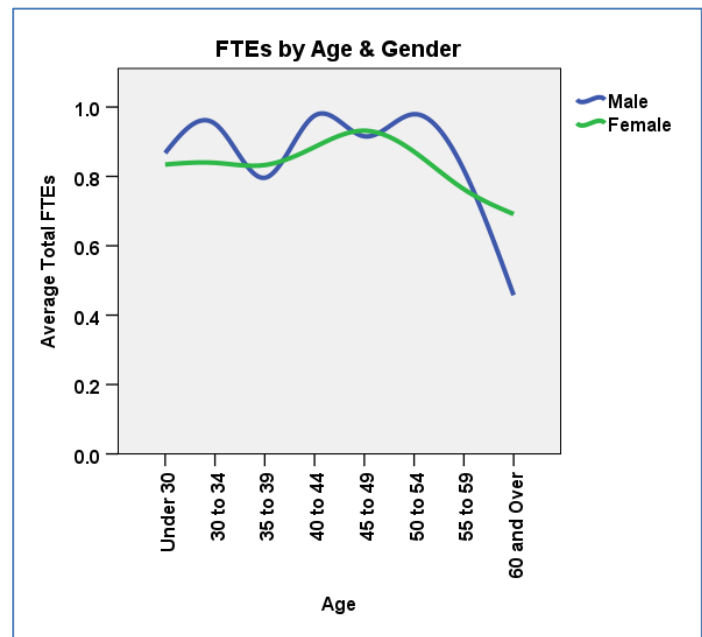


Source: Va. Healthcare Workforce Data Center

*The typical veterinary technician provided 0.87 FTEs in the past year, or approximately 35 hours per week for 50 weeks. Although FTEs appear to vary by age, statistical tests did not verify that a difference exists.<sup>3</sup>*

Full-Time Equivalency Units		
Age	Average	Median
Under 30	0.83	0.80
30 to 34	0.78	0.81
35 to 39	0.75	0.65
40 to 44	0.95	1.07
45 to 49	0.74	0.81
50 to 54	0.91	0.96
55 to 59	0.90	1.06
60 and Over	0.55	0.43
Gender		
Male	0.87	0.96
Female	0.84	0.93

