

April 16, 2025
Virginia Farm Bureau
Auditorium
12580 W. Creek Parkway
Richmond, VA 23238
1:00 p.m.

DRAFT Agenda
Board of Veterinary Medicine and State Veterinarian
Veterinarian Shortage Study Workgroup

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

- Welcome
- Emergency Egress Procedures
- Introductions

Ordering of Agenda – Ms. Moss

Public Comments – Ms. Moss

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

Approval of Minutes – Ms. Moss

October 9, 2024, Workgroup meeting

Pages 1-6

Discussion

- January 3, 2025, First-Year Report to the General Assembly – **Ms. Moss (pp. 7-22)**
- Board of Veterinary Medicine 2024 survey of large animal veterinarians & LVTs – **Dr. Yetty Shobo (Vet pp. 23-50, LVT pp. 51-78)**
- 2025 Virginia Veterinary Conference meeting with food animal veterinarians – **Dr. Melinda McCall**
- Virginia Farm Bureau 2025 food animal producer survey – **Mr. Jake Tabor (pp. 79-111)**
 - All producer responses (**pp. 79-90**)
 - Beef cattle producer responses (**pp. 91-97**)
 - Large producer responses (**pp. 98-104**)
 - Small producer responses (**pp. 105-111**)
- Virginia livestock market veterinarian needs – **Dr. Charlie Broaddus (pp. 112-113)**
- Status of budget amendment requests – **Ms. Martha Moore**
 - Request for additional seats at state veterinary school for Virginia residents
 - Request for state veterinary financial incentive program
- HB2303/SB921 Large Animal Grant Program – **Dr. Broaddus (pp. 114-116)**
 - Discussion points for program development (**pp. 115-116**)
- Review of VSSW Directives, Recommendations and Next Steps – **Ms. Moss (pp. 117-118)**

Pages 7-118

New Business – Ms. Moss

Next Meeting – Ms. Moss

Meeting Adjournment – Ms. Moss

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

Call to Order

The meeting of the Virginia Board of Veterinary Medicine Veterinarian Shortage Study Workgroup was called to order at 1:15 p.m. on September 9, 2024, at the Virginia Farm Bureau Auditorium, 12580 West Creek Parkway, Richmond, VA 23238.

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

Melinda McCall, DVM, Virginia Academy of Food Animal Practitioners

Martha Moore, Virginia Farm Bureau

Carol Heizer, LVT, Virginia Association of Licensed Veterinary Technicians (VALVT)

Susan Seward, Virginia Veterinary Medical Association (VVMA)

Nathaniel Burke, DVM, VVMA

Senator Timmy French, Senate District 1*

Beth Venit, VMD, American Association of Veterinary State Boards (AAVSB)

Julia Murphy, DVM, Virginia Department of Health*

Patricia Seeger, LVT, AAS, BBA, Board of Veterinary Medicine*

Jane Naramore, LVT, VALVT*

Daniel Givens, DVM, PhD, Virginia-Maryland College of Veterinary Medicine

Randall Evans, DVM, CPCC, Lincoln Memorial University College of Veterinary Medicine (LMUCVM)*

Stacy Anderson, DVM, Mvsc, PhD, DACVS-LA, LMUCVM*

Cliff Williamson, Virginia Agribusiness Council

Stephen Versen, Virginia Tobacco Region Revitalization Commission

Nicole Riley, Virginia Economic Development Partnership*

Workgroup Participant - Not Present

William T. Swecker, DVM, PhD, DACVN, Virginia-Maryland College of Veterinary Medicine

Staff

Erin Barrett, Director of Legislative and Regulatory Affairs*

Laura D. Paasch, Senior Licensing & Operations Specialist

Taryn Singleton, LVT, Discipline Case Specialist

Kelly Smith, Director of Communications

* Attended meeting virtually

Public Present

Teresa Dockery, Virginia Alliance for Animal Shelters*
Caroline Buscaglia, Virginia Tech Assistant Director for State Government Relations*
Jake Tabor, Virginia Farm Bureau
Sarah Owen, Legislative Director for Virginia State Senator Travis Hackworth
Bruce M. Bowman, DVM, Board of Veterinary Medicine
Jim Riddell, Legislative Specialist for Virginia Cattlemen's Association (VCA)

Call to Order

The participants were welcomed, and introductions were made.

Ordering of Agenda

Ms. Kelli 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.

Approval of Minutes

Ms. Moss opened the floor to any additions or corrections regarding the draft minutes from the April 15, 2024, Veterinarian Shortage Study Workgroup meeting. Hearing no additions or corrections, the minutes were approved as presented.

Discussion

Ms. Moss presented findings and recommendations of each subgroup and opened the floor to the workgroup to discuss its recommended topics to consider.

Supporting Data: Ms. Moss reported that reference materials collected for this subgroup was compiled and shared electronically with the workgroup for the purpose of developing solutions and recommendations. Additionally, this subgroup developed survey questions that were included in this year's online veterinarian license renewal survey to capture information needed during this study and beyond for continuous data gathering.

Supporting Data recommendations:

- Maintain updated reference collection throughout this study.
- Identify additional governmental and private sector resources to develop solutions.
- Create a group of stakeholders including cattlemen, extension agents, biological farmers groups to review survey results and other data, pinpoint shortage areas and types, and assess ongoing needs.

Workgroup recommended areas of focus:

- Create a board or partnership to create an ongoing dialog among stakeholders and an information repository to identify continuing needs and shortages.
- Develop an instrument to gather, maintain and review data on an ongoing basis to generate periodic reports assessing shortages and goals.
- Gather additional data from producers to determine the number of animals in each area and which groups are most impacted by veterinarian shortages.
- Obtain additional data from large animal veterinarians, possibly during the VVMA's annual conference in February 2025.

Financial Resources: Ms. Moss reported this subgroup identified early and ongoing community involvement as key factors to place and retain veterinarians in rural areas. Financial resources and organizations that support community connections include local agricultural economic development offices, the Virginia Tobacco Regional Revitalization Commission, county Farm Bureau offices and Virginia Cooperative Extension offices.

Financial Resource recommendations:

- Explore development of a loan repayment program that ties awards to practice in underserved communities.
- Match awardees with mentors to assist with grant-writing and mentorship.
- Develop pathway for haul-in or shared use large-animal veterinary facilities to address shortages in a variety of ways: improving environmental conditions that contribute to attrition, expanding utilization of licensed veterinary technicians in large animal medicine, sharing resources.
- Create haul-in large animal practice model and match with grants or other funding for ongoing support.
- Expand educational opportunities through haul-in facilities for participants in Future Farmers of America, 4-H youth development and high school agricultural programs.

Workgroup recommended areas of focus:

- Draft budget amendment requests for an incentive-based loan repayment program in Virginia to place veterinarians in shortage areas.
- Develop support systems to provide ongoing engagement to retain rural veterinarians after satisfying loan terms.
- Develop a regulatory pathway and model for haul-in facilities to address a variety of needs, including environmental factors, opportunities for licensed veterinary technicians, shared resources, earlier educational opportunities in large animal medicine and matching with grants or other available funding.

Licensed Veterinary Technician Scope of Practice Expansion: Ms. Moss reported that this subgroup examined a variety of references that define the current LVT scope of practice and identified barriers to expanding the scope to address shortages. Issues identified included unclear language of Virginia's LVT current practice act and limitations on LVTs' ability to function independently in large animal medicine due to its geographic variability, as well as prohibitions to independent diagnosing and prescribing. Government requirements for food animal medicine and limited exposure to large animal medicine in LVT educational programs were also identified as factors. Large animal veterinarians generally work unassisted or use trained individuals to assist with safely corralling and restraining large animal patients. The subgroup received comments from the VALVT supporting the adoption of a task list such as the one developed for credentialed technicians by the American Association of Bovine Practitioners in March 2024. Additionally, this subgroup developed survey questions that were included in this year's online LVT license renewal survey to capture information needed to identify ongoing factors contributing to LVT shortages.

LVT Scope of Practice recommendations:

- Expand educational outreach to advance awareness within the profession and to serve as a recruiting tool and to maximize utilization.
- Expand pathways to LVT programs and opportunities for large animal training in LVT program curricula.
- Develop an integrated haul-in practice model for large animal veterinarians to increase opportunities for LVTs in large animal medicine.
- Explore title protection to elevate the value of a veterinary technology license and address the misuse and misidentification of veterinary assistants as "technicians."

Workgroup recommended areas of focus:

- While LVT shortages is an acknowledged problem, this issue does not align with the mandates for this study and LVT title protection is also outside of the scope of this workgroup. The Board of Veterinary Medicine can review the survey data to determine the best process to address shortages.
- Develop a pathway for rural and farming community youths to obtain training for national certification and recognition as large animal veterinary assistants.
- Develop an integrated haul-in practice model for large animal veterinarians to increase opportunities for LVTs in large animal medicine.

Veterinary School Class Size: Ms. Moss reported that this subgroup reviewed information about enrollment, available financial assistance, current class size and new veterinary programs seeking accreditation. If all new programs are accredited the number of available seats could increase by approximately 30%. Given the constraints of current programs in recruiting qualified faculty, available facilities and budget, an overall increase in class size is not a feasible option to address the large animal veterinarian shortage. It is possible to increase the percentage of seats offered to Virginia residents if funding is made available and contractual obligations with neighboring states are met.

Veterinary School Class Size recommendations:

- Explore funding options to offer more seats to Virginia residents at VMCVM.
- Explore expansion of LMUCVM's scholarship program for Virginia residents.
- Develop loan repayment incentivization program to place new veterinarians in areas of need.

Workgroup recommended areas of focus:

- Draft budget amendment requests for increasing funding available to financial assistance for Virginia students.
- Use data for loan repayment incentivization program to establish new veterinarians in areas of need.

The workgroup will convene an ad hoc subgroup to draft budget amendment requests to develop a state loan repayment incentive program and to increase the number of seats available to Virginia veterinary students. This subgroup will also discuss survey questions for producers, developing a certification program for large animal veterinary assistants, and considerations for haul-in facilities.

New Business

There was no new business to report.

Next Meeting

The ad hoc subgroup will convene on or about November 5. The next workgroup meeting will be scheduled in Spring 2025.



Adjournment

With no objection, Ms. Moss adjourned the meeting at 4:24 p.m.

Kelli G. Moss, Executive Director
Chair

DRAFT

**REPORT OF THE BOARD OF VETERINARY
MEDICINE, VIRGINIA DEPARTMENT OF HEALTH
PROFESSIONS**

**Shortage of Large Animal
Veterinarians in the
Commonwealth (HJR 43, 2024)**

**TO THE GOVERNOR AND
THE GENERAL ASSEMBLY OF VIRGINIA**



HOUSE DOCUMENT NO. 2

**COMMONWEALTH OF VIRGINIA
RICHMOND
2025**



COMMONWEALTH of VIRGINIA

Arne W. Owens
Director

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TO: The Honorable Alfonso H. Lopez
Chair, House Committee on Agriculture, Chesapeake and Natural Resources

The Honorable Sam Rasoul
Chair, House Committee on Education

The Honorable David W. Marsden
Chair, Senate Committee on Agriculture, Conservation and Natural Resources

The Honorable Ghazala F. Hashmi
Chair, Senate Committee on Education and Health

FROM: Arne W. Owens *Arne W. Owens*
Director, Virginia Department of Health Professions

DATE: January 3, 2025

RE: Report Regarding the Shortage of Large Animal Veterinarians in the Commonwealth

This report is submitted in compliance with House Joint Resolution No. 43 and Senate Joint Resolution No. 15, which required:

That the Board of Veterinary Medicine and the State Veterinarian be requested to study the shortage of large animal veterinarians. [The Board and State Veterinarian] shall (i) identify ways to strengthen existing debt repayment programs for veterinarians, (ii) examine options for developing programs that offer business support to provide incentives or low-interest business loans for large animal private practices; (iii) identify programs that support a strong pipeline of veterinary students from rural backgrounds and help such students navigate post-secondary education to increase retention; (iv) examine other possible solutions for increasing the

number of large animal veterinarians in the Commonwealth, such as expanding veterinary technician-type or physician assistant-type programs to allow large animal veterinarians to expand their scope of practice in rural areas; and (v) reexamine the recommendations from the 2010 study on the shortage of large animal veterinarians published pursuant to House Joint Resolution 730 (2009).

