

**August 19, 2024**  
**Virginia Farm Bureau**  
**Auditorium**  
**12580 W. Creek Parkway**  
**Richmond, VA 23238**  
**1:00 p.m.**

**Agenda**  
**Board of Veterinary Medicine and State Veterinarian**  
**Veterinarian Shortage Study Workgroup**  
**Supporting Data Subgroup**

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

- Welcome
- Emergency Egress Procedures
- Introductions

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**Ordering of Agenda – Ms. Moss**

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**Public Comment – Ms. Moss**

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

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**Approval of Minutes – Ms. Moss**

July 8, 2024 – Supporting Data Subgroup Meeting

**Pages 2-4**

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**Discussion facilitated by Ms. Moss**

- Healthcare Workforce Data Center Survey Questions
  - Current data and questions (**pp 5-36**)
  - Additional HWDC survey questions for study
  - Considerations: Rural/Large/Food/Vet:Tech
- USDA data identifying shortage areas (**p. 37**)
- Overview of compiled data
  - Shared Files for Supporting Data
- Next Steps: Recommendations to Workgroup

**Pages 5-37**

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**New Business – Ms. Moss**

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**Next Meeting – Ms. Moss**

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**Meeting Adjournment – Ms. Moss**

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

### **Call to Order**

The meeting of the Virginia Board of Veterinary Medicine Veterinarian Shortage Study Workgroup's Supporting Data subgroup was called to order at 9:15 a.m. on July 8, 2024, at the Department of Health Professions (DHP), Perimeter Center, 9960 Mayland Drive, 2<sup>nd</sup> Floor, Board Room 3, Henrico, Virginia 23233.

### **Chair**

Kelli G. Moss, Executive Director, Board of Veterinary Medicine

### **Workgroup Participants Present**

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

### **Staff Present**

Laura Jackson, MSHSA, Board Administrator  
Laura D. Paasch, Senior Licensing & Operations Specialist  
Taryn Singleton, LVT, Board of Veterinary Medicine

### **Public Present**

Jake Tabor, Virginia Farm Bureau

### **Public Attending Electronically**

Elizabeth Hooper, Lobbyist for Virginia Tech

### **Call to Order**

The participants were welcomed, and introductions were made.

### **Ordering of Agenda**

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

### **Public Comment**

No public comment was provided.

### **Discussion**

#### Review of Data Sources:

Ms. Moss provided a draft document with links to additional data sources relating to all the subgroups that will be made available to the Workgroup participants for reference.

Ms. Moss reviewed the available data sources identifying the shortage history in past studies, current shortage studies and trends.

#### Additional Data Needed:

The subgroup discussed ways to identify demographic and geographic shortages within specific animal population groups to more accurately determine areas of need, with data gathering focused on large animal veterinary practices. This may include additional questions on the voluntary license renewal survey through DHP's Healthcare Workforce Data Center (HWDC), or conducting an independent survey of veterinarians to gather additional data needed. Any survey questions developed could also serve as ongoing data collection for shortage monitoring beyond this two-year study.

The subgroup agreed the scope of questions should pinpoint where shortages lie in veterinary care in rural areas in Virginia and show any correlation with the decline of large animal veterinarians across Virginia.

The subgroup identified local governments as potential resources to amass available infrastructure that would support a veterinarian in a shortage area, and they discussed public/private partnerships as a means of financial support for students, new veterinarians and established practices.

The following action items were developed:

**ACTION ITEM:** Ms. Moss will maintain and disseminate to subgroup participants a list of online reference materials.

**ACTION ITEM:** Ms. Moss will obtain the current list of renewal survey questions to provide to the subgroup as well as information and timeframes for data collection through the HWDC.

**ACTION ITEM:** Dr. Broaddus will provide the USDA's list of veterinarians authorized to perform accredited services for disease control and prevention in food animals to extract geographical data.



Next Steps:

The subgroup agreed to meet again to review the additional information prior to presenting a data overview to the Workgroup during its next meeting projected for early October.

**New Business**

There was no new business to report.

**Next Meeting**

The next Supporting Data subgroup meeting will be held on August 19, 2024, at the Virginia Farm Bureau Auditorium, 12580 West Creek Parkway, Richmond, Virginia 23238.

**Adjournment**

With no objection, Ms. Moss adjourned the meeting at 10:30 a.m.

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Kelli G. Moss, Executive Director  
Chair

DRAFT

## 2023 Veterinarian Survey Questions

pkid            text

743 <strong>Education and Background</strong><BR><BR>1) Year of Birth:

744 2) Sex:

745 Please select the items that best describe your race/ethnicity. Please answer both questions.

746 3b) Select all that apply:

747 3c) If some other race, please specify:

748 4) Where did you graduate high school (Secondary School)?

749 5) Was your childhood spent mostly in rural, urban or suburban areas?

750 6) Where did you complete your undergraduate degree?

1633 7) Where did you complete veterinary school?

1174 8) Please indicate any education you have completed as of today (excluding residencies or additional training).

1634 9) Do you hold an active license to practice veterinary medicine in any other jurisdiction? Please indicate any other jurisdictions.

755 10a) Please indicate any <strong>residencies or specialty training programs</strong> you have completed.

1561 10b) Please indicate any other areas in which you have significant education, training or practical experience.

1562 10c) If you have any other additional training or credentials, please provide a short description.

756 11) Where did you complete your <strong>most recent residency/fellowship</strong>?

894 <strong>Current Employment Status</strong><BR><BR>12 Which choice best describes your current employment status?

895 13) Overall, and taking into account all positions you fill, how satisfied are you with your current position?

896 14) If employed, how many positions do you currently hold?<BR><BR><i>Note: There is no limit to the number of positions you can hold.</i>

1635 15) Considering all positions you currently fill, how long is your average workweek? <BR><BR>Please provide the number of hours per week.

1636 <strong>Primary Work Location</strong><br><br><i>Questions 16 to 22 refer to your primary work location.</i>

900 17) How long have you worked at this particular location?

901 18a) Approximate number of weeks at which at least some time was spent at this work location.

902 18b) How many hours do you (or did you) work in an average workweek at this location?

844 19) In the average workweek at this location, roughly what percentage of your working hours are spent on the following activities? Check all that apply:

1178 19b) Direct patient care, including patient education and coordination of care

1179 19c) Education of health professions students

1106 19d) Formal research

1107 19e) Other

1480 20) Average number of patient care visits you conduct at this location per week:

854 21a) Please select the choice that best describes this location's organizational sector:

855 21b) Please select the choice that best describes this practice setting:

856 21c) If you selected other practice setting please provide a brief description:

1717 In addition to English, in which of the following languages is this practice able to provide care? Check all that apply:

1720 If other, what languages?

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

1719 If other, how is it provided?

1182 22) Please indicate how you are (were) personally compensated for activities at this location.

1183 <strong>Secondary Work Location</strong><BR><BR><i>Questions 23 to 30 refer to your secondary work location.</i>

1184 24) Please select the Virginia County or Independent City, or other location, of your primary work location.

1185 25) How long have you worked at this particular location?

1186 26a) Approximate number of weeks at which at least some time was spent at this work location.

1187 26b) How many hours do you (or did you) work in an average workweek at this location?

1188 27) In the average workweek at this location, roughly what percentage of your working hours are spent on the following activities? Check all that apply:

1190 27b) Direct patient care, including patient education and coordination of care

- 1191 27c) Education of health professions students
- 1192 27d) Formal research
- 1193 27e) Other
- 1637 28) Average number of patient care visits you conduct(ed) at this location per week?
- 930 29a) Please select the choice that best describes this location's organizational sector:
- 931 29b) Please select the choice that best describes this practice setting:
- 932 29c) If you selected other practice setting please provide a brief description:
- 1196 30) Please indicate how you are (were) personally compensated for activities at this location
- 1197 31) How many total work locations have you had over the past 12 months?
- 1198 32) How many work locations do you have currently?
- 1199 <strong>Employment Information</strong><br><br><i>The Healthcare Workforce Data Cen
- 1638 34) What is your estimated annual net income from your veterinary medicine related activiti
- 1201 35) Do you receive any of the following benefits from any current employer? Please check al
- 1202 36) What is your estimated current educational debt?
- 1642 37) At what age do you plan to retire from veterinary medicine?
- 1204 38) Within the next two years do you plan to do any of the following? Please check all that a|
- 1639 39) If you did not practice, teach or otherwise work in veterinary medicine within the past tw
- 1640 40) Do you provide any volunteer, mentoring or other services within veterinary medicine in
- 1641 41) Do you expect to begin working in veterinary medicine in Virginia? If so, when?

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# *Virginia's Veterinarian Workforce: 2023*

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Healthcare Workforce Data Center

February 2024

Virginia Department of Health Professions  
Healthcare Workforce Data Center  
Perimeter Center  
9960 Mayland Drive, Suite 300  
Henrico, VA 23233  
804-597-4213, 804-527-4434 (fax)  
E-mail: [HWDC@dhp.virginia.gov](mailto:HWDC@dhp.virginia.gov)

Follow us on Tumblr: [www.vahwdc.tumblr.com](http://www.vahwdc.tumblr.com)

Get a copy of this report from:

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

*More than 4,000 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***

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

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

*Healthcare Workforce Data Center Staff:*

Yetty Shobo, PhD  
*Director*

Barbara Hodgdon, PhD  
*Deputy Director*

Rajana Siva, MBA  
*Data Analyst*

Christopher Coyle, BA  
*Research Assistant*



# Virginia Board of Veterinary Medicine

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*Washington*

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Patricia Seeger, LVT, BBA  
*Hampton*

## ***Executive Director***

Leslie L. Knachel

## Contents

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Results in Brief.....	2
Summary of Trends .....	2
Survey Response Rates.....	3
The Workforce.....	4
Demographics.....	5
Background .....	6
Education & Certifications .....	8
Current Employment Situation .....	9
Employment Quality.....	10
2023 Labor Market .....	11
Work Site Distribution .....	12
Establishment Type .....	13
Languages.....	15
Time Allocation .....	16
Patient Workload .....	17
Retirement & Future Plans .....	18
Full-Time Equivalency Units.....	20
<b>Maps .....</b>	<b>21</b>
Virginia Performs Regions .....	21
Area Health Education Center Regions .....	22
Workforce Investment Areas .....	23
Health Services Areas .....	24
Planning Districts.....	25
<b>Appendices.....</b>	<b>26</b>
Appendix A: Weights .....	26