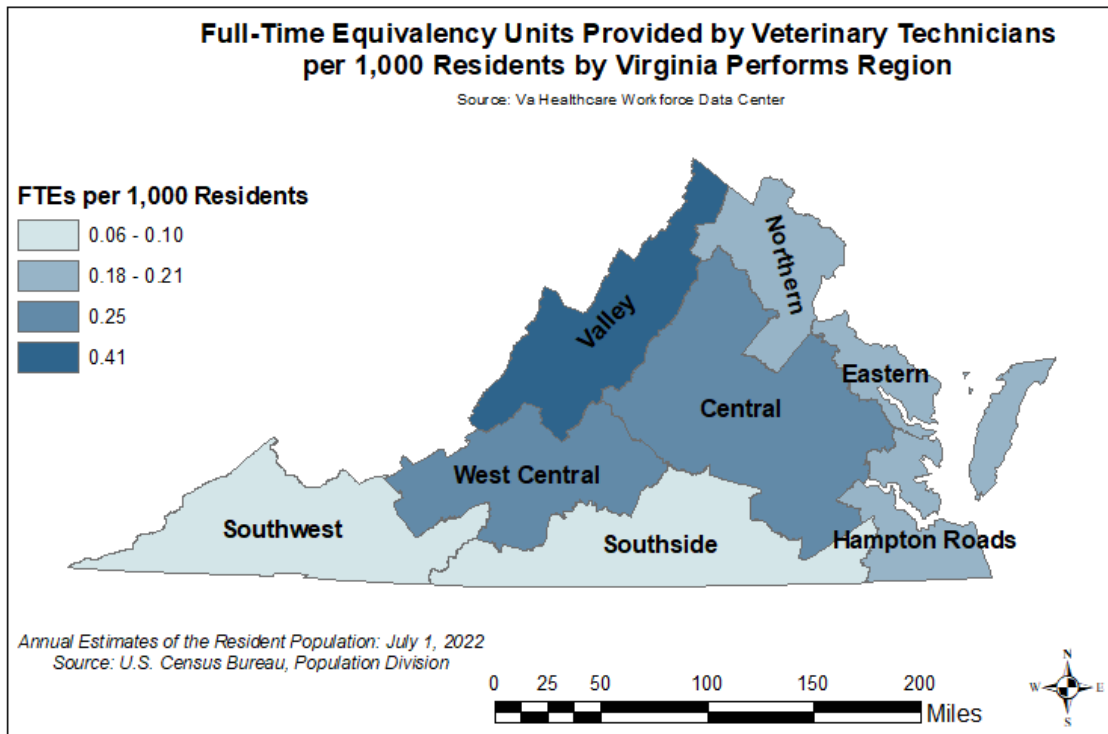
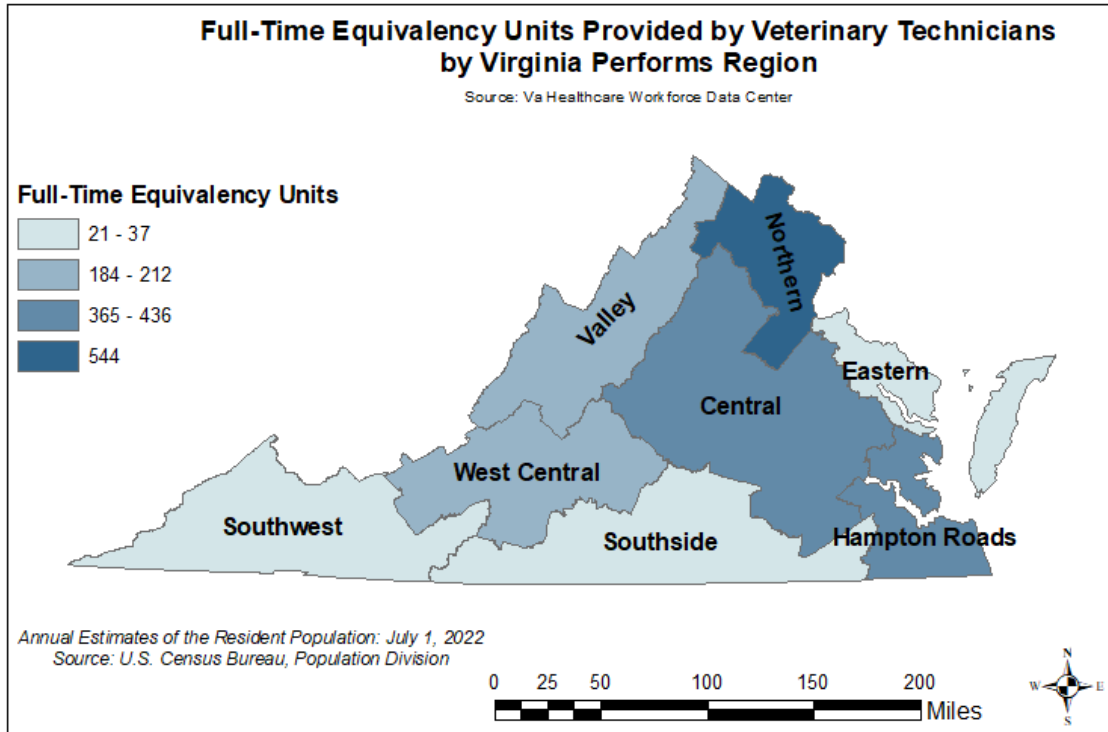
Source: Va. Healthcare Workforce Data Center