Should you have questions about this report, please feel free to contact me at (804) 367-4648 or arne.owens@dhp.virginia.gov.

AO/EB
Enclosure

CC: The Honorable Janet Kelly, Secretary of Health and Human Resources

Preface

This report is submitted in compliance with House Joint Resolution No. 43 and Senate Joint Resolution No. 15 (hereinafter “the Joint Resolutions”), which required:

That the Board of Veterinary Medicine and the State Veterinarian be requested to study the shortage of large animal veterinarians. [The Board and State Veterinarian] shall (i) identify ways to strengthen existing debt repayment programs for veterinarians, (ii) examine options for developing programs that offer business support to provide incentives or low-interest business loans for large animal private practices; (iii) identify programs that support a strong pipeline of veterinary students from rural backgrounds and help such students navigate post-secondary education to increase retention; (iv) examine other possible solutions for increasing the number of large animal veterinarians in the Commonwealth, such as expanding veterinary technician-type or physician assistant-type programs to allow large animal veterinarians to expand their scope of practice in rural areas; and (v) reexamine the recommendations from the 2010 study on the shortage of large animal veterinarians published pursuant to House Joint Resolution 730 (2009).

The Joint Resolutions require the Board to submit this report “no later than the first day of the next Regular Session of the General Assembly.” This is the first of two reports. Pursuant to the Joint Resolutions, the next report will be submitted by the first day of the 2026 General Assembly Session.

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I. Executive Summary

Pursuant to the Joint Resolutions, the Board of Veterinary Medicine (“Board”) and the State Veterinarian convened a workgroup which met multiple times over the course of 2024. The workgroup considered the required topics of the Joint Resolutions, which were as follows:

1. Identify ways to strengthen existing debt repayment programs for veterinarians, including making recommendations on how to simplify application criteria, explore state matching loan repayment programs, limit barriers for participation, and improve methods for consistent identification of veterinary shortage areas to better target rural communities in need.
2. Explore options for developing programs that offer business support to provide incentives or low-interest business loans for large animal private practices.
3. Identify programs that support a strong pipeline of veterinary students from rural backgrounds and help such students navigate post-secondary education to increase retention.
4. Consider other possible solutions for increasing the number of large animal veterinarians in the Commonwealth, such as expanding veterinary technician-type or physician assistant-type programs to allow large animal veterinarians to expand their scope of practice in rural areas.
5. Reexamine the recommendations from the 2010 study on the shortage of large animal veterinarians published pursuant to House Joint Resolution 730 (2009).

The workgroup identified four subgroups for areas deemed essential to this study, which were (1) supporting data; (2) financial resources; (3) licensed veterinary technician (“LVT”) scope of practice; and (4) veterinary school class size. Each subgroup reported findings and recommendations to the workgroup as outlined below.

Supporting data

The supporting data subgroup recommended that additional governmental and private sector resources be identified to develop frameworks for proposed solutions. The subgroup further recommended that the workgroup survey stakeholders such as cattlemen, extension agents, and biological farmers, and use that gathered data to pinpoint shortage areas and assess ongoing needs.

Financial resources

The financial resources subgroup recommended exploring development of: (1) a loan repayment program that ties awards to practice in underserved communities; (2) matching awardees of grants with mentors to assist with grant-writing and other facets of mentorship; (3)

developing a pathway for haul-in¹ or shared use large animal veterinary facilities to address shortages in a variety of ways; and (4) expanding educational opportunities for participants in youth high school and agricultural development programs.

LVT scope of practice

The LVT scope of practice subgroup recommended expanding educational outreach to advance awareness of LVT as a profession. The subgroup felt this would serve as a recruiting tool and maximize utilization of LVTs in large animal veterinary practice. The subgroup additionally recommended expanding pathways to LVT educational programs and expanding opportunities for large animal training in LVT program curricula. The subgroup recommended developing a haul-in practice model to increase opportunities for LVTs in large animal medicine and recommended exploring title protection to address the misidentification of veterinary assistants as “technicians.”²

Veterinary medicine class size

The veterinary medicine class size subgroup recommended exploring additional funding options for students, expanding the scholarship programs for Virginia residents, and developing a loan repayment program to place new veterinarians in areas of need.

The full workgroup, based on the recommendations of the subgroups, believes four actions can be immediately pursued. Those include a request for budget funding to create additional seats for Virginia residents at the Virginia-Maryland College of Veterinary Medicine (“VMCVM”), a request for budget funding for a state loan repayment program to incentivize practice in areas of need, development of a regulatory framework for large animal haul-in facilities, and provision of additional pathways to large animal medicine and veterinary assistant programs that will attract and support large animal veterinary practice in rural Virginia.

As noted in the preface, this workgroup will span two years. This report comprises only the first year of work produced by the workgroup and its subgroups and should be viewed as an ongoing project that is not yet complete.

¹ Haul-in facilities would allow owners to bring animals to veterinarians to be treated at an inspected facility. Currently, there is no provision that allows practice to occur away from the location of the animal. Under current regulations, veterinary medicine may only be practiced out of a registered establishment categorized as stationary (“bricks and mortar”) or ambulatory (generally house calls or farm visits). Large animal veterinarians often travel extensively to provide healthcare at animals’ locations, impacting patient safety and contributing to burnout and attrition. Haul-in facilities would enable veterinarians to treat more patients, would address environmental factors (inclement weather, poor barn lighting), and travel times without requiring the veterinarian to incur the financial burden of opening and maintaining a stationary establishment.

² The Board of Veterinary Medicine routinely receives information through investigations, inspections and communication with the public that veterinarians, unlicensed veterinary assistants and the public use the term “veterinary technician” to describe all staff who assist the veterinarian, regardless of whether they are licensed. Unlicensed individuals have been identified as performing duties that require a licensed veterinary technician. This includes placing IV catheters, intubating surgical patients, and accessing/administering federally controlled drugs, all of which directly relate to patient and public safety.

Workgroup Members

Kelli Moss, Chair
Executive Director
Virginia Board of Veterinary Medicine

Charles Broaddus, DVM, PhD, Dip. ACT
State Veterinarian
Department of Agriculture and Consumer Services

The Honorable Alfonso Lopez
Virginia House of Delegates

The Honorable Timmy French
Senate of Virginia

Thomas Massie, Jr., DVM
President
Virginia Board of Veterinary Medicine

Patricia Seeger, LVT
Board Member
Virginia Board of Veterinary Medicine

Daniel Givens, DVM, PhD
Dean
Virginia-Maryland College of Veterinary Medicine

Stacy Anderson, DVM, Mvsc, PhD, DACVS-LA
Dean
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Martha Moore
Senior Vice President of Governmental Relations
Virginia Farm Bureau

Nathaniel Burke, DVM
President
Virginia Veterinary Medical Association

Erin Barrett, JD
Director of Legislative and Regulatory Affairs
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Randall Evans, DVM
Associate Dean of Career Services & Professional Development
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Cliff Williamson
Executive Director
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Julia Murphy, DVM
State Health Veterinarian
Virginia Department of Health

Nicole Riley
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Stephen Versen
Deputy Director
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Jane Naramore, LVT
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Beth Venit, VMD
Chief Veterinary Officer
American Association of Veterinary State Boards

Melinda McCall, DVM
Virginia Academy of Food Animal Practitioners

Carol Hizer, LVT, ad hoc member
Virginia Association of Licensed Veterinary Technicians

Jake Tabor, ad hoc member
Legislative Specialist
Virginia Farm Bureau

II. Meetings of the workgroup

The workgroup held its initial meeting on April 15, 2024. At that meeting, the workgroup created subgroups to tackle the wide array of topics the workgroup was charged with addressing in the Joint Resolutions. The supporting data subgroup met on July 8, and August 19, 2024. The financial resources subgroup met on July 8 and September 4, 2024. The LVT scope of practice subgroup met on July 8 and September 9, 2024. The class size subgroup met on July 8, 2024. The full workgroup met for its final 2024 meeting on October 9, 2024.

As directed by the workgroup, an ad hoc committee met on November 6, 2024 to draft budget amendment requests for a state loan repayment incentive program and funding to increase the number of seats available to Virginia veterinary students for consideration by the 2025 General Assembly. This subgroup discussed survey questions for producers, developing a certification program for large animal veterinary assistants, and considerations for haul-in facilities.

In total, the workgroup or its subgroups met 10 times over the course of 2024, which entailed a significant contribution from the participants and the state agencies leading the workgroup.

III. Supporting data

The supporting data subgroup collected and compiled information to share as reference materials with the workgroup. This reference material will facilitate development of proposed solutions and recommendations for the two-year study. The reference collection will be updated as additional governmental and private sector data are identified and will serve as an ongoing resource to the workgroup. The information will additionally serve as a public resource which will facilitate awareness and participation in programs and implemented solutions of the workgroup.

The subgroup additionally developed targeted questions for the Board of Veterinary Medicine's annual veterinarian license renewal survey. Those questions were included in the 2024 renewal survey and will capture data regarding types and locations of large animal veterinary shortages. The survey questions will be revised by the Board of Veterinary Medicine as needed in subsequent years to measure the efficacy of implemented solutions proposed by the workgroup and to identify shortage trends.

The subgroup will continue to collect data from food animal producers through various professional associations and large animal veterinarians to assess ongoing shortages or needs. This information will be included with the aggregate data compiled by the supporting data subgroup.

IV. Financial resources

The success of financial resource programs depends on early and ongoing community involvement to place, support, and retain veterinarians in rural areas. The subgroup identified organizations that support community connections and include: (1) local agricultural economic development offices; (2) the Virginia Tobacco Regional Revitalization Commission; (3) county Farm Bureau offices; and (4) Virginia Cooperative Extension offices.

The subgroup recognized that the development of a state loan repayment program tied to practice in underserved communities may be combined with other loans to reduce the financial burdens on new veterinarians wishing to enter large animal practice. The subgroup recommended matching students and former students awarded such loan repayment with mentors to assist with grant-writing, finding this to be a key component to the success of a loan repayment program. The subgroup also felt student financial resources should be coordinated through a program administrator.

The subgroup identified geographic challenges, environmental conditions, and lack of shared resources as factors contributing to the attrition of large animal veterinarians in the Commonwealth. A proposed solution is to develop a regulatory pathway under the Board of Veterinary Medicine for haul-in or shared use veterinary establishments for large animals. Such establishments may expand utilization of LVTs in large animal medicine because only veterinarians and LVTs are authorized to access controlled drugs. For this reason, LVTs frequently oversee controlled drug management and inspection compliance for practices. A haul-in large animal practice model may be matched with grants or other funding for ongoing support. These establishments may also expand educational opportunities for participants in Future Farmers of America, 4-H youth development, and high school agricultural programs to generate early interest in large animal veterinary medicine.

V. Licensed veterinary technician scope of practice

The subgroup examined a variety of references defining current LVT scope of practice to identify barriers to expansion. Virginia’s LVT practice act may benefit from clarification to distinguish the role of an LVT from an unlicensed veterinary assistant. Title protection for LVTs may elevate the earning capacity of practitioners and address the misuse and misidentification of veterinary assistants as “technicians.” Geographic variability, prohibitions to independent diagnosing and prescribing by LVTs, government requirements for food animal medicine, and financial constraints of large animal veterinarians to employ LVTs limit the practical use of LVTs in large animal medicine.

The subgroup developed targeted questions for the Board of Veterinary Medicine’s annual veterinary technician license renewal survey. Those questions were included in the 2024 renewal survey to capture data to identify ongoing factors contributing to the low number of LVTs practicing in large animal veterinary medicine and animal shelters. The survey questions will be revised by the Board of Veterinary Medicine as needed in subsequent years to measure the efficacy of implemented solutions proposed by the workgroup and to identify shortage trends.

Limited exposure to large animal medicine in LVT educational programs contributes to fewer numbers of LVTs participating in large animal medicine upon graduation and licensure. Expansion of pathways to LVT programs and opportunities for large animal training in LVT program curricula is needed and may be integrated into a haul-in practice model to increase opportunities for LVTs in large animal medicine.