# The Veterinarian Workforce: At a Glance:

## The Workforce

Licenses:	5,086
Virginia's Workforce:	3,750
FTEs:	3,342

## Background

Rural Childhood:	28%
HS Diploma in VA:	37%
Prof. Degree in VA:	33%

## Current Employment

Employed in Prof.:	95%
Hold 1 Full-Time Job:	66%
Satisfied?:	92%

## Survey Response Rate

All Licenses:	85%
Renewing Practitioners:	92%

## Education

DVM/VMD:	76%
Masters or PhD:	12%

## Job Turnover

Switched Jobs:	7%
Employed Over 2 Yrs.:	64%

## Demographics

Female:	74%
Diversity Index:	23%
Median Age:	45

## Finances

Median Inc.:	\$110k-\$120k
Health Insurance:	53%
Under 40 w/ Ed. Debt:	65%

## Time Allocation

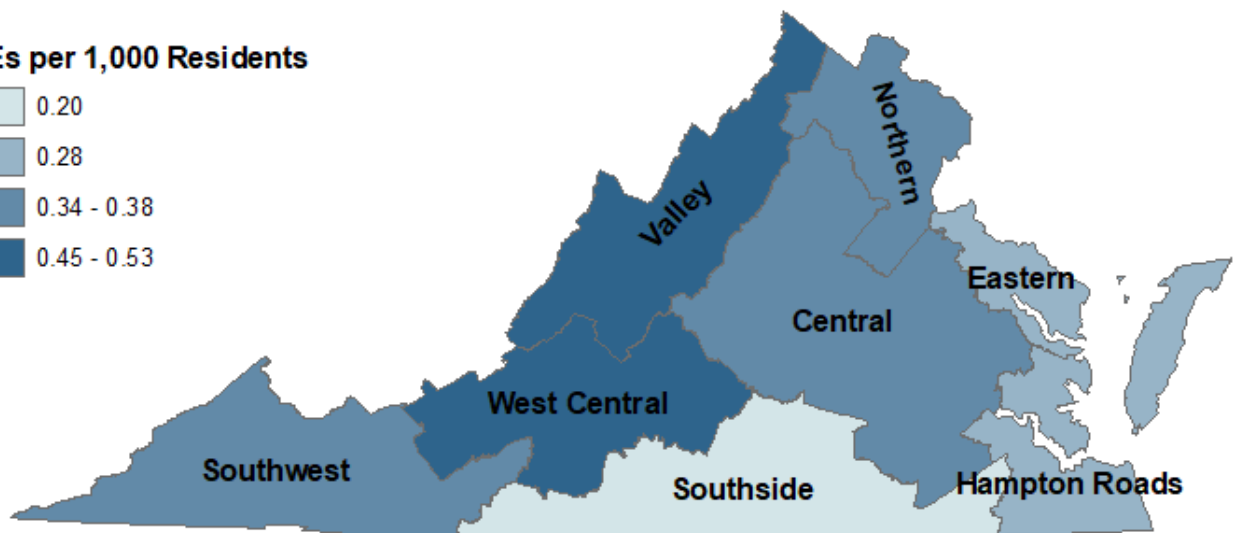
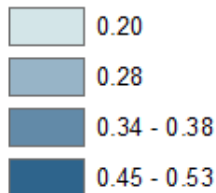
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	85%

Source: Va. Healthcare Workforce Data Center

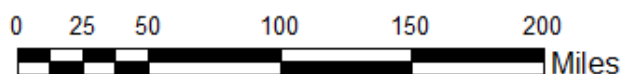
## Full-Time Equivalency Units Provided by Veterinarians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



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



This report contains the results of the 2023 Veterinarian Workforce survey. There were 4,328 veterinarians who 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 85% of the 5,086 veterinarians licensed in the state and 92% of renewing practitioners.

The HWDC estimates that 3,750 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 3,342 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

Nearly three out of every four veterinarians are female, including 84% of those who are under the age of 40. In a random encounter between two veterinarians, there is a 23% 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 29%. For Virginia's overall population, the comparable diversity index is 60%. Nearly three out of every ten veterinarians grew up in a rural area, and 17% of veterinarians who grew up in a rural area currently work in a non-metro area of the state. In total, 9% of all veterinarians work in a non-metro area of Virginia.

Among all veterinarians, 95% are currently employed in the profession, 66% hold one full-time position, and 36% work between 40 and 49 hours per week. Among all veterinarians, 47% are employed in a group practice, while another 39% work in a solo practice or partnership. The typical veterinarian earns between \$110,000 and \$120,000 per year, and 71% of veterinarians receive this income in the form of a salary. In addition, 70% of veterinarians receive at least one employer-sponsored benefit, including 53% who have access to health insurance. Among all veterinarians, 92% are satisfied with their current work situation, including 56% who indicated that they are "very satisfied."

## Summary of Trends

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In this section, all statistics for the current year are compared to the 2018 Veterinarian workforce. The number of licensed veterinarians in Virginia has increased by 14% (5,086 vs. 4,470). In addition, the size of Virginia's veterinary workforce has risen by 13% (3,750 vs. 3,322), and the number of FTEs provided by this workforce has grown by 7% (3,342 vs. 3,119). Virginia's renewing veterinarians are also more likely to respond to this survey (92% vs. 77%).

Overall, the percentage of veterinarians who are female has increased. (74% vs. 70%). However, this percentage has fallen slightly among those veterinarians who are under the age of 40 (84% vs. 85%). The diversity index of Virginia's veterinarians has increased (23% vs. 20%), and this is also true among those veterinarians who are under the age of 40 (29% vs. 26%). This has occurred during a time in which Virginia's overall population has also become more diverse (60% vs. 57%). Veterinarians are slightly less likely to have grown up in a rural area (28% vs. 29%), and veterinarians who grew up in a rural area are also slightly less likely to work in a non-metro area of the state (17% vs. 18%).

Veterinarians are relatively more likely to hold two or more positions simultaneously (17% vs. 14%) than to hold one full-time position (66% vs. 69%). In addition, veterinarians are also relatively more likely to work between 30 and 39 hours per week (27% vs. 19%) than to work between 40 and 70 hours per week (53% vs. 61%). At the same time, veterinarians are less likely to have been employed at their primary work location for more than two years (64% vs. 67%). Although veterinarians are less likely to carry education debt (43% vs. 45%), the median outstanding balance among those veterinarians with education debt has increased (\$160k-\$170k vs. \$110k-\$120k).

The median annual income of Virginia's veterinarian workforce has increased (\$110k-\$120k vs. \$90k-\$100k), and veterinarians are more likely to receive this income in the form of a salary (71% vs. 69%) than as business income (12% vs. 16%). Although the percentage of veterinarians who indicated that they are satisfied with their current work location has not changed (92%), the percentage who indicated that they are "very satisfied" has fallen (56% vs. 59%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	4,466	88%
New Licensees	364	7%
Non-Renewals	256	5%
<b>All Licensees</b>	<b>5,086</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all renewing veterinarians, 92% submitted a survey. These respondents represent 85% of the 5,086 veterinarians who held a license at some point in the past year.*

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
<b>By Age</b>			
Under 30	106	233	69%
30 to 34	134	576	81%
35 to 39	91	608	87%
40 to 44	85	563	87%
45 to 49	67	502	88%
50 to 54	63	425	87%
55 to 59	55	426	89%
60 and Over	157	995	86%
<b>Total</b>	<b>758</b>	<b>4,328</b>	<b>85%</b>
<b>New Licenses</b>			
Issued in Past Year	181	183	50%
<b>Metro Status</b>			
Non-Metro	52	314	86%
Metro	414	2,692	87%
Not in Virginia	292	1,322	82%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2023.
- Target Population:** All veterinarians who held a Virginia license at some point between January 2023 and December 2023.
- 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 2023.

Response Rates	
Completed Surveys	4,328
Response Rate, All Licensees	85%
Response Rate, Renewals	92%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinarians

Number: 5,086  
 New: 7%  
 Not Renewed: 5%

Response Rates

All Licensees: 85%  
 Renewing Practitioners: 92%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Veterinarian Workforce: 3,750  
 FTEs: 3,342

### Utilization Ratios

Licensees in VA Workforce: 74%  
 Licensees per FTE: 1.52  
 Workers per FTE: 1.12

Source: Va. Healthcare Workforce Data Center

## Definitions

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

Veterinarian Workforce		
Status	#	%
Worked in Virginia in Past Year	3,694	99%
Looking for Work in Virginia	56	1%
Virginia's Workforce	3,750	100%
Total FTEs	3,342	
Licensees	5,086	

Source: Va. Healthcare Workforce Data Center



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	42	16%	225	84%	267	9%
30 to 34	77	17%	388	83%	465	16%
35 to 39	70	16%	362	84%	432	15%
40 to 44	55	15%	307	85%	362	12%
45 to 49	88	28%	231	73%	319	11%
50 to 54	78	30%	184	70%	262	9%
55 to 59	89	36%	161	64%	250	9%
60 and Over	275	48%	302	52%	577	20%
<b>Total</b>	<b>775</b>	<b>26%</b>	<b>2,159</b>	<b>74%</b>	<b>2,934</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Veterinarians		Veterinarians Under 40	
	%	#	%	#	%
White	59%	2,572	88%	976	84%
Black	18%	64	2%	30	3%
Asian	7%	106	4%	55	5%
Other Race	1%	24	1%	5	0%
Two or More Races	5%	61	2%	36	3%
Hispanic	10%	102	3%	61	5%
<b>Total</b>	<b>100%</b>	<b>2,929</b>	<b>100%</b>	<b>1,163</b>	<b>100%</b>

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

Source: Va. Healthcare Workforce Data Center

Among the 40% of veterinarians who are under the age of 40, 84% are female. In addition, the diversity index among veterinarians who are under the age of 40 is 29%.