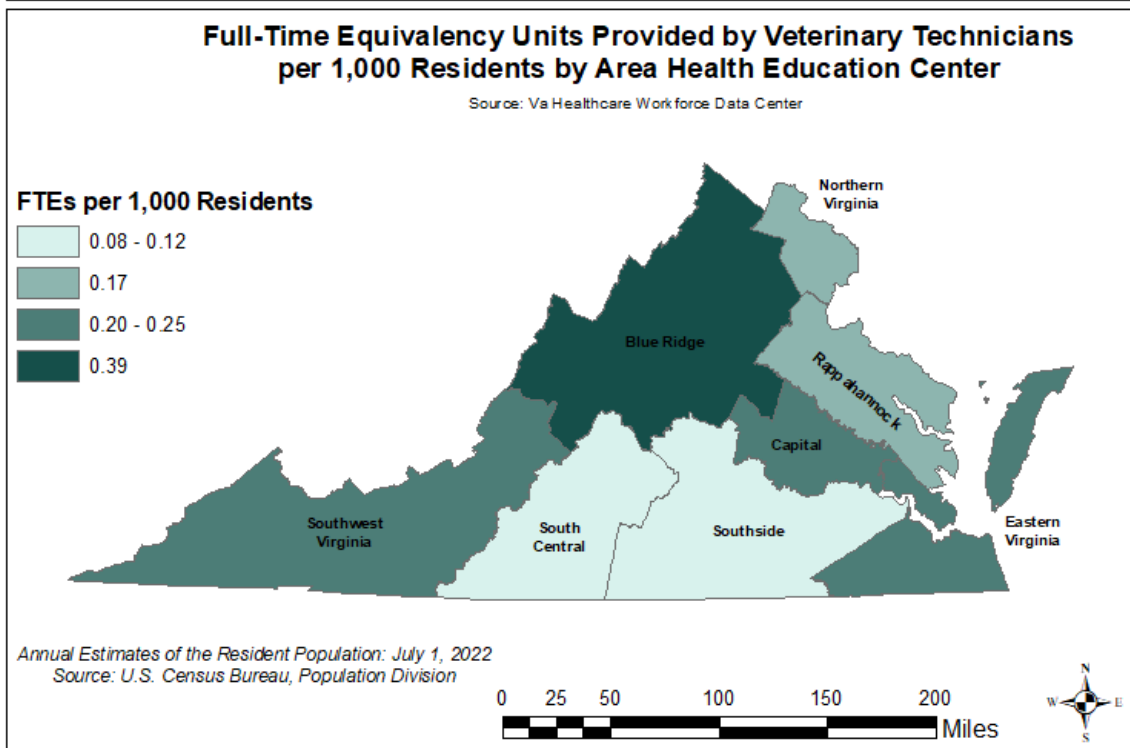
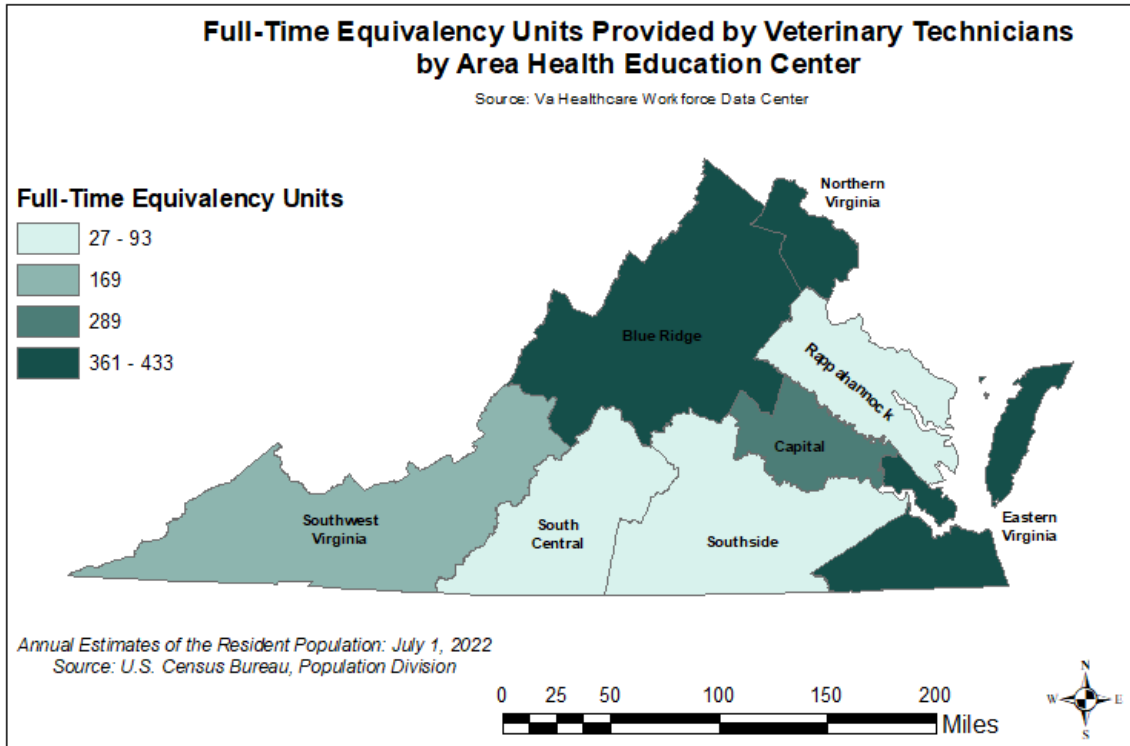
Source: Va. Healthcare Workforce Data Center

