

March 3, 2022
Board Room 2
9:00 a.m.

Agenda
Virginia Board of Veterinary Medicine
Full Board Meeting

Call to Order – Tregel Cockburn, D.V.M., Board President

Page 1

- Welcome
- Emergency Egress Procedures
- Mission Statement

Ordering of Agenda – Dr. Cockburn

Public Comment – Dr. Cockburn

The Board will receive all public comment related to agenda items at this time. The Board will not receive comment on any regulatory process for which a public comment period has closed or any pending or closed complaint or disciplinary matter.

Approval of Minutes – Dr. Cockburn

Pages 2-5

October 21, 2021 – Full Board Meeting

Agency Director’s Report - David E. Brown, D.C., Director

Legislative/Regulatory Report – Elaine Yeatts

Pages 6-28

- Acceptance of PAVE Certificate for Veterinary Technicians (effective 4/1/22) (page 6)
- Report of the 2022 General Assembly (pages 7-14)
- Notice of Periodic Review (pages 15-19)
- Update to Guidance Documents
 - 150-15 Disposition of Routine Inspection Violations (page 20)
 - 150-21 Frequently asked questions about reporting to the Prescription Monitoring Program
- Consideration of Guidance Documents (pages 21-28)

Discussion Items – Dr. Cockburn

Pages 29-86

- 2021 Veterinary Medicine Healthcare Workforce Data Center Report – **Dr. Yetty Shobo**
 - Veterinarians (pages 29-57)
 - Veterinary Technicians (pages 58-86)
- Continuing education audit for January 1, 2021 to December 31, 2021 – **Leslie Knachel**

Veterinary Establishment Inspection Committee Report – Dr. Cockburn/Kelli Moss

Board Counsel’s Report – Charis Mitchell

President’s Report – Dr. Cockburn

Board of Health Professions’ Report – Steven Karras, D.V.M.

Staff Reports

Pages 87

- Executive Director’s Report – **Ms. Knachel /Kelli Moss**
 - Statistics
 - Outreach Information
 - [Board Meeting Calendar](#)
 - American Association of Veterinary State Boards Update



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Next Meeting – Dr. Cockburn
Thursday, July 28, 2022

Meeting Adjournment – Dr. Cockburn

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

MISSION STATEMENT

Our mission is to ensure safe and competent patient care by licensing health professionals, enforcing standards of practice, and providing information to health care practitioners and the public.

Call to Order

The October 21, 2021, Virginia Board of Veterinary Medicine (Board) meeting was called to order at 10:01 a.m. at the Department of Health Professions (DHP), Perimeter Center, 9960 Mayland Drive, 2nd Floor, Board Room 4, Henrico, Virginia 23233.

Presiding Officer – Jeffrey B. Newman, DVM, President

Board Members Present

Mary Yancey Spencer, JD, Secretary
Tregel Cockburn, DVM
Autumn Halsey, LVT
Ellen Hillyer, MPH, DVM
Thomas Massie, Jr., DVM

Members Not Present

Steve Karras, DVM

Staff Present

Leslie L. Knachel, Executive Director
Kelli Moss, Deputy Executive Director
David E. Brown, D.C., Agency Director DHP
Barbara Allison-Bryan, MD, Chief Deputy Director DHP
Elaine Yeatts, Sr. Policy Analyst DHP
Charis Mitchell, Assistant Attorney General, Board Counsel
Heather Pote, Sr. Discipline Case Specialist
Taryn Singleton, Discipline Case Specialist
Laura Paasch, Administrative Assistant
Sylvia Robinson, Administrative Assistant
Melody Morton, Inspections Manager
Adina Pogue, Senior Inspector

Public Present

Robin Schmitz, Virginia Veterinary Medical Association
Pattie Seeger, LVT, Virginia Association of Licensed Veterinary Technicians

Establishment of Quorum

With six board members present, quorum was established.

Emergency Egress

Ms. Knachel read the emergency egress procedures.

Introductions

Ms. Knachel introduced new staff members Sylvia Robinson and Melissa Moore.

Mission Statement

Dr. Newman read the Board's mission statement.

Ordering of Agenda

The agenda was accepted as presented.

Public Comment

There were no requests to provide public comment.

Approval of Minutes

Dr. Newman opened the floor to any edits or corrections regarding the draft minutes for the July 29, 2021 Full Board Meeting and the July 20, 2021 Formal Hearing. Hearing none, Dr. Newman stated the minutes were approved as presented.

Director's Report – David E. Brown, D.C., Director

Dr. Brown commended Ms. Knachel for her participation in the American Association of Veterinary State Boards and congratulated her on being elected as President-Elect. Dr. Brown provided updates on DHP's return to the office in January 2022. He indicated in 2022 that DHP will be updating the audio visual system used in the Conference Center. He reported that the agency has submitted a legislative proposal to allow for some virtual meetings and hearings.

Legislative and Regulatory Report – Elaine Yeatts

Regulation Action to Accept Veterinary Nurse Degree- Effective 10/1/2021

Ms. Yeatts indicated that the regulatory change became effective on October 1, 2021. She stated the Board licenses veterinary technicians and acceptance of a veterinary nurse degree does not change the license type.

Notice of Periodic Review

Ms. Yeatts stated that it was time to start a periodic review of the regulations and recommended that the Board issue a Notice of Periodic Review.

Ms. Halsey made a motion to issue a Notice of Periodic Review which was seconded by Dr. Cockburn. The motion carried unanimously.

Petitions for Rulemaking – Consideration of Penrod petition to recognize equivalent program for foreign-trained veterinary technicians

Ms. Yeatts provided information on the petitioner's request. Ms. Knachel indicated that the steps for completion of the PAVE program for veterinary technicians was available at their seats for review.

Ms. Halsey made a motion to accept the Petition for Rulemaking and amend 18VAC150-20-115 of the regulations to allow for the submission of verification of fulfillment of the program requirements for the American Association of Veterinary State Board's Assessment of Veterinary Education Equivalence (PAVE) for veterinary technicians in lieu of graduation from an accredited veterinary technology program and to define PAVE in 18VAC150-20-10. Dr. Cockburn seconded the motion. The motion carried unanimously.

Consideration of Guidance Documents

Ms. Yeatts indicated that the guidance documents being presented did not contain any substantive changes and could be reaffirmed in a block except for 150-27 which needed to be repealed now that the regulatory change is effective.

Ms. Halsey moved to reaffirm the following guidance documents:

- 150-4 “Chip” clinics outside approved facilities
- 150-10 Allowances to Purchase, Possess, and Administer Drugs within a Public or Private Animal Shelter
- 150-14 Board Guidance on Process for Delegation of Informal Fact-Finding to an Agency Subordinate
- 150-19 Delegation of Dental Polishing and Scaling
- 150-20 Duties of an Unlicensed Veterinary Assistant
- 150-22 Veterinarians and Wildlife Rehabilitators
- 150-24 Processing Applications for Licensure

In addition, Ms. Halsey moved to repeal 150-27 Recognized Veterinary Technology Degrees.

Dr. Hillyer seconded the motion. The motion carried unanimously.

Policy Action – Consideration of Electronic Meeting Policy

Ms. Yeatts provided information on the purpose of the policy.

Ms. Spencer moved to adopt the Electronic Meeting Policy as presented. Ms. Halsey seconded the motion. The motion carried unanimously.

Discussion Items

Veterinary-Client-Patient Relationship Definition for Veterinary Feed Directive

Ms. Knachel reported that the FDA reviewed Virginia’s veterinary-client-patient relationship (VCPR) definition and determined that the federal definition applies in Virginia for the purposes of writing a veterinary feed directive or prescribing extralabel use.

Board Counsel Report

Ms. Mitchell stated she had nothing to report.

Board President’s Report

Dr. Newman offered congratulations to Ms. Knachel for her leadership role in the AAVSB.

Board of Health Professions Report

Ms. Knachel reported that the Board of Health Professions has not met since May, but will do so following receipt of new board member appointments.

Report on the American Association of Veterinary State Boards’ Annual Meeting

Dr. Cockburn and Ms. Knachel provided a report on the 9/30/21 – 10/2/21 Annual Meeting of the AAVSB that was held in Denver, CO. The next annual meeting will be held in Charlotte, NC and starts on September 15, 2022.

Staff Reports

Executive Director’s Report

Ms. Knachel reported on the following:

- Board Statistics
- Outreach to licensees
- Meeting Calendar
- International Council for Veterinary Assessment 2021 Annual Report

Discipline Report

Ms. Moss reported that the Board's new process for completing Probable Cause Review is going well. She provided information on the number of open and closed disciplinary cases. Ms. Moss stated that the Board intends to implement in 2022 an Agency Subordinate process for certain Informal Conferences.

New Business

Elections

- President of the Board – Dr. Cockburn moved to nominate herself for President of the Board. Ms. Spencer seconded the motion. Ms. Halsey moved to nominate Dr. Hillyer for President of the Board. Dr. Hillyer requested to be withdrawn from consideration as her second term is up in June 2022. Roll call was taken on the motion to elect Dr. Cockburn as President. The motion carried unanimously.
- Vice President of the Board – Ms. Halsey moved to nominate herself for Vice President of the Board. Ms. Spencer seconded the motion. No additional nominations were received. The motion carried unanimously by roll call vote.
- Secretary of the Board – Dr. Cockburn moved to nominate Dr. Newman as Secretary of the Board. Dr. Hillyer seconded the motion. No additional nominations were received. The motion carried unanimously by roll call vote.

Next Meeting

The next full board meeting is scheduled for March 3, 2022.

Adjournment

With no objection, Dr. Newman adjourned the meeting at 11:25 a.m.

Leslie L. Knachel, Executive Director Date

**Agenda Item: Regulatory Actions - Chart of Regulatory Actions
As of February 18, 2022**

Board of Veterinary Medicine	
Chapter	Action / Stage Information
[18 VAC 150 - 20] Regulations Governing the Practice of Veterinary Medicine	<p><u>Acceptance of PAVE for veterinary technician licensure [Action 5870]</u></p> <p>Fast-Track - Register Date: 2/14/22 Effective: 4/1/22</p>

Report of the 2022 General Assembly Board of Veterinary Medicine

HB 53 Animal care; zoos and petting zoos, seizure of animals.

Summary as introduced:

Animal care; zoos and petting zoos; seizure of animals. Raises from reasonable cause to probable cause the standard for a belief that animal cruelty laws are being violated for purposes of an application for a search warrant. The bill adds animals located at a zoo or petting zoo, defined in the bill, to agricultural animals as exceptions to the standards for seizure or impoundment of companion animals. The bill also requires that before a seizure can take place at a zoo or petting zoo, a direct and immediate threat to an animal must exist that cannot be corrected in a reasonable time or that the owner is unable or unwilling to correct. The bill requires humane investigators to be residents of the Commonwealth. The bill contains technical amendments.

02/14/22 House: Engrossed by House - committee substitute HB53H1

02/15/22 House: Read third time and passed House (52-Y 47-N)

02/15/22 House: VOTE: Passage (52-Y 47-N)

02/16/22 Senate: Constitutional reading dispensed

02/16/22 Senate: Referred to Committee on Agriculture, Conservation and Natural Resources

HB 80 Healthcare Regulatory Sandbox Program; established, report, sunset date.

Summary as passed House:

Healthcare Regulatory Sandbox Program; established. Requires the Department of Health to establish the Healthcare Regulatory Sandbox Program to enable a person to obtain limited access to the market in the Commonwealth to temporarily test an innovative healthcare product or service on a limited basis without otherwise being licensed or authorized to act under the laws of the Commonwealth. Under the Program, an applicant requests the waiver of certain laws, regulations, or other requirements for a 24-month testing period, with an option to request an additional six-month testing period. The bill provides application requirements, consumer protections, procedures for exiting the Program or requesting an extension, and recordkeeping and reporting requirements. The bill requires the Department to provide an annual report to the Chairmen of the House Committee on Health, Welfare and Institutions and the Senate Committee on Education and Health that provides information regarding each Program

participant and that provides recommendations regarding the effectiveness of the Program. The bill has an expiration date of July 1, 2027.

02/11/22 House: Engrossed by House - committee substitute HB80H2

02/14/22 House: Read third time and passed House (54-Y 46-N)

02/14/22 House: VOTE: Passage (54-Y 46-N)

02/16/22 Senate: Constitutional reading dispensed

02/16/22 Senate: Referred to Committee on Education and Health

HB 102 Prescriptions; off-label use.

Summary as passed House:

Prescriptions; off-label use. Provides that a prescriber may prescribe, administer, or dispense and a pharmacist may dispense a drug that has been approved for a specific use by the U.S. Food and Drug Administration for an off-label use when the prescriber or pharmacist determines, in his professional judgment, that such off-label use is appropriate for the standard of care and such prescribing, administering, or dispensing is to improve health care outcomes. The bill also prohibits a hospital from denying, revoking, terminating, diminishing, or curtailing in any way any professional or clinical privilege of any licensed health care provider with prescriptive authority or authority to dispense drugs solely on the grounds that such health care provider prescribes, administers, or dispenses a drug that has been approved for a specific use by the U.S. Food and Drug Administration for an off-label use, provided that such prescribing, administering, or dispensing is in accordance with laws of the Commonwealth and is to improve health care outcomes.

02/11/22 House: Engrossed by House - committee substitute HB102H1

02/14/22 House: Read third time and passed House (52-Y 46-N)

02/14/22 House: VOTE: Passage (52-Y 46-N)

02/16/22 Senate: Constitutional reading dispensed

02/16/22 Senate: Referred to Committee on Education and Health

HB 244 Regulatory Budget Program; DPB to establish a continuous Program, report.

Summary as passed House:

Department of Planning and Budget; Regulatory Budget Program; report. Directs the Department of Planning and Budget, under the direction of the Secretary of Finance, to

establish a continuous Regulatory Budget Program with the goal of setting a two-year target for each executive branch agency subject to the Administrative Process Act to (i) reduce regulations and regulatory requirements, (ii) maintain the current number of regulations and regulatory requirements, or (iii) allow regulations and regulatory requirements to increase by a specific amount over a two-year period. The bill requires the Secretary of Finance to report to the Speaker of the House of Delegates and the Chairman of the Senate Committee on Rules on the status of the Program no later than October 1 of each odd-numbered year. Finally, the bill provides that the Department, in consultation with the Office of the Attorney General, shall, by March 1, 2023, issue guidance for agencies regarding the Program and how an agency can comply with the requirements of the Program.

02/15/22 House: Reconsideration of passage agreed to by House

02/15/22 House: Passed House (63-Y 36-N)

02/15/22 House: VOTE: Passage #2 (63-Y 36-N)

02/16/22 Senate: Constitutional reading dispensed

02/16/22 Senate: Referred to Committee on General Laws and Technology

HB 444 Virginia Freedom of Information Act; meetings conducted through electronic meetings.

Summary as introduced:

Virginia Freedom of Information Act; meetings conducted through electronic meetings.

Amends existing provisions concerning electronic meetings by keeping the provisions for electronic meetings held in response to declared states of emergency, repealing the provisions that are specific to regional and state public bodies, and allowing public bodies to conduct all-virtual public meetings where all of the members who participate do so remotely and that the public may access through electronic communications means. Definitions, procedural requirements, and limitations for all-virtual public meetings are set forth in the bill, along with technical amendments.

02/01/22 House: Read second time and engrossed

02/02/22 House: Read third time and passed House BLOCK VOTE (98-Y 0-N)

02/02/22 House: VOTE: Block Vote Passage (98-Y 0-N)

02/03/22 Senate: Constitutional reading dispensed

02/03/22 Senate: Referred to Committee on General Laws and Technology

HB 523 Pet shops; notice of deceased animals.

Summary as introduced:

Breeding of dogs and cats for research; reporting. Requires any person who or entity that breeds dogs and cats for animal testing facilities to report certain to the State Veterinarian on a monthly basis. The report shall include information regarding the birth, acquisition, death, sale, transfer, or other disposition of a dog or cat in the prior month.

02/15/22 House: Read third time and passed House (75-Y 25-N)

02/15/22 House: VOTE: Passage (75-Y 25-N)

02/15/22 House: Impact statement from DPB (HB523H1)

02/16/22 Senate: Constitutional reading dispensed

02/16/22 Senate: Referred to Committee on Agriculture, Conservation and Natural Resources

HB 555 Health care providers; transfer of patient records in conjunction with closure, etc.

Summary as introduced:

Health care providers; transfer of patient records in conjunction with closure, sale, or relocation of practice; electronic notice permitted. Allows health care providers to notify patients either electronically or by mail prior to the transfer of patient records in conjunction with the closure, sale, or relocation of the health care provider's practice. Current law requires health care providers to provide such notice by mail.

02/07/22 House: Read third time and passed House (99-Y 0-N)

02/07/22 House: VOTE: Passage (99-Y 0-N)

02/08/22 Senate: Constitutional reading dispensed

02/08/22 Senate: Referred to Committee on Education and Health

02/17/22 Senate: Reported from Education and Health (15-Y 0-N)

HB 831 Digestate; definition, definition of anaerobic digestion.

Summary as passed House:

Fertilizer; digestate. Clarifies that a regulated product, for the purposes of fertilizer law, includes digestate. Digestate is defined in the bill as a biologically stable material derived from the process of anaerobic digestion. The bill also includes digestate in fertilizer labeling requirements.

02/08/22 House: Reconsideration of passage agreed to by House

02/08/22 House: Passed House BLOCK VOTE (99-Y 0-N)

02/08/22 House: VOTE: Block Vote Passage #2 (99-Y 0-N)

02/09/22 Senate: Constitutional reading dispensed

02/09/22 Senate: Referred to Committee on Agriculture, Conservation and Natural Resources

HB 1330 Companion animals; duty to identify submitted animal, microchip.

Summary as introduced:

Companion animals; duty to identify submitted animal; microchip. Requires veterinarians, public or private animal shelters, and releasing agencies to seek to identify the lawful owners of the unidentified companion animals that are submitted to them by scanning for embedded microchips. The bill provides that such scanning shall be conducted at the time of intake, at the time of assessment, and prior to disposition and that the owner shall be contacted by the most expedient method available if a chip is detected. The bill also requires that documentation of such scanning and any attempts to contact the owner be maintained for at least 30 days from the date of final disposition of the animal.

02/14/22 House: Engrossed by House - committee substitute HB1330H1

02/15/22 House: Read third time and passed House BLOCK VOTE (100-Y 0-N)

02/15/22 House: VOTE: Block Vote Passage (100-Y 0-N)

02/16/22 Senate: Constitutional reading dispensed

02/16/22 Senate: Referred to Committee on Agriculture, Conservation and Natural Resources

SB 87 Dealers; prohibits sale of dogs or cats for experimental purposes.

Summary as introduced:

Dealers; sale of dogs or cats for experimental purposes. Prohibits a dealer or commercial dog or cat breeder from importing for sale, selling, or offering for sale a dog or cat bred by a person who has received certain citations pursuant to the federal Animal Welfare Act. Current law only prohibits such activities related to the sale of dogs. The bill also clarifies that selling includes selling the dog or cat for experimental purposes.

02/14/22 Senate: Engrossed by Senate - committee substitute SB87ES1

02/14/22 Senate: Printed as engrossed 22106321D-ES1

02/14/22 Senate: Constitutional reading dispensed (40-Y 0-N)

02/14/22 Senate: Passed Senate (40-Y 0-N)

02/17/22 Senate: Impact statement from DPB (SB87ES1)

SB 88 Breeders of cats and dogs; records of animals sold or transferred to animal testing facility.

Summary as introduced:

Breeders; records of animals sold or transferred to animal testing facility. Requires entities that breed dogs or cats for sale or transfer to an animal testing facility to keep records of each animal for two years from the date of the sale or transfer, and to annually submit a summary of the records to the State Veterinarian.

02/10/22 Senate: Passed by for the day

02/11/22 Senate: Passed by for the day

02/14/22 Senate: Read second time and engrossed

02/14/22 Senate: Constitutional reading dispensed (40-Y 0-N)

02/14/22 Senate: Passed Senate (40-Y 0-N)

SB 89 Pet shops; sale of unneutered or unspayed dogs and cats prohibited, penalty.

Summary as introduced:

Pet shops; sale of unneutered or unspayed dogs and cats prohibited; penalty. Prohibits a pet shop from selling a dog or cat unless it has first been spayed or neutered. A violation is a Class 3 misdemeanor.

01/05/22 Senate: Prefiled and ordered printed; offered 01/12/22 22101414D

01/05/22 Senate: Referred to Committee on Agriculture, Conservation and Natural Resources

01/18/22 Senate: Impact statement from DPB (SB89)

01/24/22 Senate: Assigned ACNR sub: Companion Animals

02/08/22 Senate: Continued to 2023 in Agriculture, Conservation and Natural Resources (10-Y 0-N)

SB 90 Breeders of dogs and cats for animal testing facilities; adoption of dogs and cats.

Summary as introduced:

Breeders of dogs and cats for animal testing facilities; adoption of dogs and cats.

Requires a breeder of dogs and cats for sale or transfer to an animal testing facility that no longer has a need for a dog or cat in its possession to offer the animal for adoption prior to euthanizing it. Currently, only animal testing facilities are subject to this requirement.

02/10/22 Senate: Passed by for the day
02/11/22 Senate: Passed by for the day
02/14/22 Senate: Read second time and engrossed
02/14/22 Senate: Constitutional reading dispensed (40-Y 0-N)
02/14/22 Senate: Passed Senate (40-Y 0-N)

SB 317 Out-of-state health care practitioners; temporary authorization to practice.

Summary as passed Senate:

Out-of-state health care practitioners; temporary authorization to practice; licensure by reciprocity for physicians; emergency. Allows a health care practitioner licensed in another state or the District of Columbia who has submitted an application for licensure to the appropriate health regulatory board to temporarily practice for a period of 90 days pending licensure, provided that certain conditions are met. The bill directs the Department of Health Professions to pursue reciprocity agreements with jurisdictions that surround the Commonwealth to streamline the application process in order to facilitate the practice of medicine. The bill requires the Department of Health Professions to annually report to the Chairmen of the Senate Committee on Education and Health and the House Committee on Health, Welfare and Institutions the number of out-of-state health care practitioners who have utilized the temporary authorization to practice pending licensure and have not subsequently been issued full licensure. The bill contains an emergency clause.

EMERGENCY

01/24/22 Senate: Committee amendments agreed to
01/24/22 Senate: Engrossed by Senate as amended SB317E
01/24/22 Senate: Printed as engrossed 22103982D-E
01/25/22 Senate: Read third time and passed Senate (40-Y 0-N)
01/26/22 Senate: Impact statement from DPB (SB317E)

SB 442 Dogs and cats; breeding for research, reporting to State Veterinarian.

Summary as introduced:

Breeding of dogs and cats for research; reporting. Requires any person who or entity that breeds dogs and cats for animal testing facilities to report certain to the State Veterinarian on a

monthly basis. The report shall include information regarding the birth, acquisition, death, sale, transfer, or other disposition of a dog or cat in the prior month.

02/10/22 Senate: Passed by for the day

02/11/22 Senate: Passed by for the day

02/14/22 Senate: Read second time and engrossed

02/14/22 Senate: Constitutional reading dispensed (40-Y 0-N)

02/14/22 Senate: Passed Senate (40-Y 0-N)

SB 604 Animal cruelty; companion animals, penalty.

Summary as introduced:

Animal cruelty; companion animals; penalty. Clarifies that dogs and cats in the possession of a person who or an entity that breeds dogs or cats for sale or transfer to an animal research facility are considered companion animals for the purposes of animal cruelty statutes. The bill also provides that breeding dogs or cats for sale or transfer to a research facility, or breeding dogs or cats within a research facility, does not constitute bona fide scientific or medical experimentation for purposes of animal cruelty statutes.