At a Glance:

**Gender**

% Female: 74%  
% Under 40 Female: 84%

**Age**

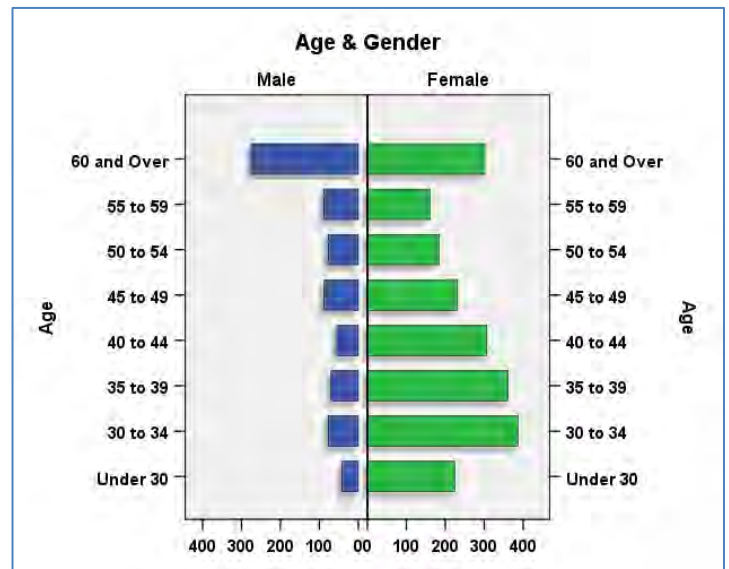
Median Age: 45  
% Under 40: 40%  
% 55 and Over: 28%

**Diversity**

Diversity Index: 23%  
Under 40 Div. Index: 29%

Source: Va. Healthcare Workforce Data Center

In a random encounter between two veterinarians, there is a 23% 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: 9%  
 Rural Childhood: 28%

### Virginia Background

HS in Virginia: 37%  
 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%

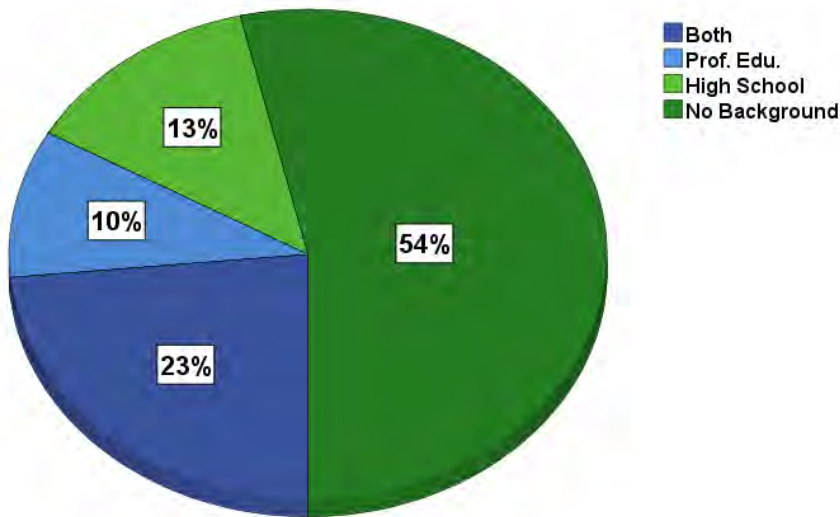
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 Million+	21%	70%	10%
2	Metro, 250,000 to 1 Million	36%	58%	6%
3	Metro, 250,000 or Less	42%	50%	8%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	48%	48%	4%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	48%	46%	7%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	73%	27%	0%
8	Rural, Metro Adjacent	45%	46%	9%
9	Rural, Non-Adjacent	65%	35%	0%
<b>Overall</b>		<b>28%</b>	<b>63%</b>	<b>9%</b>

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly three out of every ten veterinarians grew up in a self-described rural area, and 17% of veterinarians who grew up in a rural area currently work in a non-metro area of the state. In total, 9% of all veterinarians currently work in a non-metro county.



## Top Ten States for Veterinarian Recruitment

Rank	All Veterinarians			
	High School	#	Professional School	#
1	Virginia	1,070	Virginia	951
2	Maryland	194	Outside U.S./Canada	348
3	New York	147	Alabama	130
4	Pennsylvania	124	Pennsylvania	118
5	New Jersey	124	Ohio	113
6	Outside U.S./Canada	122	North Carolina	113
7	North Carolina	102	Tennessee	109
8	Florida	80	Georgia	107
9	California	77	New York	99
10	Ohio	77	Florida	74

Source: Va. Healthcare Workforce Data Center

*Among all veterinarians, 37% 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 26% received their initial professional degree in the state.*

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	279	Virginia	209
2	Outside U.S./Canada	41	Outside U.S./Canada	129
3	Maryland	38	Tennessee	44
4	New York	36	Alabama	33
5	Pennsylvania	36	Illinois	33
6	New Jersey	31	Pennsylvania	29
7	North Carolina	30	North Carolina	27
8	Florida	28	New York	23
9	Illinois	25	Ohio	23
10	California	23	Florida	23

Source: Va. Healthcare Workforce Data Center

*More than one-quarter of licensed veterinarians did not participate in the state's veterinarian workforce. Among these licensees, 87% worked at some point in the past year, including 81% who currently work as veterinarians.*

### At a Glance:

#### Not in VA Workforce

Total:	1,337
% of Licensees:	26%
Federal/Military:	9%
Va. Border State/DC:	20%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Education		
Degree	#	% of Workforce
Bachelor of Science	2,103	56%
Other Bachelor's Degree	351	9%
Graduate Certificate	73	2%
Master's Degree	391	10%
PhD	64	2%
DVM/VMD	2,859	76%

Source: Va. Healthcare Workforce Data Center

*More than two out of every five veterinarians carry education debt, including 65% of those who are under the age of 40. For those with education debt, their median debt amount is between \$160,000 and \$170,000.*

## At a Glance:

**Education**  
 DVM/VMD: 76%  
 Masters or PhD: 12%

**Education Debt**  
 Carry Debt: 43%  
 Under Age 40 w/ Debt: 65%  
 Median Debt: \$160k-\$170k

**Training Program**  
 Surgery: 2%  
 Internal Medicine: 1%  
 Public Health: 1%

Source: Va. Healthcare Workforce Data Center

Other Education/Training		
Residency/Specialty Training	#	% of Workforce
Surgery	67	2%
Internal Medicine	53	1%
Public Health	47	1%
Canine and Feline Practice	42	1%
Equine Practice	39	1%
Laboratory Animal Medicine	32	1%
Critical Care/Emergency	31	1%
Sports Medicine and Rehabilitation	26	1%
Dentistry	23	1%
At Least One	519	14%
Other Education	#	% of Workforce
Preventative Medicine	268	7%
Therigenology	85	2%
Other	223	6%
At Least One	504	13%

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All Veterinarians		Veterinarians Under 40	
	#	%	#	%
None	1,419	57%	355	35%
Less than \$20,000	60	2%	19	2%
\$20,000-\$39,999	110	4%	29	3%
\$40,000-\$59,999	86	3%	28	3%
\$60,000-\$79,999	71	3%	29	3%
\$80,000-\$99,999	70	3%	30	3%
\$100,000-\$119,999	40	2%	28	3%
\$120,000-\$139,999	29	1%	22	2%
\$140,000-\$159,999	46	2%	30	3%
\$160,000-\$179,999	51	2%	34	3%
\$180,000-\$199,999	53	2%	45	4%
\$200,000 or More	445	18%	367	36%
<b>Total</b>	<b>2,480</b>	<b>100%</b>	<b>1,016</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

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

### Positions Held

1 Full-Time: 66%  
 2 or More Positions: 17%

### Weekly Hours

40 to 49: 36%  
 60 or More: 8%  
 Less than 30: 14%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	< 1%
Employed in a Veterinary-Related Capacity	2,746	95%
Employed, NOT in a Veterinary-Related Capacity	34	1%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	2	< 1%
Voluntarily Unemployed	47	2%
Retired	50	2%
<b>Total</b>	<b>2,881</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all veterinarians, 95% are currently employed in the profession, 66% hold one full-time job, and 36% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	99	3%
One Part-Time Position	360	13%
Two Part-Time Positions	110	4%
One Full-Time Position	1,883	66%
One Full-Time Position & One Part-Time Position	272	10%
Two Full-Time Positions	35	1%
More than Two Positions	73	3%
<b>Total</b>	<b>2,832</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	99	4%
1 to 9 Hours	71	3%
10 to 19 Hours	103	4%
20 to 29 Hours	214	8%
30 to 39 Hours	742	27%
40 to 49 Hours	999	36%
50 to 59 Hours	348	12%
60 to 69 Hours	138	5%
70 to 79 Hours	44	2%
80 or More Hours	39	1%
<b>Total</b>	<b>2,797</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Annual Income		
Income Level	#	%
<b>Volunteer Work Only</b>	22	1%
<b>Less than \$40,000</b>	148	6%
<b>\$40,000-\$59,999</b>	131	6%
<b>\$60,000-\$79,999</b>	185	8%
<b>\$80,000-\$99,999</b>	269	12%
<b>\$100,000-\$119,999</b>	395	17%
<b>\$120,000-\$139,999</b>	326	14%
<b>\$140,000-\$159,999</b>	275	12%
<b>\$160,000-\$179,999</b>	150	7%
<b>\$180,000-\$199,999</b>	99	4%
<b>\$200,000 or More</b>	283	12%
<b>Total</b>	<b>2,283</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$110k-\$120k

**Benefits**  
Health Insurance: 53%  
Retirement: 55%

**Satisfaction**  
Satisfied: 92%  
Very Satisfied: 56%

Source: Va. Healthcare Workforce Data Center

*The median annual income of Virginia's veterinarians is between \$110,000 and \$120,000. In addition, 70% of all veterinarians receive at least one employer-sponsored benefit, including 53% who have access to health insurance.*

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	1,577	56%
<b>Somewhat Satisfied</b>	1,006	36%
<b>Somewhat Dissatisfied</b>	172	6%
<b>Very Dissatisfied</b>	52	2%
<b>Total</b>	<b>2,807</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
<b>Paid Vacation</b>	1,638	60%	69%
<b>Retirement</b>	1,506	55%	62%
<b>Health Insurance</b>	1,447	53%	59%
<b>Dental Insurance</b>	1,175	43%	49%
<b>Paid Sick Leave</b>	1,169	43%	50%
<b>Group Life Insurance</b>	692	25%	30%
<b>Signing/Retention Bonus</b>	445	16%	20%
<b>At Least One Benefit</b>	<b>1,933</b>	<b>70%</b>	<b>79%</b>

\*From any employer at time of survey.  
Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	25	1%
Experience Voluntary Unemployment?	155	4%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	46	1%
Work Two or More Positions at the Same Time?	553	15%
Switch Employers or Practices?	249	7%
<b>Experience at Least One?</b>	<b>834</b>	<b>22%</b>

Source: Va. Healthcare Workforce Data Center

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

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at This Location</b>	56	2%	48	8%
Less than 6 Months	217	8%	100	16%
6 Months to 1 Year	219	8%	71	12%
1 to 2 Years	502	18%	116	19%
3 to 5 Years	536	20%	115	19%
6 to 10 Years	403	15%	51	8%
More than 10 Years	787	29%	109	18%
<b>Subtotal</b>	<b>2,718</b>	<b>100%</b>	<b>608</b>	<b>100%</b>
Did Not Have Location	65		3,110	
Item Missing	967		32	
<b>Total</b>	<b>3,750</b>		<b>3,750</b>	

Source: Va. Healthcare Workforce Data Center

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

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 1%

**Turnover & Tenure**

Switched Jobs: 7%  
New Location: 22%  
Over 2 Years: 64%  
Over 2 Yrs., 2<sup>nd</sup> Location: 45%

**Employment Type**

Salary/Commission: 71%  
Business/Practice Income: 12%

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	#	%
<b>Salary/Commission</b>	1,528	71%
Hourly Wage	255	12%
By Contract/Per Diem	91	4%
Business/Practice Income	248	12%
Unpaid	17	1%
<b>Subtotal</b>	<b>2,139</b>	<b>100%</b>
Did Not Have Location	65	
Item Missing	1,547	