Large animal veterinarians typically work unassisted or use trained individuals to assist with corralling and restraining large animal patients. A certification program is available through the Department of Education vocational training that may be developed to meet national certification standards. This would provide large animal veterinarians with larger numbers of adequately and appropriately trained assistants to increase efficacy and safety of patients and the public.

VI. Veterinary school class size

After reviewing information about enrollment, available financial assistance, current class size, and new veterinary programs seeking accreditation, the subgroup determined that available seats at veterinary schools could potentially increase by approximately 30%. Given the constraints of current programs in recruiting qualified faculty, available facilities, and budget, an overall increase in class size is not a feasible option to address the large animal veterinarian shortage. It is possible to increase the percentage of seats offered to Virginia residents if funding is made available and contractual obligations with neighboring states to provide seats are met. Additionally, VMCVM must secure adequate state funding to offer more seats to Virginia residents pursuing large animal medicine.

Lincoln Memorial College of Veterinary Medicine (“LMU-CVM”), a private program in Tennessee near the Virginia border, discussed expanding its scholarship program for Virginia residents. This would create another pathway to expose veterinary students to local mentorship, resources, and state infrastructure from which to develop a practice network upon graduation.

VII. Workgroup recommendations

In its first year, the workgroup recommended addressing the large animal veterinarian shortage with the following steps:

1. Develop a pathway for rural and farming community youth to obtain training for national certification and recognition as large animal veterinary assistants.
2. Gather additional data from food producers to pinpoint which areas are most impacted by veterinarian shortages and gather data from large animal veterinarians to assess current practice needs. Use data for loan repayment incentivization program to establish new veterinarians in areas of need.
3. Create a board or partnership for ongoing dialogue among stakeholders and an information repository to identify continuing needs and shortages.
4. Draft budget amendment requests for an incentive-based loan repayment program in Virginia to place veterinarians in shortage areas.
5. Develop support systems to provide ongoing engagement to retain rural veterinarians after satisfying loan terms.
6. Develop a regulatory pathway and model for haul-in facilities.
7. Develop an integrated haul-in practice model to address a variety of needs, including environmental factors, opportunities for licensed veterinary technicians, shared resources, earlier educational opportunities in large animal medicine, and matching with grants or other available funding.
8. Draft budget amendment requests to fund additional seats at the state veterinary school for Virginia students.

VIII. Conclusions and next steps

The workgroup determined that the success of addressing the large animal veterinarian shortage in rural areas depends on a multifaceted approach. This approach includes providing opportunities for students to learn about large animal veterinary medicine in primary and secondary education, offering diverse public and private financial assistance during veterinary school, and linking incentives to rural practice and developing infrastructure and resources for long-term success in underserved communities. While a shortage of LVT practitioners exists in the Commonwealth, this issue does not align with the mandates for this study. Solutions to address the shortage and issues like LVT title protection are outside of the scope of this workgroup. The Board of Veterinary Medicine will review data collected from the annual renewal survey to determine the best process to address shortages.

The workgroup will continue meeting in 2025 and the Department of Health Professions will produce its final report no later than the first day of the 2026 Session in accordance with the Joint Resolutions. Responses from the Board of Veterinary Medicine's annual renewal survey, food animal producers' survey, and large animal veterinarians' survey will be presented to the workgroup at its next meeting. The workgroup will discuss public engagement to increase awareness of the financial incentive programs and other resources as they develop.

Virginia's Large Animal Veterinarian Workforce: 2024

Thank You!

Healthcare Work

March 2025

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

Get a copy of this report from:

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

In total, 680 large animal 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.

Virginia Department of Health Professions

Arne W. Owens, MS
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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Jeffery Newman, DVM
Alexandria

Vice-President

Richard G. Bailey, DVM
Fincastle

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Margaret J. Rucker, DVM
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Fishersville

Steven A. Linas, OD
Richmond

Thomas B. Massie, Jr., DVM
Washington

Patricia Seeger, LVT, BBA
Hampton

Executive Director

Kelli Moss

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The Large Animal Veterinarian Workforce: At a Glance:

The Workforce

Licenses:	680
Virginia's Workforce:	525
FTEs:	508

Background

Rural Childhood:	50%
HS Diploma in VA:	38%
Prof. Degree in VA:	34%

Current Employment

Employed in Prof.:	94%
Hold 1 Full-Time Job:	62%
Satisfied?:	91%

Education

DVM/VMD:	98%
Masters or PhD:	22%

Sector

For-Profit:	81%
Federal:	4%

Job Turnover

Switched Jobs:	7%
Employed Over 2 Yrs.:	63%

Demographics

Female:	71%
Diversity Index:	11%
Median Age:	44

Finances

Median Inc.:	\$100k-\$110k
Health Insurance:	53%
Under 40 w/ Ed. Debt:	69%

Time Allocation

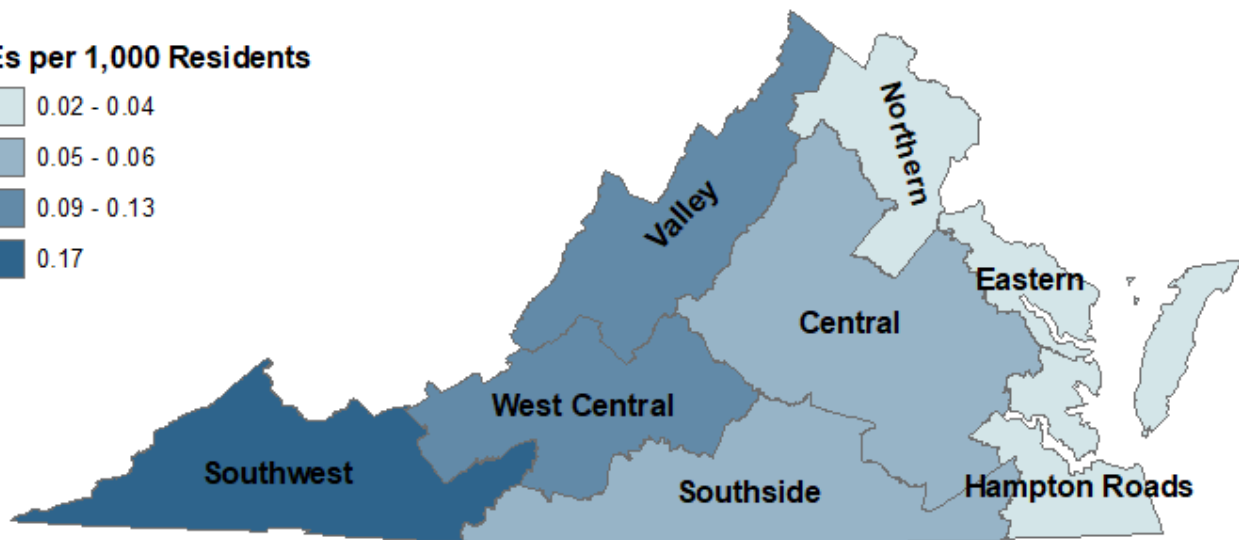
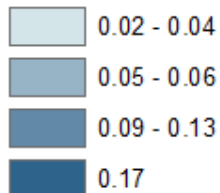
Patient Care:	80%-89%
Administration:	10%-19%
Patient Care Role:	72%

Source: Va. Healthcare Workforce Data Center

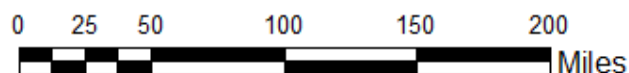
Full-Time Equivalency Units Provided by Large Animal Veterinarians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2023
Source: U.S. Census Bureau, Population Division



P027

This report contains the results of the 2024 Large Animal Veterinarian Workforce survey. In total, 680 large animal 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 all veterinarians.

The HWDC estimates that 525 large animal veterinarians participated in Virginia's workforce during the survey period, which is defined as those large animal 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 large animal veterinarian at some point in the future. During the past year, Virginia's large animal veterinarian workforce provided 508 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

More than seven out of every ten large animal veterinarians are female, including 84% of those large animal veterinarians who are under the age of 40. In a random encounter between two large animal veterinarians, there is an 11% chance that they would be of different races or ethnicities, a measure known as the diversity index. This diversity index increases to 12% for those large animal veterinarians who are under the age of 40. The comparable diversity index for Virginia's overall population is 60%. One out of every two large animal veterinarians grew up in a rural area, and 32% of large animal veterinarians who grew up in a rural area currently work in a non-metro area of the state. In total, 21% of all large animal veterinarians work in a non-metro area of Virginia.

Among all large animal veterinarians, 94% are currently employed in the profession, 62% hold one full-time position, and 31% work between 40 and 49 hours per week. Nearly two out of every three large animal veterinarians have worked at their primary work location for more than two years, while 7% of large animal veterinarians have switched employers or practices at some point in the past year. In total, 2% of all large animal veterinarians experienced underemployment at some point in the past year, and 1% of all large animal veterinarians experienced involuntary unemployment during the same time period.

More than four out of every five large animal veterinarians work in the for-profit sector, while another 9% of large animal veterinarians work for a state or local government. With respect to establishment types, 47% of large animal veterinarians are employed in a solo practice or partnership, while another 31% of large animal veterinarians work in a group practice. In general, large animal veterinarians typically spend most of their time in patient care activities. In fact, 72% of all large animal veterinarians fill a patient care role, defined as spending 60% or more of their time in patient care activities. In addition, 35% of all large animal veterinarians fill an equine patient care role, defined as spending more than 50% of their time treating equines, while another 27% of large animal veterinarians fill a dog patient care role.

The typical large animal veterinarian earns between \$100,000 and \$110,000 per year, and 65% of large animal veterinarians receive this income in the form of a salary. In addition, 67% of all large animal veterinarians receive at least one employer-sponsored benefit, including 53% of large animal veterinarians who have access to health insurance and 47% of large animal veterinarians who have access to a retirement plan. Nearly one out of every three large animal veterinarians expected to retire before the age of 65. At the same time, 18% of large animal veterinarians who are age 50 or over also expect to retire before the age of 65. Among all large animal veterinarians, 91% are satisfied with their current work situation, including 54% who indicated that they are "very satisfied."

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	641	94%
New Licensees	38	6%
Non-Renewals	1	0%
All Licensees	680	100%

Source: Va. Healthcare Workforce Data Center

Among all licensed veterinarians, 680 indicated in the survey that they work with large animals. These respondents represent 13% of the 5,245 veterinarians who held a license at some point in the past year and 15% of the 4,475 veterinarians who submitted a survey.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	0	46	100%
30 to 34	0	97	100%
35 to 39	0	93	100%
40 to 44	0	85	100%
45 to 49	0	72	100%
50 to 54	0	51	100%
55 to 59	0	56	100%
60 and Over	0	180	100%
Total	0	680	100%
New Licenses			
Issued in Past Year	0	38	100%
Metro Status			
Non-Metro	0	89	100%
Metro	0	309	100%
Not in Virginia	0	282	100%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2024.
- Target Population:** All veterinarians who work with large animals and held a Virginia license at some point between January 2024 and December 2024.
- Survey Population:** The survey was available to large animal veterinarians who renewed their licenses online. It was not available to those who did not renew, including those who were newly licensed in 2024.