02/14/22 Senate: Engrossed by Senate as amended SB604E

02/14/22 Senate: Printed as engrossed 22104107D-E

02/14/22 Senate: Constitutional reading dispensed (40-Y 0-N)

02/14/22 Senate: Passed Senate (40-Y 0-N)

02/17/22 Senate: Impact statement from VCSC (SB604E)

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Agency Department of Health Professions

Board Board of Veterinary Medicine

Chapter Regulations Governing the Practice of Veterinary Medicine [18 VAC 150 - 20]

[Edit Review](#)

Review 2093

Periodic Review of this Chapter

Includes a Small Business Impact Review

Date Filed: 10/21/2021

Review Announcement

Pursuant to Executive Order 14 (as amended July 16, 2018) and §§ 2.2-4007.1 and 2.2-4017 of the Code of Virginia, this regulation is undergoing a periodic review.

The review of this regulation will be guided by the principles in Executive Order 14 (as amended July 16, 2018). <http://TownHall.Virginia.Gov/EO-14.pdf>.

The purpose of this review is to determine whether this regulation should be repealed, amended, or retained in its current form. Public comment is sought on the review of any issue relating to this regulation, including whether the regulation (i) is necessary for the protection of public health, safety, and welfare or for the economical performance of important governmental functions; (ii) minimizes the economic impact on small businesses in a manner consistent with the stated objectives of applicable law; and (iii) is clearly written and easily understandable.

In order for you to receive a response to your comment, your contact information (preferably an email address or, alternatively, a U.S. mailing address) must accompany your comment. Following the close of the public comment period, a report of both reviews will be posted on the Town Hall and a report of the small business impact review will be published in the Virginia Register of Regulations.

Contact Information

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Publication Information and Public Comment Period

Published in the Virginia Register on 11/22/2021 [Volume: 38 Issue: 7]

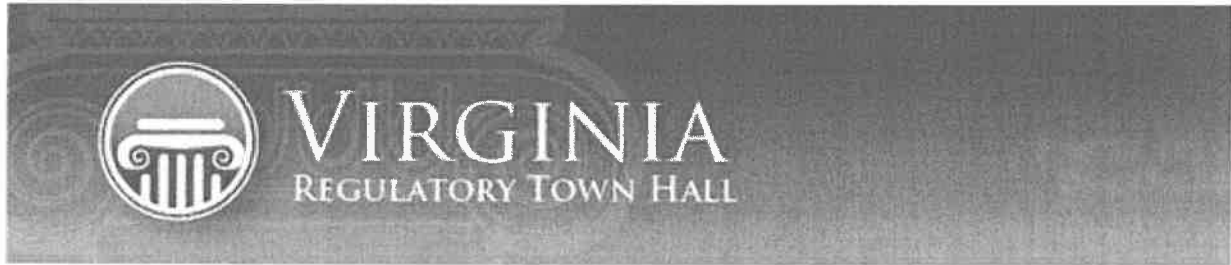
Comment Period begins on the publication date and ends on 12/22/2021

Comments Received: 0

Review Result

Pending

Attorney General Certification



townhall.virginia.gov

Periodic Review and Small Business Impact Review Report of Findings

Agency name	Board of Veterinary Medicine, Department of Health Professions
Virginia Administrative Code (VAC) Chapter citation(s)	18VAC150-20
VAC Chapter title(s)	Regulations Governing the Practice of Veterinary Medicine
Date this document prepared	3/3/22

This information is required for executive branch review and the Virginia Registrar of Regulations, pursuant to the Virginia Administrative Process Act (APA), Executive Order 14 (as amended, July 16, 2018), the Regulations for Filing and Publishing Agency Regulations (1VAC7-10), and the *Form and Style Requirements for the Virginia Register of Regulations and Virginia Administrative Code*.

Acronyms and Definitions

Define all acronyms used in this Report, and any technical terms that are not also defined in the "Definitions" section of the regulation.

N/A

Legal Basis

Identify (1) the promulgating agency, and (2) the state and/or federal legal authority for the regulatory change, including the most relevant citations to the Code of Virginia or Acts of Assembly chapter number(s), if applicable. Your citation must include a specific provision, if any, authorizing the promulgating agency to regulate this specific subject or program, as well as a reference to the agency's overall regulatory authority.

Regulations are promulgated under the general authority of Chapter 24 of Title 54.1 of the Code of Virginia. Section 54.1-2400, which provides the Board of Veterinary Medicine the authority to promulgate regulations to administer the regulatory system:

§ 54.1-2400. General powers and duties of health regulatory boards.

The general powers and duties of health regulatory boards shall be:

...6. To promulgate regulations in accordance with the Administrative Process Act (§ 2.2-4000 et seq.) that are reasonable and necessary to administer effectively the regulatory system, which shall include provisions for the satisfaction of board-required continuing education for individuals registered, certified, licensed, or issued a multistate licensure privilege by a health regulatory board through delivery of health care services, without compensation, to low-income individuals receiving health services through a local health department or a free clinic organized in whole or primarily for the delivery of those health services. Such regulations shall not conflict with the purposes and intent of this chapter or of Chapter 1 (§ 54.1-100 et seq.) and Chapter 25 (§ 54.1-2500 et seq.).

The statutory authority for the Board to promulgate regulations to regulate veterinary medicine is found in:

§ 54.1-3804. Specific powers of Board.

In addition to the powers granted in § 54.1-2400, the Board shall have the following specific powers and duties:

- 1. To establish essential requirements and standards for approval of veterinary programs.*
- 2. To establish and monitor programs for the practical training of qualified students of veterinary medicine or veterinary technology in programs of veterinary medicine or veterinary technology at institutions of higher education.*
- 3. To regulate, inspect, and register all establishments and premises where veterinary medicine is practiced.*
- 4. To establish requirements for the licensure of persons engaged in the practice of veterinary medicine, pursuant to § 54.1-3800, as part of a veterinary medical education program accredited by the American Veterinary Medical Association Council on Education and located in the Commonwealth.*

§ 54.1-3805. License required.

No person shall practice veterinary medicine or as a veterinary technician in this Commonwealth unless such person has been licensed by the Board.

Alternatives to Regulation

Describe any viable alternatives for achieving the purpose of the regulation that were considered as part of the periodic review. Include an explanation of why such alternatives were rejected and why this regulation is the least burdensome alternative available for achieving its purpose.

Licenses and registrations issued by the Board of Veterinary Medicine are mandated by Chapter 38 of Title 54.1 of the Code of Virginia. There are no alternatives for implementation of the mandates other than the promulgation of reasonable regulations that are enforceable and protect the public health and safety.

Public Comment

Summarize all comments received during the public comment period following the publication of the Notice of Periodic Review, and provide the agency response. Be sure to include all comments submitted: including those received on Town Hall, in a public hearing, or submitted directly to the agency. Indicate if an informal advisory group was formed for purposes of assisting in the periodic review.

The Notice of Periodic Review was published in the Register on November 22, 2021 with public comment requested until December 22, 2021 on any issue relating to this regulation, including whether the regulation (i) is necessary for the protection of public health, safety, and welfare or for the economic performance of important governmental functions; (ii) minimizes the economic impact on small businesses in a manner consistent with the stated objectives of applicable law; and (iii) is clearly written and easily understandable. There are over 73 persons on the Town Hall notification list for the Board of Veterinary Medicine; there were no comments during the comment period.

Effectiveness

Pursuant to § 2.2-4017 of the Code of Virginia, indicate whether the regulation meets the criteria set out in Executive Order 14 (as amended, July 16, 2018), including why the regulation is (a) necessary for the protection of public health, safety, and welfare, and (b) is clearly written and easily understandable.

This chapter has been in effect as VR645-01-1 before the creation of the Virginia Administrative Code. It has been amended 17 times in the past nine years. It continues to be effective in protecting the public by setting rules for qualifications and practice of veterinarians, veterinary technicians, equine dental technicians, and veterinary establishments. Whenever amendments are promulgated, language is reviewed to ensure that it is clearly written and easily understandable.

Decision

Explain the basis for the promulgating agency's decision (retain the regulation as is without making changes, amend the regulation, or repeal the regulation).

The Board decision is to retain the regulation with amendments. The Board has identified the following areas of regulation that it will consider for amendments:

- Review and update requirements for faculty & intern/resident licensure
- Requirements for veterinary establishments
- Change requirement for posting licenses to allow for license verification posting
- Review and update unprofessional conduct regulations
- Review and update section on delegation of duties to unlicensed assistants
- Review and update licensure requirements

After further opportunity for review and recommendations for amendments, the Board will publish a Notice of Intended Regulatory Action.

Small Business Impact

As required by § 2.2-4007.1 E and F of the Code of Virginia, discuss the agency's consideration of: (1) the continued need for the regulation; (2) the nature of complaints or comments received concerning the regulation; (3) the complexity of the regulation; (4) the extent to which the regulation overlaps, duplicates, or conflicts with federal or state law or regulation; and (5) the length of time since the regulation has been evaluated or the degree to which technology, economic conditions, or other factors have changed in the area affected by the regulation. Also, discuss why the agency's decision, consistent with applicable law, will minimize the economic impact of regulations on small businesses.

- (1) There is a continued need for the regulation since the Code (Chapter 38 of Title 54.1) requires veterinarians and veterinary technicians to be licensed by the Board;
- (2) The Board has not received any complaints or comments concerning the regulation;
- (3) Practitioners do not find the regulation to be overly complex, but the Board will consider whether requirements could be simplified or clarified;
- (4) There is no overlap duplication, or conflict with federal or state law or regulation; and
- (5) As stated above, the provisions of this chapter were amended 17 times in the last nine years. The last periodic review was concluded in 2017, and the Board has continually updated regulations while protecting the health and safety of animals in the Commonwealth. In its review, the Board will consider any additional amendments that are recommended that will streamline or clarify regulations in order to minimize the economic impact on small businesses.

DRAFT

VIRGINIA BOARD OF VETERINARY MEDICINE

Disposition of Routine Inspection Violations

The Board of Veterinary Medicine (Board) conducts routine inspections of veterinary establishments every three years. The guidance document, [76-21.2:1 Veterinary Establishment Inspection Report](#) provides a checklist of the laws and regulations with which veterinary establishments must comply. For each violation found during an inspection, a point value is assigned. Point values are available on the veterinary establishment inspection report form.

Following an inspection in which one or more violations of the laws or regulations are cited, a veterinary establishment is required to submit a written response to the Board pursuant to 18VAC150-20-140(18) within 14 calendar days of the inspection unless an extension is granted by the Board. A response must detail the action(s) taken to correct each deficiency and may be submitted via mail, email or fax. Failure to provide a written response may subject a veterinarian-in-charge to disciplinary action.

Veterinary Establishment

Total Points*	*Possible Action
0 – 10 points	Routine inspection in three years
11 - 15 points	Advisory letter; routine inspection in three years
16 – 20 points	Confidential consent agreement; unannounced <u>routine</u> inspection in two years
21 or more points	Pre-hearing consent order-; monetary penalty of \$500; unannounced <u>compliance</u> inspection in one year; re-inspection fees apply

*Violations found during a ~~required re-~~ compliance inspection may subject the establishment and the veterinarian-in-charge to additional action by the Board.

DRAFT

Board of Veterinary Medicine

Frequently Asked Questions - Prescription Monitoring Program

1. What is the Prescription Monitoring Program (PMP)?
2. What are the PMP reporting requirements for an individual veterinarian?
3. What covered substances have to be reported to the PMP?
4. What are the options for meeting the reporting requirements?
5. What information must be reported?
6. May a veterinary establishment report on behalf of some or all of the veterinarians in a group practice?
7. Are the PMP reporting requirements mandatory for veterinarians?
8. Does every veterinarian need a DEA registration to comply with the PMP reporting requirements?
9. How does a veterinarian obtain a DEA registration?
10. What is the contact information for PMP and DEA questions?
11. Do the PMP requirements apply to a veterinarian practicing as an employee of the Department of Defense (United States Army, Navy, Coast Guard, Air Force), another federal agency or state government?
12. May a veterinarian dispense seven days of a covered substance for a course of treatment and subsequently write a prescription for the same substance to be filled at a pharmacy?
13. Are there any special dispensing or prescribing considerations for gabapentin?
14. If reporting dispensed prescriptions to the PMP, how are vacations or extended leave handled?
15. If a veterinarian is waived and not dispensing more than seven days of a covered substance, what is the required length of time between another seven days?
16. Must a veterinarian reporting dispensed covered substances, report all dispensing regardless of the length of time?
17. Is a veterinarian required to declare waiver or reporting status annually?
18. What is a National Drug Code (NDC) number?
19. Are veterinarians that report to the PMP required to have a prescription number for dispensed covered substances?
20. For an animal owned by a company such as pet store or a public or private shelter, what information should be submitted for the owner's name and date of birth?
21. Are pharmacies located outside of Virginia required to report to the PMP?
22. When prescribing a covered substance to be filled in a commercial pharmacy, is the veterinarian required to provide the owner's date of birth on the written prescription?
23. What is the process for updating a waiver or account development form?
- ~~24. Is there a tutorial on helping the veterinarian understand new reporting requirements?~~
- ~~25-24.~~ Why is it important for all of a pet's dispensed prescriptions to be linked to the same owner?
- ~~26-25.~~ What information can a veterinarian get from the PMP
- ~~27-26.~~ Where can a veterinarian get additional training about the PMP

1. What is the Prescription Monitoring Program (PMP)?

Virginia's Prescription Monitoring Program (PMP) is a 24/7 database containing information on dispensed covered substances (see FAQ #3 for information on covered substances). The primary purpose of the PMP is to promote safe prescribing and dispensing practices for covered substances by providing timely and essential information to healthcare providers. Law enforcement and health profession licensing boards use the PMP to support investigations related to doctor shopping, diversion, and inappropriate prescribing and dispensing.

Note: The PMP reporting requirements and regulations for prescribing opioids (see [Regulations Governing the Practice of Veterinary Medicine, 18VAC150-20-174](#)) are two separate actions. Please ensure compliance with both actions.

2. What are the PMP reporting requirements for an individual veterinarian?

A veterinarian who dispenses a covered substance to an owner of an animal patient must report to the PMP. Dispense is defined in § 54.1-2519 of the Code of Virginia as *"to deliver a controlled substance to an ultimate user, research subject, or owner of an animal patient by or pursuant to the lawful order of a practitioner, including the prescribing and administering, packaging, labeling or compounding necessary to prepare the substance for that delivery."*

(See #3 for exemptions from reporting requirement)

3. What covered substances have to be reported to the PMP?

The *Code of Virginia* states the following:

§ 54.1-2519. Definitions.

"Covered substance" means all controlled substances included in Schedules II, III, and IV; controlled substances included in Schedule V for which a prescription is required; naloxone; and all drugs of concern that are required to be reported to the Prescription Monitoring Program, pursuant to this chapter. "Covered substance" also includes cannabidiol oil or THA-A cannabis products dispensed by a pharmaceutical processor in Virginia.

Exemption Note: The dispensing of covered substances by veterinarians to animals within the usual course of their professional practice for a course of treatment to last seven days or less is **not required** to be reported to the PMP.

In addition, feline buprenorphine and canine butorphanol are exempt from the reporting requirement. However, every veterinary establishment licensed by the Board of Veterinary Medicine must maintain records of the dispensing of feline buprenorphine and canine butorphanol, reconcile such records monthly, and make such records available for inspection upon request.

4. What are the options for meeting the reporting requirements?

All individual veterinarians must decide which option provided below best fits his/her dispensing and/or prescribing practices, as requirements are specific, and complete the required PMP paperwork.

Option 1:

IF

Veterinarian **only writes prescriptions** for reportable covered substances to be filled at a pharmacy;
OR veterinarian **does not dispense** any reportable covered substances

THEN

Submit a waiver request: [Request for a Waiver or an Exemption from Reporting for Veterinarians](#)

Option 2:

IF

Veterinarian only dispenses reportable covered substances for **a course of treatment to last seven days or less** (Note: A veterinarian **may not** dispense multiple seven-day prescriptions of reportable covered substances for the same course of treatment to circumvent the law)

THEN

Submit a waiver request: [Request for a Waiver or an Exemption from Reporting for Veterinarians](#)

Option 3:

IF

Veterinarian dispenses reportable covered substances for **a course of treatment to last more than seven days**

THEN

Complete and submit an Account Development Form: [Dispenser Registration Form for PMP Reporting Account](#) (NOTE: For Option 3, the reporting of covered substances dispensed must occur within 24 hours or next business day, whichever comes later **AND** a Zero Report must be submitted if no dispensing takes place within a 24-hour period. The link to the reporting guidelines is provided below under Helpful Hints.)

Helpful Hints for Option 3:

- **Links to Important Reporting Guidance:**
 - Link to the reporting guidance information at [Virginia Prescription Monitoring Program Reporting Requirements](#).
 - Prior to creating an account in the PMP Clearinghouse, the first step is to complete the Account Development Form located on the PMP Homepage. You may send the completed form to the PMP via email or fax. Once

received further instructions regarding set-up and use of the PMP Clearinghouse will be provided.

- Link to the Virginia Data Submission Dispenser Guide at [Virginia Data Submission Dispenser Guide](#).
- The Account Development Form contains information to set up the dispenser's account. Be sure to answer questions on this form with detailed information about business hours to set up your account accurately. Information in your account is used for PMP reports and for compliance tracking.
- Most veterinarians will use a web-based form to report prescription information. *See Dispenser Guide for more information.*
- **Reminder:** Reporting of dispensed covered substances must occur within 24 hours or next business day, whichever comes later.
- **Reminder:** If no dispensing or dispensing of a covered substance for 7-days or less takes place within a 24-hour period, a Zero Report is required.

5. What information must be reported?

In cases where the ultimate user of a covered substance is an animal, the dispenser shall report the following information required by § 54.1-2521 of the Code of Virginia for the **owner of the animal**:

1. The recipient's name and address.
2. The recipient's date of birth.
3. The covered substance that was dispensed to the recipient.
4. The quantity of the covered substance that was dispensed.
5. The date of the dispensing.
6. The prescriber's identifier number.
7. The dispenser's identifier number.
8. The method of payment for the prescription.
9. Any other non-clinical information that is designated by the Director as necessary for the implementation of this chapter in accordance with the Department's regulations.
10. Any other information specified in regulations promulgated by the Director as required in order for the Prescription Monitoring Program to be eligible to receive federal funds.

6. May a veterinary establishment report on behalf of some or all of the veterinarians in a group practice?

Yes. Please contact the PMP directly for additional instructions if the registered veterinary establishment will report dispensing on your behalf. The email address is pmp@dhp.virginia.gov.

7. Are the PMP reporting requirements mandatory for veterinarians?

Yes. The *Code of Virginia* states the following:

§ 54.1-2521. Reporting requirements.

A. The failure by any person subject to the reporting requirements set forth in this section and the Department's regulations to report the dispensing of covered substances shall constitute grounds for disciplinary action by the relevant health regulatory board.

8. Does every veterinarian need a DEA registration to comply with the PMP reporting requirements?

A majority of the licensed veterinarians in Virginia will need a DEA registration to comply with the PMP reporting requirements. The purpose of the PMP is to capture an individual veterinarian's prescribing habits for identified covered substances. The DEA registration number is the unique identifier for a veterinarian when reporting to the PMP.

9. How does a veterinarian obtain a DEA registration?

To obtain a DEA registration go to <https://www.deadiversion.usdoj.gov/>; locate on the upper ~~right-hand~~ left-hand side of the screen "Registration Support"; click on "New Applications"; select "Practitioner" as your "Business Category."

Note: The registration process utilizes "DVM" as the broad category to identify all veterinarians.

10. What is the contact information for PMP and DEA questions?

Questions related to the PMP should be directed to pmp@dhp.virginia.gov
Questions related to DEA registration support is the following:
Call: 1-800-882-9539 (8:30 a.m. – 5:50 p.m. ET)
Email: DEA.Registration.Help@usdoj.gov
[Locate Field Registration Specialists](#)

11. Do the PMP requirements apply to a veterinarian holding a Virginia license practicing as an employee of the Department of Defense (United States Army, Navy, Coast Guard, Air Force), another federal agency or state government?

Yes. PMP requirements apply to all veterinarians that hold a current active license from the Virginia Board of Veterinary Medicine. However, a licensee who does not dispense to citizens of the Commonwealth of Virginia outside of his/her official duties is eligible for a waiver. To submit a waiver request, go to [Request for a Waiver or an Exemption from Reporting for Veterinarians](#).

12. May a veterinarian dispense seven days of a covered substance for a course of treatment and subsequently write a prescription for the same substance to be filled at a commercial pharmacy?

The statute explicitly creates an exemption for veterinarians dispensing a covered substance for seven days or less for a course of treatment and does not address an additional prescription that would be dispensed by a commercial pharmacy.

13. Are there any special dispensing or prescribing considerations for gabapentin?

As of July 1, 2019, gabapentin is a Schedule V controlled substance in Virginia. The Drug Enforcement Administration (DEA) has not yet scheduled gabapentin. Therefore, a prescriber is not required to hold a DEA registration in order to possess or prescribe gabapentin, but gabapentin must be reported to PMP.

14. If reporting dispensed prescriptions to the PMP, how are vacations or extended leave handled?

If you have completed an Account Development Form and are required to report, you may not submit future zero reports to accommodate vacations or extended leave. For extended leave, you may assign an individual to report on your behalf. However, this would not apply if you have relief veterinarians practicing and dispensing to patients in your absence.

15. If a veterinarian is waived and not dispensing more than seven days of a covered substance, what is the required length of time between dispensing another seven days?

The *Code of Virginia* does not address how long the wait period is before you may dispense another seven days of a covered controlled substance. However, the *Code of Virginia* does state that the dispensing is exempt for a course of treatment to last seven days or less as provided below:

§ 54.1-2522. Reporting exemptions.

The dispensing of covered substances under the following circumstances shall be exempt from the reporting requirements set forth in § 54.1-2521:

7. Dispensing of covered substances by veterinarians to animals within the usual course of their professional practice for a course of treatment to last seven days or less or if such covered substance is feline buprenorphine or canine butorphanol.

In addition, FAQ#4 states: *A veterinarian **may not** dispense multiple seven-day prescriptions of reportable covered substances for the same course of treatment to circumvent the law.*

16. Must a veterinarian reporting dispensed covered substances, report all dispensing regardless of the length of time?

If a veterinarian is required to report dispensed covered substances, he or she is not required to report the dispensing of covered substances for a course of treatment to last seven days or less; however, he or she may choose to report all dispensed covered substances.

17. Is a veterinarian required to declare waiver or reporting status annually?

Waiver status is intended to be permanent. However, if you experience a change in waiver/reporting status please notify PMP staff in order for those changes to be accommodated. The PMP program does not send notices of approval of waiver requests; however you may request a confirmation at the time you send your waiver. Relief veterinarians may only file one waiver form; therefore, it is the relief veterinarian's responsibility to determine if the hospital they are considering working for can accommodate his/her waiver status.

18. What is a National Drug Code (NDC) number?

A National Drug Code number is a universal product identifier and is present on all nonprescription and prescription medication packages. The NDC number can be found on the medication/tablet package, if not please contact your distributor. NDC's will always be 11 numbers and will be formatted in a 5-4-2 grouping (12345-1234-12). However, some labelers will sometimes drop a leading zero in one of the groupings creating a 10-digit number. These occurrences must be "normalized". To normalize an NDC number add a leading zero to whichever section is missing a digit; 1234-123-1 becomes 01234-0123-01. The NDC number must be entered without dashes or spaces for it to be accepted.