Source: Va. Healthcare Workforce Data Center

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

## At a Glance:

### Concentration

Top Region:	35%
Top 3 Regions:	72%
Lowest Region:	1%

### Locations

2 or More (Past Year):	23%
2 or More (Now*):	20%

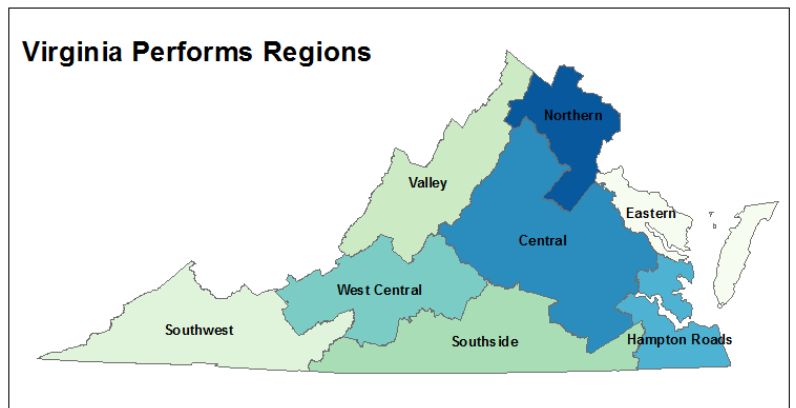
Source: Va. Healthcare Workforce Data Center

Nearly three out of every four 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	554	20%	92	15%
Eastern	34	1%	9	1%
Hampton Roads	439	16%	112	18%
Northern	953	35%	195	31%
Southside	53	2%	15	2%
Southwest	103	4%	18	3%
Valley	190	7%	42	7%
West Central	319	12%	61	10%
Virginia Border State/D.C.	25	1%	23	4%
Other U.S. State	36	1%	65	10%
Outside of the U.S.	0	0%	1	0%
<b>Total</b>	<b>2,706</b>	<b>100%</b>	<b>633</b>	<b>100%</b>
Item Missing	979		9	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

While 20% of veterinarians currently have multiple work locations, 23% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	56	2%	98	4%
1	2,074	75%	2,108	76%
2	393	14%	354	13%
3	130	5%	128	5%
4	35	1%	28	1%
5	20	1%	10	0%
6 or More	61	2%	42	2%
<b>Total</b>	<b>2,769</b>	<b>100%</b>	<b>2,769</b>	<b>100%</b>

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,307	89%	509	88%
Non-Profit	101	4%	39	7%
State/Local Government	89	3%	18	3%
Veterans Administration	1	0%	0	0%
U.S. Military	23	1%	7	1%
Other Federal Government	59	2%	7	1%
<b>Total</b>	<b>2,580</b>	<b>100%</b>	<b>580</b>	<b>100%</b>
Did Not Have Location	65		3,110	
Item Missing	1,106		61	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

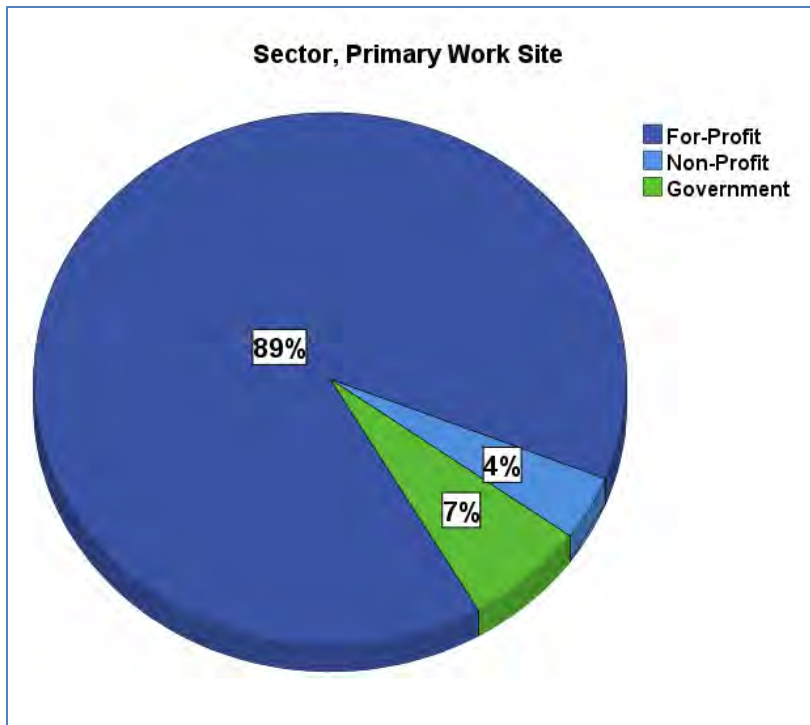
**Sector**

For-Profit:	89%
Federal:	3%

**Top Establishments**

Group Practice:	47%
Solo Practice:	39%
Veterinary Edu. Program:	3%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

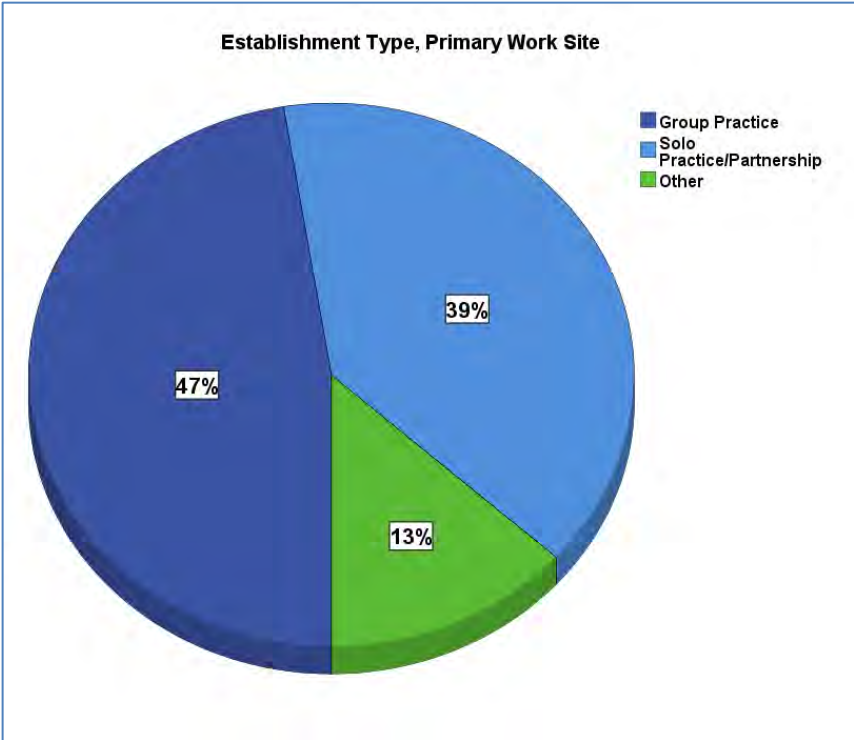
*Among all veterinarians, 93% work in the private sector, including 89% who are employed in the for-profit sector. Another 3% of veterinarians work for state or local governments.*

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Group Practice	1,211	47%	236	42%
Solo Practice/Partnership	1,000	39%	219	39%
Veterinary Education Program	65	3%	14	2%
Public Health Program	41	2%	10	2%
Non-Veterinary Education Program	6	0%	6	1%
Veterinary Technology Education Program	6	0%	4	1%
Supplier Organization	6	0%	2	0%
Other Practice Setting	217	9%	70	12%
<b>Total</b>	<b>2,552</b>	<b>100%</b>	<b>561</b>	<b>100%</b>
<b>Did Not Have a Location</b>	65		3,110	

Source: Va. Healthcare Workforce Data Center

*Among all veterinarians, 47% work at a group practice as their primary work location, while another 39% work at a solo practice/partnership.*

*Among those veterinarians who also have a secondary work location, 42% work at a group practice, and 39% work at a solo practice/partnership.*



Source: Va. Healthcare Workforce Data Center



## At a Glance: (Primary Locations)

### Languages Offered

Spanish:	18%
French:	2%
Chinese:	1%

### Means of Communication

Other Staff Member:	74%
Respondent:	26%
Virtual Translation:	15%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	672	18%
French	63	2%
Chinese	39	1%
Korean	38	1%
Arabic	29	1%
Hindi	29	1%
Vietnamese	22	1%
Persian	20	1%
Tagalog/Filipino	19	1%
Urdu	17	0%
Amharic, Somali, or Other Afro-Asiatic Languages	11	0%
Pashto	11	0%
Others	67	2%
<b>At Least One Language</b>	<b>746</b>	<b>20%</b>

Source: Va. Healthcare Workforce Data Center

Nearly one out of every five veterinarians are employed at a primary work location that offers Spanish language services for patients.

## Means of Language Communication

Provision	#	% of Workforce with Language Services
<b>Other Staff Member is Proficient</b>	552	74%
<b>Respondent is Proficient</b>	197	26%
<b>Virtual Translation Service</b>	113	15%
<b>Onsite Translation Service</b>	20	3%
<b>Other</b>	19	3%

Source: Va. Healthcare Workforce Data Center

Nearly three out of every four veterinarians who are employed at a primary work location that offers language services for patients provide it by means of a staff member who is proficient.

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

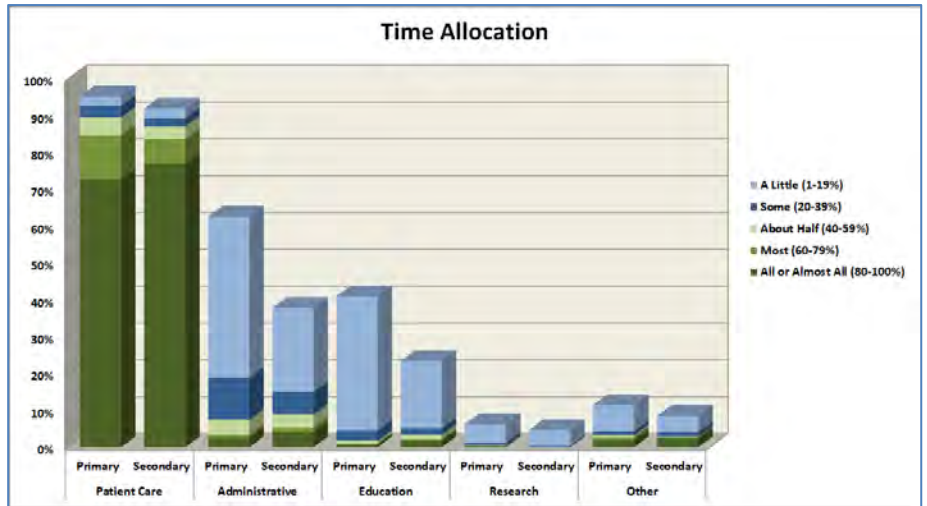
Patient Care: 85%  
Administration: 3%  
Education: 1%