Response Rates	
Completed Surveys	680
Response Rate, All Licensees	100%
Response Rate, Renewals	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinarians

Number: 680
 New: 6%
 Not Renewed: 0%

Response Rates

All Licensees: 100%
 Renewing Practitioners: 100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Large Animal Vet. Workforce: 525
 FTEs: 508

Utilization Ratios

Licensees in VA Workforce: 77%
 Licensees per FTE: 1.34
 Workers per FTE: 1.03

Source: Va. Healthcare Workforce Data Center

Definitions

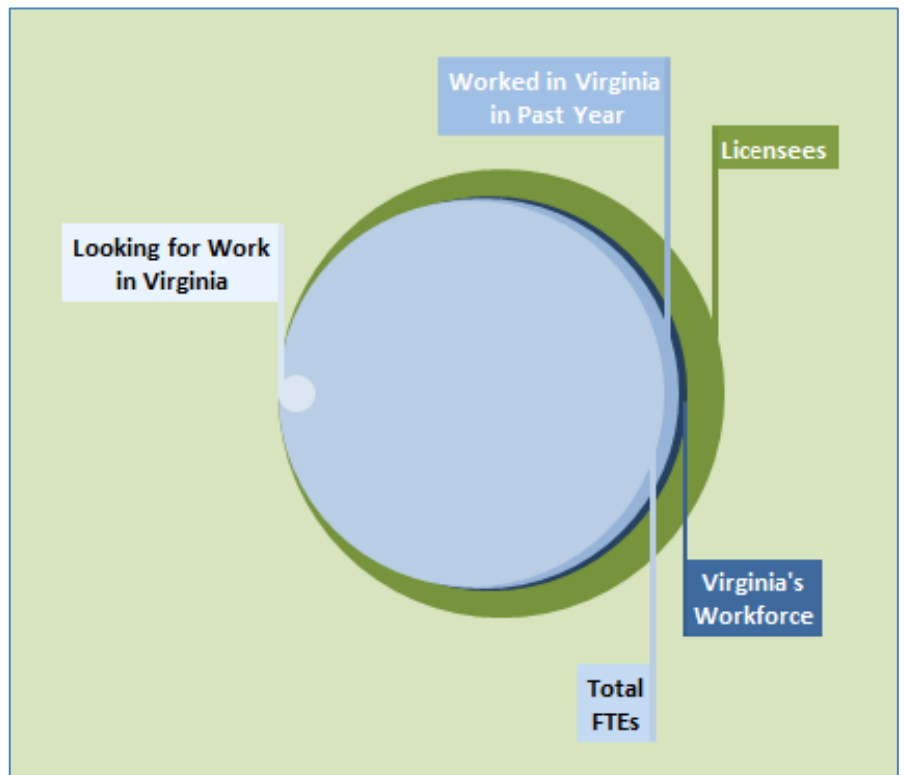
- 1. Virginia’s Workforce:** A licensee with a primary or secondary work site in Virginia at any time between January 2024 and December 2024 or who indicated intent to return to Virginia’s workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 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.

Large Animal Veterinarian Workforce

Status	#	%
Worked in Virginia in Past Year	520	99%
Looking for Work in Virginia	5	1%
Virginia's Workforce	525	100%
Total FTEs	508	
Licensees	680	

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	10	19%	43	81%	53	10%
30 to 34	15	17%	75	83%	90	17%
35 to 39	8	13%	52	87%	60	12%
40 to 44	10	17%	51	83%	61	12%
45 to 49	16	31%	36	69%	51	10%
50 to 54	9	24%	29	76%	39	8%
55 to 59	12	36%	21	64%	34	7%
60 and Over	73	56%	59	45%	132	25%
Total	153	30%	366	71%	519	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Large Animal Veterinarians		Large Animal Vets Under 40	
	%	#	%	#	%
White	59%	492	94%	190	94%
Black	19%	2	0%	2	1%
Asian	7%	6	1%	2	1%
Other Race	0%	4	1%	0	0%
Two or More Races	3%	4	1%	1	0%
Hispanic	11%	15	3%	8	4%
Total	100%	523	100%	203	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, 2023.

Source: Va. Healthcare Workforce Data Center

Among the 39% of large animal veterinarians who are under the age of 40, 84% are female. In addition, the diversity index among large animal veterinarians who are under the age of 40 is 12%.

At a Glance:

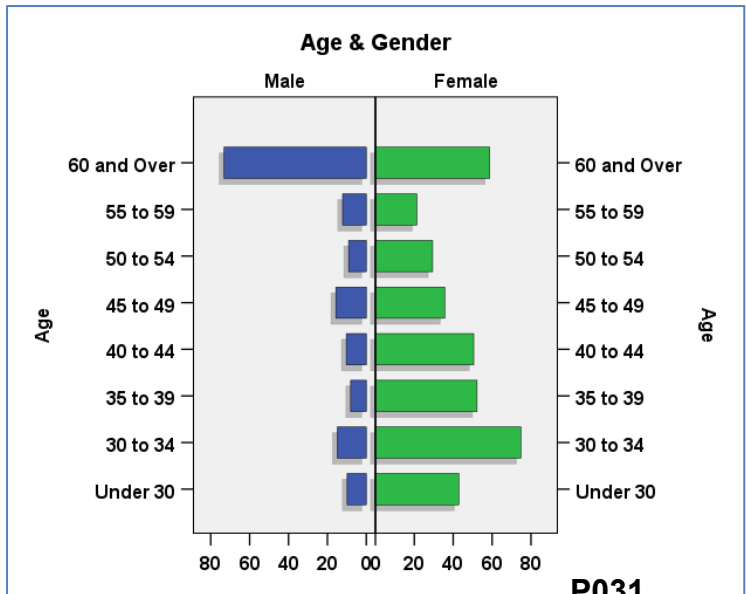
Gender
 % Female: 71%
 % Under 40 Female: 84%

Age
 Median Age: 44
 % Under 40: 39%
 % 55 and Over: 32%

Diversity
 Diversity Index: 11%
 Under 40 Div. Index: 12%

Source: Va. Healthcare Workforce Data Center

In a random encounter between two large animal veterinarians, there is a 11% 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: 7%
 Rural Childhood: 50%

Virginia Background

HS in Virginia: 38%
 Prof. Degree in VA: 34%
 HS or Prof. Edu. in VA: 46%

Location Choice

% Rural to Non-Metro: 32%
 % Urban/Suburban to Non-Metro: 10%

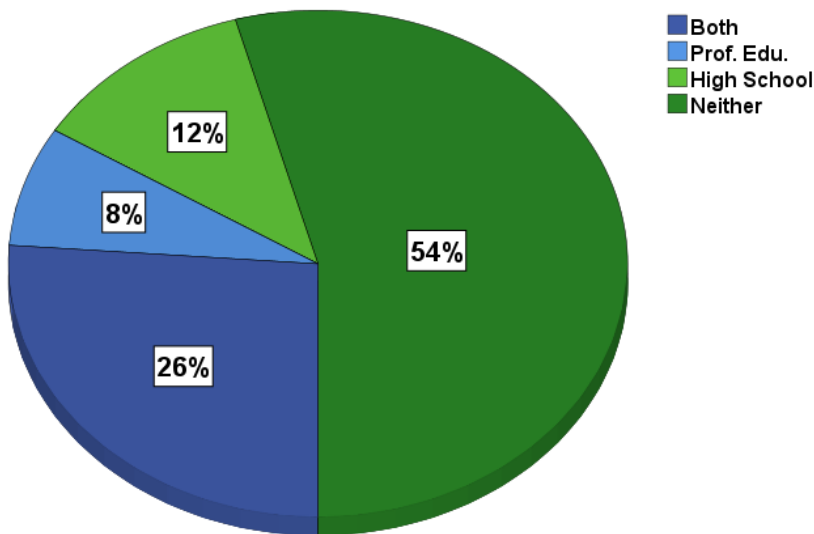
Source: Va. Healthcare Workforce Data Center

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+	35%	61%	5%
2	Metro, 250,000 to 1 Million	61%	28%	12%
3	Metro, 250,000 or Less	49%	41%	10%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	100%	0%	0%
6	Urban, Pop. 5,000-19,999, Metro Adjacent	69%	25%	6%
7	Urban, Pop. 5,000-19,999, Non-Adjacent	86%	14%	0%
8	Rural, Metro Adjacent	65%	30%	5%
9	Rural, Non-Adjacent	100%	0%	0%
Overall		50%	44%	7%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Half of all large animal veterinarians grew up in a self-described rural area, and 32% of large animal veterinarians who grew up in a rural area currently work in a non-metro area of the state. In total, 21% of all large animal veterinarians currently work in a non-metro county.

Top Ten States for Large Animal Veterinarian Recruitment

Rank	All Large Animal Veterinarians			
	High School	#	Professional School	#
1	Virginia	196	Virginia	171
2	New York	25	Tennessee	36
3	New Jersey	25	Outside U.S./Canada	33
4	North Carolina	25	Pennsylvania	25
5	Pennsylvania	24	Alabama	24
6	Maryland	18	North Carolina	23
7	Outside U.S./Canada	16	Ohio	21
8	California	16	Georgia	20
9	Ohio	16	New York	18
10	Florida	13	Colorado	14

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinarians, 38% received their high school degree in Virginia, and 34% received their initial professional degree in the state.

Among large animal veterinarians who obtained their initial license in the past five years, 27% received their high school degree in Virginia, while 21% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	41	Virginia	31
2	North Carolina	13	Tennessee	21
3	Florida	9	North Carolina	12
4	Ohio	7	Outside U.S./Canada	11
5	Pennsylvania	6	Colorado	6
6	Connecticut	6	Florida	5
7	Outside U.S./Canada	5	Ohio	5
8	New York	5	Minnesota	5
9	Indiana	4	Washington	5
10	New Jersey	4	Canada	4

Source: Va. Healthcare Workforce Data Center

More than two out of every five licensed large animal veterinarians did not participate in the state's large animal veterinarian workforce. Among these licensees, 94% worked at some point in the past year, including 90% who currently work as veterinarians.

At a Glance:

Not in VA Workforce

Total:	281
% of Licensees:	41%
Federal/Military:	8%
Va. Border State/DC:	23%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Education		
Degree	#	% of Workforce
Bachelor of Science	395	75%
Other Bachelor's Degree	52	10%
Graduate Certificate	14	3%
Master's Degree	95	18%
PhD	23	4%
DVM/VMD	513	98%

Source: Va. Healthcare Workforce Data Center

More than two out of every five large animal veterinarians carry education debt, including 69% of those who are under the age of 40. For those with education debt, their median outstanding balance is between \$180,000 and \$200,000.

At a Glance:

Education

DVM/VMD: 98%
Masters or PhD: 22%

Education Debt

Carry Debt: 41%
Under Age 40 w/ Debt: 70%
Median Debt: \$180k-\$200k

Training Program

Equine Practice: 7%
Laboratory Medicine: 3%
Surgery: 3%

Source: Va. Healthcare Workforce Data Center

Other Education/Training		
Residency/Specialty Training	#	% of Workforce
Equine Practice	35	7%
Laboratory Animal Medicine	15	3%
Surgery	14	3%
Public Health	13	2%
Reproductive Medicine	13	2%
Ophthalmology	12	2%
Food Animal Practice	11	2%
Internal Medicine	10	2%
Beef Cattle Practice	9	2%
At Least One	148	28%
Other Education	#	% of Workforce
Preventative Medicine	76	14%
Therigenology	46	9%
Other	67	13%
At Least One	158	30%

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All Large Animal Vets		Large Animal Vets Under 40	
	#	%	#	%
None	268	59%	55	30%
Less than \$60,000	40	9%	18	10%
\$60,000-\$79,999	5	1%	1	1%
\$80,000-\$99,999	10	2%	7	4%
\$100,000-\$119,999	10	2%	7	4%
\$120,000-\$139,999	6	1%	5	3%
\$140,000-\$159,999	9	2%	5	3%
\$160,000-\$179,999	7	2%	5	3%
\$180,000-\$199,999	15	3%	11	6%
\$200,000-\$219,999	14	3%	10	5%
\$220,000-\$239,999	5	1%	5	3%
\$240,000-\$259,999	11	2%	9	5%
\$260,000-\$279,999	11	2%	9	5%
\$280,000-\$299,999	4	1%	1	1%
\$300,000 or More	40	9%	34	18%
Total	456	100%	184	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 94%
 Involuntarily Unemployed: 0%

Positions Held

1 Full-Time: 62%
 2 or More Positions: 25%

Weekly Hours

40 to 49: 31%
 60 or More: 18%
 Less than 30: 10%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	< 1%
Employed in a Veterinary-Related Capacity	482	94%
Employed, NOT in a Veterinary-Related Capacity	6	1%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	0	0%
Voluntarily Unemployed	7	1%
Retired	15	3%
Total	511	100%