19. Are veterinarians that report to the PMP required to have a prescription number for dispensed covered substances?

A prescription number is required for covered substances reported to the PMP as indicated in the Data Submission Dispenser Guide. The prescription number is also a required element in the American Society for Automation in Pharmacy (ASAP) reporting standard. Veterinarians must establish a numbering system to report dispensing to the PMP.

20. For an animal owned by a company such as a pet store or a public or private shelter, what information should be submitted for the owner's name and date of birth?

The dispensing entity must report the dispensing of the covered substance to the PMP. When reporting these prescriptions, please use the following data elements:

1. first name: the animal name
2. last name: the pet store/shelter name
3. date of birth: 1/1/2000

The remaining required reporting elements should not be affected.

21. Are pharmacies located outside of Virginia required to report to the PMP?

Out-of-state pharmacies, including compounding pharmacies, that ship into Virginia are required to be registered by the Virginia Board of Pharmacy as a non-resident pharmacy. Holding such a registration requires the pharmacy to comply with the laws related to Virginia's PMP reporting requirements for dispensed covered substances.

22. When prescribing a covered substance to be filled in a commercial pharmacy, is the veterinarian required to provide the owner's date of birth on the written prescription?

Either the veterinarian or the pharmacist filling the prescription may obtain or record an owner's date of birth on the prescription.

23. What is the process for updating a waiver or account development form?

If your waiver and/or reporting status has changed, please contact the Virginia PMP staff at pmp@dhp.virginia.gov. If you have previously been waived but need to begin reporting, you can begin the process by completing an Account Development Form. If you have previously been reporting but have decided to discontinue dispensing covered substances that are not exempt from reporting, please contact the Virginia PMP and complete a Wavier Form.

24. Is there a tutorial on helping the veterinarian understand new reporting requirements?

Please review the tutorial on *Understanding the Veterinarian's Role in Safe Prescribing to learn more.*

25 24. Why is it important for all of a pet's dispensed prescriptions to be linked to the same owner?

When querying the PMP regarding a human patient, an authorized user must be able to review all dispensed covered substances for that human and all of his/her pets. Therefore, it is important to report the same owner's information for the same pet. For example, if different family members pick up a prescription on different occasions and the dispensed covered substance is reported using different names and dates of birth, the pet's prescriptions will show up on multiple human patient profiles.

26 25. What information can a veterinarian get from the PMP?

Using the PMP website, a veterinarian registered with the PMP can review:

- A report of animal prescriptions for covered substance dispensed to the owner of an animal(s), and
- A report that lists their own prescribing history for covered substances for the previous 10 months.

27 26. Where can a veterinarian get additional training about the PMP?

There is a series of instructional videos for registered users of the PMP at:

<https://www.dhp.virginia.gov/PractitionerResources/PrescriptionMonitoringProgram/AboutPMP/Media/>

DRAFT

Virginia's Veterinarian Workforce: 2021

Healthcare Workforce Data Center

February 2021

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Henrico, VA 23233
804-597-4213, 804-527-4466 (fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

Get a copy of this report from:

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

More than 3,900 veterinarians 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

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The Veterinarian Workforce: At a Glance:

The Workforce

Licensees:	5,017
Virginia's Workforce:	3,723
FTEs:	3,480

Background

Rural Childhood:	27%
HS Diploma in VA:	36%
Prof. Degree in VA:	33%

Current Employment

Employed in Prof.:	95%
Hold 1 Full-Time Job:	68%
Satisfied?:	91%

Survey Response Rate

All Licensees:	79%
Renewing Practitioners:	84%

Education

DVM/VMD:	78%
Bachelor of Science:	57%

Job Turnover

Switched Jobs:	6%
Employed Over 2 Yrs.:	64%

Demographics

Female:	74%
Diversity Index:	22%
Median Age:	44

Finances

Median Inc.:	\$100k-\$110k
Health Insurance:	56%
Under 40 w/ Ed. Debt:	70%

Time Allocation

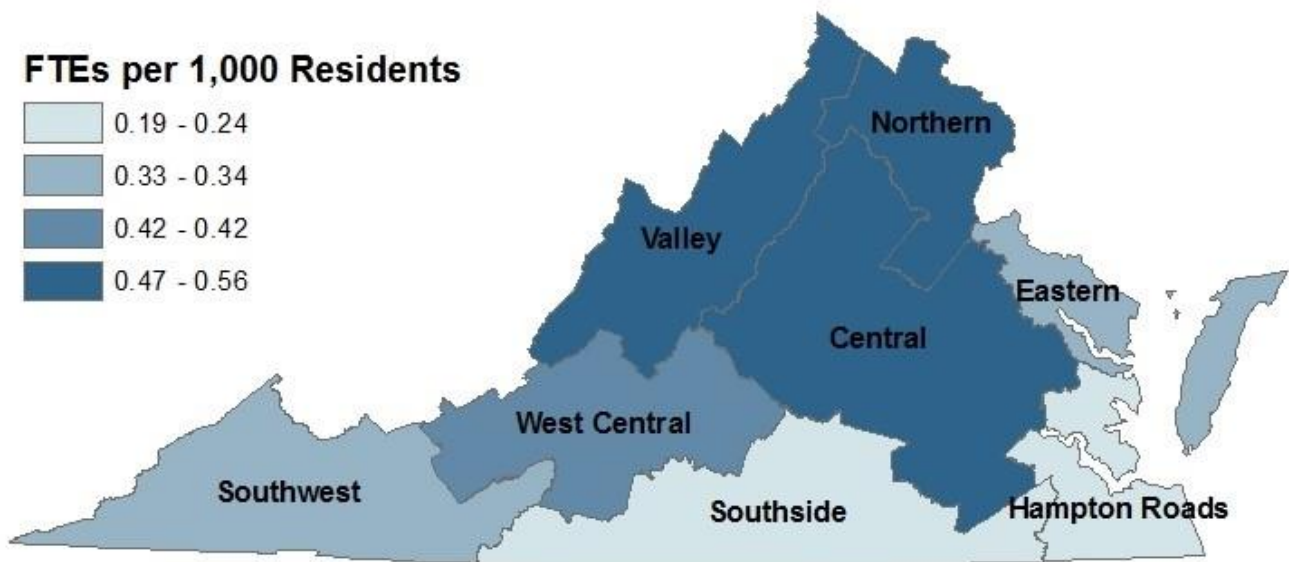
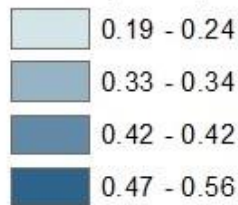
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	87%

Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units Provided by Veterinarians per 1,000 Residents by Virginia Performs Areas

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2020
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2021 Veterinarian Survey. More than 3,900 veterinarians voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every December for veterinarians. These survey respondents represent 79% of the 5,017 veterinarians licensed in the state and 84% of renewing practitioners.

The HWDC estimates that 3,723 veterinarians participated in Virginia's workforce during the survey period, which is defined as those veterinarians 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 veterinarian at some point in the future. During the past year, Virginia's veterinarian workforce provided 3,480 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

More than 70% of all veterinarians are female, including 85% of those veterinarians who are under the age of 40. In a random encounter between two veterinarians, there is a 22% chance that they would be of different races or ethnicities, a measure known as the diversity index. For those veterinarians who are under the age of 40, the diversity index increases to 28%. Both of these values are well below the diversity index of 60% for Virginia's population as a whole. Nearly three out of every ten veterinarians grew up in rural areas, and 16% of these professionals currently work in non-metro areas of the state. In total, 9% of all veterinarians currently work in non-metro areas of Virginia.

Nearly all veterinarians are currently employed in the profession, 68% hold one full-time job, and 37% work between 40 and 49 hours per week. The vast majority of veterinarians work in the private sector, including 91% who work at for-profit enterprises. With respect to establishment types, 46% of all veterinarians work in group practices, while another 42% are employed at solo practices or partnerships. The typical veterinarian earns between \$100,000 and \$110,000 per year. In addition, 74% of veterinarians receive at least one employer-sponsored benefit, including 56% who have access to health insurance. More than 90% of veterinarians are satisfied with their current work situation, including 55% who indicated that they are "very satisfied".

Summary of Trends

In this section, all statistics for the current year are compared to the 2018 veterinarian workforce. Few clear trends were noted between 2018 and 2021. Some of the most notable are the number of licensed veterinarians in Virginia (5,017 vs. 4,470), the size of Virginia's veterinarian workforce (3,723 vs. 3,322), and the number of FTEs provided by this workforce (3,840 vs. 3,119) all increased by 12%. In addition, Virginia's renewing veterinarians were also more likely to respond to this survey (84% vs. 77%).

Further, females constitute a greater proportion of Virginia's veterinarian workforce (74% vs. 70%) and the workforce is becoming younger; the median age in 2021 was 44 compared to 45 since 2018. The percentage of veterinarians under the age of 40 has also increased (40% vs. 36%), and the diversity index of this workforce has grown as well (22% vs. 20%). Virginia's veterinarians are slightly less likely to have grown up in a rural area (27% vs. 29%) and this population with rural childhood location is slightly less likely to work in non-metro areas (16% vs. 18%).

Education debt burden has increased considerably for veterinarians; the median debt held by all veterinarians is now \$130,000-\$140,000 compared to \$110,000-\$120,000 in 2018. The percent with debt among all veterinarians stayed at 45% but declined slightly for veterinarians under age 40 (70% vs 76%). Meanwhile, the rate of involuntary unemployment has declined (0% vs. 1%), the decline is even more drastic when compared to the 4% rate of 2020. Veterinarians are slightly less likely to work in group private practices (46% vs. 47%) but more likely to work in solo private practices/partnerships (42% vs. 41%). At their primary work location, veterinarians are more likely to fill a patient care role (87% vs. 86%).

The median annual income of the veterinarian workforce has increased (\$100k-\$110k vs. \$90k-\$100k). In addition, veterinarians are more likely to receive at least one employer-sponsored benefit (74% vs. 70%). Regardless, a slightly lower percentage of veterinarians indicate that they are satisfied with their current work situation (91% vs. 92%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	4,486	89%
New Licensees	305	6%
Non-Renewals	226	5%
All Licensees	5,017	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing veterinarians, 84% submitted a survey. These respondents represent 79% of all veterinarians who held a license at some point in the past year.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	117	259	69%
30 to 34	188	524	74%
35 to 39	132	530	80%
40 to 44	126	529	81%
45 to 49	83	435	84%
50 to 54	88	398	82%
55 to 59	76	412	84%
60 and Over	260	860	77%
Total	1,070	3,947	79%
New Licenses			
Issued in Past Year	147	158	52%
Metro Status			
Non-Metro	77	283	79%
Metro	601	2,475	81%
Not in Virginia	392	1,189	75%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2021.
- Target Population:** All veterinarians who held a Virginia license at some point between January 2021 and December 2021.
- Survey Population:** The survey was available to veterinarians who renewed their licenses online. It was not available to those who did not renew, including some veterinarians newly licensed in 2021.

Response Rates	
Completed Surveys	3,947
Response Rate, All Licensees	79%
Response Rate, Renewals	84%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinarians

Number: 5,017
 New: 6%
 Not Renewed: 5%

Response Rates

All Licensees: 79%
 Renewing Practitioners: 84%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Veterinarian Workforce: 3,723
 FTEs: 3,480

Utilization Ratios

Licensees in VA Workforce: 74%
 Licensees per FTE: 1.44
 Workers per FTE: 1.07

Source: Va. Healthcare Workforce Data Center

Veterinarian Workforce		
Status	#	%
Worked in Virginia in Past Year	3,660	98%
Looking for Work in Virginia	63	2%
Virginia's Workforce	3,723	100%
Total FTEs	3,480	
Licensees	5,017	

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 2021 and December 2021 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.



Source: Va. Healthcare Workforce Data Center

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/>

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	40	13%	264	87%	304	10%
30 to 34	68	14%	413	86%	481	16%
35 to 39	70	18%	330	83%	400	13%
40 to 44	74	19%	325	82%	399	13%
45 to 49	78	27%	210	73%	287	10%
50 to 54	82	30%	192	70%	274	9%
55 to 59	85	33%	169	67%	254	9%
60 and Over	284	49%	301	52%	585	20%
Total	780	26%	2,205	74%	2,985	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Veterinarians		Veterinarians Under 40	
	%	#	%	#	%
White	59%	2,614	88%	1,000	85%
Black	18%	68	2%	33	3%
Asian	7%	84	3%	48	4%
Other Race	1%	29	1%	5	0%
Two or More Races	5%	77	3%	43	4%
Hispanic	11%	101	3%	52	4%
Total	100%	2,973	100%	1,181	100%

* Population data in this chart is from the U.S. Census Bureau, 2020 Census Redistricting Data (Public Law 94-171). Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2020.

Source: Va. Healthcare Workforce Data Center

Among the 40% of veterinarians who are under the age of 40, 85% are female. In addition, the diversity index among these professionals is 28%.

At a Glance:

Gender

% Female: 74%
% Under 40 Female: 85%

Age

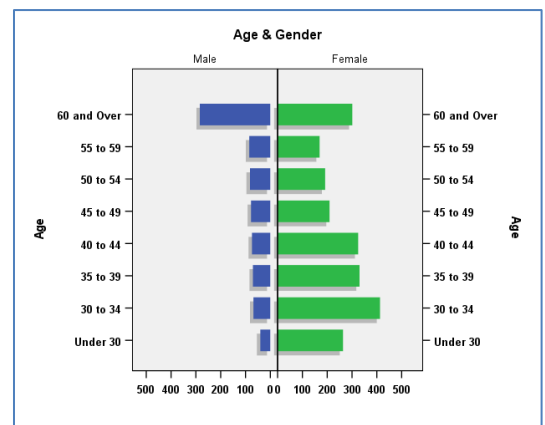
Median Age: 44
% Under 40: 40%
% 55+: 28%

Diversity

Diversity Index: 22%
Under 40 Div. Index: 28%

Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 8%
 Rural Childhood: 27%

Virginia Background

HS in Virginia: 36%
 Prof. Degree in VA: 33%
 HS or Prof. Edu. in VA: 46%

Location Choice

% Rural to Non-Metro: 17%
 % Urban/Suburban to Non-Metro: 6%

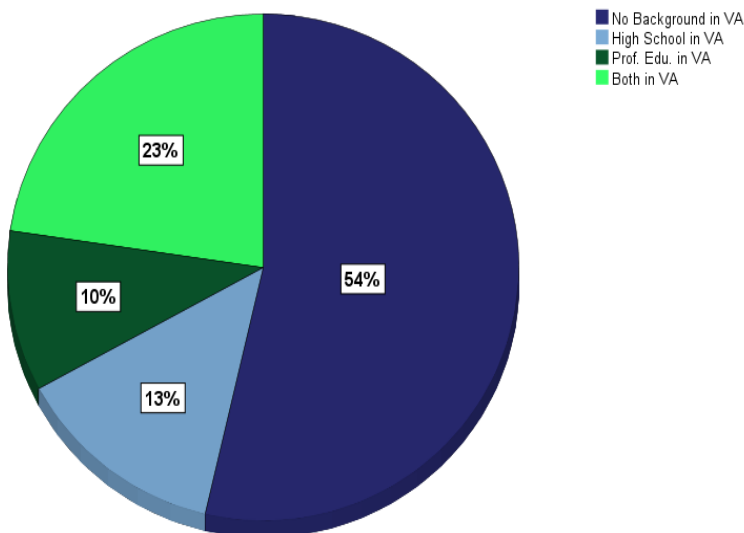
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 Million+	20%	71%	9%
2	Metro, 250,000 to 1 Million	41%	56%	4%
3	Metro, 250,000 or Less	41%	53%	6%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	47%	53%	
6	Urban, Pop. 2,500-19,999, Metro Adjacent	45%	45%	10%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	79%	21%	
8	Rural, Metro Adjacent	41%	51%	8%
9	Rural, Non-Adjacent	50%	44%	6%
Overall		27%	65%	8%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Over a quarter of all veterinarians grew up in self-described rural areas, and 16% of these professionals currently work in non-metro areas of the state. Overall, 9% of veterinarians currently work in non-metro countries.

Top Ten States for Veterinarian Recruitment

Rank	All Veterinarians			
	High School	#	Professional School	#
1	Virginia	1,068	Virginia	967
2	Maryland	222	Outside U.S./Canada	325
3	New York	170	Georgia	145
4	Pennsylvania	126	Alabama	138
5	Outside U.S./Canada	125	Pennsylvania	132
6	New Jersey	123	Ohio	121
7	North Carolina	108	North Carolina	120
8	Florida	76	Tennessee	103
9	Ohio	74	New York	103
10	California	69	Florida	70

Source: Va. Healthcare Workforce Data Center

Among all veterinarians, 36% received their high school degree in Virginia, and 33% received their initial professional degree in the state.

Among veterinarians who obtained their initial license in the past five years, 34% received their high school degree in Virginia, while 28% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	327	Virginia	273
2	Maryland	69	Outside U.S./Canada	137
3	New York	50	North Carolina	42
4	Outside U.S./Canada	45	Pennsylvania	41
5	Pennsylvania	44	Tennessee	41
6	North Carolina	41	Alabama	38
7	New Jersey	41	Ohio	37
8	Florida	34	Florida	29
9	California	23	Illinois	28
10	Illinois	21	New York	27

Source: Va. Healthcare Workforce Data Center

Over one-quarter of licensed veterinarians did not participate in the state's veterinarian workforce. Among these licensees, 88% worked at some point in the past year, including 83% who currently work as veterinarians.

At a Glance:

Not in VA Workforce

Total:	1,294
% of Licensees:	26%
Federal/Military:	11%
Va. Border State/D.C.:	22%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Education		
Degree	#	% of Workforce
Bachelor of Science	2,128	57%
Other Bachelor's Degree	376	10%
Graduate Certificate	75	2%
Master's Degree	394	11%
PhD	68	2%
DVM/VMD	2,915	78%

Source: Va. Healthcare Workforce Data Center

Nearly half of all veterinarians carry education debt, including 70% of those who are under the age of 40. For those with education debt, their median debt burden is between \$130,000 and \$140,000.

At a Glance:

Education
 DVM/VMD: 78%
 Bachelor of Science: 57%

Education Debt
 Carry Debt: 45%
 Under Age 40 w/ Debt: 70%
 Median Debt: \$130k-\$140k

Training Program
 Surgery: 2%
 Internal Medicine: 1%
 Canine & Feline: 1%

Source: Va. Healthcare Workforce Data Center

Other Education/Training		
Residency/Specialty Training	#	%
Surgery	79	2%
Internal Medicine	53	1%
Canine and Feline Practice	49	1%
Public Health	44	1%
Critical Care/Emergency	42	1%
Equine Practice	41	1%
Laboratory Animal Medicine	25	1%
Pathology	23	1%
Oncology	22	1%
Dentistry	21	1%
Neurology	21	1%
At Least One	507	14%
Other Education	#	%
Preventative Medicine	306	8%
Other	274	7%
Therigenology	73	2%
At Least One	593	16%

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All Veterinarians		Veterinarians Under 40	
	#	%	#	%
None	1,437	55%	323	30%
Less than \$20,000	62	2%	28	3%
\$20,000-\$39,999	98	4%	28	3%
\$40,000-\$59,999	109	4%	44	4%
\$60,000-\$79,999	105	4%	44	4%
\$80,000-\$99,999	82	3%	39	4%
\$100,000-\$119,999	67	3%	35	3%
\$120,000-\$139,999	69	3%	53	5%
\$140,000-\$159,999	58	2%	44	4%
\$160,000-\$179,999	48	2%	31	3%
\$180,000-\$199,999	47	2%	44	4%
\$200,000 or More	415	16%	361	34%
Total	2,597	100%	1,074	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 95%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 68%
 2 or More Positions: 16%

Weekly Hours:

40 to 49: 37%
 60 or More: 10%
 Less than 30: 12%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	0%
Employed in a Veterinary-Related Capacity	2,784	95%
Employed, NOT in a Veterinary-Related Capacity	39	1%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	3	0%
Voluntarily Unemployed	48	2%
Retired	70	2%
Total	2,945	100%

Source: Va. Healthcare Workforce Data Center

Among all veterinarians, 95% are currently employed in the profession, 68% hold one full-time job, and 37% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	121	4%
One Part-Time Position	343	12%
Two Part-Time Positions	115	4%
One Full-Time Position	1,968	68%
One Full-Time Position & One Part-Time Position	240	8%
Two Full-Time Positions	29	1%
More than Two Positions	79	3%
Total	2,895	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	121	4%
1 to 9 Hours	64	2%
10 to 19 Hours	105	4%
20 to 29 Hours	166	6%
30 to 39 Hours	645	22%
40 to 49 Hours	1,070	37%
50 to 59 Hours	433	15%
60 to 69 Hours	176	6%
70 to 79 Hours	57	2%
80 or More Hours	50	2%
Total	2,887	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	15	1%
Less than \$40,000	171	8%
\$40,000-\$59,999	180	8%
\$60,000-\$79,999	237	11%
\$80,000-\$99,999	361	16%
\$100,000-\$119,999	441	20%
\$120,000-\$139,999	295	13%
\$140,000-\$159,999	190	8%
\$160,000-\$179,999	85	4%
\$180,000-\$199,999	73	3%
\$200,000 or More	205	9%
Total	2,253	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$100k-\$110k

Benefits
Health Insurance: 56%
Retirement: 56%

Satisfaction
Satisfied: 91%
Very Satisfied: 55%

Source: Va. Healthcare Workforce Data Center

The typical veterinarian earned between \$100,000 and \$110,000 in the past year. In addition, 74% of all veterinarians received at least one employer-sponsored benefit, including 56% who had access to health insurance.

Job Satisfaction		
Level	#	%
Very Satisfied	1,584	55%
Somewhat Satisfied	1,019	36%
Somewhat Dissatisfied	200	7%
Very Dissatisfied	59	2%
Total	2,861	100%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	1,706	61%	69%
Health Insurance	1,567	56%	63%
Retirement	1,557	56%	62%
Paid Sick Leave	1,203	43%	49%
Dental Insurance	1,168	42%	47%
Group Life Insurance	677	24%	28%
Signing/Retention Bonus	320	11%	14%
Received At Least One Benefit	2,057	74%	82%

*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 . . . ?	#	%
Experienced Involuntary Unemployment?	18	<1%
Experience Voluntary Unemployment?	162	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	35	1%
Work two or more positions at the same time?	526	14%
Switch employers or practices?	231	6%
Experienced At Least One	809	22%

Source: Va. Healthcare Workforce Data Center

Less than 1% of veterinarians experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 4.0% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	74	3%	36	6%
Less than 6 Months	216	8%	102	17%
6 Months to 1 Year	211	8%	71	12%
1 to 2 Years	509	18%	123	21%
3 to 5 Years	532	19%	112	19%
6 to 10 Years	398	14%	64	11%
More than 10 Years	864	31%	90	15%
Subtotal	2,803	100%	599	100%
Did Not Have Location	75		3,078	
Item Missing	845		46	
Total	3,723		3,723	

Source: Va. Healthcare Workforce Data Center

More than 70% of all veterinarians receive a salary or commission at their primary work location.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 4%
Underemployed: 0%

Turnover & Tenure

Switched Jobs: 6%
New Location: 21%
Over 2 Years: 64%
Over 2 Yrs., 2nd Location: 44%

Employment Type

Salary/Commission: 71%
Business/Practice Income: 14%

Source: Va. Healthcare Workforce Data Center

Among all veterinarians, 64% have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	1,685	71%
Hourly Wage	252	11%
By Contract/Per Diem	86	4%
Business/Practice Income	329	14%
Unpaid	9	0%
Subtotal	2,361	100%
Did Not Have Location	75	
Item Missing	1,287	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics, the non-seasonally adjusted monthly unemployment rate declined from 5.7% in January 2021 to a low of 2.7% in November and December 2021. December's unemployment rate was preliminary at the time of publication.