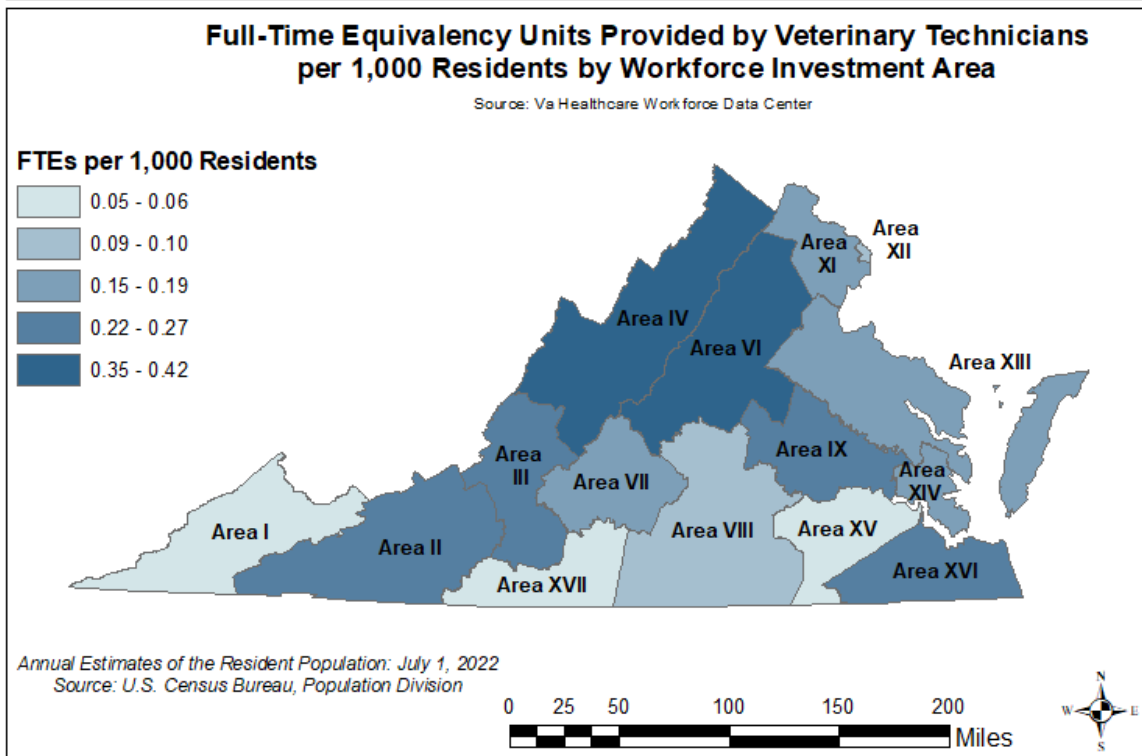
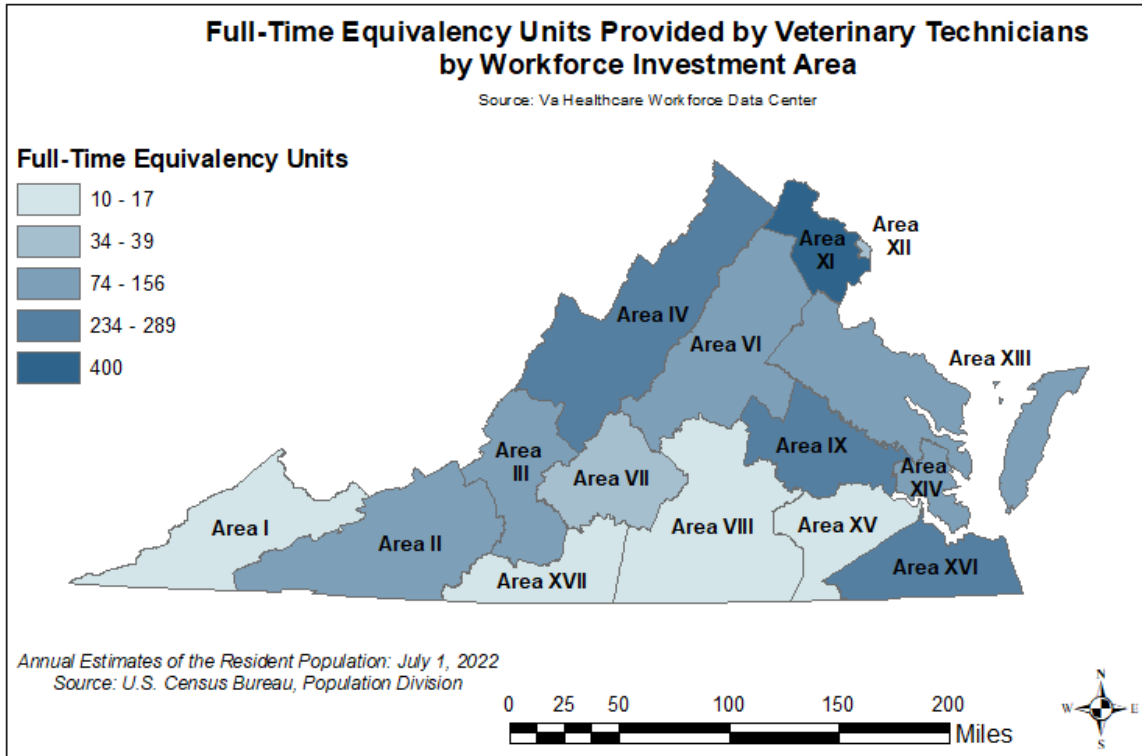
<sup>2</sup> Number of residents in 2022 was used as the denominator.