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinarians, 94% are currently employed in the profession, 62% hold one full-time job, and 31% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	22	4%
One Part-Time Position	44	9%
Two Part-Time Positions	29	6%
One Full-Time Position	309	62%
One Full-Time Position & One Part-Time Position	72	14%
Two Full-Time Positions	10	2%
More than Two Positions	16	3%
Total	502	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	22	4%
1 to 9 Hours	15	3%
10 to 19 Hours	18	4%
20 to 29 Hours	16	3%
30 to 39 Hours	60	12%
40 to 49 Hours	153	31%
50 to 59 Hours	124	25%
60 to 69 Hours	45	9%
70 to 79 Hours	22	4%
80 or More Hours	22	4%
Total	497	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	7	2%
Less than \$40,000	42	10%
\$40,000-\$59,999	39	9%
\$60,000-\$79,999	50	12%
\$80,000-\$99,999	59	14%
\$100,000-\$119,999	65	16%
\$120,000-\$139,999	40	10%
\$140,000-\$159,999	29	7%
\$160,000-\$179,999	12	3%
\$180,000-\$199,999	16	4%
\$200,000 or More	53	13%
Total	412	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Health Insurance: 53%
Retirement: 47%

Source: Va. Healthcare Workforce Data Center

The median annual income of Virginia's large animal veterinarians is between \$100,000 and \$110,000. In addition, 67% of all large animal veterinarians receive at least one employer-sponsored benefit, including 53% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	257	53%	70%
Health Insurance	256	53%	63%
Retirement	227	47%	57%
Paid Sick Leave	209	43%	58%
Dental Insurance	178	37%	47%
Group Life Insurance	100	21%	26%
Signing/Retention Bonus	52	11%	16%
At Least One Benefit	325	67%	81%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Satisfaction

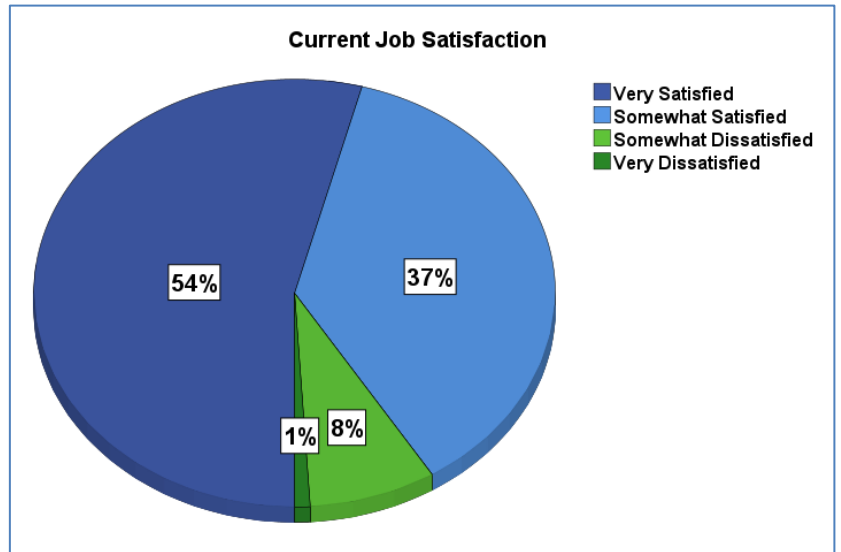
Satisfied: 91%
Very Satisfied: 54%

Exhaustion

Burned Out: 36%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	270	54%
Somewhat Satisfied	184	37%
Somewhat Dissatisfied	39	8%
Very Dissatisfied	5	1%
Total	498	100%

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinarians, 91% are satisfied with their current employment situation, including 54% who indicated that they are "very satisfied."

More than one out of every three large animal veterinarians are feeling burned out with their job. Among these large animal veterinarians, more than three out of every five will continue to work in their current position.

Burned Out?		
	#	%
Yes	175	36%
No	314	64%
Burned Out		
Will Continue to Work in Current Position	110	22%
Seeking Another Position in Veterinary Care Profession	28	6%
Seeking Professional Resources to Deal with Burn Out	22	4%
Planning to Leave Veterinary Care Profession within 1-2 Years	15	3%
Total	175	36%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	4	1%
Experience Voluntary Unemployment?	31	6%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	11	2%
Work Two or More Positions at the Same Time?	144	27%
Switch Employers or Practices?	39	7%
Experience at Least One?	192	37%

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinarians, 1% 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.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	18	4%	10	7%
Less than 6 Months	29	6%	15	11%
6 Months to 1 Year	44	9%	17	13%
1 to 2 Years	92	19%	21	16%
3 to 5 Years	87	18%	24	18%
6 to 10 Years	48	10%	20	15%
More than 10 Years	174	35%	30	22%
Subtotal	491	100%	135	100%
Did Not Have Location	6		383	
Item Missing	28		7	
Total	525		525	

Source: Va. Healthcare Workforce Data Center

Nearly two out of every three large animal veterinarians either receive a salary or work on commission at their primary work location.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched Jobs: 7%
New Location: 21%
Over 2 Years: 63%
Over 2 Yrs., 2nd Location: 55%

Employment Type

Salary/Commission: 65%
Business/Practice Income: 22%

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinarians, 63% have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	252	65%
Hourly Wage	22	6%
By Contract/Per Diem	22	6%
Business/Practice Income	87	22%
Unpaid	6	2%
Subtotal	390	100%
Did Not Have Location	6	
Item Missing	130	

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 2.3% and a high of 3.5%. At the time of publication, the unemployment rate for December 2024 was still preliminary.

At a Glance:

Concentration

Top Region:	23%
Top 3 Regions:	60%
Lowest Region:	0%

Locations

2 or More (Past Year):	28%
2 or More (Now*):	26%

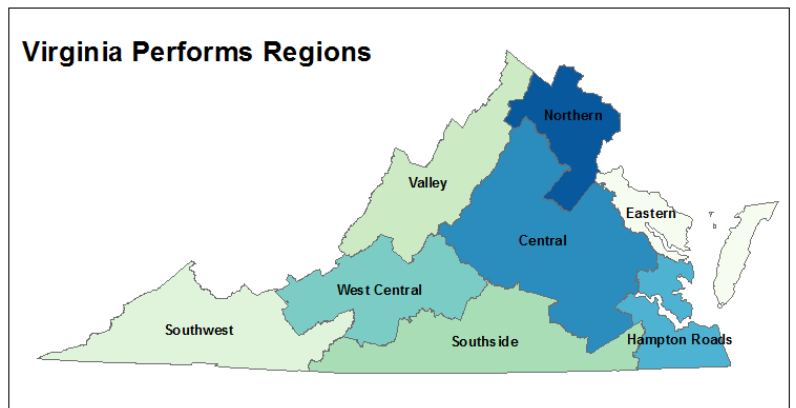
Source: Va. Healthcare Workforce Data Center

Three out of every five large animal veterinarians in the state work in Central, Northern, or West Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	113	23%	22	16%
Eastern	2	0%	5	4%
Hampton Roads	42	9%	15	11%
Northern	108	22%	17	13%
Southside	16	3%	5	4%
Southwest	55	11%	14	10%
Valley	65	13%	14	10%
West Central	74	15%	21	16%
Virginia Border State/D.C.	5	1%	7	5%
Other U.S. State	13	3%	14	10%
Outside of the U.S.	0	0%	1	1%
Total	493	100%	135	100%
Item Missing	26		7	

Source: Va. Healthcare Workforce Data Center



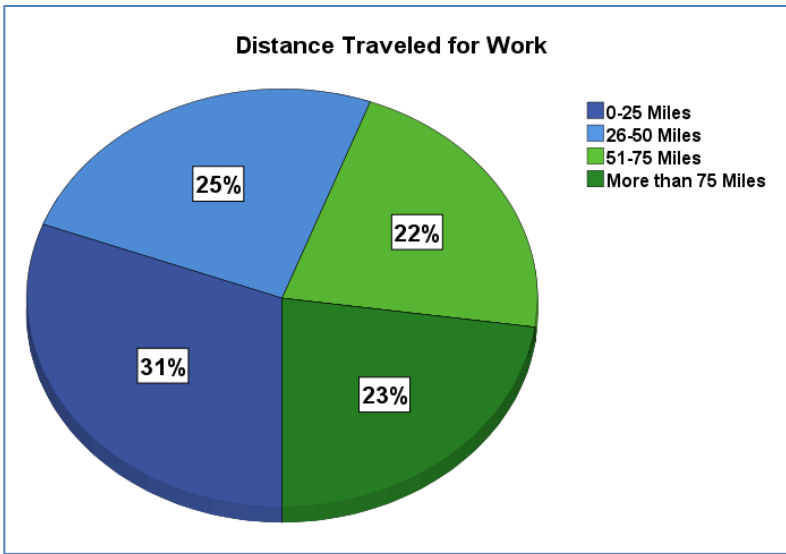
Source: Va. Healthcare Workforce Data Center

While 26% of large animal veterinarians currently have multiple work locations, 28% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	5	1%	19	4%
1	349	70%	349	70%
2	81	16%	79	16%
3	39	8%	37	7%
4	7	1%	4	1%
5	6	1%	2	0%
6 or More	8	2%	7	1%
Total	496	100%	496	100%

*At the time of survey completion, Dec. 2024.

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Base Point

Top Region: 24%

Top 3 Regions: 61%

Lowest Region: 1%

Work Travel

0-25 Miles: 31%

More than 50 Miles: 44%

Source: Va. Healthcare Workforce Data Center

Distance Traveled for Work		
Range	#	%
0-25 Miles	151	31%
26-50 Miles	123	25%
51-75 Miles	106	22%
More than 75 Miles	112	23%
Total	492	100%

Source: Va. Healthcare Workforce Data Center

Nearly one-third of all large animal veterinarians travel between 0 and 25 miles for their work. Another 44% travel more than 50 miles for their work.

Among all large animal veterinarians, 61% have their primary base point location in Central, Northern, or West Central Virginia.

Primary Base Point Location		
Virginia Performs Region	#	%
Central	114	24%
Eastern	3	1%
Hampton Roads	46	10%
Northern	105	22%
Southside	13	3%
Southwest	58	12%
Valley	67	14%
West Central	73	15%
Total	479	100%
Item Missing	45	

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	368	81%	115	88%
Non-Profit	28	6%	8	6%
State/Local Government	39	9%	6	5%
Veterans Administration	1	0%	0	0%
U.S. Military	9	2%	1	1%
Other Federal Government	8	2%	0	0%
Total	453	100%	130	100%
Did Not Have Location	6		383	
Item Missing	66		12	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

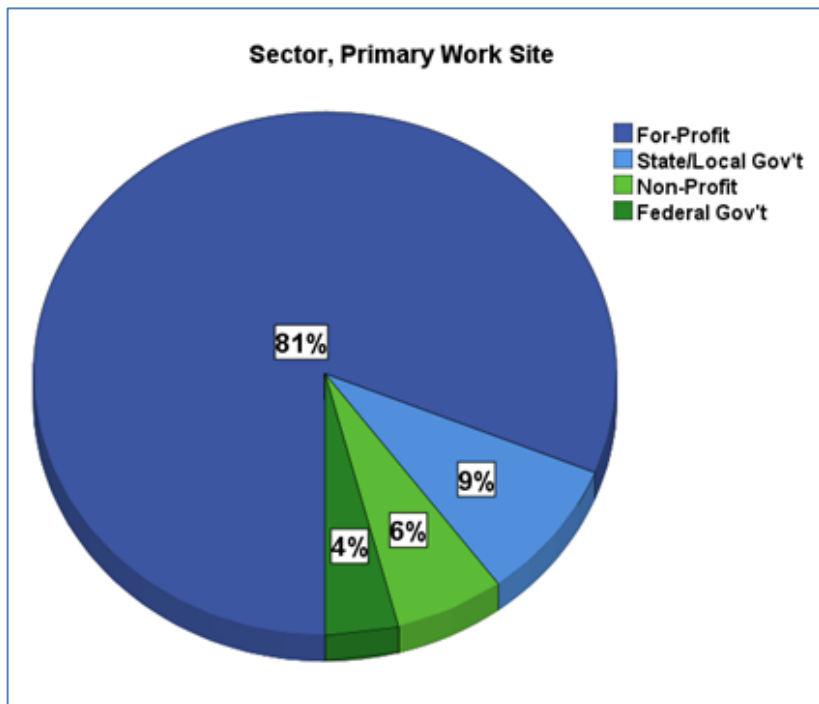
Sector

For-Profit:	81%
Federal:	4%

Top Establishments

Solo Practice:	47%
Group Practice:	31%
Veterinary Edu. Program:	5%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