At a Glance:

Concentration

Top Region:	36%
Top 3 Regions:	73%
Lowest Region:	1%

Locations

2 or More (Past Year):	22%
2 or More (Now*):	20%

Source: Va. Healthcare Workforce Data Center

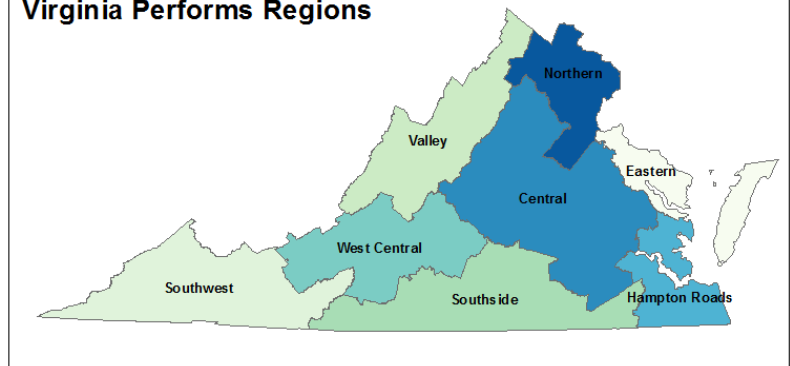
Nearly three-fourths of all veterinarians in the state work in Northern Virginia, Central Virginia, and Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	573	21%	127	20%
Eastern	37	1%	12	2%
Hampton Roads	454	16%	103	16%
Northern	1,001	36%	166	26%
Southside	56	2%	7	1%
Southwest	96	3%	20	3%
Valley	206	7%	46	7%
West Central	290	10%	59	9%
Virginia Border State/DC	27	1%	22	3%
Other US State	46	2%	65	10%
Outside of the US	0	0%	3	0%
Total	2,786	100%	630	100%
Item Missing	861		16	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



While 20% of veterinarians currently have multiple work locations, 22% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	62	2%	110	4%
1	2,156	75%	2,190	77%
2	406	14%	372	13%
3	142	5%	131	5%
4	35	1%	22	1%
5	15	1%	7	0%
6 or More	45	2%	27	1%
Total	2,861	100%	2,861	100%

*At the time of survey completion, Dec. 2021.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,399	91%	474	83%
Non-Profit	99	4%	67	12%
State/Local Government	73	3%	16	3%
Veterans Administration	1	0%	0	0%
U.S. Military	14	1%	7	1%
Other Federal Government	45	2%	5	1%
Total	2,631	100%	569	100%
Did Not Have Location	75		3,078	
Item Missing	1,016		75	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

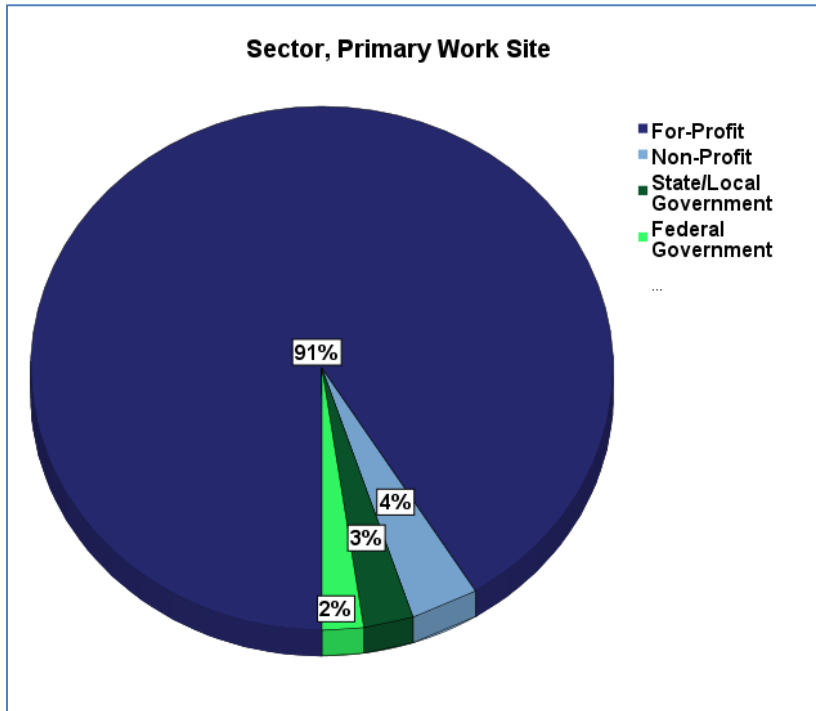
Sector

For-Profit:	91%
Federal:	3%

Top Establishments

Group Practice:	48%
Solo Practice:	40%
Veterinary Edu. Program:	2%

Source: Va. Healthcare Workforce Data Center



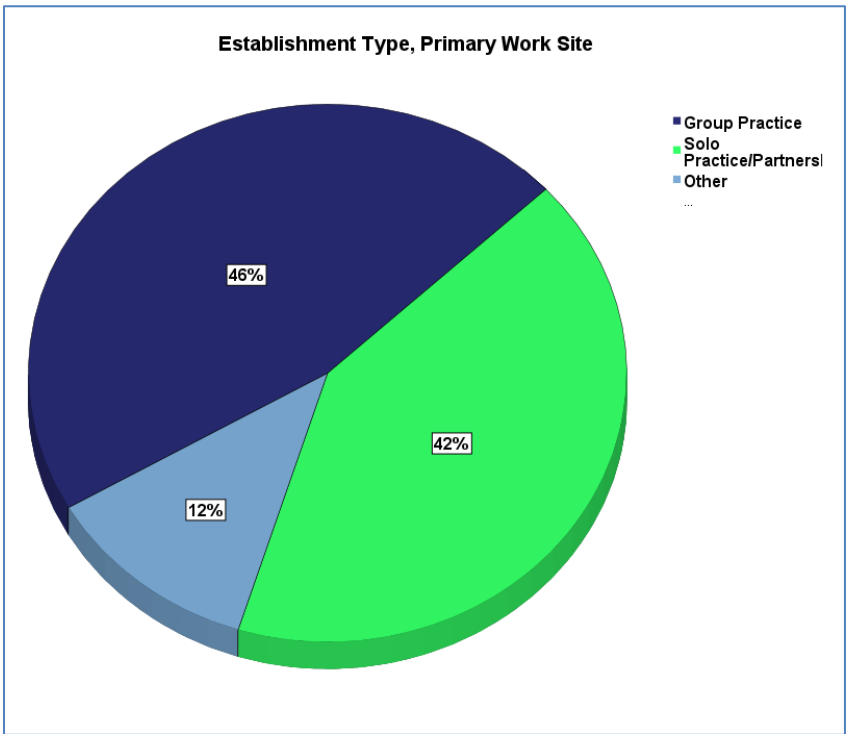
Source: Va. Healthcare Workforce Data Center

Among all veterinarians, 95% work in the private sector, including 91% who are employed in the for-profit sector. Another 3% of veterinarians work for state or local governments.

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Public Health Program	38	1%	9	2%
Group Practice	1,187	46%	215	38%
Solo Practice/Partnership	1,071	42%	223	39%
Non-Veterinary Education Program	5	0%	3	1%
Veterinary Technology Education Program	9	0%	4	1%
Veterinary Education Program	43	2%	14	2%
Supplier Organization	14	1%	4	1%
Other Practice Setting	194	8%	95	17%
Total	2,561	100%	567	100%
Did Not Have a Location	75		3,078	

Nearly 90% of all veterinarians work at either a group practice or a solo practice/partnership as their primary work location.

Source: Va. Healthcare Workforce Data Center



Among those veterinarians who also have a secondary work location, 38% work at a group practice and 39% work at a solo practice/partnership.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 90%-99%
Administration: 1%-9%

Roles

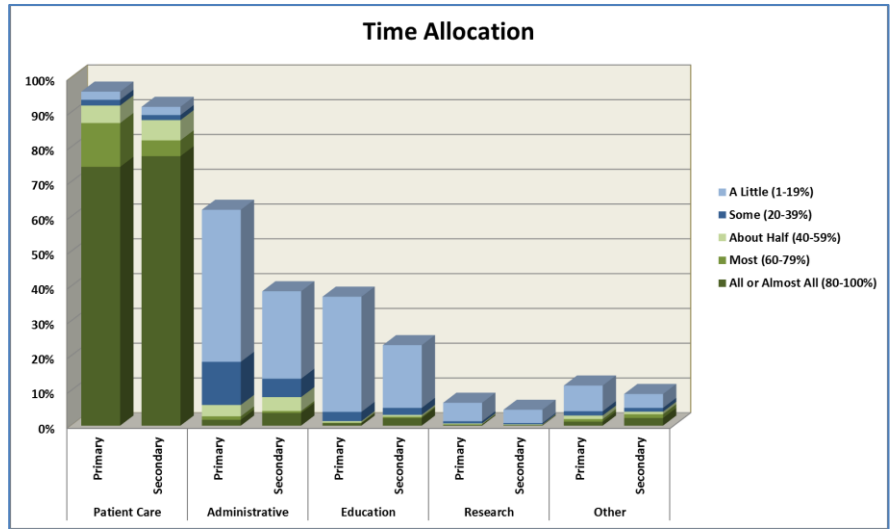
Patient Care: 87%
Administrative: 3%
Education: 1%

Patient Care Veterinarians

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



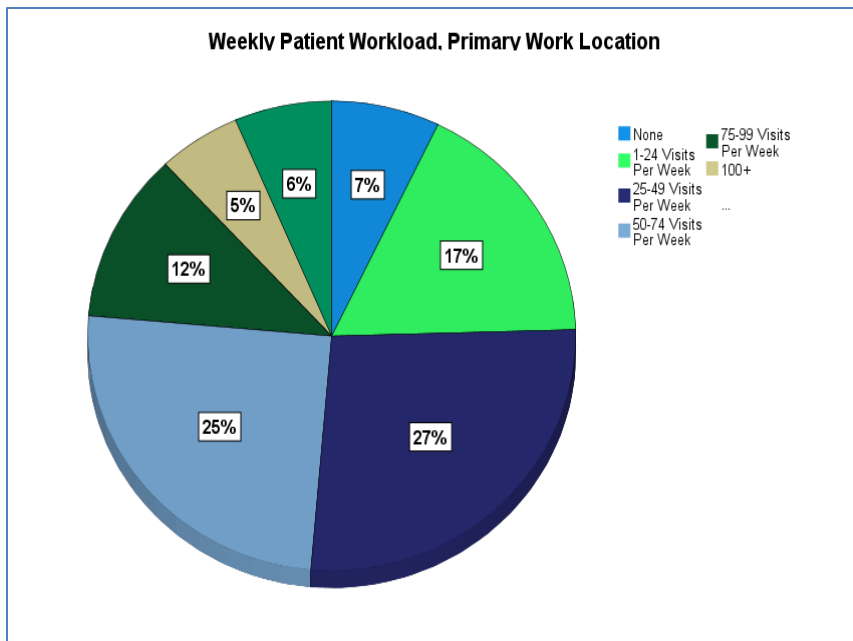
Source: Va. Healthcare Workforce Data Center

Veterinarians spend most of their time treating patients. In particular, 87% of veterinarians 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
All or Almost All (80-100%)	74%	77%	2%	4%	1%	2%	0%	0%	1%	2%
Most (60-79%)	13%	5%	1%	1%	0%	0%	0%	0%	1%	1%
About Half (40-59%)	5%	6%	3%	4%	0%	1%	0%	0%	1%	1%
Some (20-39%)	2%	1%	12%	5%	3%	2%	1%	0%	1%	1%
A Little (1-19%)	2%	2%	44%	25%	33%	18%	5%	4%	7%	4%
None (0%)	4%	8%	38%	61%	63%	77%	93%	95%	89%	91%

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 veterinarians at their primary work location is between 25 and 49 patients per week. For veterinarians 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	
	#	%	#	%
None	189	7%	81	14%
1-24	457	17%	268	47%
25-49	704	27%	110	19%
50-74	657	25%	50	9%
75-99	307	12%	24	4%
100-124	170	6%	16	3%
125-149	55	2%	8	1%
150-174	44	2%	6	1%
175-199	14	1%	1	0%
200 or More	30	1%	3	1%
Total	2,627	100%	567	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Veterinarians		Veterinarians 50 and Over	
	#	%	#	%
Under Age 50	74	3%	-	-
50 to 54	121	5%	11	1%
55 to 59	248	10%	60	7%
60 to 64	629	25%	195	22%
65 to 69	714	29%	253	29%
70 to 74	321	13%	167	19%
75 to 79	127	5%	77	9%
80 or Over	45	2%	26	3%
I Do Not Intend to Retire	212	9%	96	11%
Total	2,492	100%	885	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Veterinarians

Under 65: 43%
Under 60: 18%

Veterinarians 50 and Over

Under 65: 30%
Under 60: 8%

Time Until Retirement

Within 2 Years: 7%
Within 10 Years: 23%
Half the Workforce: By 2046

Source: Va. Healthcare Workforce Data Center

Nearly 45% of all veterinarians expect to retire by the age of 65. Among veterinarians who are already at least age 50, 30% still expect to retire by age 65.

Within the next two years, 5% of Virginia's veterinarians expect to pursue additional educational opportunities, and 3% plan to increase their patient care hours.

Future Plans

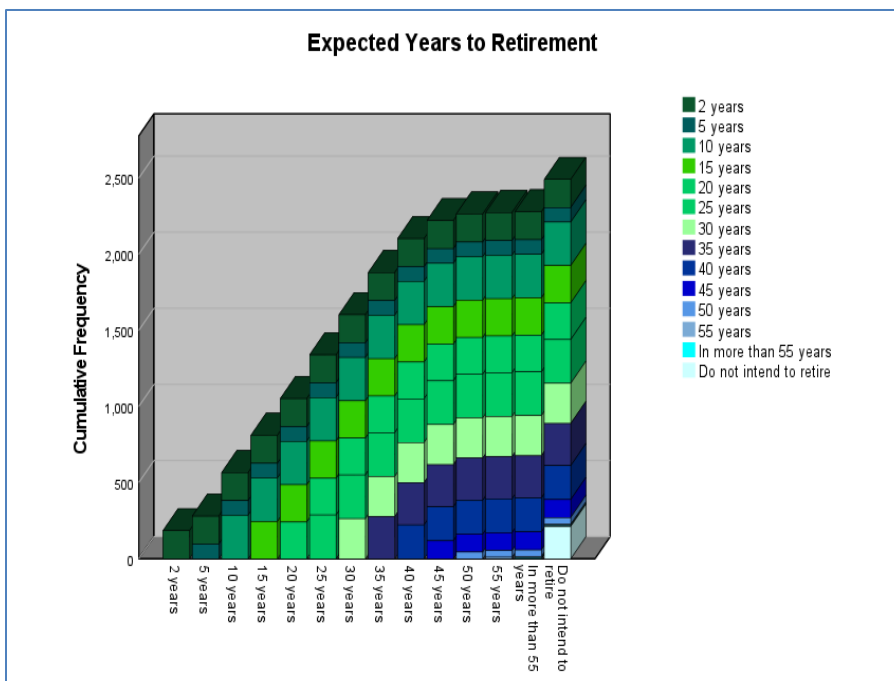
Two-Year Plans:	#	%
Decrease Participation		
Decrease Patient Care Hours	73	2%
Leave Virginia	126	3%
Leave Profession	478	13%
Decrease Teaching Hours	17	0%
Increase Participation		
Pursue Additional Education	202	5%
Increase Patient Care Hours	104	3%
Increase Teaching Hours	262	7%
Return to Virginia's Workforce	15	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectations to age, we can estimate the maximum years to retirement for veterinarians. While only 7% of veterinarians expect to retire in the next two years, 23% plan to retire within the next decade. More than half of the current workforce expect to retire by 2046.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	184	7%	7%
5 Years	96	4%	11%
10 Years	286	11%	23%
15 Years	245	10%	33%
20 Years	241	10%	42%
25 Years	288	12%	54%
30 Years	264	11%	64%
35 Years	277	11%	75%
40 Years	223	9%	84%
45 Years	118	5%	89%
50 Years	44	2%	91%
55 Years	10	0%	91%
In More Than 55 Years	5	0%	92%
Do Not Intend to Retire	212	9%	100%
Total	2,492	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2030. Retirement will peak at 12% of the current workforce in 2046 before declining to under 10% of the current workforce again around 2061.

At a Glance:

FTEs

Total: 3,480
 FTEs/1,000 Residents²: 0.403
 Average: 0.95

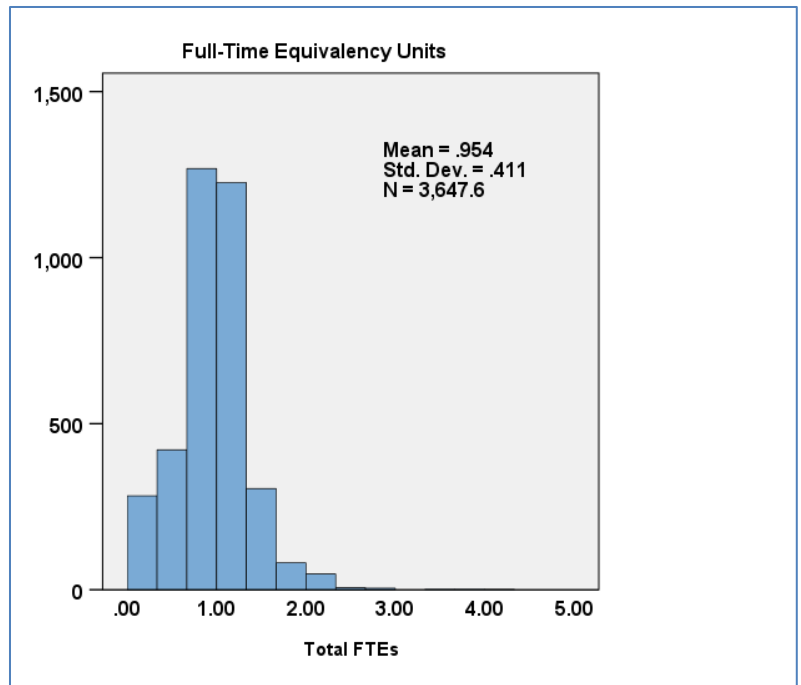
Age & Gender Effect

Age, Partial Eta²: Small
 Gender, Partial Eta²: Negligible

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

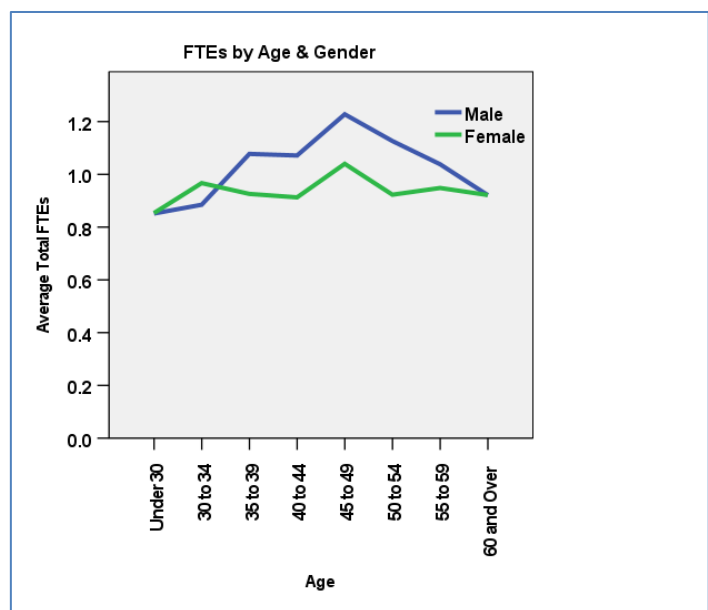


Source: Va. Healthcare Workforce Data Center

The typical veterinarian provided 0.95 FTEs in the past year, or approximately 38 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.93	0.92
30 to 34	1.08	1.05
35 to 39	0.93	0.92
40 to 44	0.95	0.93
45 to 49	1.23	1.22
50 to 54	0.99	1.09
55 to 59	1.05	1.18
60 and Over	0.88	0.90
Gender		
Male	0.98	1.03
Female	0.96	0.98

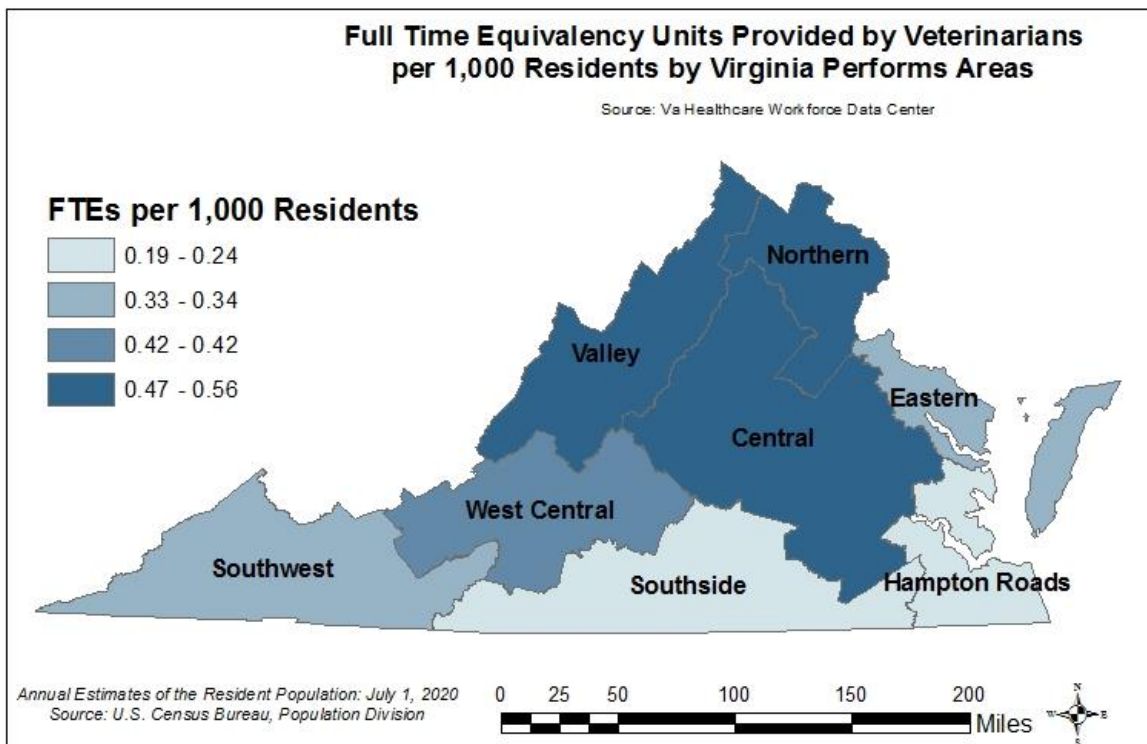
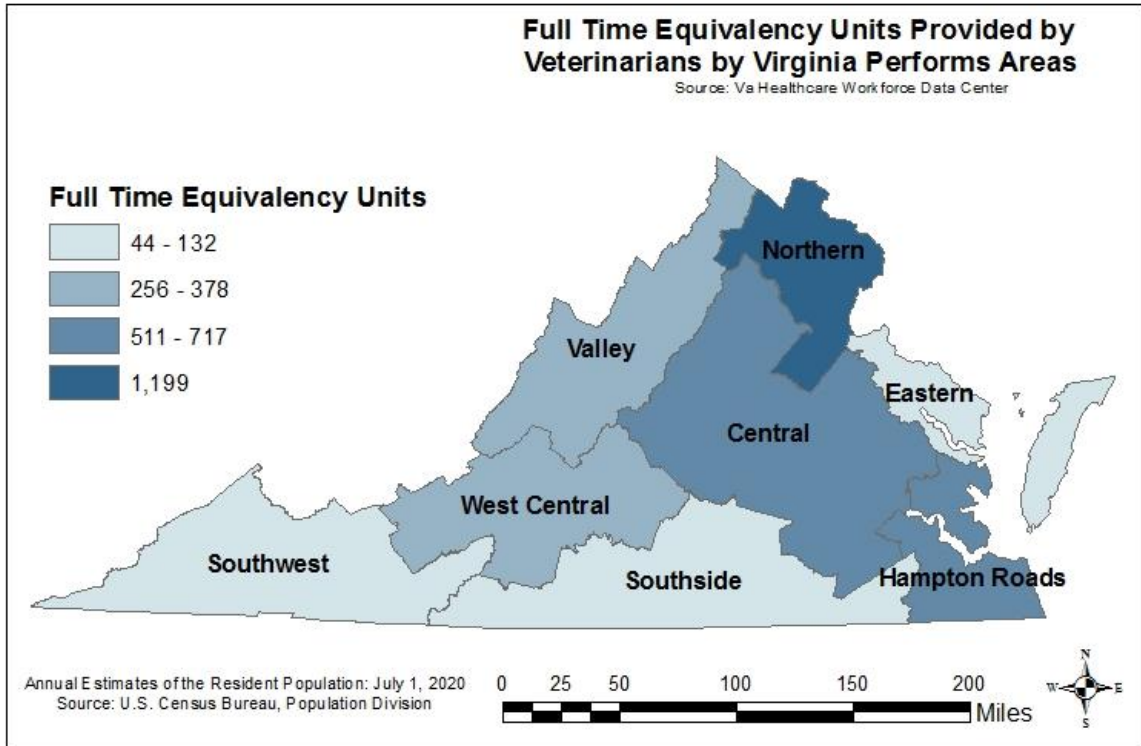
Source: Va. Healthcare Workforce Data Center