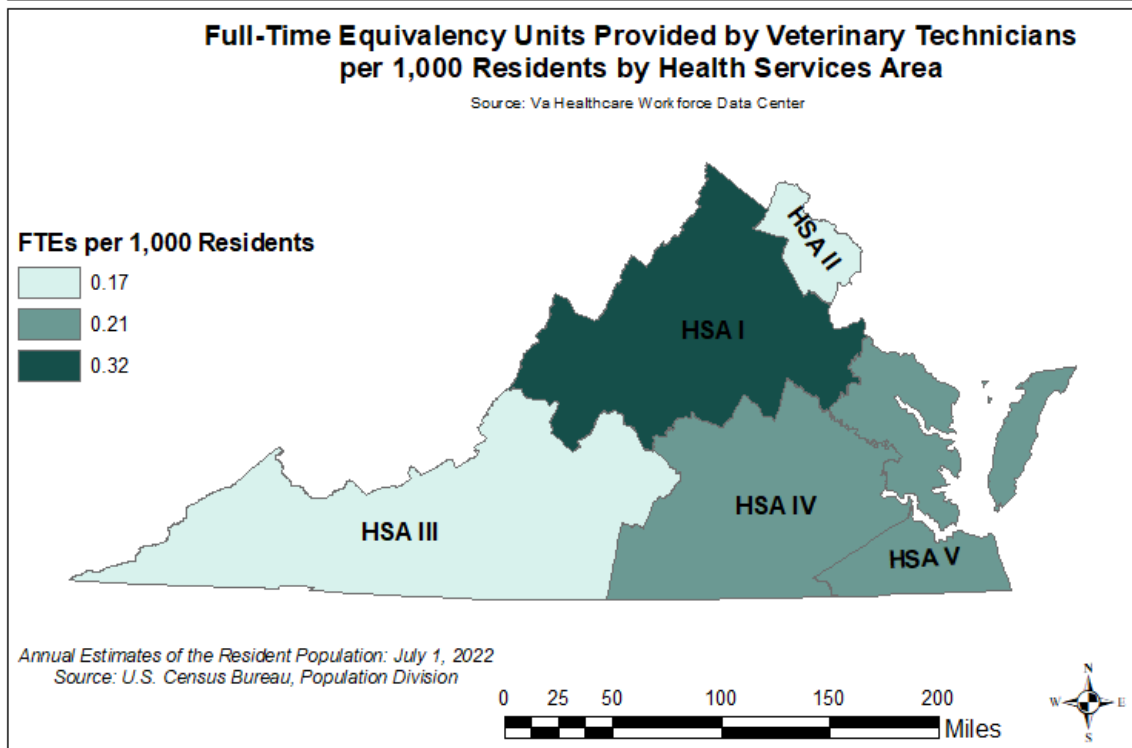
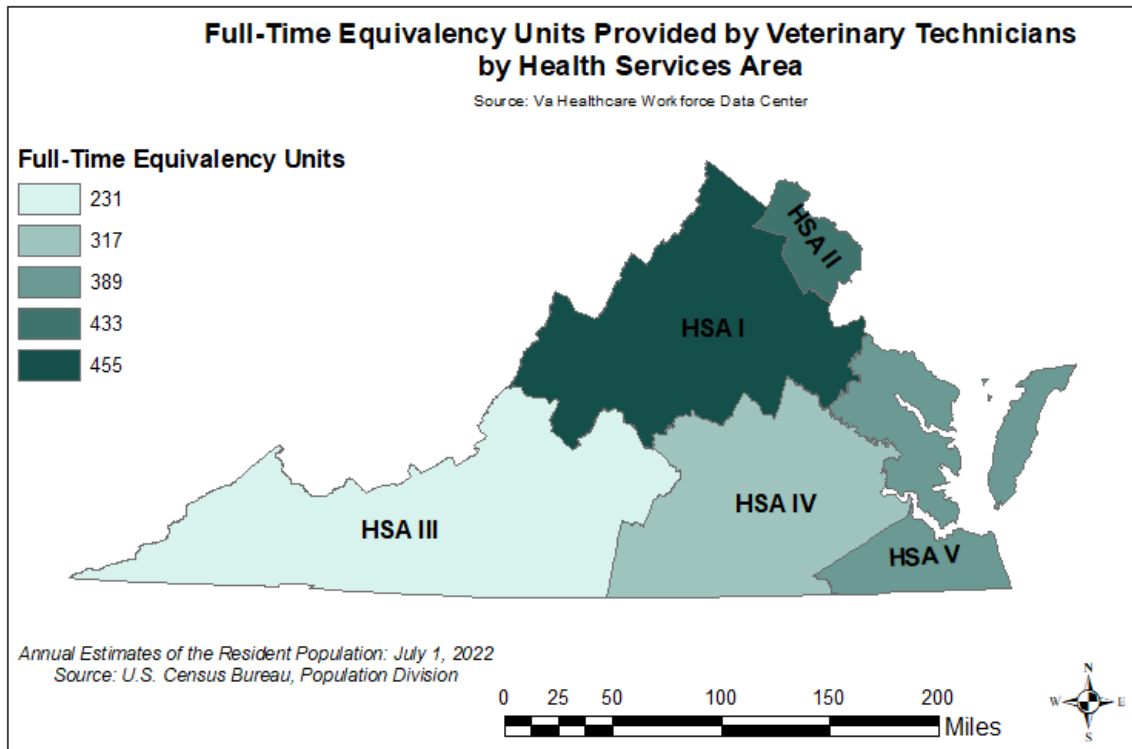
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).