### Patient Care Veterinarians

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



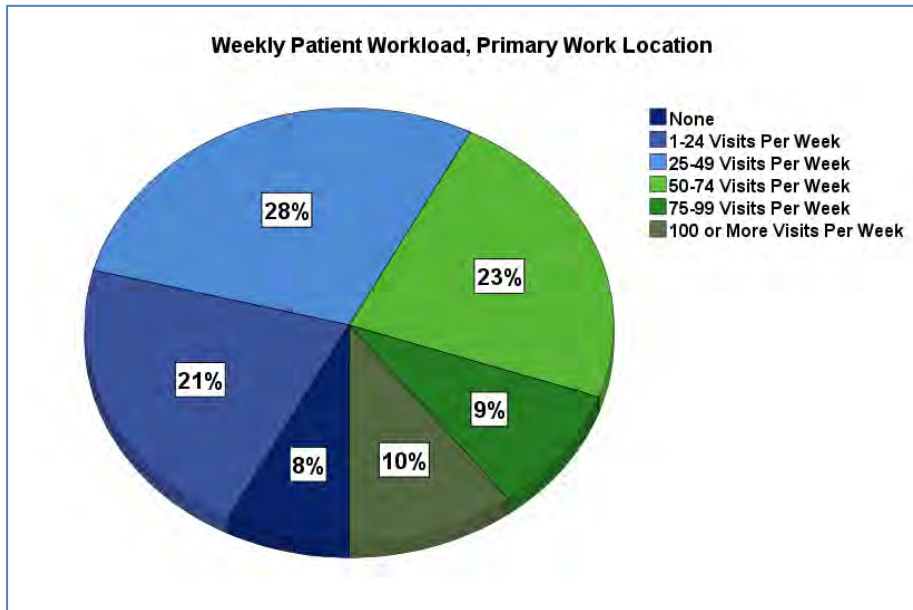
Source: Va. Healthcare Workforce Data Center

*Veterinarians spend most of their time treating patients. In fact, 85% 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
<b>All or Almost All (80-100%)</b>	73%	77%	3%	4%	1%	2%	0%	0%	2%	2%
<b>Most (60-79%)</b>	12%	7%	1%	1%	0%	0%	0%	0%	1%	0%
<b>About Half (40-59%)</b>	5%	4%	4%	4%	1%	1%	0%	0%	1%	0%
<b>Some (20-39%)</b>	3%	2%	11%	6%	3%	2%	1%	0%	1%	1%
<b>A Little (1-19%)</b>	3%	3%	44%	23%	36%	18%	5%	4%	7%	4%
<b>None (0%)</b>	5%	8%	37%	62%	59%	77%	94%	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.*

# of Patients Per Week	Patient Care Visits			
	Primary		Secondary	
	#	%	#	%
<b>None</b>	195	8%	65	11%
<b>1-24</b>	553	22%	279	48%
<b>25-49</b>	733	28%	142	25%
<b>50-74</b>	587	23%	48	8%
<b>75-99</b>	241	9%	24	4%
<b>100-124</b>	152	6%	8	1%
<b>125-149</b>	42	2%	2	0%
<b>150-174</b>	24	1%	5	1%
<b>175-199</b>	6	0%	1	0%
<b>200 or More</b>	39	2%	4	1%
<b>Total</b>	<b>2,572</b>	<b>100%</b>	<b>578</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All Veterinarians		Veterinarians 50 and Over	
	#	%	#	%
<b>Under Age 50</b>	68	3%	-	-
<b>50 to 54</b>	124	5%	8	1%
<b>55 to 59</b>	262	11%	54	6%
<b>60 to 64</b>	528	22%	147	17%
<b>65 to 69</b>	717	30%	267	31%
<b>70 to 74</b>	324	13%	166	19%
<b>75 to 79</b>	130	5%	83	10%
<b>80 or Over</b>	51	2%	33	4%
<b>I Do Not Intend to Retire</b>	205	9%	95	11%
<b>Total</b>	<b>2,409</b>	<b>100%</b>	<b>853</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Veterinarians**

Under 65: 41%  
Under 60: 19%

**Veterinarians 50 and Over**

Under 65: 25%  
Under 60: 7%

**Time Until Retirement**

Within 2 Years: 7%  
Within 10 Years: 22%  
Half the Workforce: By 2048

Source: Va. Healthcare Workforce Data Center

*More than two out of every five veterinarians expect to retire by the age of 65. Among veterinarians who are already at least age 50, 25% still expect to retire by age 65.*

*Within the next two years, 7% of Virginia's veterinarians expect to pursue additional educational opportunities, and 6% plan to increase their patient care hours.*

**Future Plans**

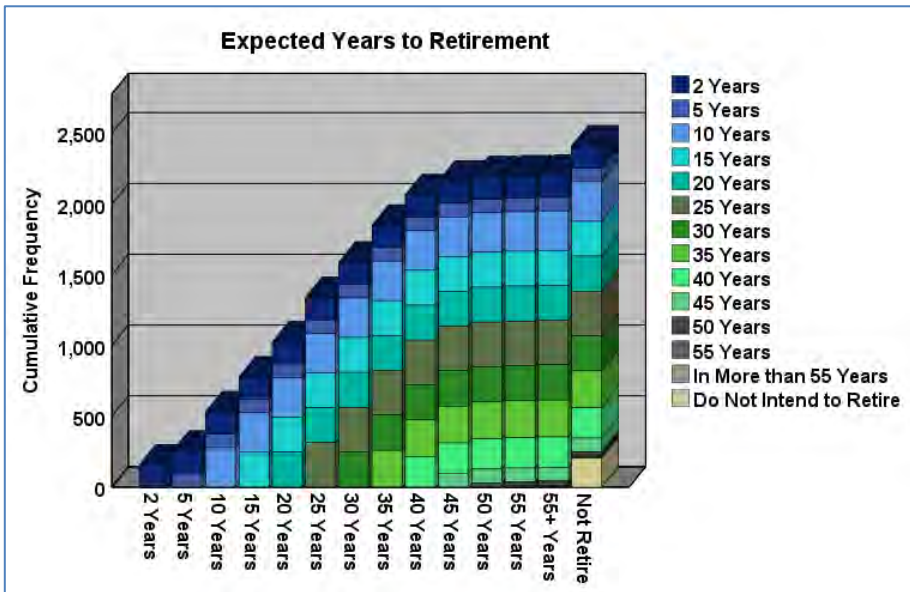
Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	58	2%
<b>Leave Virginia</b>	103	3%
<b>Decrease Patient Care Hours</b>	357	10%
<b>Decrease Teaching Hours</b>	17	0%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	207	6%
<b>Increase Teaching Hours</b>	113	3%
<b>Pursue Additional Education</b>	278	7%
<b>Return to the Workforce</b>	14	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, 22% plan to retire within the next decade. More than half of the current workforce expect to retire by 2048.*

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	157	7%	7%
5 Years	96	4%	11%
10 Years	279	12%	22%
15 Years	246	10%	32%
20 Years	247	10%	43%
25 Years	314	13%	56%
30 Years	250	10%	66%
35 Years	261	11%	77%
40 Years	214	9%	86%
45 Years	98	4%	90%
50 Years	29	1%	91%
55 Years	8	0%	91%
In More Than 55 Years	6	0%	92%
Do Not Intend to Retire	205	9%	100%
<b>Total</b>	<b>2,409</b>	<b>100%</b>	

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 2033. Retirement will peak at 13% of the current workforce around 2048 before declining to under 10% of the current workforce again around 2063.*

## At a Glance:

### FTEs

Total: 3,342  
 FTEs/1,000 Residents<sup>2</sup>: 0.385  
 Average: 0.91

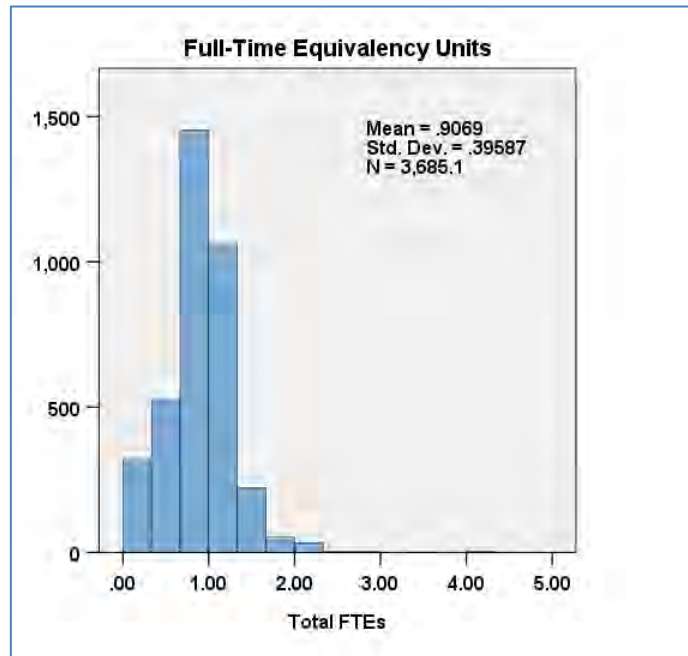
### Age & Gender Effect

Age, *Partial Eta*<sup>2</sup>: Small  
 Gender, *Partial Eta*<sup>2</sup>: Negligible

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

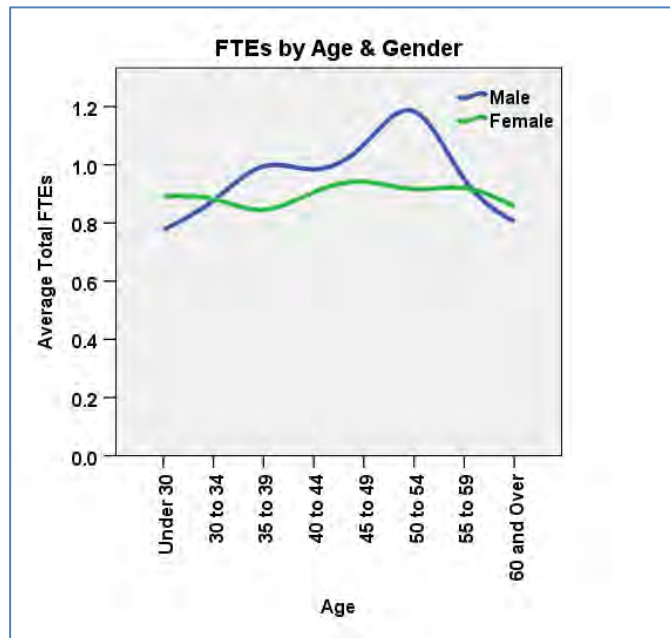


Source: Va. Healthcare Workforce Data Center

*The typical veterinarian provided 0.93 FTEs in the past year, or approximately 37 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>3</sup>*

Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	0.87	0.91
30 to 34	0.93	1.03
35 to 39	0.85	0.81
40 to 44	0.93	0.99
45 to 49	0.96	0.93
50 to 54	0.91	0.77
55 to 59	0.99	1.05
60 and Over	0.86	0.93
<b>Gender</b>		
Male	0.93	0.99
Female	0.89	0.93