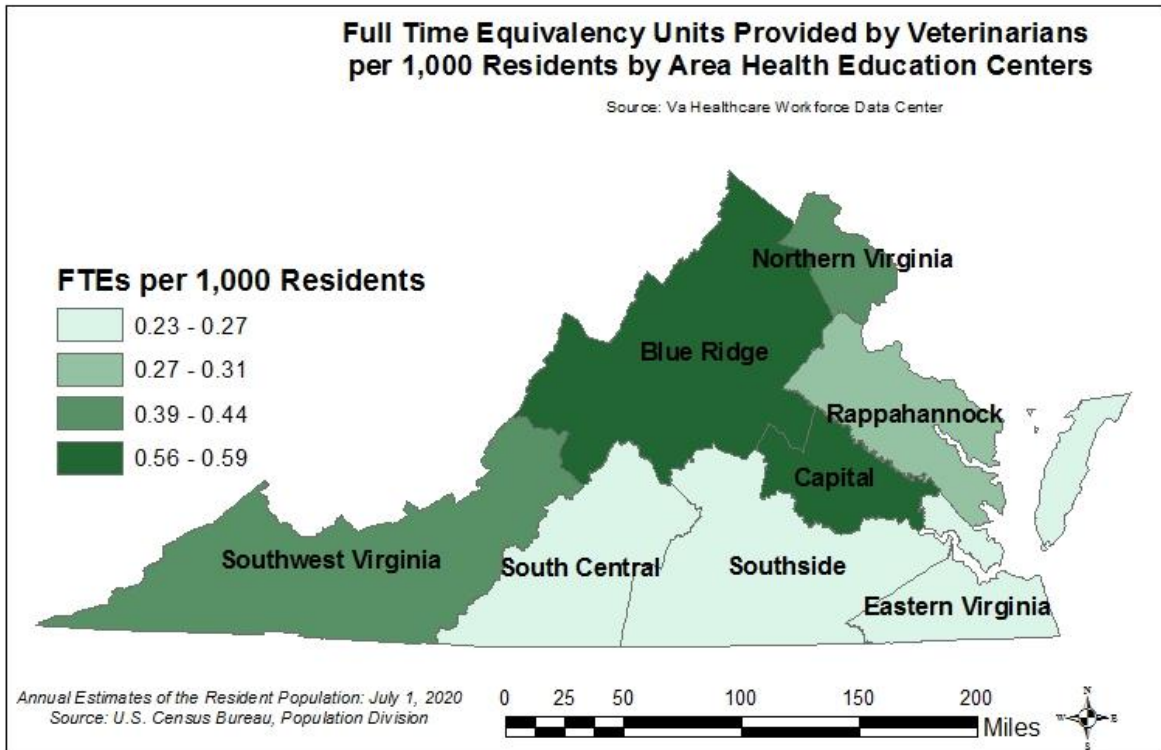
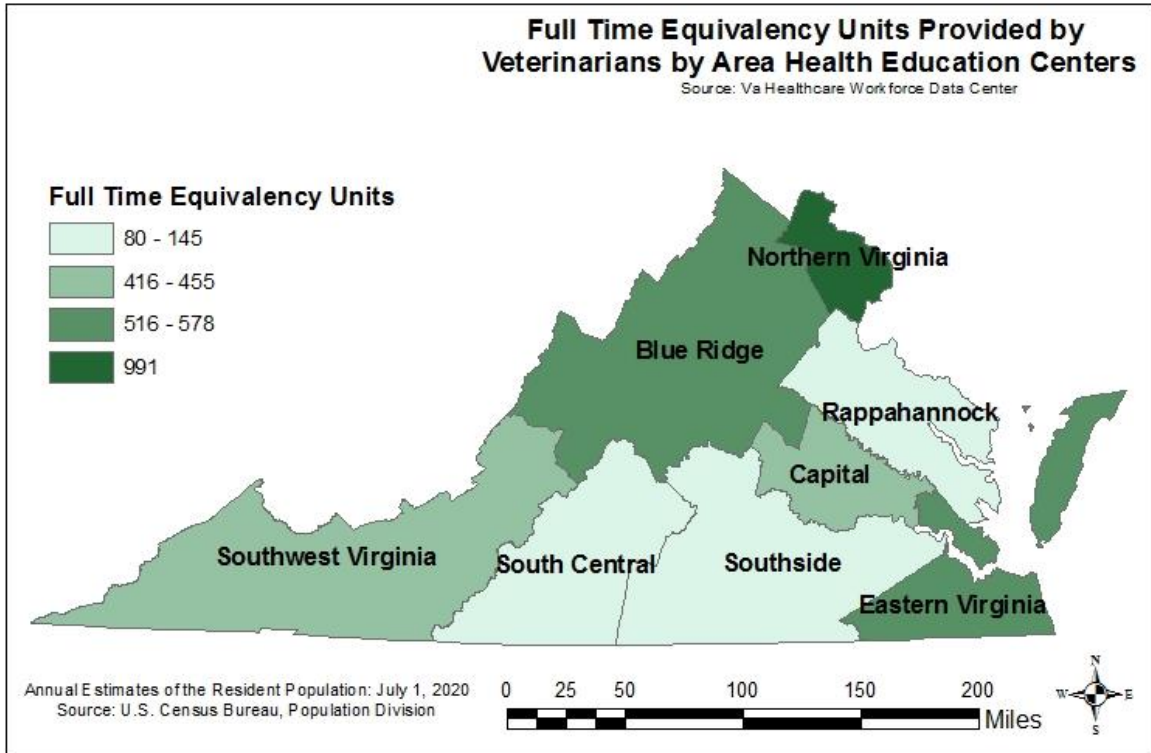


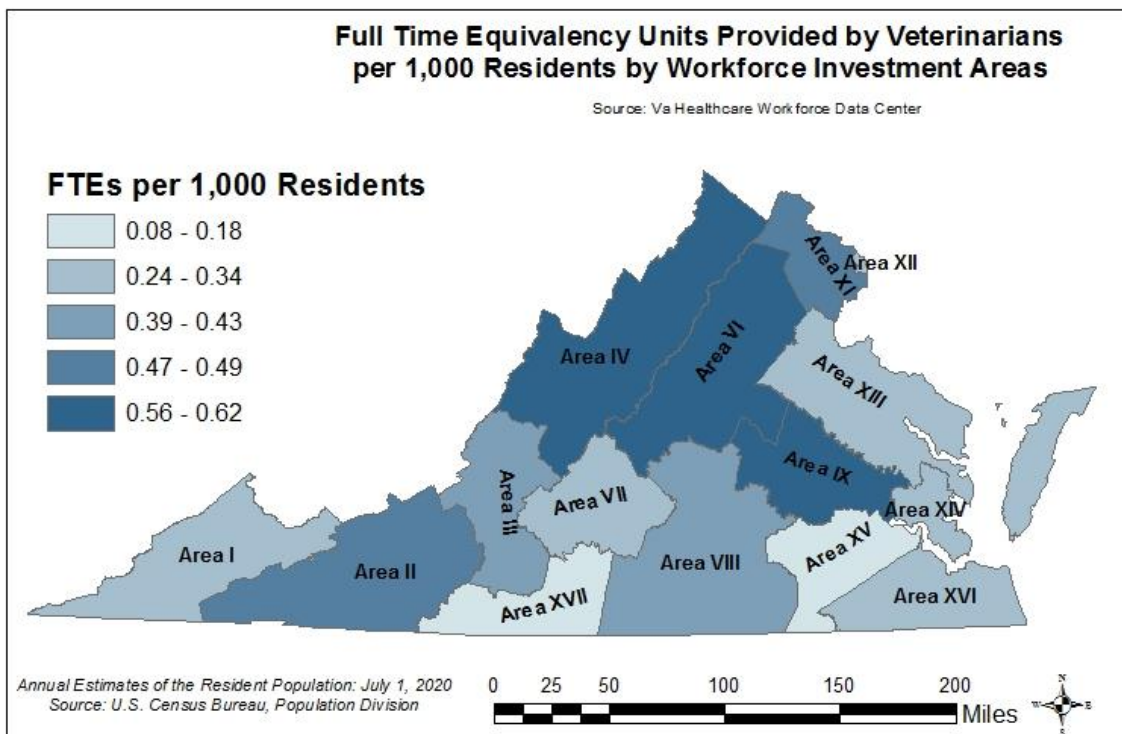
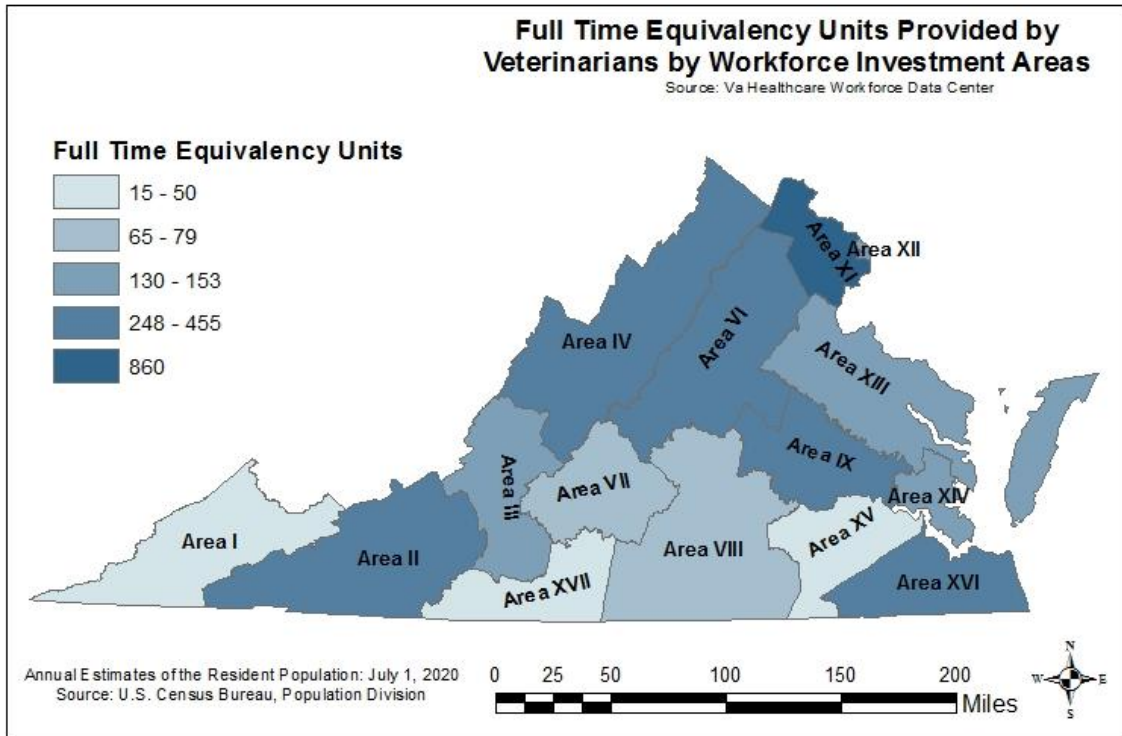
Source: Va. Healthcare Workforce Data Center

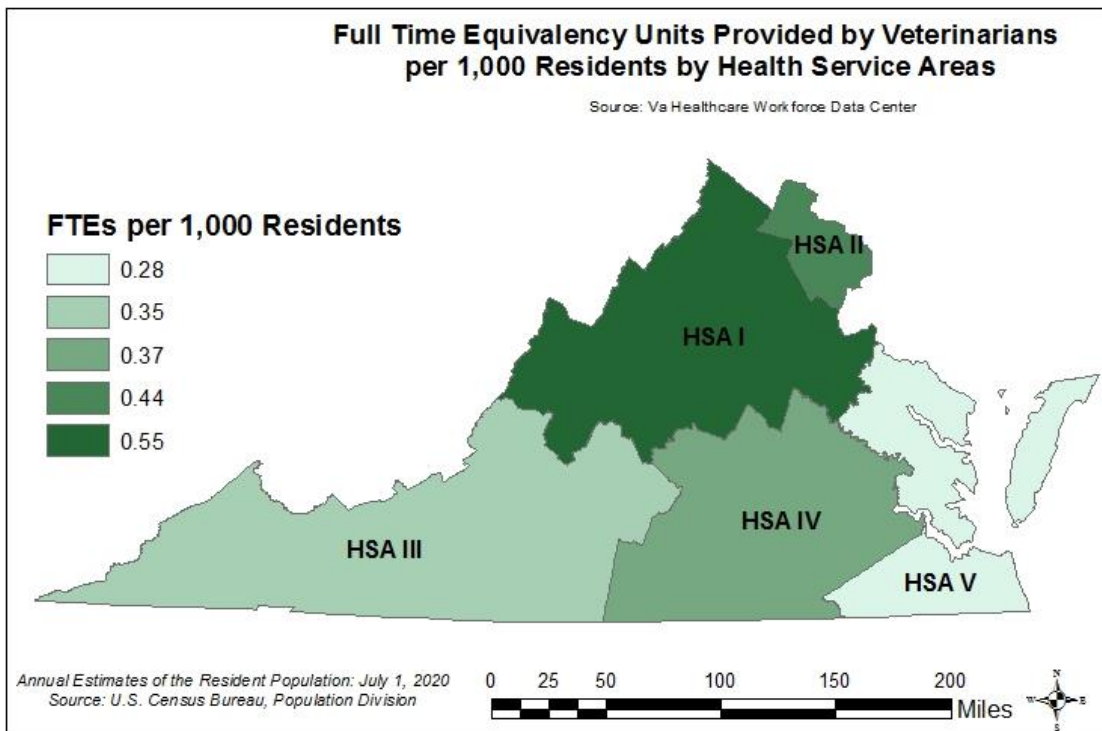
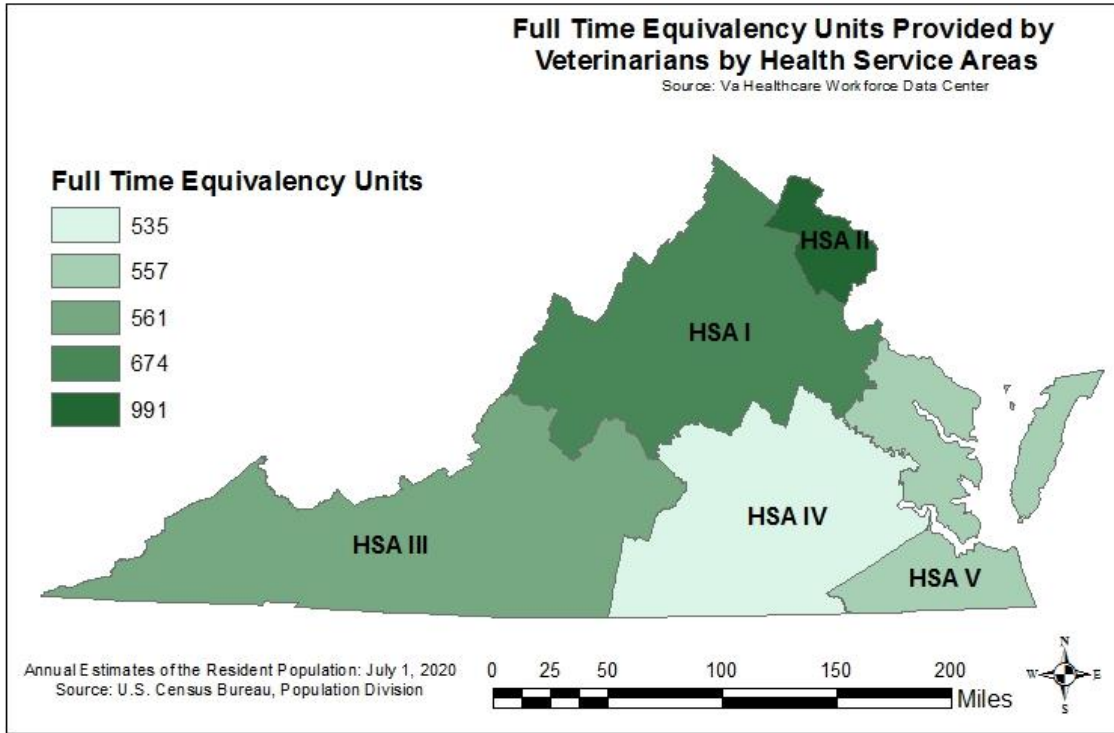
² Number of residents in 2020 was used as the denominator.

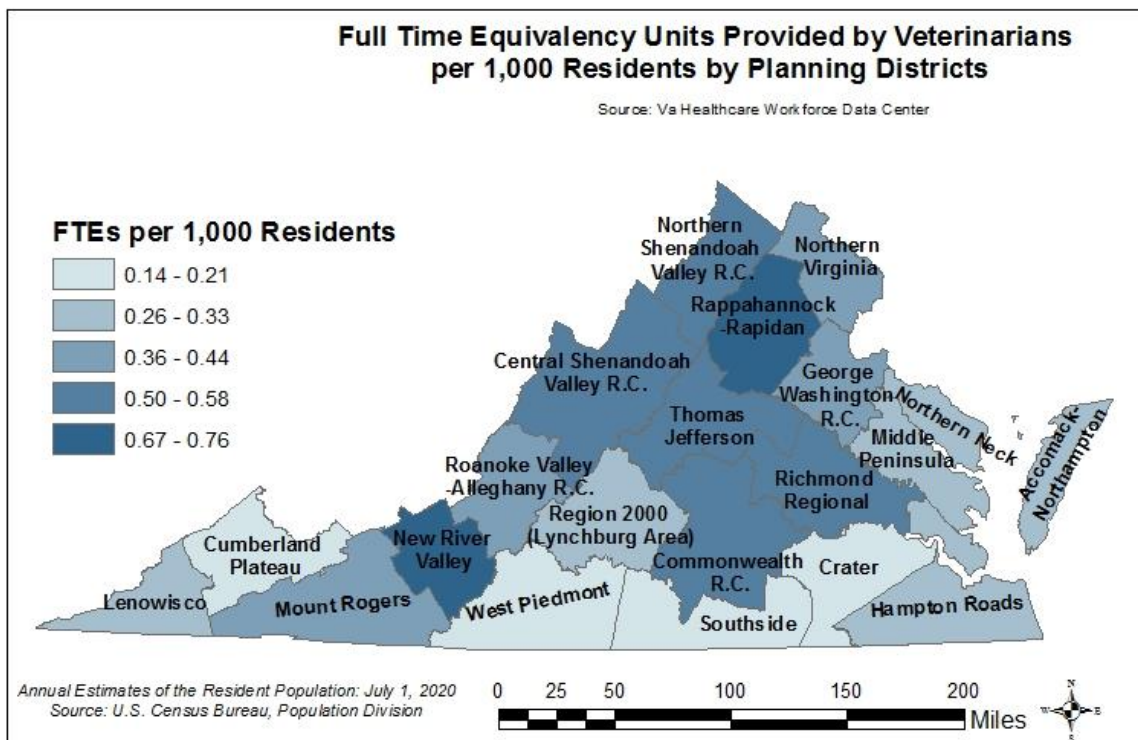
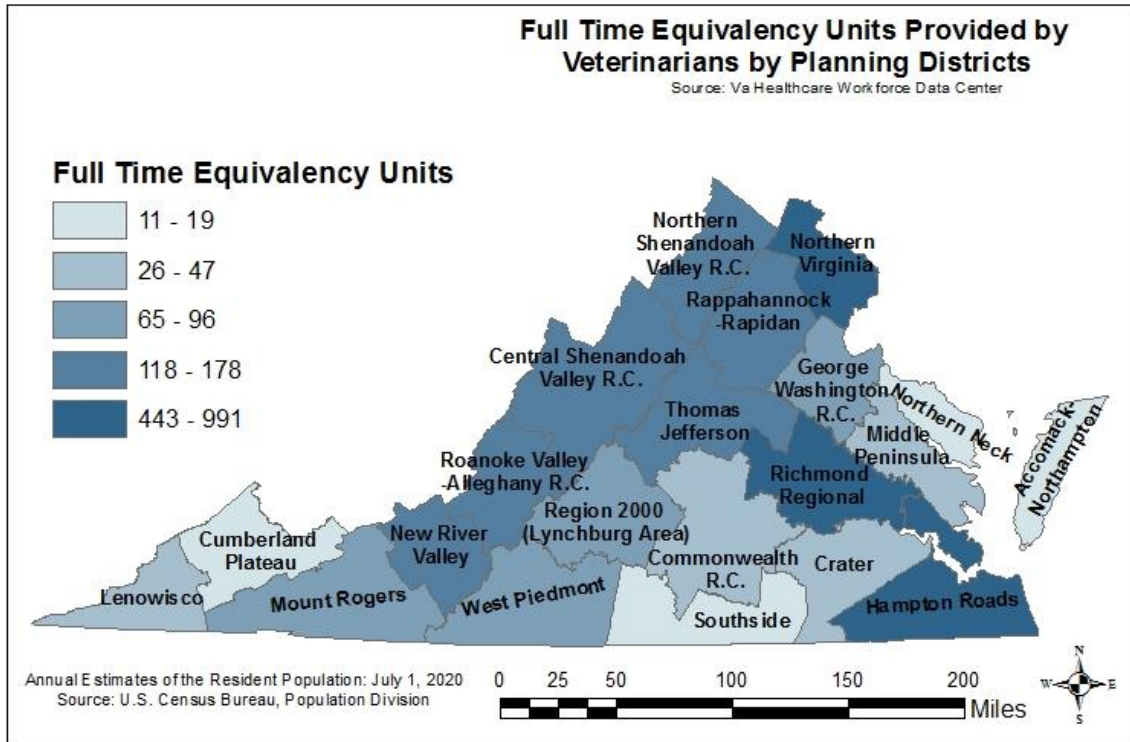
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction Effect were significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	2223	79.58%	1.257	1.171	1.435
Metro, 250,000 to 1 Million	250	86.40%	1.157	1.079	1.322
Metro, 250,000 or Less	603	81.26%	1.231	1.147	1.406
Urban, Pop. 20,000+, Metro Adj.	30	80.00%	1.250	1.165	1.428
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	163	80.37%	1.244	1.159	1.421
Urban, Pop. 2,500-19,999, Non-Adj.	50	84.00%	1.190	1.109	1.360
Rural, Metro Adj.	94	75.53%	1.324	1.234	1.512
Rural, Non-Adj.	23	65.22%	1.533	1.429	1.751
Virginia Border State/D.C.	770	77.14%	1.296	1.208	1.481
Other U.S. State	811	73.37%	1.363	1.270	1.557

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	383	68.41%	1.462	1.277	1.923
30 to 34	610	77.38%	1.292	1.129	1.700
35 to 39	609	82.76%	1.208	1.055	1.589
40 to 44	611	81.83%	1.222	1.067	1.607
45 to 49	467	82.01%	1.219	1.065	1.296
50 to 54	493	82.76%	1.208	1.055	1.589
55 to 59	462	83.77%	1.194	1.043	1.570
60 and Over	1,031	79.53%	1.257	1.098	1.654

Source: Va. Healthcare Workforce Data Center

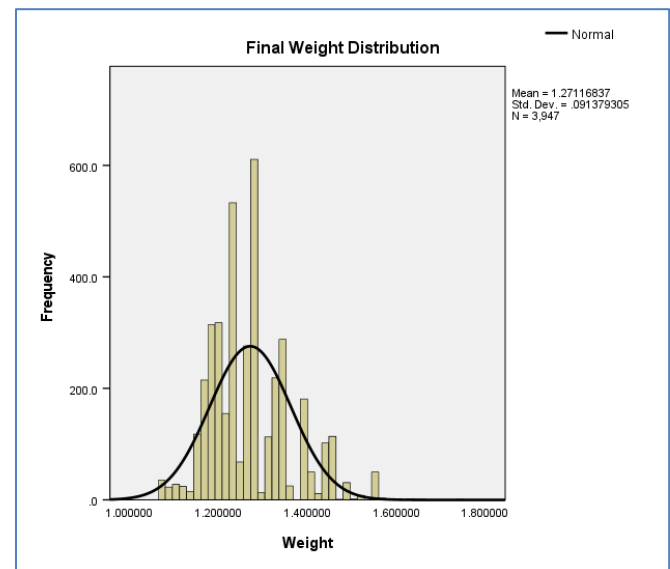
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.78673



Source: Va. Healthcare Workforce Data Center

DRAFT

Virginia's Veterinary Technician Workforce: 2021

Healthcare Workforce Data Center

February 2022

Virginia Department of Health Professions
Healthcare Workforce Data Center
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Get a copy of this report from:

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

More than 2,200 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!