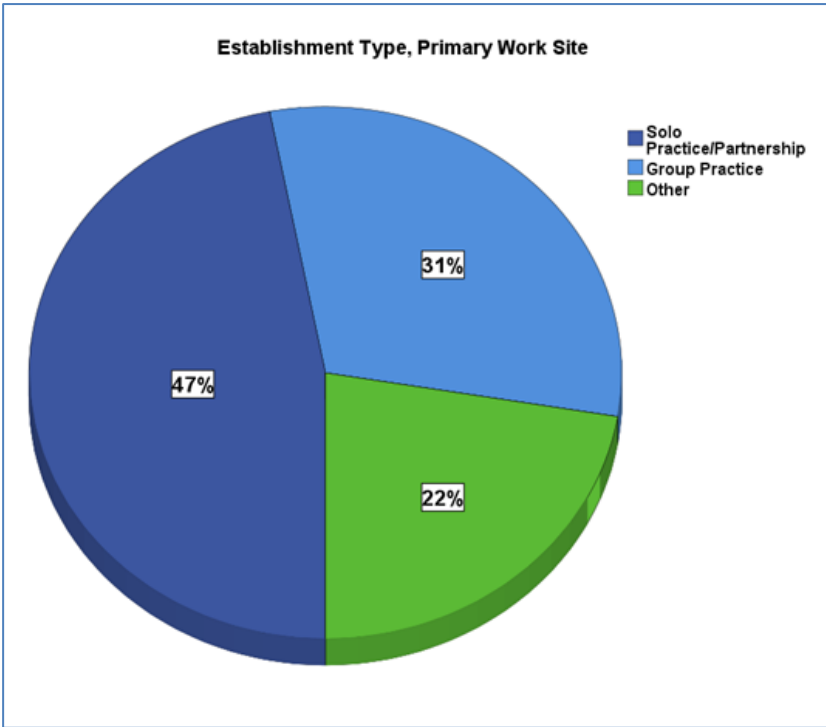
Among all large animal veterinarians, 87% work in the private sector, including 81% who are employed in the for-profit sector. Another 9% of large animal veterinarians work for state or local governments.

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice/Partnership	216	47%	58	45%
Group Practice	141	31%	36	28%
Veterinary Education Program	25	5%	9	7%
Laboratory	14	3%	3	2%
Public Health Program	11	2%	0	0%
Shelters or Rescue (Public or Private)	5	1%	2	2%
Non-Veterinary Education Program	2	0%	2	2%
Supplier Organization	1	0%	1	1%
Veterinary Technology Education Program	1	0%	1	1%
Other Practice Setting	44	10%	17	13%
Total	460	100%	129	100%
Did Not Have Location	6		383	

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinarians, 47% work at a solo practice or partnership as their primary work location, while another 31% work at a group practice.

Among those large animal veterinarians who also have a secondary work location, 45% work at a solo practice or partnership, and 28% work at a group practice.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Languages Offered

Spanish:	18%
French:	1%
At Least One:	20%

Means of Communication

Other Staff Member:	59%
Respondent:	34%
Virtual Translation:	15%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	92	18%
French	7	1%
Amharic, Somali, or Other Afro-Asiatic Languages	1	0%
Chinese	1	0%
Hindi	1	0%
Korean	1	0%
Others	16	3%
At Least One Language	103	20%

Source: Va. Healthcare Workforce Data Center

Nearly one out of every five large animal 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
Other Staff Member is Proficient	61	59%
Respondent is Proficient	35	34%
Virtual Translation Service	15	15%
Onsite Translation Service	6	6%
Other	5	5%

Source: Va. Healthcare Workforce Data Center

Nearly three out of every five large animal 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: 80%-89%
Administration: 10%-19%
Education: 1%-9%

Roles

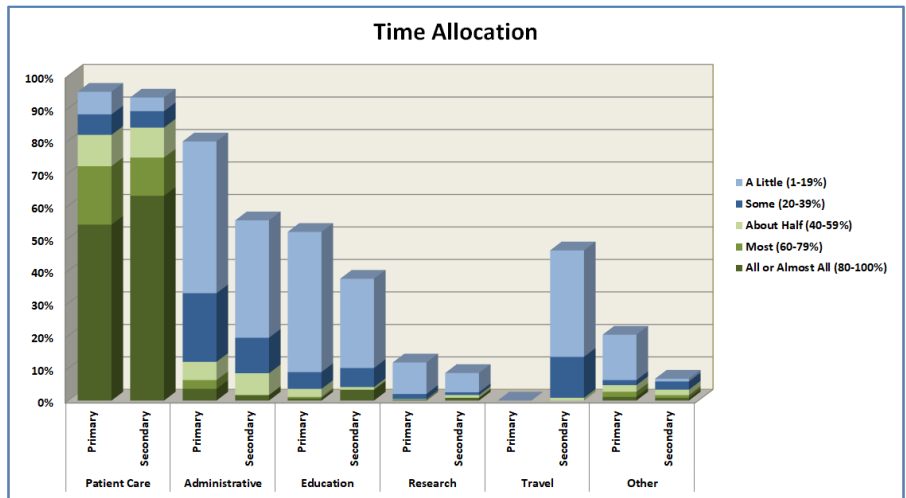
Patient Care: 72%
Administration: 6%
Education: 1%

Patient Care Veterinarians

Median Admin. Time: 1%-9%
Avg. Admin. Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Large animal veterinarians spend most of their time treating patients. In fact, 72% of large animal 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		Travel		Other	
	Pri. Site	Sec. Site	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%)	54%	63%	4%	2%	1%	3%	0%	1%	-	0%	1%	1%
Most (60-79%)	18%	12%	3%	0%	0%	0%	0%	0%	-	0%	2%	1%
About Half (40-59%)	10%	9%	6%	7%	2%	1%	0%	1%	-	1%	2%	2%
Some (20-39%)	6%	5%	21%	11%	5%	6%	2%	1%	-	13%	2%	3%
A Little (1-19%)	7%	4%	47%	36%	43%	28%	10%	6%	-	33%	14%	1%
None (0%)	5%	7%	20%	45%	48%	63%	88%	91%	-	54%	80%	93%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patient Care Visits				
# of Patients Per Week	Primary		Secondary	
	#	%	#	%
None	59	13%	14	11%
1-24	152	33%	53	41%
25-49	121	26%	36	28%
50-74	46	10%	13	10%
75-99	25	5%	2	2%
100-124	19	4%	6	5%
125-149	7	2%	0	0%
150-174	7	2%	2	2%
175-199	4	1%	2	2%
200 or More	18	4%	1	1%
Total	458	100%	129	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Patient Time Allocation
 Equines: 35%
 Dogs: 27%
 Cats: 12%

Source: Va. Healthcare Workforce Data Center

One out of every three large animal veterinarians treat between 1 and 24 animals per week. In addition, 35% of all large animal veterinarians fill an equine care patient role, meaning that more than half of their time is spent treating equines. Another 27% of large animal veterinarians fill a dog care patient role.

Patient Allocation				
Animal	Percentage of Time			
	0-10%	11-25%	26-50%	> 50%
Equines	52%	7%	6%	35%
Bovines (Dairy)	90%	4%	2%	4%
Bovines (Beef)	77%	9%	8%	5%
Sheep/Goats	80%	13%	4%	3%
Poultry	95%	2%	1%	2%
Camelids	97%	3%	1%	0%
Cats	49%	9%	30%	12%
Dogs	44%	8%	21%	27%
Small Animals (Exotics)	94%	2%	3%	2%
Other Animals	91%	1%	2%	6%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Large Animal Veterinarians		Large Animal Veterinarians 50 and Over	
	#	%	#	%
Under Age 50	9	2%	-	-
50 to 54	18	4%	0	0%
55 to 59	34	8%	10	6%
60 to 64	72	17%	20	12%
65 to 69	130	30%	39	24%
70 to 74	67	16%	40	24%
75 to 79	32	7%	17	10%
80 or Over	13	3%	12	7%
I Do Not Intend to Retire	53	12%	26	16%
Total	427	100%	164	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Large Animal Veterinarians

Under 65: 31%

Under 60: 14%

Large Animal Vets 50 and Over

Under 65: 18%

Under 60: 6%

Time Until Retirement

Within 2 Years: 10%

Within 10 Years: 27%

Half the Workforce: By 2054

Source: Va. Healthcare Workforce Data Center

Nearly one out of every three large animal veterinarians expect to retire by the age of 65. Among large animal veterinarians who are age 50 or over, 18% still expect to retire by age 65.

Within the next two years, 10% of Virginia's large animal veterinarians expect to pursue additional educational opportunities, and 9% plan to increase their patient care hours.

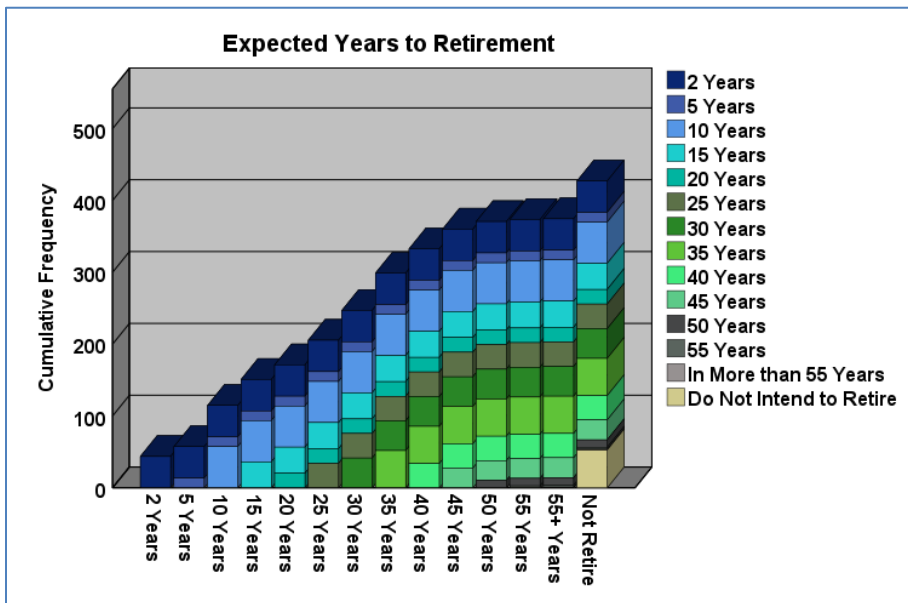
Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	16	3%
Leave Virginia	22	4%
Decrease Patient Care Hours	64	12%
Decrease Teaching Hours	2	0%
Increase Participation		
Increase Patient Care Hours	48	9%
Increase Teaching Hours	34	6%
Pursue Additional Education	52	10%
Return to the Workforce	0	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectations to age, we can estimate the maximum years to retirement for large animal veterinarians. While 10% of large animal veterinarians expect to retire in the next two years, 27% plan to retire within the next decade. More than half of the current workforce expect to retire by 2054.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	44	10%	10%
5 Years	14	3%	14%
10 Years	57	13%	27%
15 Years	36	8%	35%
20 Years	20	5%	40%
25 Years	34	8%	48%
30 Years	42	10%	58%
35 Years	52	12%	70%
40 Years	34	8%	78%
45 Years	28	7%	85%
50 Years	10	2%	87%
55 Years	3	1%	88%
In More Than 55 Years	1	0%	88%
Do Not Intend to Retire	53	12%	100%
Total	427	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 in 2024. Retirement will peak at 13% of the current workforce around 2034 before declining to under 10% of the current workforce again around 2064.