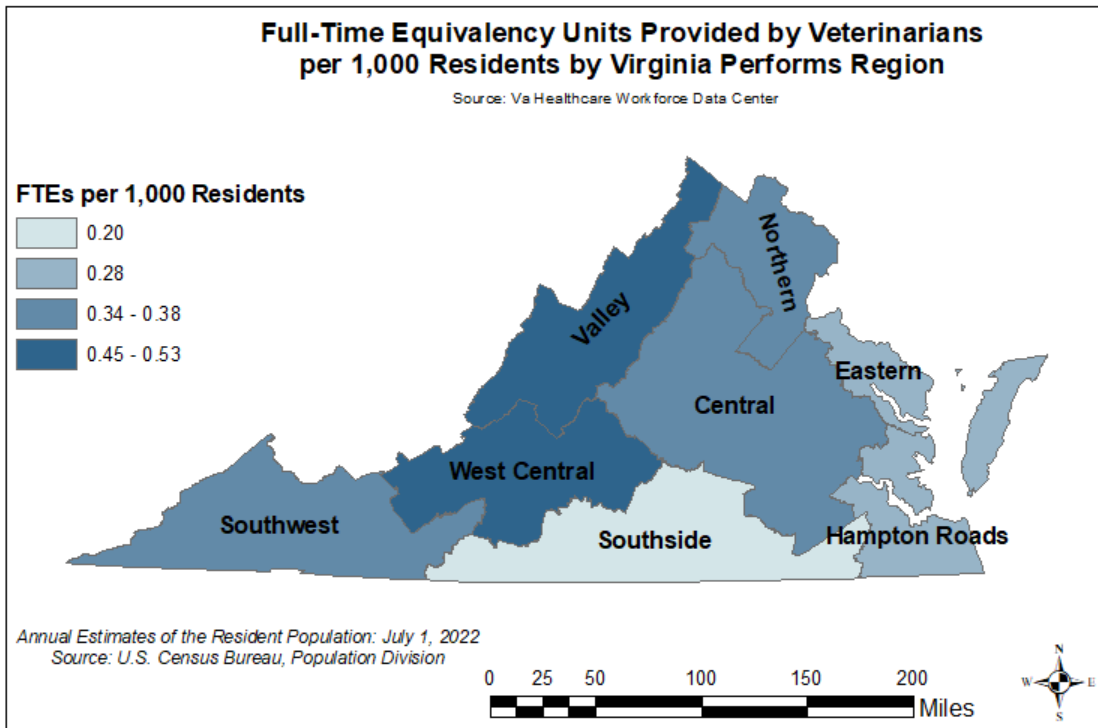
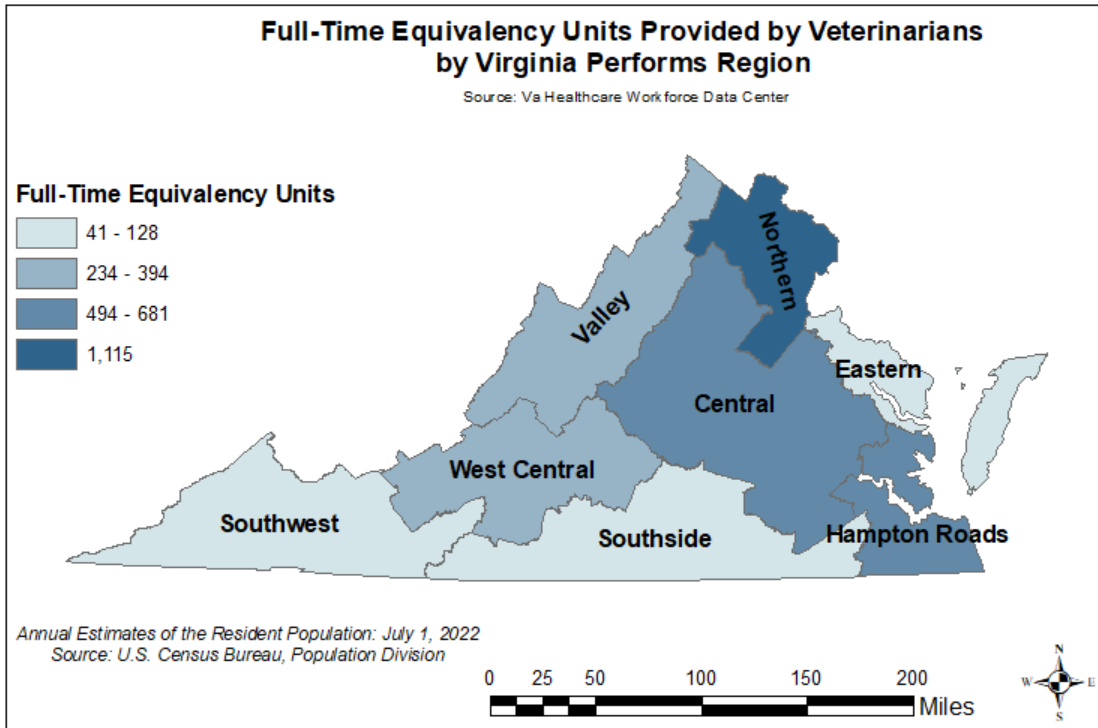
Source: Va. Healthcare Workforce Data Center

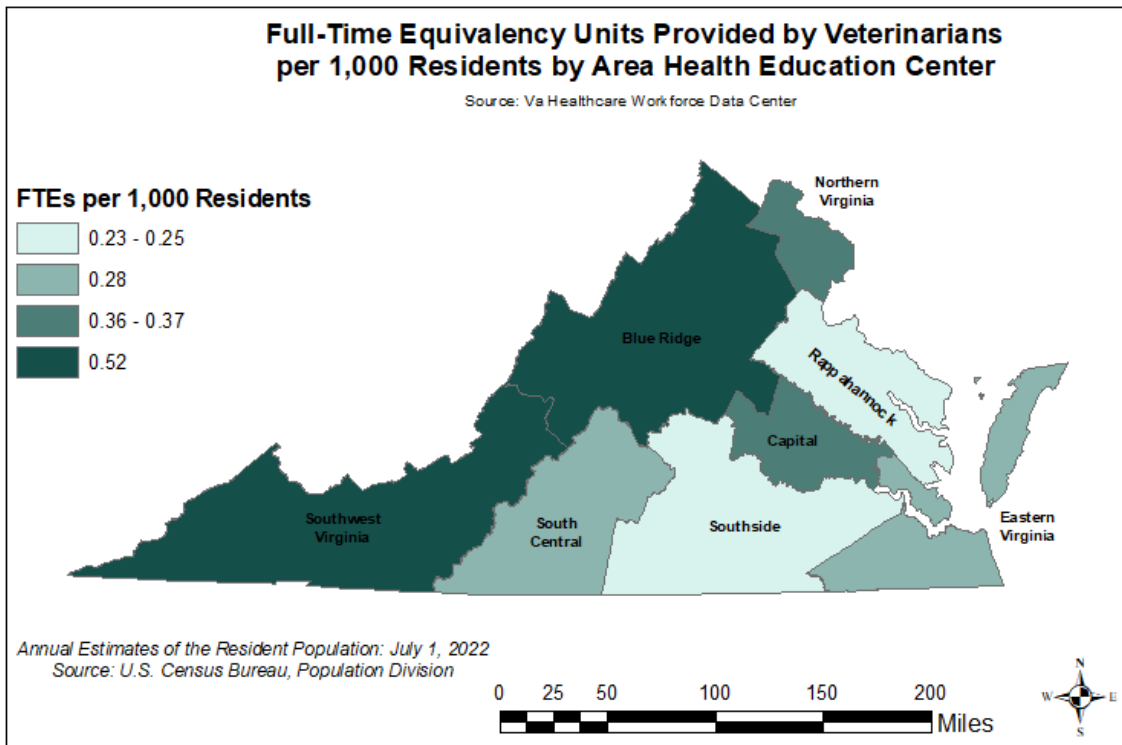
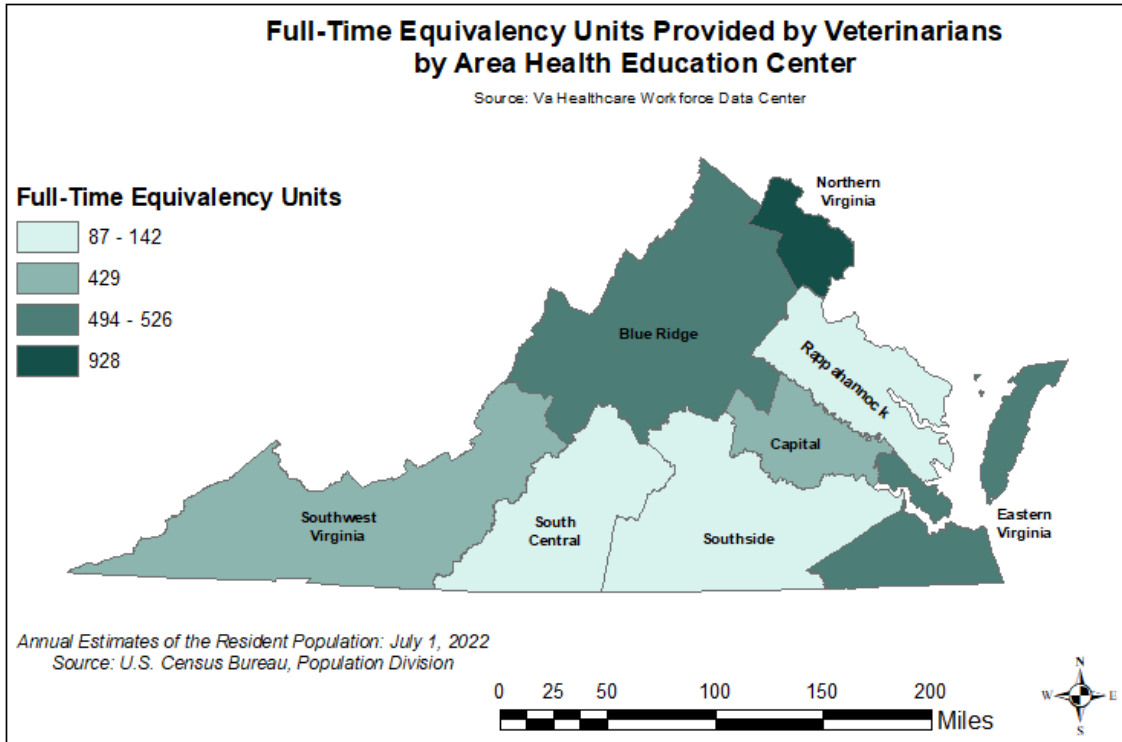