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The Veterinary Technician Workforce At a Glance:

The Workforce

Licenses:	2,551
Virginia's Workforce:	2,267
FTEs:	1,747

Background

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

Current Employment

Employed in Prof.:	84%
Hold 1 Full-Time Job:	68%
Satisfied?:	90%

Survey Response Rate

All Licenses:	88%
Renewing Practitioners:	99%

Education

Associate:	89%
Baccalaureate:	10%

Job Turnover

Switched Jobs:	8%
Employed Over 2 Yrs.:	58%

Demographics

Female:	96%
Diversity Index:	20%
Median Age:	37

Finances

Median Income:	\$30k-\$40k
Retirement Benefits:	65%
Under 40 w/ Ed. Debt:	37%

Time Allocation

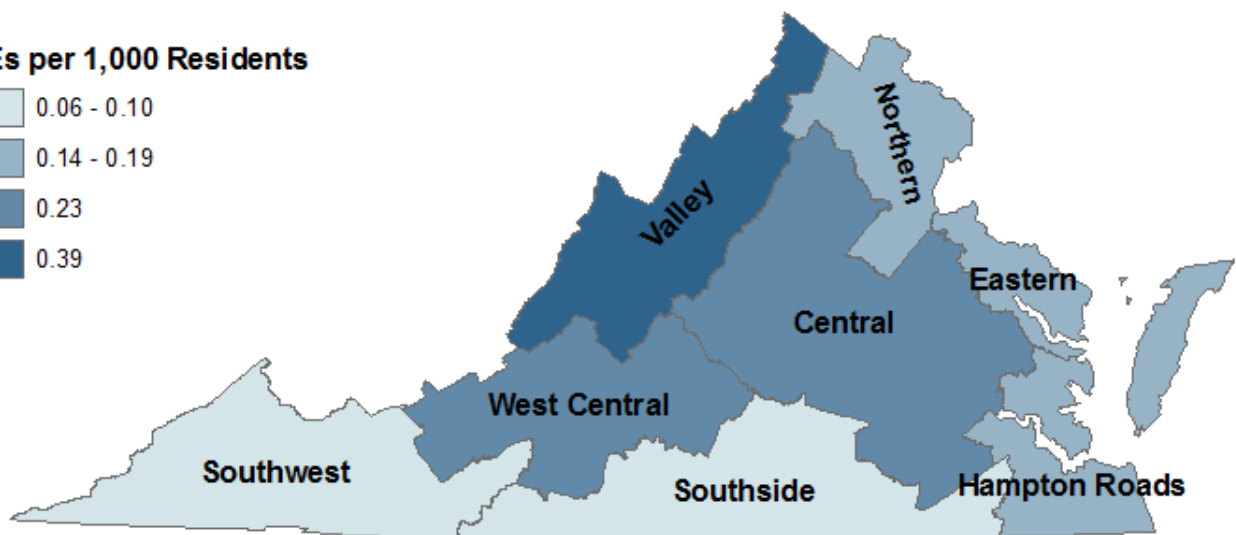
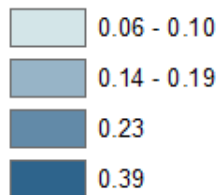
Patient Care:	80%-89%
Administration:	1%-9%
Patient Care Role:	73%

Source: Va. Healthcare Workforce Data Center

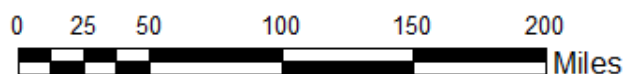
Full-Time Equivalency Units Provided by Veterinary Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2020
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2021 Veterinary Technician Workforce survey. More than 2,200 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 88% of the 2,551 veterinary technicians who are licensed in the state and 99% of renewing practitioners.

The HWDC estimates that 2,267 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 1,747 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

More than three out of every five veterinary technicians are under the age of 40, and 96% of veterinary technicians who are under the age of 40 are female. In a random encounter between two veterinary technicians, there is a 20% chance that they would be of different races or ethnicities, a measure known as the diversity index. For veterinary technicians who are under the age of 40, this diversity index increases to 24%. Both of these values are well below the comparable diversity index of 60% for Virginia's population as a whole. More than one-third of all veterinary technicians grew up in a rural area, and 14% of these professionals 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.

More than 80% of all veterinary technicians are currently employed in the profession, 68% hold one full-time job, and 43% work between 40 and 49 hours per week. More than 90% of veterinary technicians work in the private sector, including 87% who work at a for-profit enterprise. The median annual income of this workforce is between \$30,000 and \$40,000. In addition, more than four-fifths of all veterinary technicians receive at least one employer-sponsored benefit, including 62% who have access to health insurance. 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

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 9% (2,551 vs. 2,334). In addition, the size of Virginia's veterinary technician workforce has increased by 10% (2,267 vs. 2,060), but the number of FTEs provided by this workforce has remained essentially constant (1,747 vs. 1,745). Virginia's renewing veterinary technicians are more likely to respond to this survey (99% vs. 94%).

The percentage of veterinary technicians who are under the age of 40 has fallen (61% vs. 63%). The diversity index of Virginia's veterinary technicians has increased (20% vs. 18%), and this is also the case among those veterinary technicians who are under the age of 40 (24% vs. 21%). This has occurred during a time in which Virginia's overall population has also become more diverse (60% vs. 56%). Although there has been no change in the percentage of veterinary technicians who grew up in a rural area (37%), veterinary technicians who grew up in a rural area are more likely to work in a non-metro area of the state (14% vs. 12%).

Veterinary technicians are less likely to be employed in the profession (84% vs. 86%). With respect to establishment type, veterinary technicians are more likely to work at a solo practice or partnership (54% vs. 52%) instead of a group practice (29% vs. 30%). There has been no change in the median annual income of Virginia's veterinary technician workforce (\$30k-\$40k). Likewise, there has been no change in the percentage of veterinary technicians who receive at least one employer-sponsored benefit (84%). Veterinary technicians are less likely to carry education debt (29% vs. 35%), but the median debt amount among those veterinary technicians 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 circumstances (90% vs. 92%), including those who indicated that they are "very satisfied" (49% vs. 53%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	2,198	86%
New Licensees	182	7%
Non-Renewals	171	7%
All Licensees	2,551	100%

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 88% of all veterinary technicians who held a license at some point in the past year.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	88	367	81%
30 to 34	66	485	88%
35 to 39	50	428	90%
40 to 44	31	312	91%
45 to 49	18	207	92%
50 to 54	22	198	90%
55 to 59	10	105	91%
60 and Over	13	151	92%
Total	298	2,253	88%
New Licenses			
Issued in Past Year	109	73	40%
Metro Status			
Non-Metro	25	180	88%
Metro	231	1,826	89%
Not in Virginia	42	246	85%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2021.
- Target Population:** All veterinary technicians who held a Virginia license at some point between January 2021 and December 2021.
- 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 2021.

Response Rates	
Completed Surveys	2,253
Response Rate, All Licensees	88%
Response Rate, Renewals	99%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinary Tech.

Number: 2,551
 New: 7%
 Not Renewed: 7%

Response Rates

All Licensees: 88%
 Renewing Practitioners: 99%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Veterinary Tech. Workforce: 2,267
 FTEs: 1,747

Utilization Ratios

Licensees in VA Workforce: 89%
 Licensees per FTE: 1.46
 Workers per FTE: 1.30

Source: Va. Healthcare Workforce Data Center

Definitions

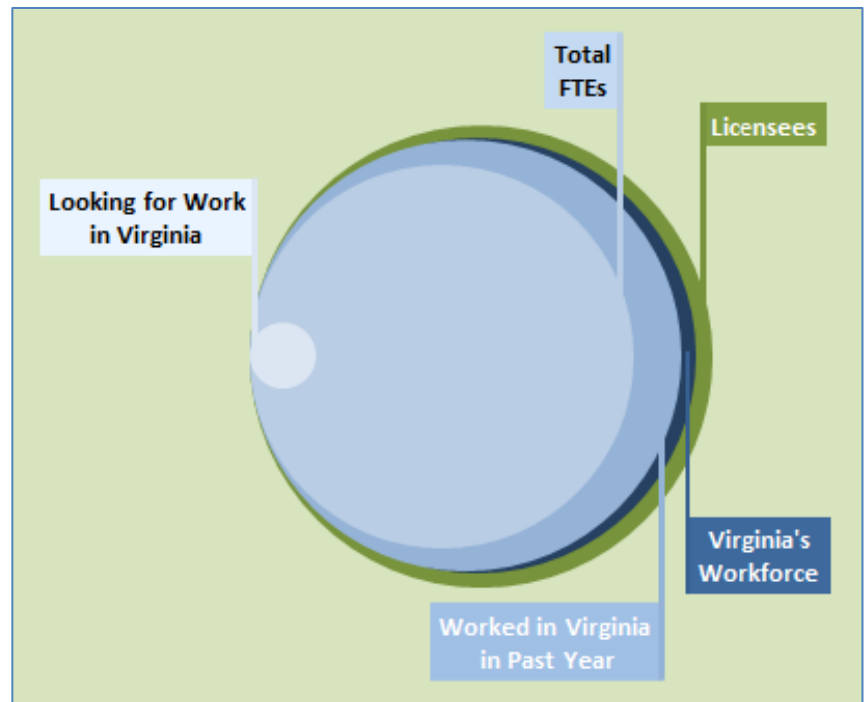
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between January 2021 and December 2021 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 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.

Veterinary Technician Workforce

Status	#	%
Worked in Virginia in Past Year	2,214	98%
Looking for Work in Virginia	54	2%
Virginia's Workforce	2,267	100%
Total FTEs	1,747	
Licensees	2,551	

Source: Va. Healthcare Workforce Data Center

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	12	4%	324	96%	336	20%
30 to 34	20	5%	377	95%	397	24%
35 to 39	8	3%	289	97%	297	18%
40 to 44	9	4%	219	96%	227	13%
45 to 49	3	3%	125	97%	128	8%
50 to 54	8	6%	122	94%	130	8%
55 to 59	1	2%	72	99%	73	4%
60 and Over	4	4%	93	96%	98	6%
Total	66	4%	1,621	96%	1,687	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Veterinary Technicians		Vet. Tech. Under 40	
	%	#	%	#	%
White	59%	1,493	89%	890	87%
Black	18%	36	2%	29	3%
Asian	7%	14	1%	9	1%
Other Race	1%	12	1%	7	1%
Two or More Races	5%	45	3%	31	3%
Hispanic	11%	77	5%	58	6%
Total	100%	1,677	100%	1,024	100%

*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, 2020.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 96%
% Under 40 Female: 96%

Age

Median Age: 37
% Under 40: 61%
% 55 and Over: 10%

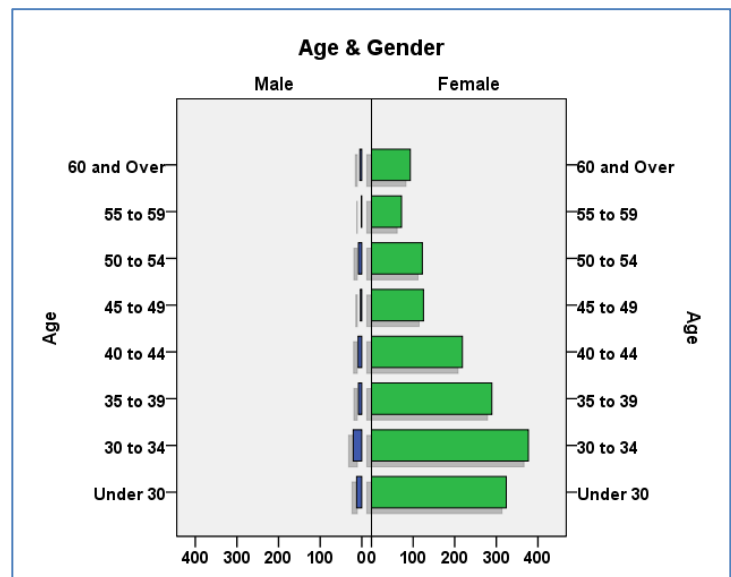
Diversity

Diversity Index: 20%
Under 40 Div. Index: 24%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two veterinary technicians, there is a 20% chance that they would be of different races or ethnicities (a measure known as the diversity index).

Among the 61% of veterinary technicians who are under the age of 40, 96% are female. In addition, the diversity index among veterinary technicians who are under the age of 40 is 24%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 6%
 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: 14%
 % Urban/Suburban to Non-Metro: 2%

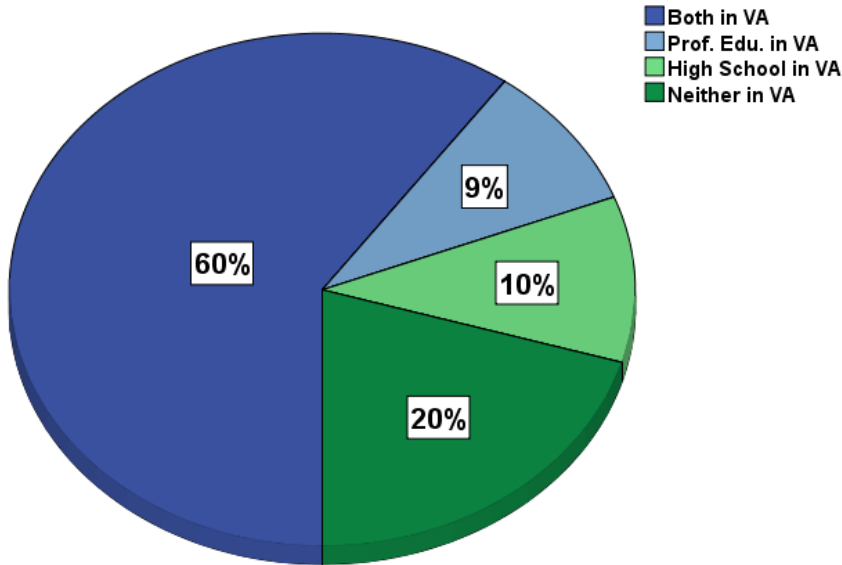
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 Million+	28%	67%	6%
2	Metro, 250,000 to 1 Million	49%	43%	7%
3	Metro, 250,000 or Less	54%	41%	5%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	71%	0%	29%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	88%	10%	2%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	100%	0%	0%
8	Rural, Metro Adjacent	78%	19%	3%
9	Rural, Non-Adjacent	17%	83%	0%
Overall		37%	57%	6%

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, 14% 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	1,170	Virginia	1,139
2	Pennsylvania	61	Pennsylvania	80
3	New York	59	Texas	61
4	Maryland	39	Colorado	41
5	North Carolina	29	New York	36
6	California	27	North Carolina	29
7	Florida	23	New Mexico	29
8	New Jersey	22	Florida	27
9	West Virginia	21	California	26
10	Ohio	18	Arizona	17

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, 66% received their high school degree in Virginia, and 59% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	373	Virginia	337
2	Pennsylvania	22	Pennsylvania	35
3	New York	19	New Mexico	23
4	North Carolina	16	Texas	22
5	California	15	California	20
6	New Jersey	13	Colorado	17
7	Maryland	13	New York	12
8	West Virginia	10	North Carolina	12
9	Florida	7	Arizona	9
10	Texas	7	Florida	7

Source: Va. Healthcare Workforce Data Center

More than 10% of Virginia's licensees did not participate in the state's veterinary technician workforce. Among these licensees, 84% worked at some point in the past year, including 60% who currently work as veterinary technicians.

At a Glance:

Not in VA Workforce

Total:	284
% of Licensees:	11%
Federal/Military:	5%
VA Border State/DC:	14%

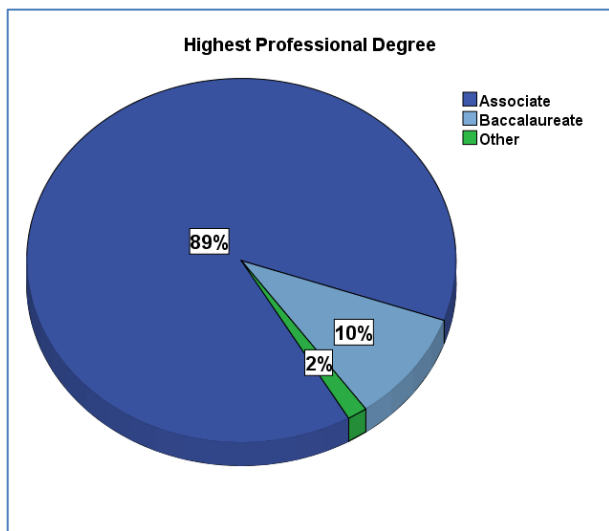
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate Degree	1,459	89%
Baccalaureate Degree	162	10%
Other	25	2%
Total	1,645	100%

Source: Va. Healthcare Workforce Data Center

Nearly 30% of veterinary technicians carry education debt, including 37% of those who are under the age of 40. For those with education debt, the median debt amount is between \$20,000 and \$30,000.



Source: Va. Healthcare Workforce Data Center

Certifications		
Certification	#	%
Veterinary Emergency and Critical Care Technicians	11	0%
Veterinary Technicians in Anesthesia and Analgesia	10	0%
Internal Medicine for Veterinary Technicians	8	0%
Veterinary Dental Technicians	8	0%
Laboratory Animal Veterinary Technicians and Nurses	5	0%
At Least One Certification	44	2%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Associate: 89%
 Baccalaureate: 10%

Education Debt
 Carry Debt: 29%
 Under Age 40 w/ Debt: 37%
 Median Debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

Amount Carried	All Vet. Tech.		Veterinary Tech. Under 40	
	#	%	#	%
None	1,006	71%	559	63%
Less than \$10,000	120	9%	98	11%
\$10,000-\$19,999	77	5%	61	7%
\$20,000-\$29,999	71	5%	63	7%
\$30,000-\$39,999	45	3%	38	4%
\$40,000-\$49,999	32	2%	23	3%
\$50,000-\$59,999	21	1%	17	2%
\$60,000-\$69,999	6	0%	2	0%
\$70,000-\$79,999	5	0%	3	0%
\$80,000-\$89,999	9	1%	7	1%
\$90,000-\$99,999	2	0%	1	0%
\$100,000 or More	16	1%	9	1%
Total	1,409	100%	884	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 84%
Involuntarily Unemployed: 1%

Positions Held

1 Full-Time: 68%
2 or More Positions: 12%

Weekly Hours:

40 to 49: 43%
60 or More: 2%
Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	0	0%
Employed in a Veterinary Technician-Related Capacity	1,402	84%
Employed, NOT in a Veterinary Technician-Related Capacity	139	8%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	8	1%
Voluntarily Unemployed	96	6%
Retired	15	1%
Total	1,661	100%

Source: Va. Healthcare Workforce Data Center

Among all veterinary technicians, 84% are currently employed in the profession, 68% hold one full-time job, and 43% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	119	7%
One Part-Time Position	205	13%
Two Part-Time Positions	28	2%
One Full-Time Position	1,113	68%
One Full-Time Position & One Part-Time Position	139	9%
Two Full-Time Positions	12	1%
More than Two Positions	16	1%
Total	1,632	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	119	7%
1 to 9 Hours	29	2%
10 to 19 Hours	66	4%
20 to 29 Hours	86	5%
30 to 39 Hours	495	31%
40 to 49 Hours	694	43%
50 to 59 Hours	78	5%
60 to 69 Hours	26	2%
70 to 79 Hours	5	0%
80 or More Hours	9	1%
Total	1,607	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	22	2%
Less than \$20,000	136	11%
\$20,000-\$29,999	146	12%
\$30,000-\$39,999	323	26%
\$40,000-\$49,999	344	28%
\$50,000-\$59,999	155	12%
\$60,000 or More	125	10%
Total	1,252	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	789	49%
Somewhat Satisfied	653	41%
Somewhat Dissatisfied	116	7%
Very Dissatisfied	44	3%
Total	1,603	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$30k-\$40k

Benefits
Health Insurance: 62%
Retirement: 65%

Satisfaction
Satisfied: 90%
Very Satisfied: 49%

Source: Va. Healthcare Workforce Data Center

The typical veterinary technician earns between \$30,000 and \$40,000 per year. In addition, 84% of all veterinary technicians receive at least one employer-sponsored benefit, including 62% who receive health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	1,118	80%	75%
Retirement	910	65%	61%
Health Insurance	869	62%	59%
Paid Sick Leave	753	54%	50%
Dental Insurance	747	53%	50%
Group Life Insurance	450	32%	30%
Signing/Retention Bonus	134	10%	10%
At Least One Benefit	1,184	84%	80%

*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?	27	1%
Experience Voluntary Unemployment?	164	7%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	52	2%
Work Two or More Positions at the Same Time?	279	12%
Switch Employers or Practices?	177	8%
Experience At Least One?	571	25%

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 4.0% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	78	5%	29	9%
Less than 6 Months	135	9%	46	15%
6 Months to 1 Year	132	9%	33	11%
1 to 2 Years	295	19%	70	22%
3 to 5 Years	326	21%	60	19%
6 to 10 Years	245	16%	40	13%
More than 10 Years	324	21%	36	12%
Subtotal	1,535	100%	313	100%
Did Not Have Location	95		1,928	
Item Missing	637		26	
Total	2,267		2,267	

Source: Va. Healthcare Workforce Data Center

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: 2%

Turnover & Tenure

Switched Jobs: 8%
New Location: 23%
Over 2 Years: 58%
Over 2 Yrs., 2nd Location: 43%

Employment Type

Hourly Wage: 80%
Salary/Commission: 17%

Source: Va. Healthcare Workforce Data Center

Among all veterinary technicians, 58% have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	212	17%
Hourly Wage	995	80%
By Contract/Per Diem	8	1%
Business/Practice Income	18	1%
Unpaid	5	0%
Subtotal	1,238	100%
Did Not Have Location	95	
Item Missing	934	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.7% and a high of 5.7%. At the time of publication, the unemployment rate from December 2021 was still preliminary.