At a Glance:

FTEs

Total: 508
 FTEs/1,000 Residents²: 0.058
 Average: 0.98

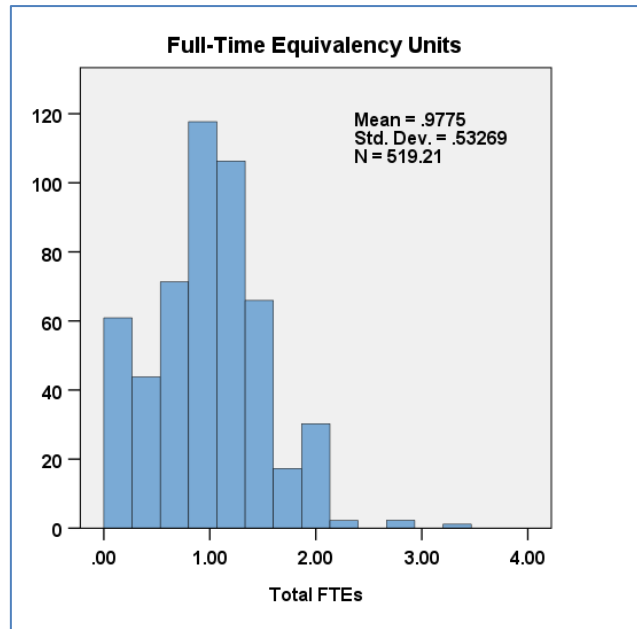
Age & Gender Effect

Age, *Partial Eta*²: Medium
 Gender, *Partial Eta*²: Small

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

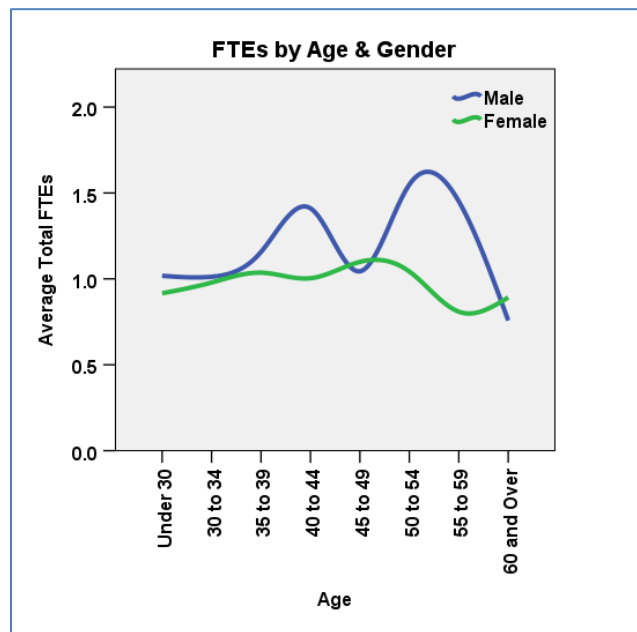


Source: Va. Healthcare Workforce Data Center

The typical large animal veterinarian provided 1.00 FTEs in the past year, or approximately 50 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	0.91
30 to 34	0.97	1.04
35 to 39	1.05	1.00
40 to 44	1.07	1.01
45 to 49	1.08	1.09
50 to 54	1.17	1.05
55 to 59	1.06	1.09
60 and Over	0.81	0.78
Gender		
Male	1.00	1.09
Female	0.98	0.97

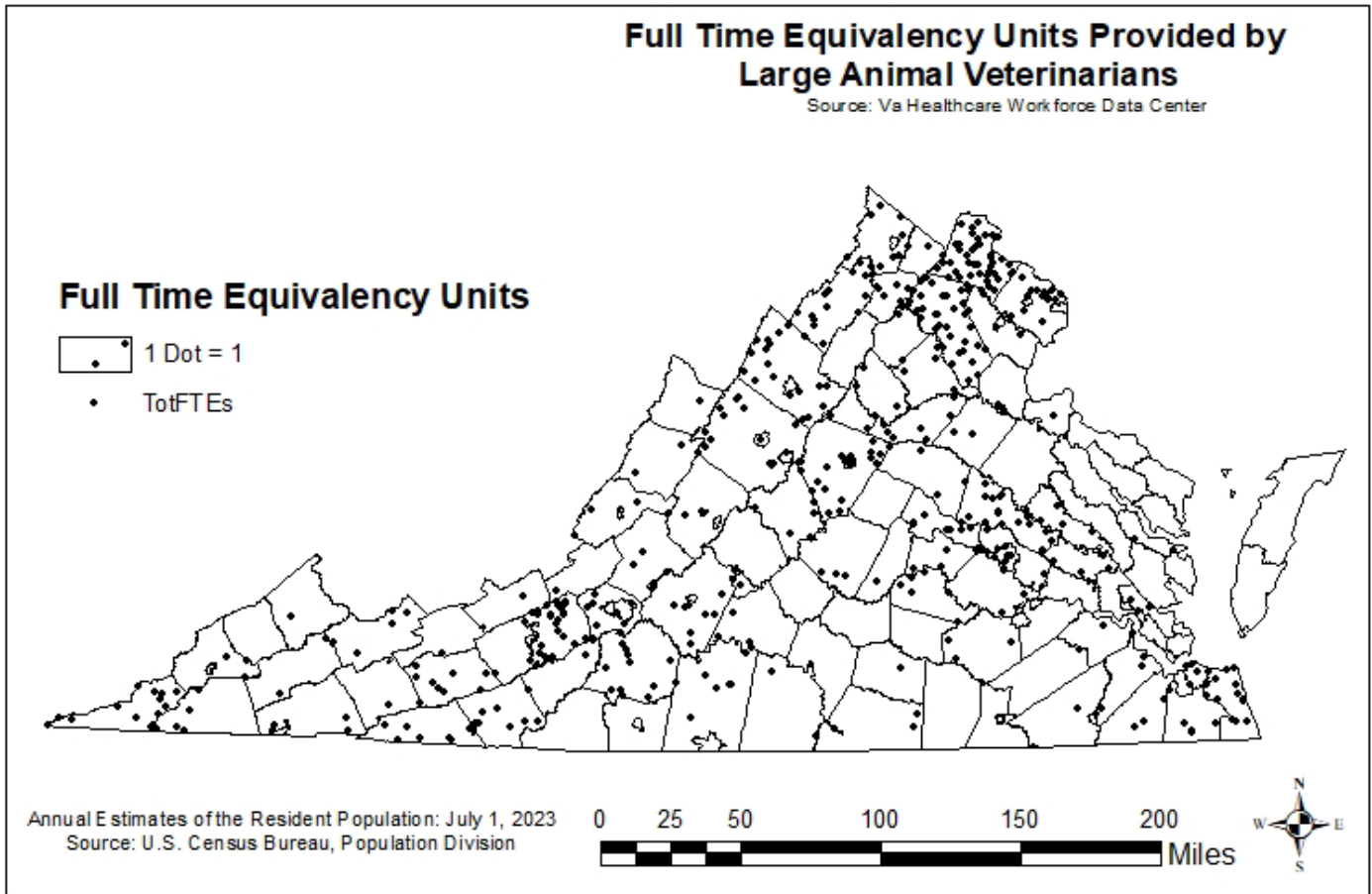
Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

² Number of residents in 2023 was used as the denominator.

³ Due to assumption violations in Mixed between-within ANOVA (Interaction Effect was significant).



Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	173	87.48%	1.143	1.092	1.404
Metro, 250,000 to 1 Million	38	84.59%	1.182	1.129	1.452
Metro, 250,000 or Less	98	84.82%	1.179	1.126	1.448
Urban, Pop. 20,000+, Metro Adj.	6	83.87%	1.192	1.163	1.464
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 5,000-19,999, Metro Adj.	38	88.68%	1.128	1.077	1.385
Urban, Pop. 5,000-19,999, Non-Adj.	21	92.31%	1.083	1.035	1.330
Rural, Metro Adj.	21	87.63%	1.141	1.090	1.402
Rural, Non-Adj.	3	68.00%	1.471	1.419	1.452
Virginia Border State/D.C.	156	83.02%	1.205	1.151	1.479
Other U.S. State	126	81.46%	1.228	1.173	1.508

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	46	69.47%	1.439	1.330	1.508
30 to 34	97	81.71%	1.224	1.131	1.282
35 to 39	93	86.42%	1.157	1.070	1.452
40 to 44	85	87.90%	1.138	1.052	1.192
45 to 49	72	89.32%	1.120	1.035	1.173
50 to 54	51	87.48%	1.143	1.100	1.197
55 to 59	56	88.42%	1.131	1.045	1.419
60 and Over	180	85.59%	1.168	1.080	1.224

Source: Va. Healthcare Workforce Data Center

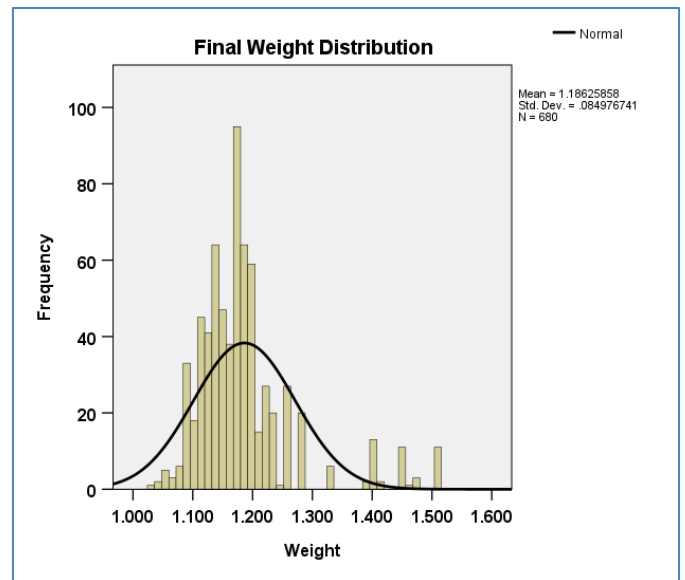
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.853194



Source: Va. Healthcare Workforce Data Center

Virginia's Large Animal Veterinary Technician Workforce: 2024

Thank You!

Healthcare Work

March 2025

Virginia Department of Health Professions
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Get a copy of this report from:

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

Approximately 170 Large Animal 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.

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The Large Animal Veterinary Technician Workforce At a Glance:

The Workforce

Licensees:	190
Virginia's Workforce:	164
FTEs:	137

Background

Rural Childhood:	51%
HS Diploma in VA:	62%
Prof. Degree in VA:	64%

Current Employment

Employed in Prof.:	85%
Hold 1 Full-Time Job:	62%
Satisfied?:	91%

Survey Response Rate

All Licensees:	90%
Renewing Practitioners:	100%

Education

Associate:	86%
Baccalaureate:	14%

Job Turnover

Switched Jobs:	9%
Employed Over 2 Yrs.:	66%

Demographics

Female:	95%
Diversity Index:	20%
Median Age:	38

Finances

Median Income:	\$40k-\$50k
Retirement Benefits:	62%
Under 40 w/ Ed. Debt:	29%

Time Allocation

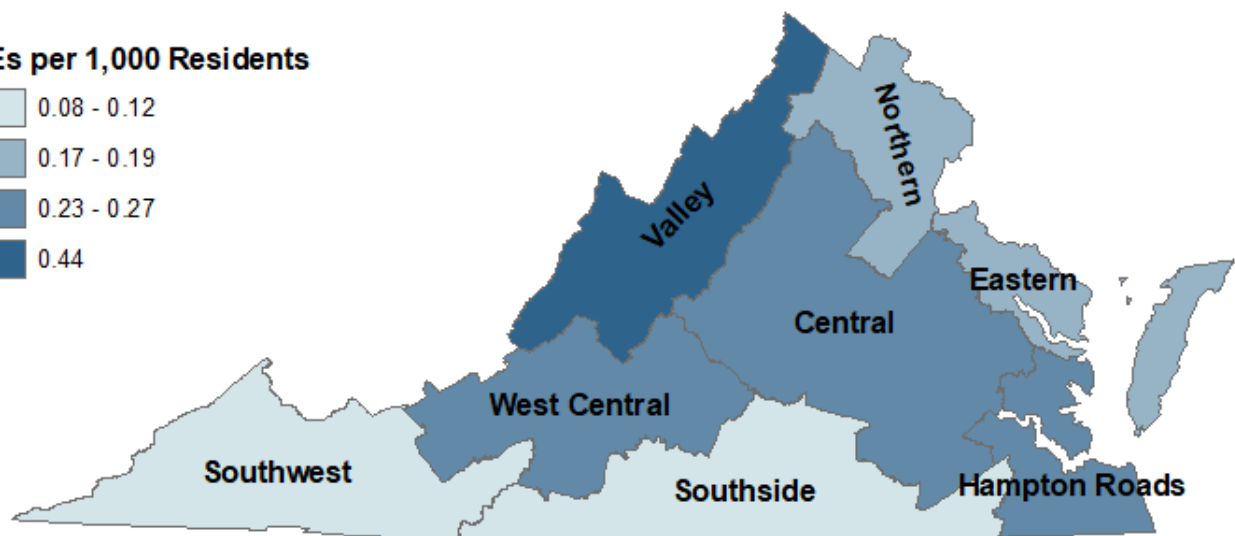
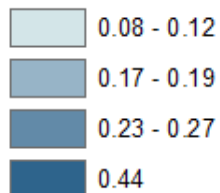
Patient Care:	60%-69%
Administration:	0%
Patient Care Role:	53%

Source: Va. Healthcare Workforce Data Center

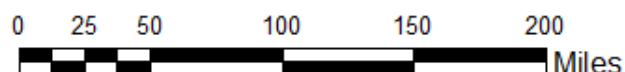
Full-Time Equivalency Units Provided by Veterinary Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2023
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2024 Large Animal Veterinary Technician Workforce survey. In total, 170 large animal veterinary technicians voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers this survey during the license renewal process, which takes place every December for veterinary technicians. These survey respondents represent 90% of the 190 large animal veterinary technicians who are licensed in the state and nearly all renewing practitioners.