Source: Va. Healthcare Workforce Data Center

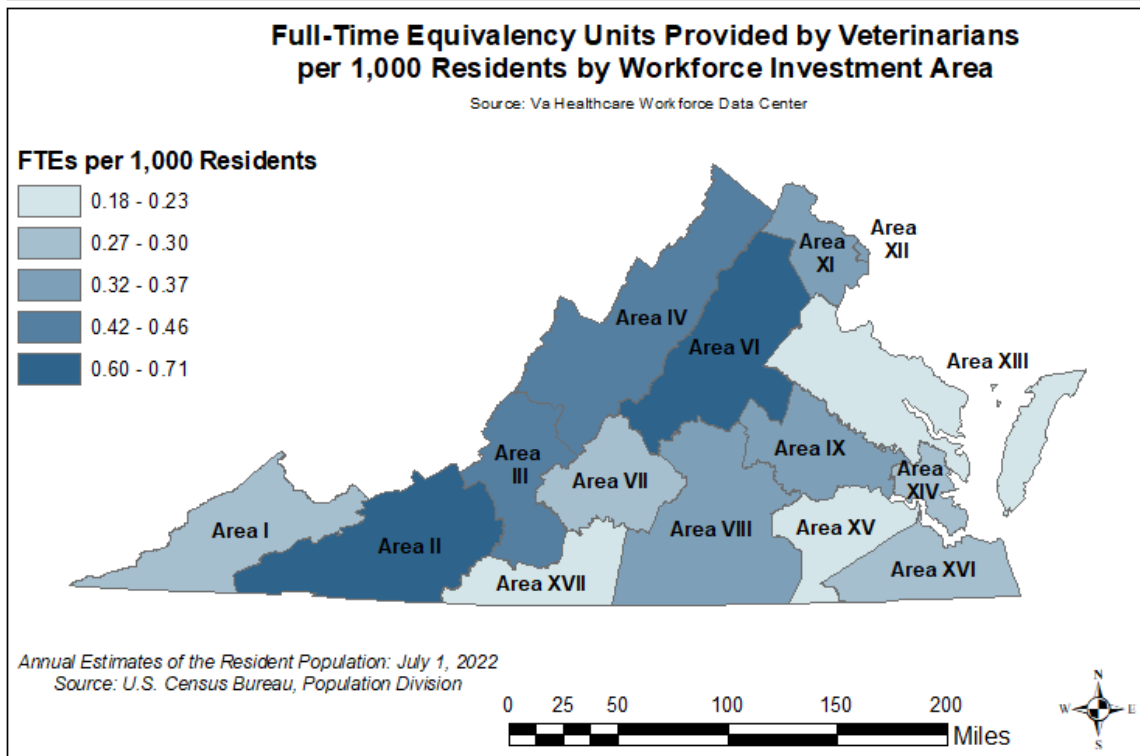
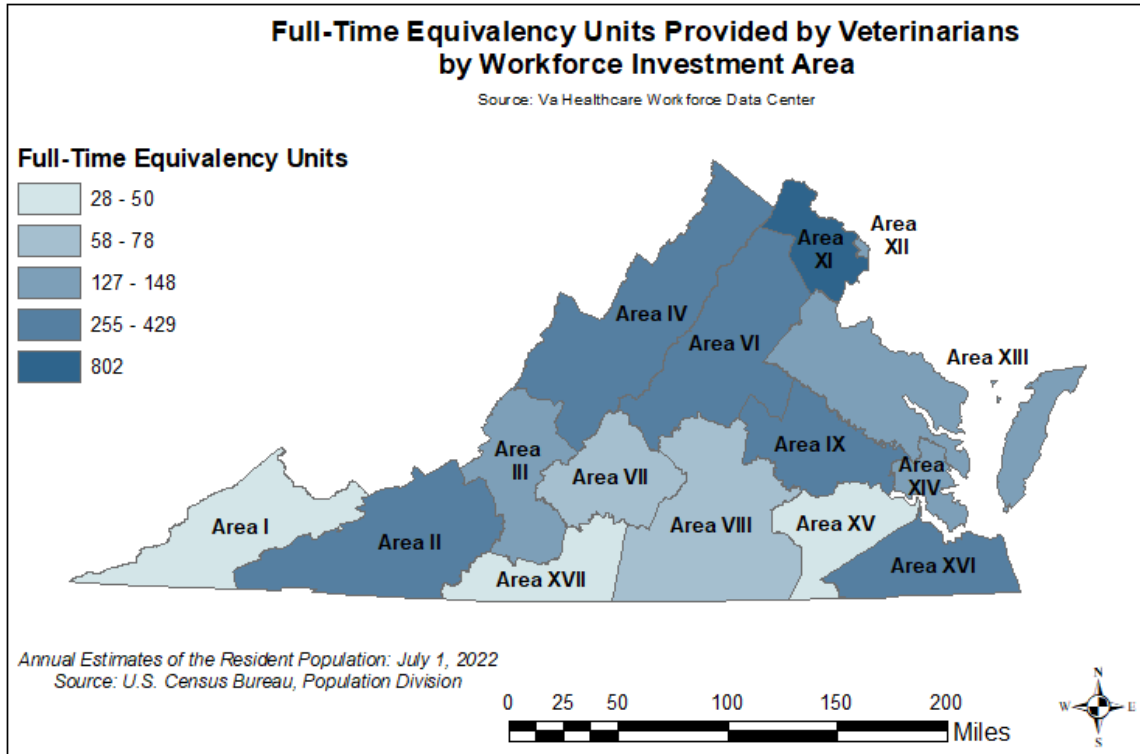
<sup>2</sup> Number of residents in 2022 was used as the denominator.

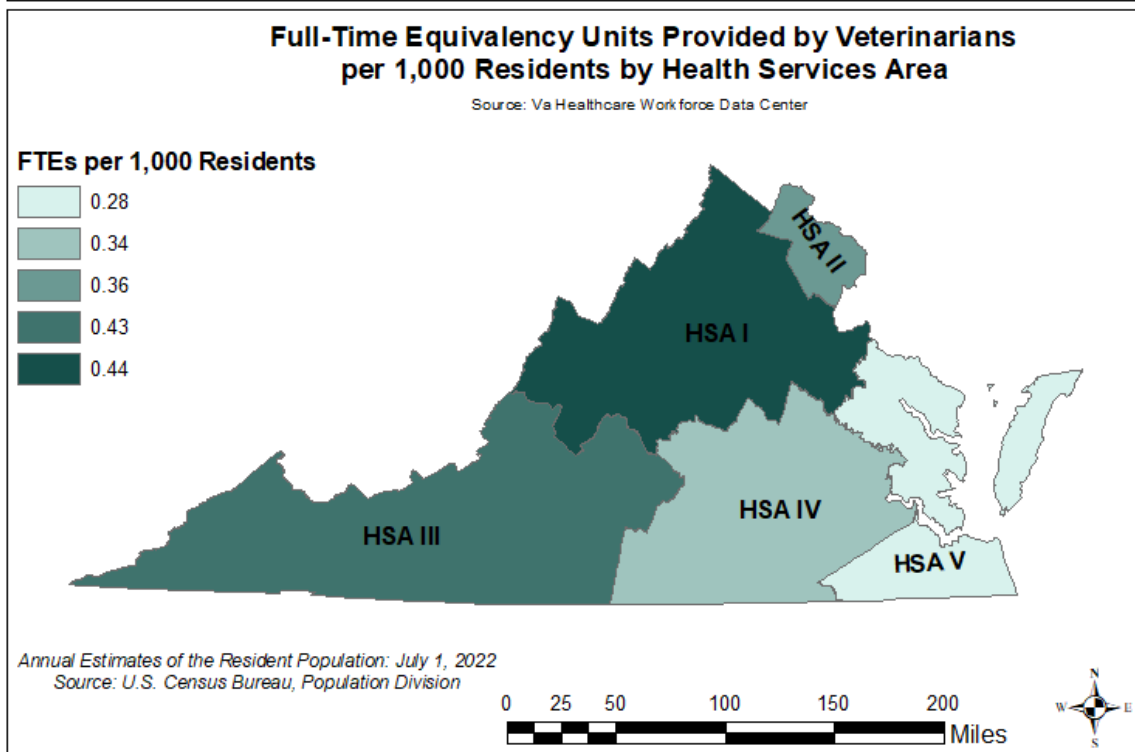
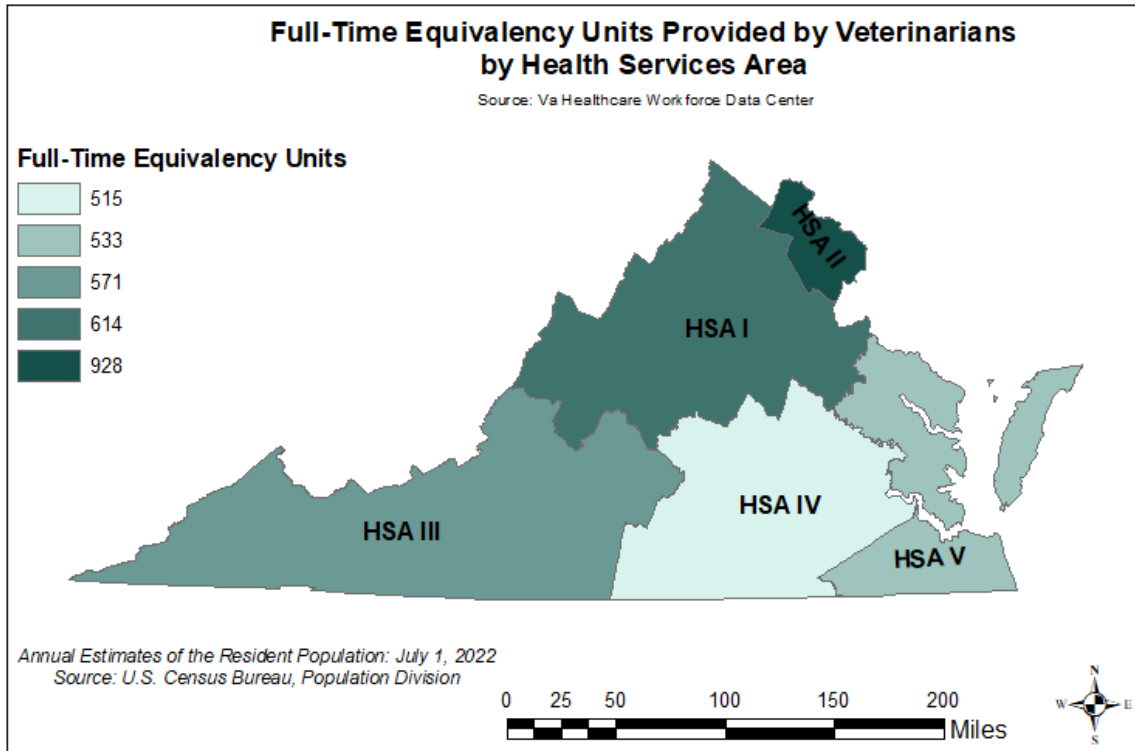
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction Effect were significant).