At a Glance:

Concentration

Top Region:	33%
Top 3 Regions:	76%
Lowest Region:	1%

Locations

2 or More (Past Year):	21%
2 or More (Now*):	18%

Source: Va. Healthcare Workforce Data Center

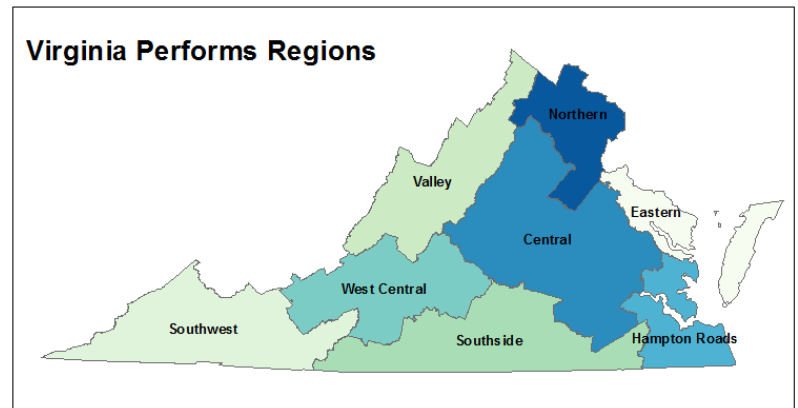
More than three-quarters of all veterinary technicians work in Northern Virginia, Central Virginia, and Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	371	24%	69	21%
Eastern	16	1%	5	1%
Hampton Roads	291	19%	68	20%
Northern	504	33%	117	35%
Southside	17	1%	1	0%
Southwest	35	2%	7	2%
Valley	138	9%	28	8%
West Central	143	9%	24	7%
Virginia Border State/D.C.	3	0%	6	2%
Other U.S. State	8	1%	10	3%
Outside of the U.S.	1	0%	0	0%
Total	1,527	100%	335	100%
Item Missing	645		6	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

While nearly 20% 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	55	4%	117	7%
1	1,186	75%	1,178	75%
2	215	14%	182	12%
3	104	7%	96	6%
4	10	1%	3	0%
5	1	0%	1	0%
6 or More	9	1%	3	0%
Total	1,580	100%	1,580	100%

*At the time of survey completion, Dec. 2021.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,263	87%	259	89%
Non-Profit	79	5%	17	6%
State/Local Government	93	6%	13	4%
Veterans Administration	1	0%	0	0%
U.S. Military	3	0%	1	0%
Other Federal Government	13	1%	1	0%
Total	1,452	100%	291	100%
Did Not Have Location	95		1,928	
Item Missing	720		49	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

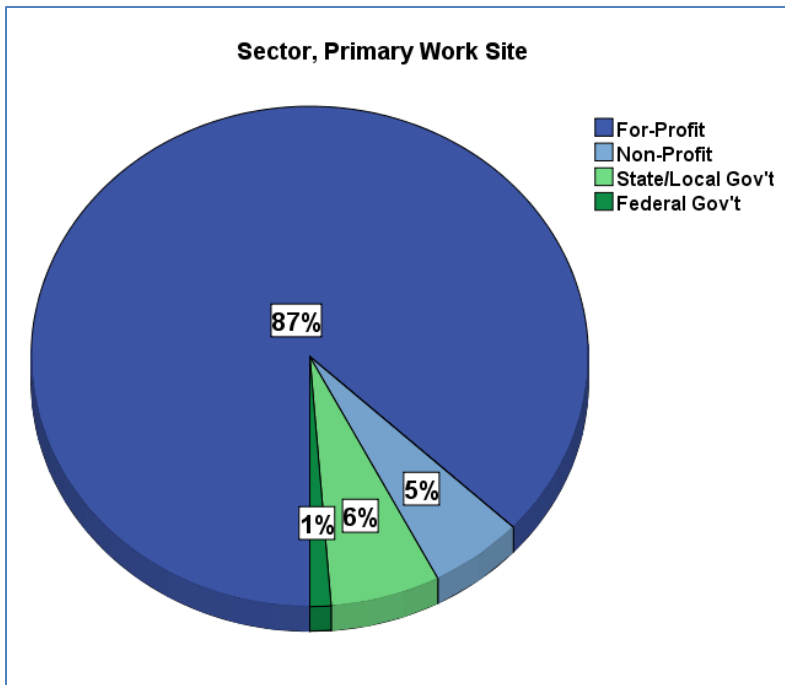
Sector

For-Profit:	87%
Federal:	1%

Top Establishments

Solo Practice:	54%
Group Practice:	29%
Public Health Program:	1%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

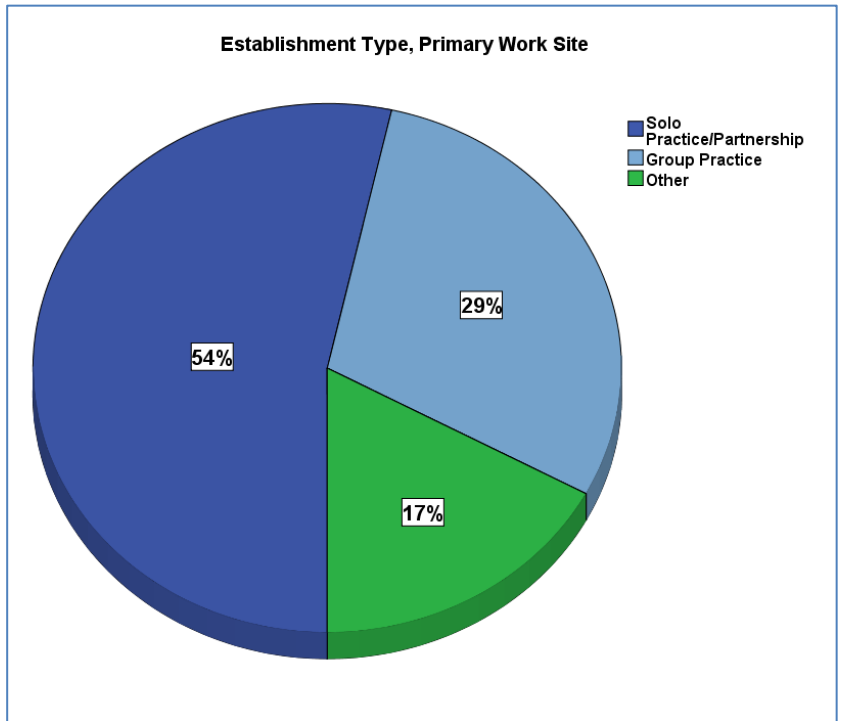
More than 90% of all veterinary technicians work in the private sector, including 87% who are employed at a for-profit institution.

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice/Partnership	763	54%	145	52%
Group Practice	419	29%	83	30%
Public Health Program	15	1%	4	1%
Veterinary Education Program, Community College	10	1%	4	1%
Veterinary Technology Program, Technical School	5	0%	1	0%
Supplier Organization	4	0%	1	0%
Other Practice Setting	209	15%	42	15%
Total	1,425	100%	280	100%
Did Not Have a Location	95		1,928	

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, 52% work at a solo practice or partnership, and 30% work at a group practice.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

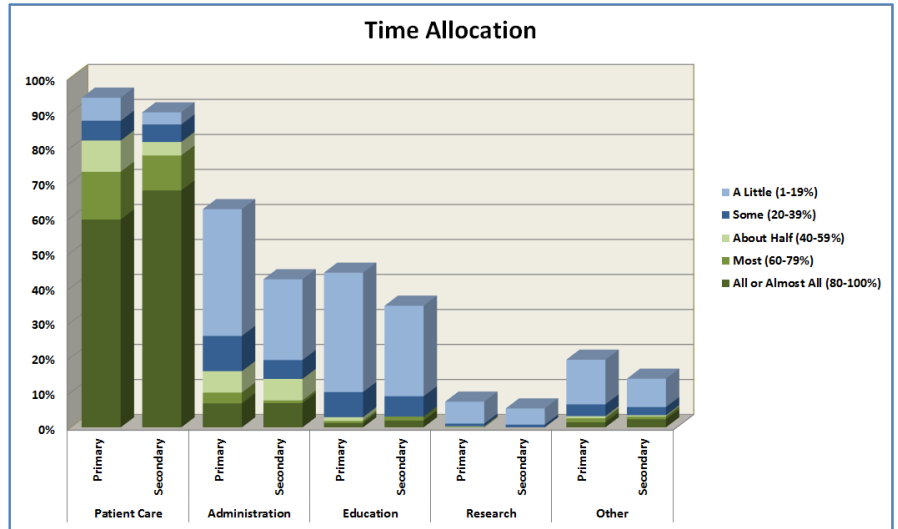
Patient Care: 73%
Administration: 10%
Education: 2%

Patient Care Vet. Tech.

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



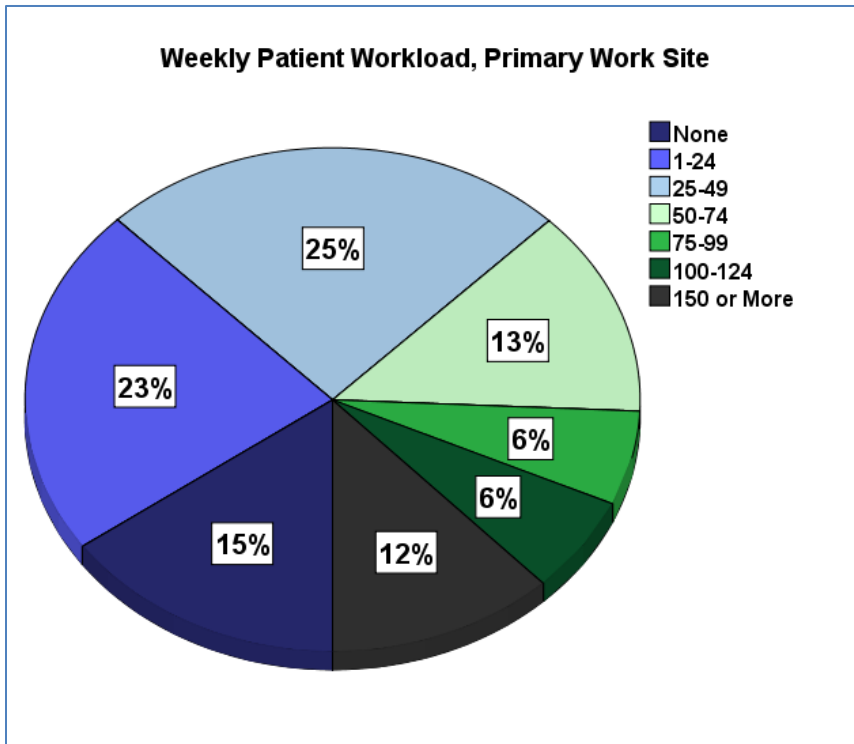
Source: Va. Healthcare Workforce Data Center

Veterinary technicians spend most of their time treating patients. In particular, 73% 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
All or Almost All (80-100%)	59%	68%	7%	7%	1%	2%	0%	0%	1%	2%
Most (60-79%)	14%	10%	3%	1%	1%	1%	0%	0%	1%	1%
About Half (40-59%)	9%	4%	6%	6%	1%	0%	0%	0%	1%	0%
Some (20-39%)	6%	5%	10%	5%	7%	6%	1%	1%	3%	2%
A Little (1-19%)	7%	3%	36%	23%	34%	26%	6%	5%	13%	8%
None (0%)	6%	10%	38%	58%	56%	65%	93%	94%	81%	86%

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	
	#	%	#	%
None	218	15%	52	18%
1-24	325	23%	100	35%
25-49	357	25%	49	17%
50-74	191	13%	28	10%
75-99	87	6%	18	6%
100-124	90	6%	6	2%
125-149	36	2%	12	4%
150-174	39	3%	6	2%
175-199	23	2%	1	0%
200 or More	75	5%	16	6%
Total	1,441	100%	288	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Vet. Tech.		Vet. Tech. 50 and Over	
	#	%	#	%
Under Age 50	280	20%	-	-
50 to 54	131	10%	9	4%
55 to 59	187	14%	28	12%
60 to 64	308	23%	74	32%
65 to 69	226	17%	57	24%
70 to 74	56	4%	20	9%
75 to 79	20	1%	8	3%
80 or Over	15	1%	7	3%
I Do Not Intend to Retire	144	11%	30	13%
Total	1,366	100%	233	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Veterinary Technicians

Under 65: 66%

Under 60: 44%

Veterinary Tech. 50 and Over

Under 65: 48%

Under 60: 16%

Time Until Retirement

Within 2 Years: 4%

Within 10 Years: 13%

Half the Workforce: By 2046

Source: Va. Healthcare Workforce Data Center

Two-thirds of all veterinary technicians expect to retire by the age of 65. Among veterinary technicians who are age 50 and over, nearly half 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 5% expect to increase their patient care hours.

Future Plans

Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	148	7%
Leave Virginia	80	4%
Decrease Patient Care Hours	148	7%
Decrease Teaching Hours	25	1%
Increase Participation		
Increase Patient Care Hours	110	5%
Increase Teaching Hours	84	4%
Pursue Additional Education	360	16%
Return to the Workforce	18	1%

Source: Va. Healthcare Workforce Data Center

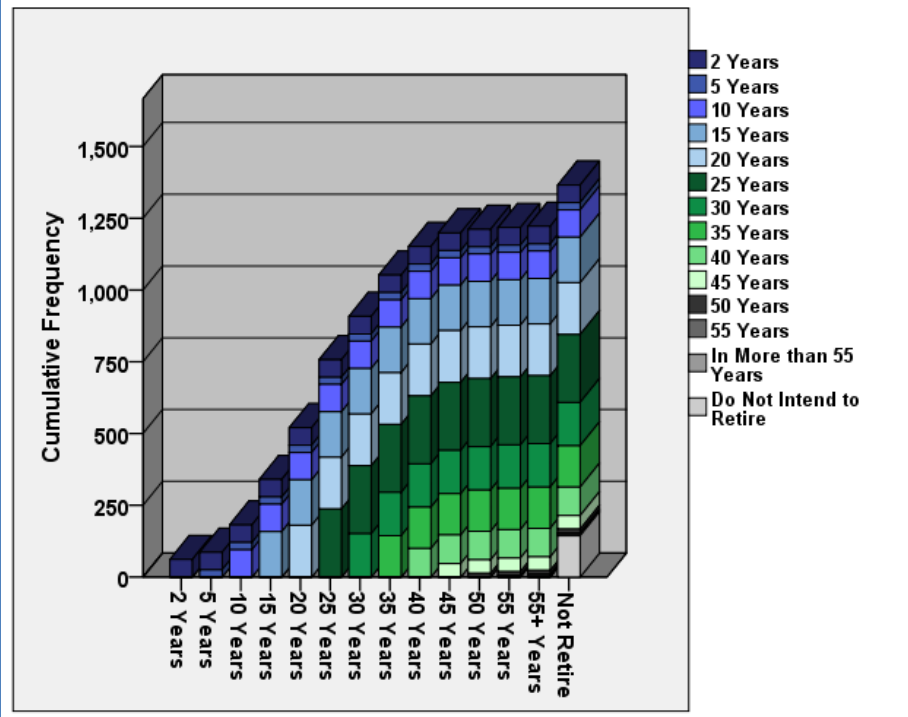
By comparing retirement expectations to age, we can estimate the maximum years to retirement for veterinary technicians. While only 4% of veterinary technicians expect to retire in the next two years, 13% plan to do so within the next decade. More than half of the current workforce expect to retire by 2046.

Time to Retirement

Expect to Retire Within . . .	#	%	Cumulative %
2 Years	61	4%	4%
5 Years	25	2%	6%
10 Years	95	7%	13%
15 Years	158	12%	25%
20 Years	180	13%	38%
25 Years	237	17%	55%
30 Years	151	11%	66%
35 Years	144	11%	77%
40 Years	99	7%	84%
45 Years	47	3%	88%
50 Years	13	1%	89%
55 Years	6	0%	89%
In More than 55 Years	4	0%	89%
Do Not Intend to Retire	144	11%	100%
Total	1,366	100%	

Source: Va. Healthcare Workforce Data Center

Expected Years to Retirement



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2036. Retirement will peak at 17% of the current workforce around 2046 before declining to under 10% of the current workforce again by 2061.

At a Glance:

FTEs

Total: 1,747
 FTEs/1,000 Residents²: 0.202
 Average: 0.80

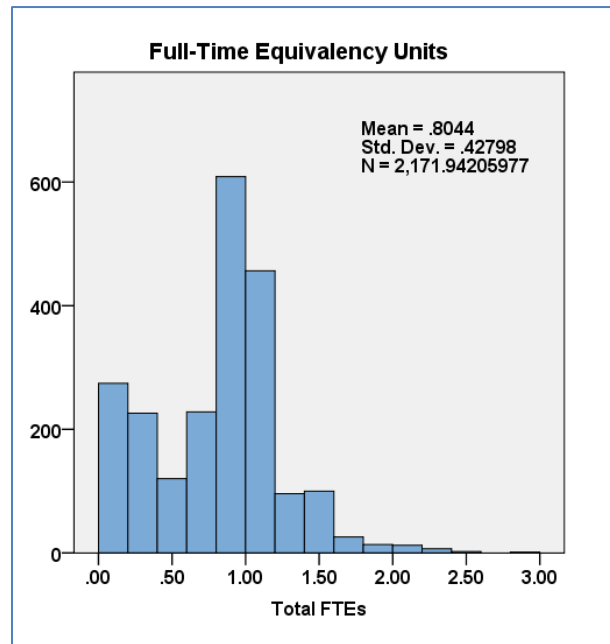
Age & Gender Effect

Age, *Partial Eta*²: Small
 Gender, *Partial Eta*²: None

*Partial Eta*² Explained:
*Partial Eta*² is a statistical
 measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

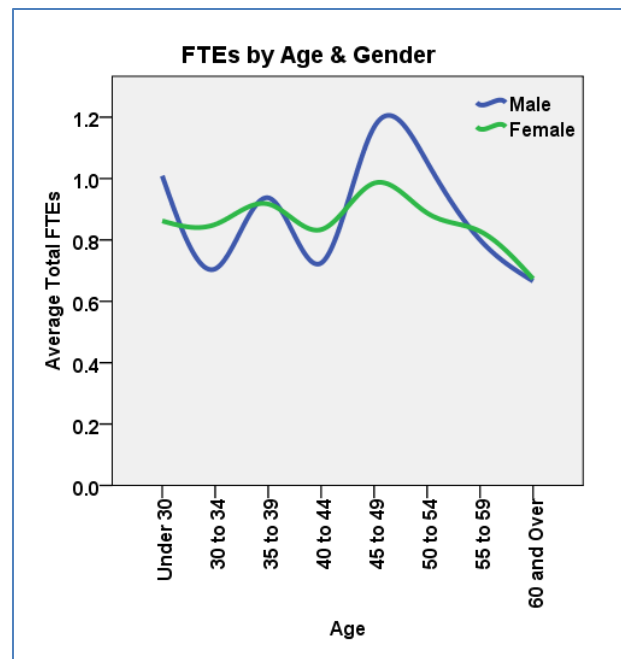


Source: Va. Healthcare Workforce Data Center

The typical veterinary technician provided 0.89 FTEs in the past year, or approximately 36 hours per week for 50 weeks. Statistical tests did not indicate that FTEs vary by age or gender.