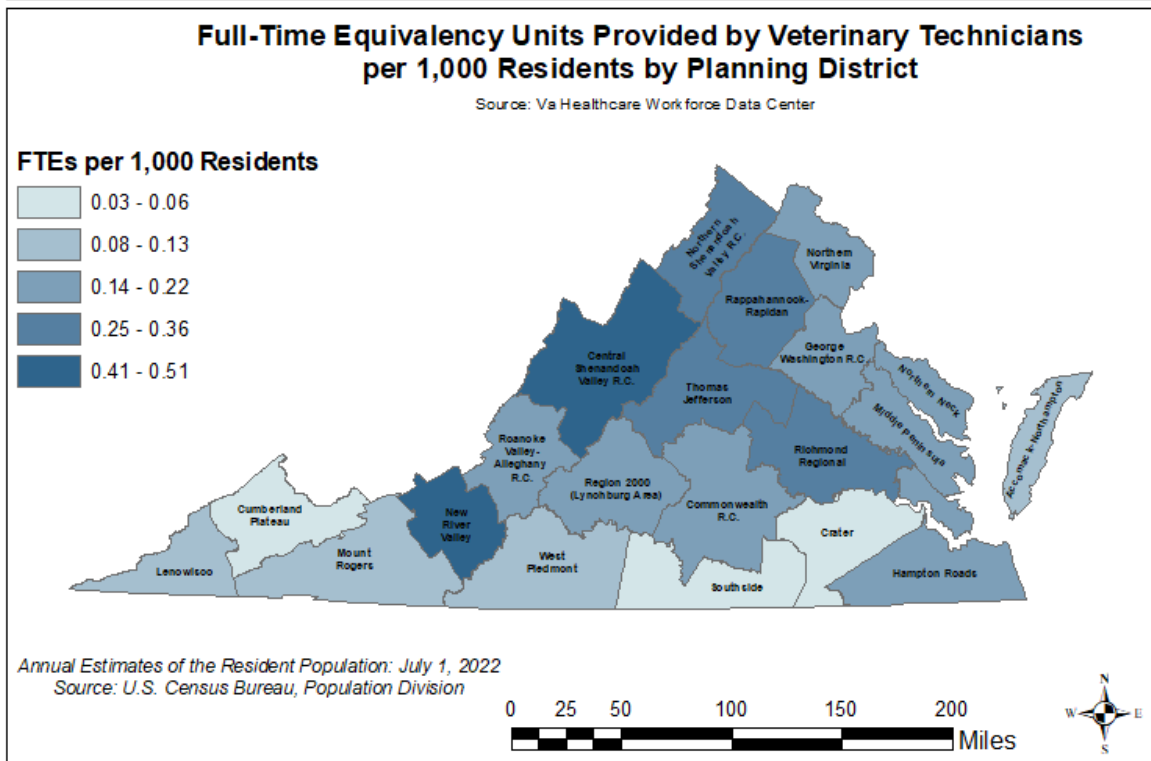
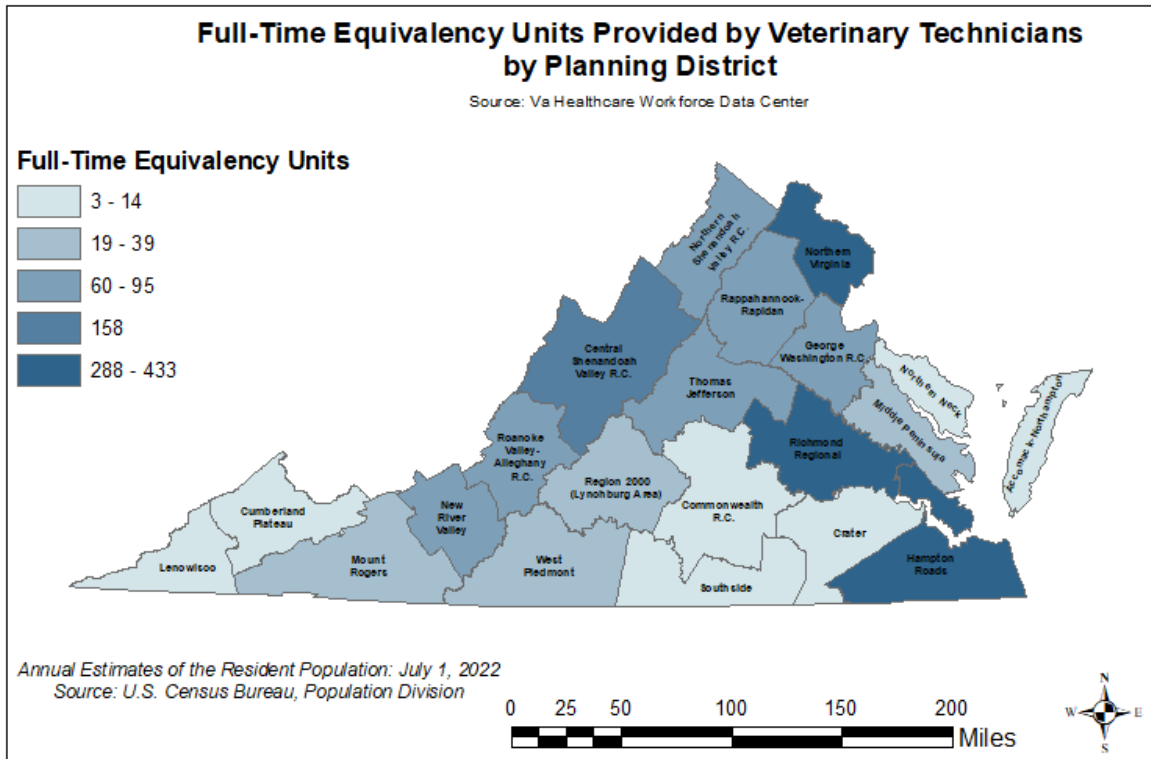












## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	1,575	90.10%	1.110	1.052	1.200
<b>Metro, 250,000 to 1 Million</b>	172	93.02%	1.075	1.019	1.162
<b>Metro, 250,000 or Less</b>	412	93.45%	1.070	1.014	1.157
<b>Urban, Pop. 20,000+, Metro Adj.</b>	9	100.00%	1.000	0.972	1.081
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	109	92.66%	1.079	1.023	1.167
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	20	95.00%	1.053	0.998	1.138
<b>Rural, Metro Adj.</b>	61	90.16%	1.109	1.051	1.199
<b>Rural, Non-Adj.</b>	7	100.00%	1.000	0.948	1.015
<b>Virginia Border State/D.C.</b>	218	83.03%	1.204	1.142	1.302
<b>Other U.S. State</b>	161	80.75%	1.238	1.174	1.339

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	474	83.12%	1.203	1.081	1.339
<b>30 to 34</b>	552	88.59%	1.129	1.015	1.256
<b>35 to 39</b>	532	91.54%	1.092	0.982	1.216
<b>40 to 44</b>	397	92.44%	1.082	0.972	1.204
<b>45 to 49</b>	251	92.43%	1.082	0.972	1.204
<b>50 to 54</b>	212	94.81%	1.055	0.948	1.174
<b>55 to 59</b>	138	91.30%	1.095	0.984	1.219
<b>60 and Over</b>	189	90.48%	1.105	0.993	1.230

Source: Va. Healthcare Workforce Data Center

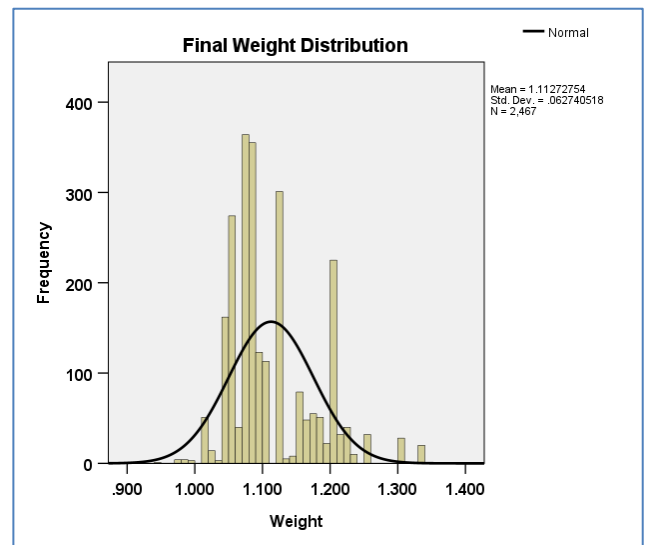
See the Methods section on the HWDC website for details on HWDC methods:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