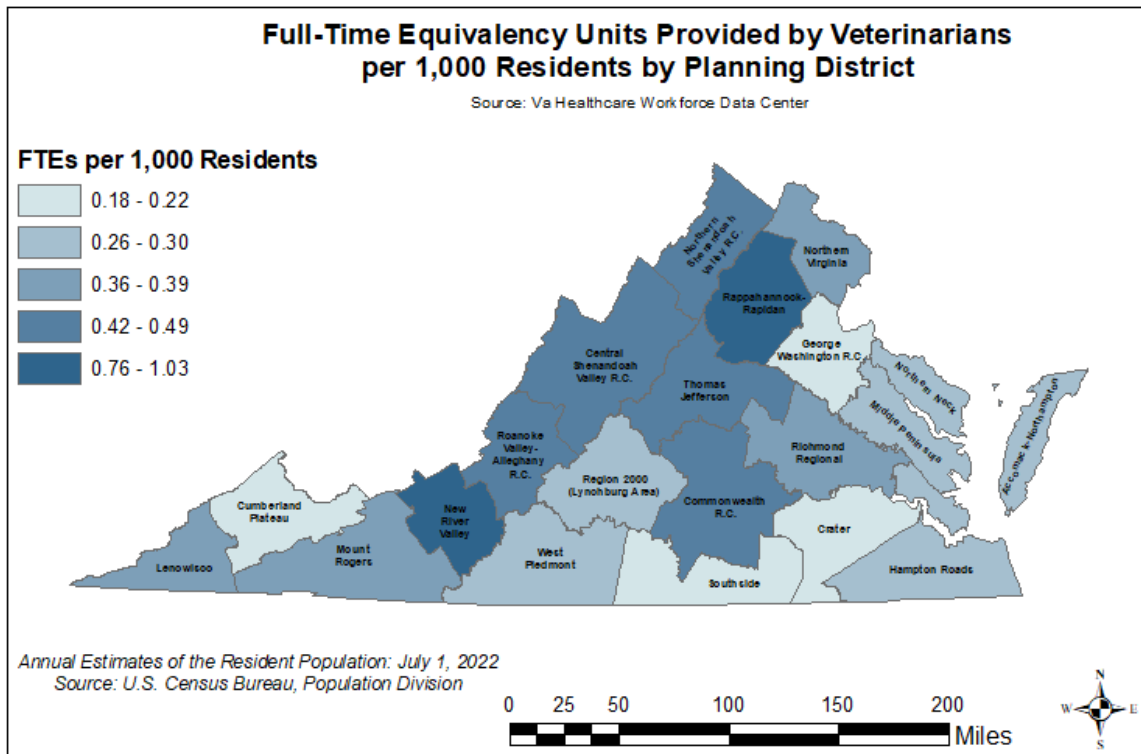
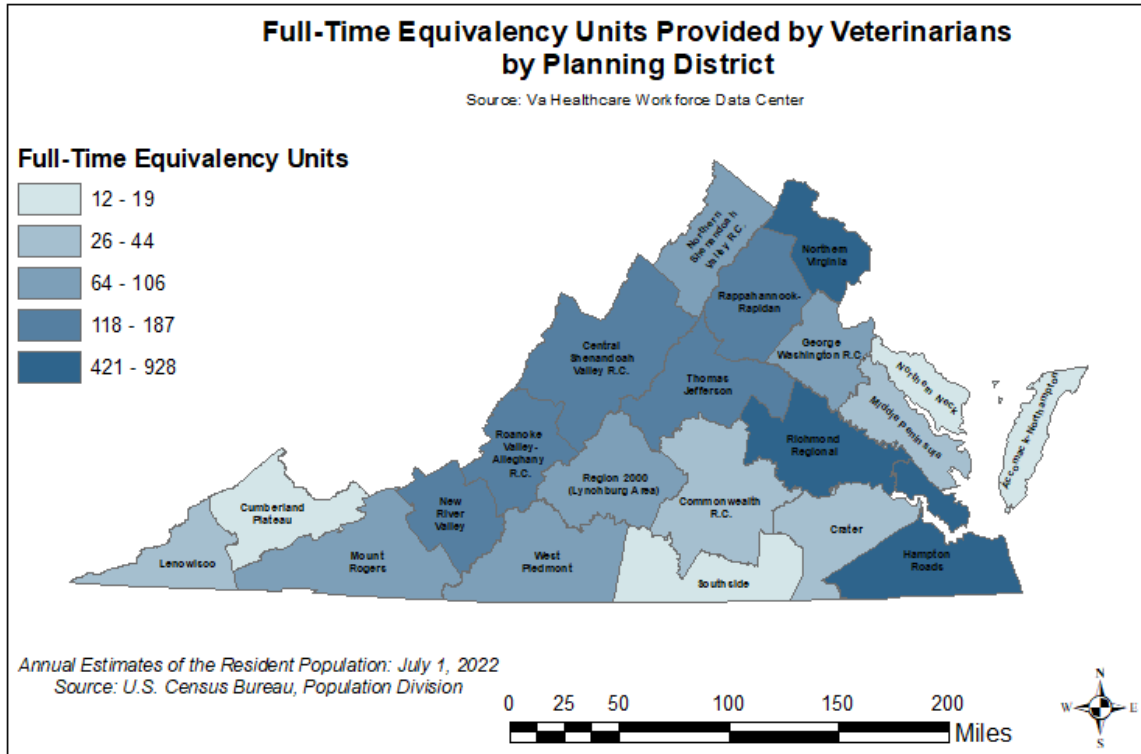












## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	2,264	86.75%	1.153	1.108	1.427
<b>Metro, 250,000 to 1 Million</b>	259	87.64%	1.141	1.096	1.413
<b>Metro, 250,000 or Less</b>	583	85.93%	1.164	1.118	1.441
<b>Urban, Pop. 20,000+, Metro Adj.</b>	34	82.35%	1.214	1.171	1.503
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	157	86.62%	1.154	1.109	1.429
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	56	91.07%	1.098	1.055	1.359
<b>Rural, Metro Adj.</b>	94	88.30%	1.133	1.088	1.402
<b>Rural, Non-Adj.</b>	25	64.00%	1.563	1.501	1.935
<b>Virginia Border State/D.C.</b>	751	83.62%	1.196	1.149	1.481
<b>Other U.S. State</b>	863	80.42%	1.244	1.195	1.540

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	339	68.73%	1.455	1.359	1.935
<b>30 to 34</b>	710	81.13%	1.233	1.152	1.639
<b>35 to 39</b>	699	86.98%	1.150	1.074	1.529
<b>40 to 44</b>	648	86.88%	1.151	1.075	1.530
<b>45 to 49</b>	569	88.22%	1.133	1.059	1.199
<b>50 to 54</b>	488	87.09%	1.148	1.073	1.527
<b>55 to 59</b>	481	88.57%	1.129	1.055	1.501
<b>60 and Over</b>	1,152	86.37%	1.158	1.082	1.539

Source: Va. Healthcare Workforce Data Center

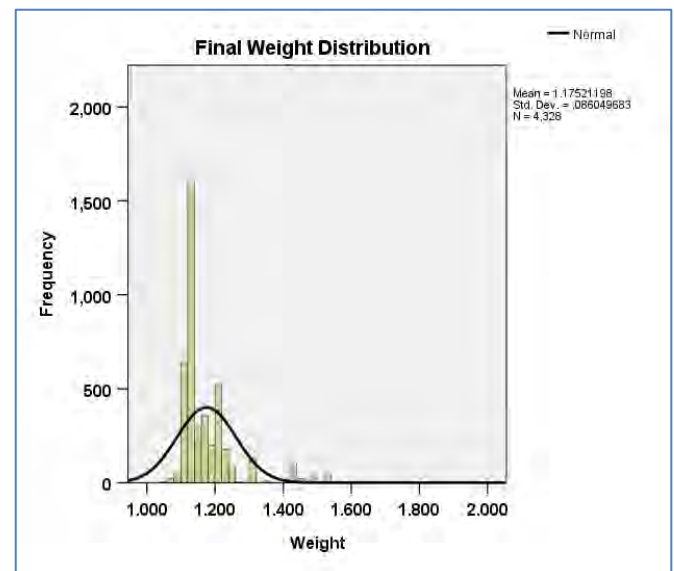
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.850963**



Source: Va. Healthcare Workforce Data Center

Shortage Areas Designated by Year

2015	Alleghany	Bath	Highland																	
	Buchanon	Dickenson	Lee	Russell	Scott	Wise														
	Bland	Smyth	Tazewell																	
2016	Alleghany	Bath	Highland																	
	Buchanon	Dickenson	Lee	Russell	Scott	Wise														
	Bland	Smyth	Tazewell																	
2017	Alleghany	Bath	Highland																	
	Buchanon	Dickenson	Lee	Russell	Scott	Wise														
	Bland	Smyth	Tazewell																	
	Rockingham	Augusta																		
2018	Alleghany	Bath	Highland																	
	Buchanon	Dickenson	Lee	Russell	Scott	Wise														
	Bland	Smyth	Tazewell																	
	Rockingham	Augusta																		
2019	Alleghany	Bath	Highland																	
	Buchanon	Dickenson	Lee	Russell	Scott	Wise														
	Bland	Smyth	Tazewell																	
	Rockingham	Augusta																		
2020	Alleghany	Bath	Highland																	
	Buchanon	Dickenson	Lee	Russell	Scott	Wise														
	Culpeper	Fauquier	Rappahannock																	
	Amherst	Bedford	Campbell																	
2021	Albemarle	Fluvanna	Louisa	Nelson																
	Amherst	Bedford	Campbell																	
	Albemarle	Fluvanna	Louisa	Nelson																
	Isle of Wight	Southampton	Suffolk	Surry	Sussex															
2022	Madison	Greene	Culpeper	Orange	Albemarle	Fauquier	Spotsylvani	Rappahann	Louisa											
	Public Practice																			
	Westmoreland	Richmond	Northumberland	Mathews	Gloucester	Essex	King	William	New Kent	Charles City	Caroline									
	Amherst	Bedford	Campbell																	
2023	Albemarle	Fluvanna	Louisa	Nelson																
	Madison	Greene	Culpeper	Orange	Albemarle	Fauquier	Spotsylvani	Rappahann	Louisa											
	Public Practice																			
	Public Practice																			
2024	Amherst	Bedford	Campbell																	
	Albemarle	Fluvanna	Louisa	Nelson																
	Botetourt	Franklin																		
	Russell	Tazewell																		
2024	Augusta	Rockingham	Page	Shenandoah																
	Amherst	Bedford	Campbell																	
	Lee	Scott	Washington																	
	Louisa	Fluvanna	Goochland																	
	Russell	Tazewell	Smyth																	