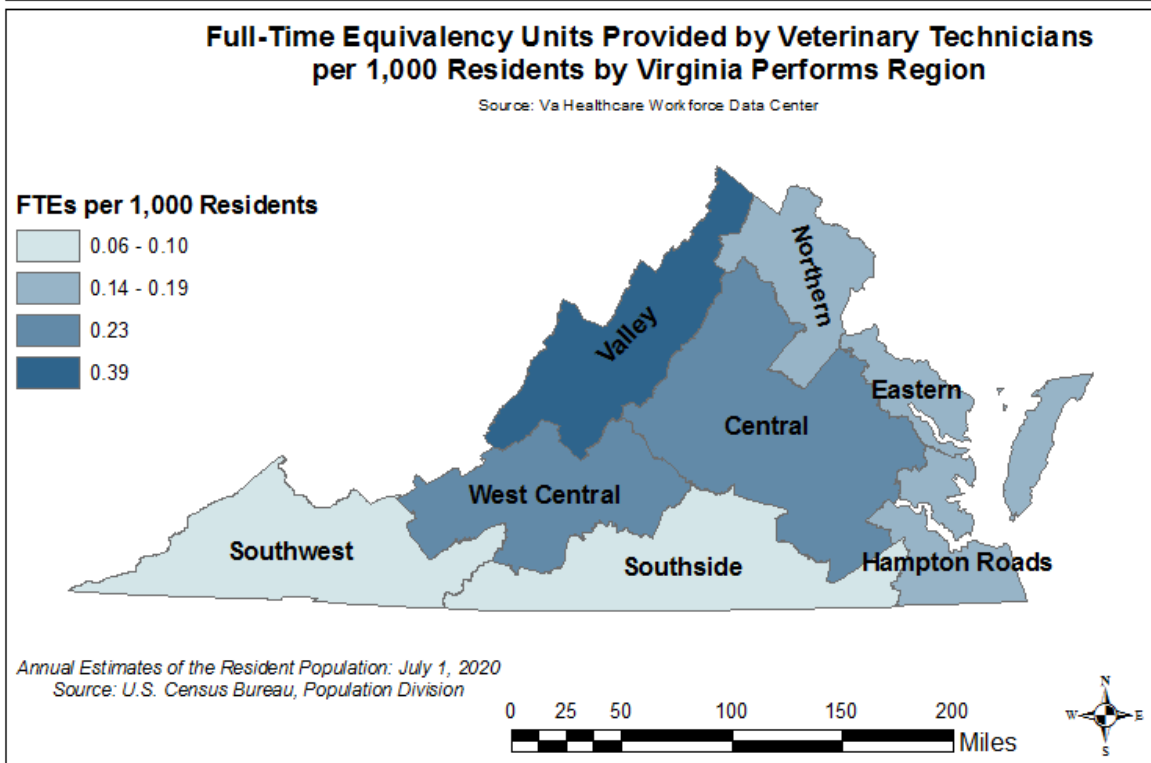
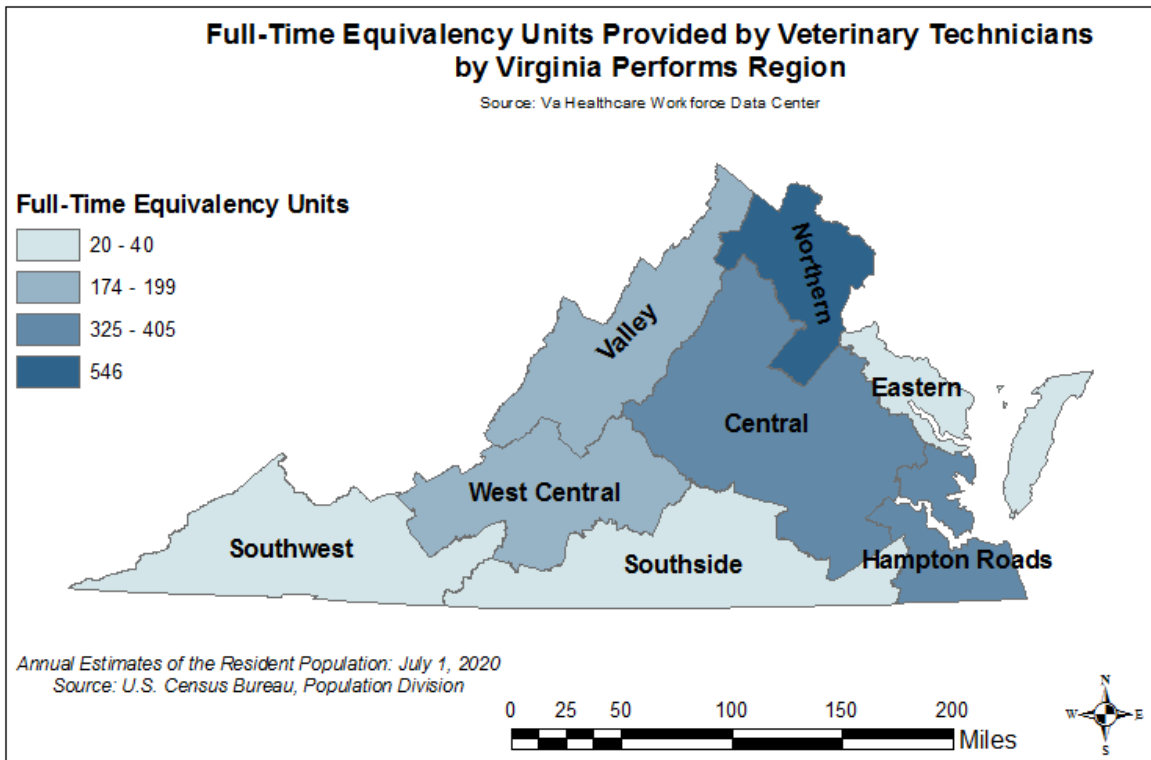
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.84	0.89
30 to 34	0.73	0.80
35 to 39	0.89	0.84
40 to 44	0.65	0.80
45 to 49	0.97	0.93
50 to 54	1.07	1.13
55 to 59	0.60	0.59
60 and Over	0.54	0.31
Gender		
Male	0.86	0.96
Female	0.87	0.94

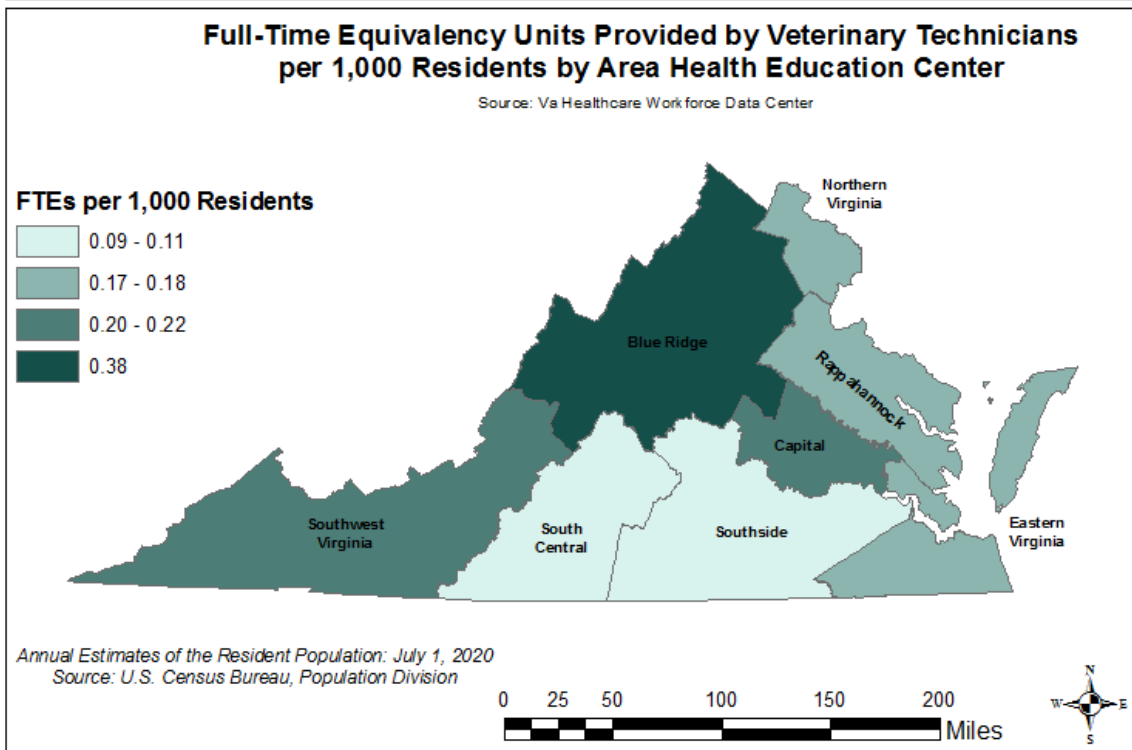
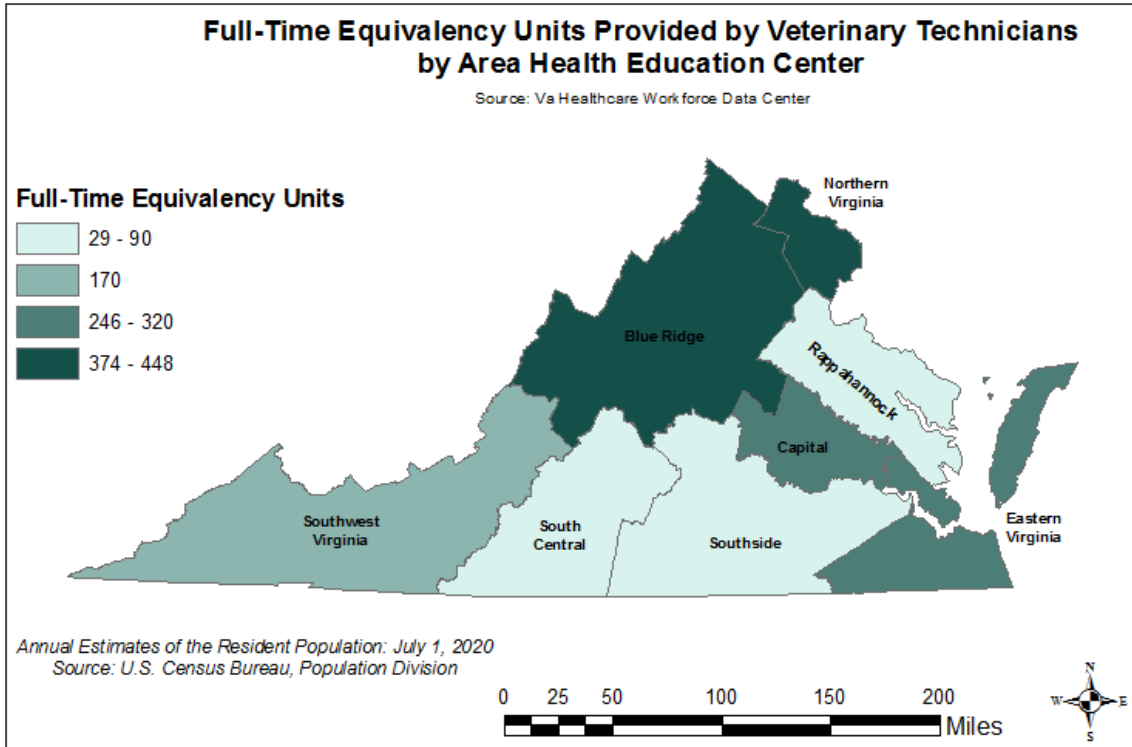
Source: Va. Healthcare Workforce Data Center

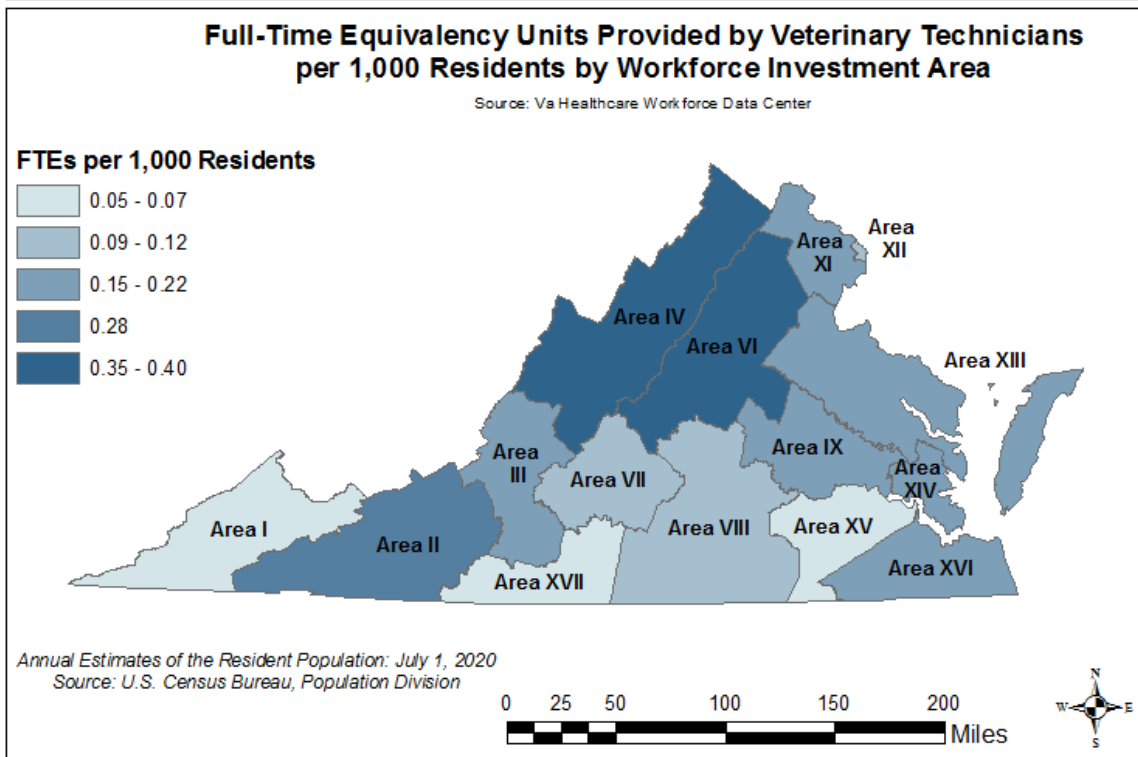
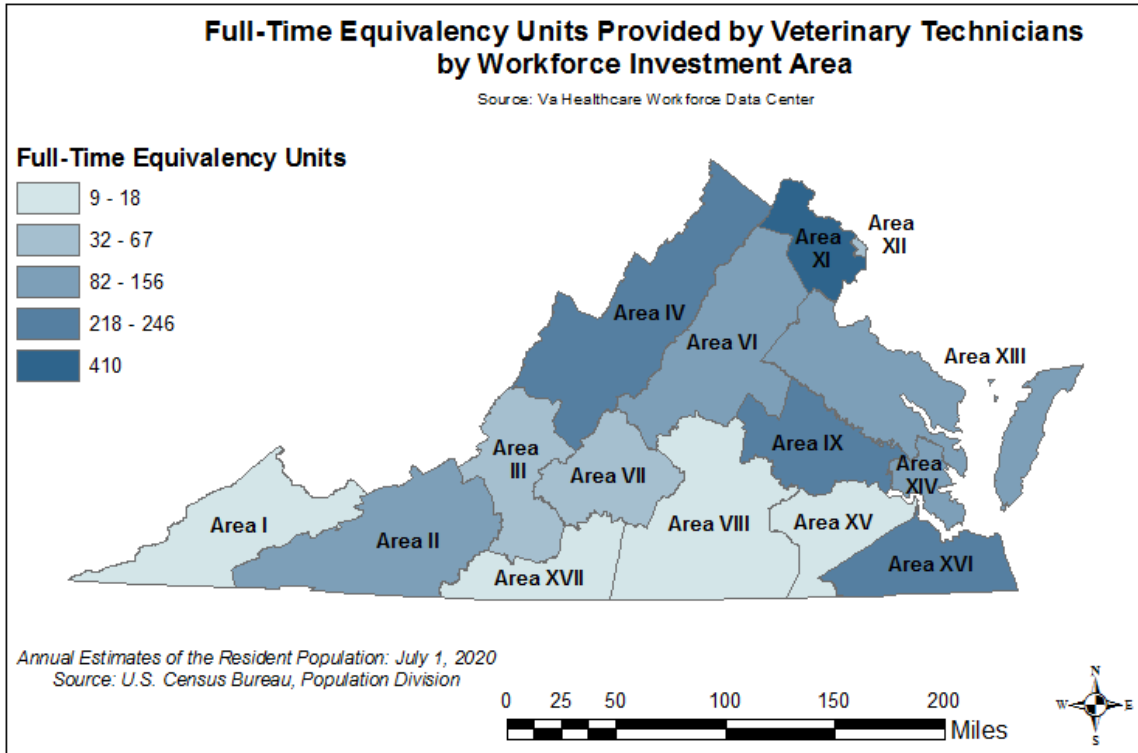


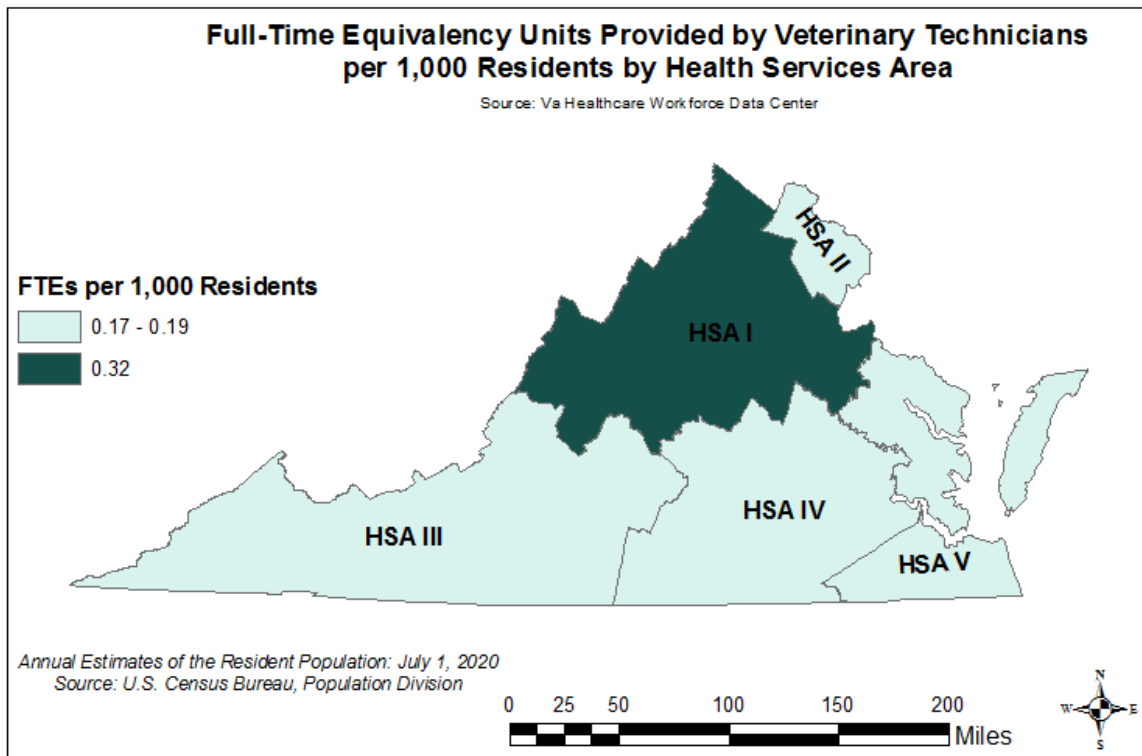
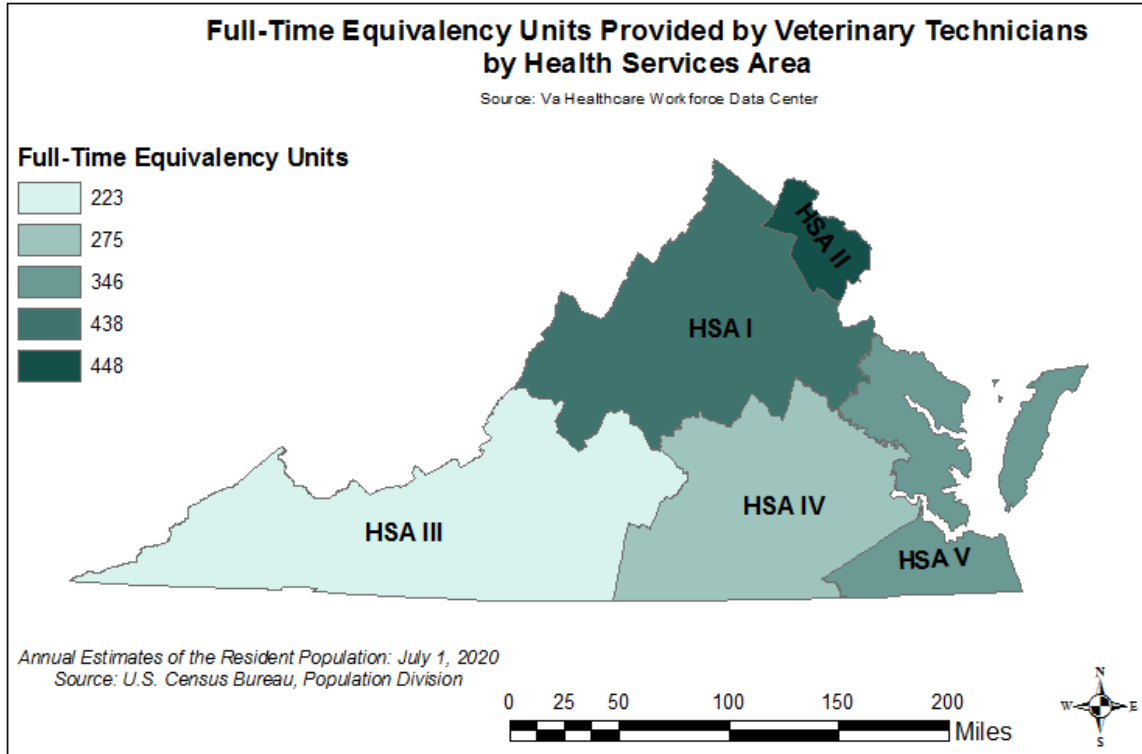
Source: Va. Healthcare Workforce Data Center

² Number of residents in 2020 was used as the denominator.









Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	1,499	88.39%	1.131	1.085	1.239
Metro, 250,000 to 1 Million	152	93.42%	1.070	1.027	1.172
Metro, 250,000 or Less	406	88.42%	1.131	1.085	1.238
Urban, Pop. 20,000+, Metro Adj.	8	100.00%	1.000	0.960	1.095
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	107	89.72%	1.115	1.069	1.220
Urban, Pop. 2,500-19,999, Non-Adj.	19	84.21%	1.188	1.139	1.300
Rural, Metro Adj.	65	83.08%	1.204	1.155	1.318
Rural, Non-Adj.	6	100.00%	1.000	0.960	1.003
Virginia Border State/D.C.	174	87.93%	1.137	1.091	1.245
Other U.S. State	114	81.58%	1.226	1.176	1.342

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	455	80.66%	1.240	1.095	1.342
30 to 34	551	88.02%	1.136	1.003	1.230
35 to 39	478	89.54%	1.117	0.986	1.209
40 to 44	343	90.96%	1.099	0.971	1.190
45 to 49	225	92.00%	1.087	0.960	1.177
50 to 54	220	90.00%	1.111	1.050	1.203
55 to 59	115	91.30%	1.095	0.967	1.186
60 and Over	164	92.07%	1.086	1.027	1.176

Source: Va. Healthcare Workforce Data Center

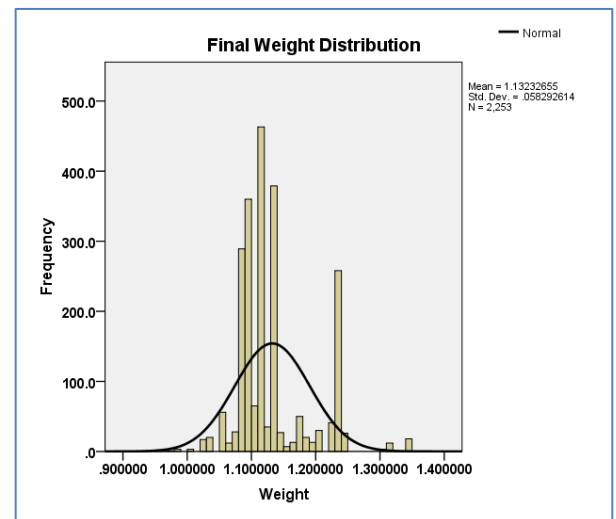
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.883183



Source: Va. Healthcare Workforce Data Center

Veterinary Medicine Monthly Snapshot for December 2021

Veterinary Medicine has closed more cases in December than received. Veterinary Medicine closed 23 patient care cases and 24 non-patient care cases for a total of 47 cases

Cases Closed	
Patient Care	23
Non-Patient Care	24
Total	47

Veterinary Medicine has received 10 patient care cases and 8 non-patient care cases for a total of 18 cases.

Cases Received	
Patient Care	10
Non-Patient Care	8
Total	18

As of December 31, 2021 there were 99 patient care cases open and 100 non-patient care cases open for a total of 199 cases.

Cases Open	
Patient Care	99
Non-Patient Care	100
Total	199

There are 8,723 Veterinary Medicine licensees as of January 1, 2021. The number of current licenses are broken down by profession in the following chart.

Current Licenses	
Equine Dental Technician	22
Veterinarian	4,779
Veterinary Establishment - Ambulatory	304
Veterinary Establishment - Stationary	901
Veterinary Faculty	95
Veterinary Intern/Resident	73
Veterinary Technician	2,549
Total for Veterinary Medicine	8,723

There were 32 licenses issued for Veterinary Medicine for the month of December. The number of licenses issued are broken down by profession in the following chart.

Licenses Issued	
Veterinarian	11
Veterinary Establishment - Ambulatory	1
Veterinary Establishment - Stationary	1
Veterinary Intern/Resident	2
Veterinary Technician	17
Total for Veterinary Medicine	32