**Overall Response Rate: 0.898725**



Source: Va. Healthcare Workforce Data Center

**From:** [Nutter, LaVeta \(DOE\)](#)  
**To:** [Murphy, Julia \(VDH\)](#)  
**Subject:** RE: LVT/DVM careers course  
**Date:** Wednesday, July 24, 2024 1:42:01 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)

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Greetings, Julia:

My apologies for the late response. I have been out of the office on assignment for 3 weeks; and now trying to catch up on a thousand emails. Please review the Veterinary Science I, and Veterinary Science II courses offered to high school students throughout Virginia.

Our biggest obstacle to providing the Veterinary Science program courses for our students – finding teachers.

Agricultural Education teachers and Licensed Veterinary Technicians are endorsed to teach these courses (Virginia Department of Education - Technical Professional License for LVTs); however, there is an agricultural education teacher shortage; and I am not certain that LVTs throughout the Commonwealth are aware they are able to teach high school courses in the Animal Systems pathway. This would include the following courses.

Equine Science  
Equine Science, Advanced  
Small Animal Care I, and II  
Introduction to Animal Systems  
[Veterinary Science I](#), and [Veterinary Science II](#)

Please review the Veterinary Science I/II courses. There is a Duty Area in the Veterinary Science I course, titled Exploring Veterinary Science Careers with the following competencies.

## Explore animal related careers.

Exploration should include

- identifying career opportunities in the animal-care industry
- identifying working conditions associated with the identified careers
- describing training requirements of the identified careers
- listing personal goals for a career in animal health care
- determining the field that is most compatible with personal goals
- listing the pros and cons of the career
- examining personal traits and interests that facilitate success in the career
- developing a career plan that includes the education and experience necessary for the career goal.

**Process/Skill Questions:**

- How do the educational requirements and duties differ among the three

- levels of the veterinary medical field?
- What veterinary-related careers are available outside of veterinary medicine?
- What resources are available to research information about careers in animal care?
- Why is it important to explore career opportunities before making educational decisions?

## Describe the importance of and opportunities for continuing education in the animal care field.

Description should include

- a list of the animal care careers requiring continuing education for licensure
- a summary of opportunities available for continuing education in animal care
- a description of how continuing education may help to advance the student in his/her career path.

**Process/Skill Questions:**

- What are some of the opportunities for continuing education in the animal care field?
- Why is lifelong learning necessary in a medical field?
- How would failure to stay current with new products and procedures adversely affect performance in an animal care career?

[Previous](#)

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And the following Workplace Readiness Skills competencies that can be integrated into, and instruction tailored to reflect information related to careers related to the

animal systems pathway. Please let me know if I can be of further assistance.

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[Demonstrate work ethic.](#)
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[WorkplaceReadinessSkillsPoster2019.pdf](#)

## Demonstrating Interpersonal Skills

### Demonstrating Interpersonal Skills

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## Demonstrating Professional Competencies

### Demonstrating Professional Competencies

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## Examining All Aspects of an Industry

### Examining All Aspects of an Industry

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[Examine community issues related to an industry/organization.](#)
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[Examine health, safety, and environmental issues related to an industry/organization.](#)



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---

**From:** Murphy, Julia (VDH) <Julia.Murphy@vdh.virginia.gov>

**Sent:** Friday, July 12, 2024 6:42 PM

**To:** Nutter, LaVeta (DOE) <LaVeta.Nutter@doe.virginia.gov>

**Subject:** LVT/DVM careers course

LaVeta,

Hello and hope you are well. I was hoping to ask for your advice about a course (maybe not unlike the ones we have been working on for zoonotic disease education for ag instructors) for high school or middle school aged students. I am currently on a work group overseen by the Board of Veterinary Medicine that is designed to offer thoughts about how to help decrease the shortage of veterinarians in Virginia (specifically large animal/rural practice veterinarians). One of the ideas we got to talking about what how much outreach there is in schools/school age students and if would help if there was more of that. Is there a grade or SOL where you could see a module (maybe not unlike we are developing about zoonotic disease) that could be developed along with DOE to present information about careers in veterinary medicine and licensed veterinary technician careers? Is there another approach you would recommend?

Appreciate your thoughts.

Thanks!

julie

Julia Murphy  
State Public Health Veterinarian  
Office of Epidemiology

Phone: (804) 921-5121

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