The HWDC estimates that 164 large animal veterinary technicians participated in Virginia's workforce during the survey period, which is defined as those large animal 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 137 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

The percentage of all veterinary technicians who are female is 95%, and the median age of this workforce is 38. In a random encounter between two large animal veterinary technicians, there is a 20% chance that they would be of different races or ethnicities, a measure known as the diversity index. This diversity index decreases to 19% for those large animal veterinary technicians who are under the age of 40. The comparable diversity index for Virginia's overall population is 60%. More than half of all large animal veterinary technicians grew up in a rural area, and 28% of large animal veterinary technicians who grew up in a rural area currently work in a non-metro area of Virginia. In total, 19% of all veterinary technicians currently work in a non-metro area of the state.

Among all veterinary technicians, 85% are currently employed in the profession, 62% hold one full-time position, and 40% work between 40 and 49 hours per week. About 43% of large animal veterinary technicians work in a solo practice/partnership, while another 20% work in a group practice. In addition, 80% of all large animal veterinary technicians receive at least one employer-sponsored benefit, including 65% of large animal veterinary technicians who have access to health insurance and 62% of large animal veterinary technicians who have access to a retirement plan. The median annual income for this workforce is between \$40,000 and \$50,000, and 75% receive this income in the form of an hourly wage. At the same time, 23% of large animal veterinary technicians carry education debt, and the median outstanding balance among those with education debt is between \$20,000 and \$30,000. More than nine out of every ten large animal veterinary technicians indicated that they are satisfied with their current work situation, including 48% who indicated that they are "very satisfied."

Close to three out of every four large animal veterinary technicians work in the for-profit sector, while another 14% of large animal veterinary technicians work for a state or local government. With respect to establishment types, 43% of large animal veterinary technicians are employed in a solo practice or partnership, while another 20% of large animal veterinary technicians work in a group practice. In general, large animal veterinary technicians typically spend most of their time in patient care activities. In fact, 53% of all large animal veterinary technicians fill a patient care role, defined as spending 60% or more of their time in patient care activities. In addition, 25% of all large animal veterinary technicians fill an equine patient care role, defined as spending more than 50% of their time treating equines, while another 29% of large animal veterinary technicians fill a dog care patient role.

Close to half of all large animal veterinary technicians expected to retire by the age of 65. At the same time, 31% of large animal veterinary technicians who are age 50 or over also expect to retire by the age of 65. Almost one in four large animal veterinary technicians intend to pursue additional education within the next two years. An additional 5% intend to increase their patient care hours over the next two years, while 6% intend to decrease their patient care hours within the same period.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	181	95%
New Licensees	8	4%
Non-Renewals	1	1%
All Licensees	190	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly all renewing veterinary technicians submitted a survey. Large animal veterinary technicians represent 6% of the 2,854 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	0	28	100%
30 to 34	0	38	100%
35 to 39	0	33	100%
40 to 44	0	25	100%
45 to 49	0	15	100%
50 to 54	0	20	100%
55 to 59	0	12	100%
60 and Over	0	20	100%
Total	0	190	100%
New Licenses			
Issued in Past Year	0	8	100%
Metro Status			
Non-Metro	0	26	94%
Metro	0	114	92%
Not in Virginia	0	50	100%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2024.
- Target Population:** All veterinary technicians who held a Virginia license at some point between January 2024 and December 2024.
- 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 2024.

Response Rates	
Completed Surveys	190
Response Rate, All Licensees	100%
Response Rate, Renewals	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinary Tech.

Number: 190
 New: 8%
 Not Renewed: 1%

Response Rates

All Licensees: 100%
 Renewing Practitioners: 100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Large Animal
 Vet Tech. Workforce: 164
 FTEs: 137

Utilization Ratios

Licenses in VA Workforce: 86%
 Licenses per FTE: 1.39

Source: Va. Healthcare Workforce Data Center

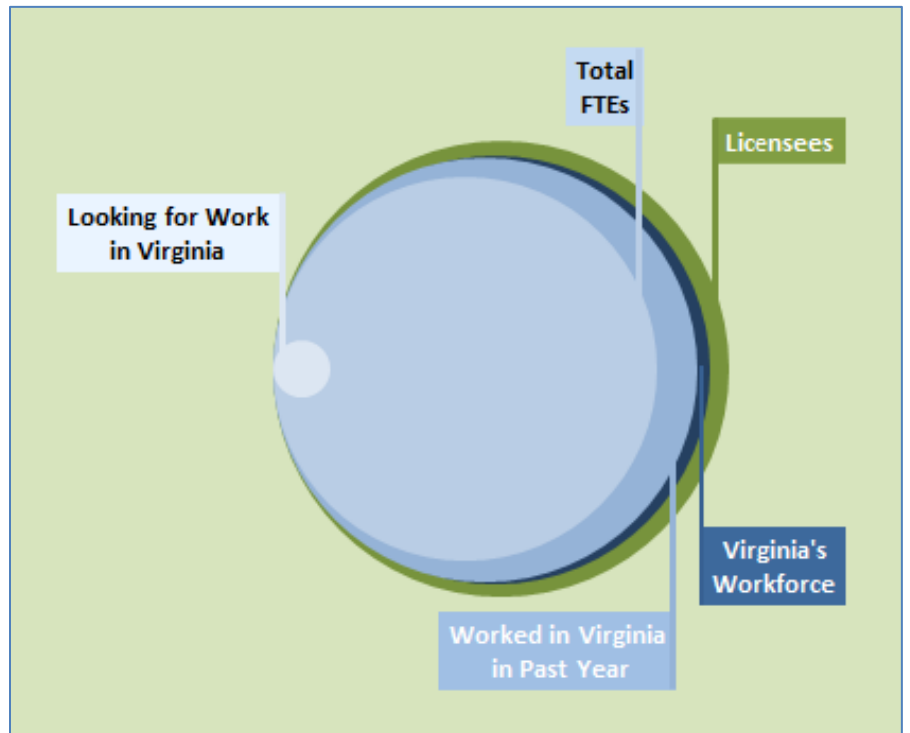
Definitions

- 1. Virginia’s Workforce:** A licensee with a primary or secondary work site in Virginia at any time between January 2024 and December 2024 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. Licenses in VA Workforce:** The proportion of licenses in Virginia’s Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses 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	164	100%
Looking for Work in Virginia	N/A	N/A
Virginia's Workforce	164	100%
Total FTEs	137	
Licenses	190	

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	2	9%	25	91%	27	17%
30 to 34	1	3%	33	97%	34	21%
35 to 39	2	7%	27	93%	29	18%
40 to 44	1	6%	18	95%	19	12%
45 to 49	1	9%	11	91%	12	7%
50 to 54	1	7%	15	94%	16	10%
55 to 59	0	0%	10	100%	10	6%
60 and Over	0	0%	15	100%	15	9%
Total	9	5%	154	95%	163	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Veterinary Technicians		Vet. Tech. Under 40	
	%	#	%	#	%
White	59%	144	89%	81	90%
Black	19%	1	1%	1	1%
Asian	7%	2	1%	1	1%
Other Race	0%	2	1%	0	0%
Two or More Races	3%	7	4%	5	6%
Hispanic	11%	5	3%	2	2%
Total	100%	161	100%	90	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, 2023.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 95%
% Under 40 Female: 94%

Age

Median Age: 38
% Under 40: 55%
% 55 and Over: 15%

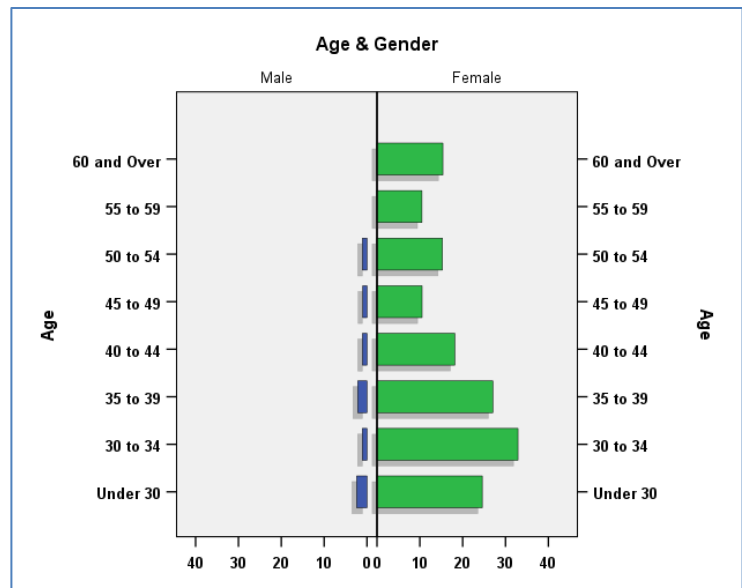
Diversity

Diversity Index: 20%
Under 40 Div. Index: 19%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two large animal 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 55% of large animal veterinary technicians who are under the age of 40, 94% are female. In addition, the diversity index among large animal veterinary technicians who are under the age of 40 is 19%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 2%
 Rural Childhood: 51%

Virginia Background

HS in Virginia: 62%
 Prof. Edu. in Virginia: 64%
 HS or Prof. Edu. in VA: 72%

Location Choice

% Rural to Non-Metro: 28%
 % Urban/Suburban to Non-Metro: 9%

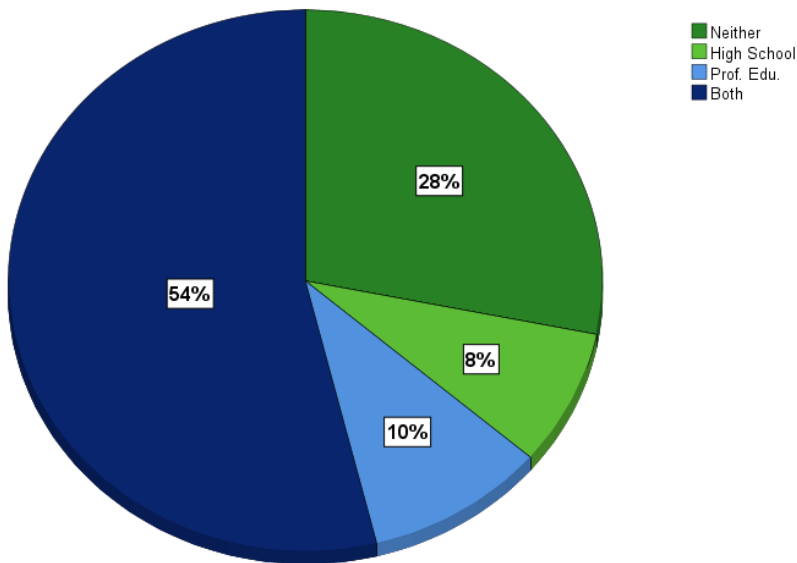
Source: Va. Healthcare Workforce Data Center

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+	32%	66%	2%
2	Metro, 250,000 to 1 Million	78%	22%	N/A
3	Metro, 250,000 or Less	56%	44%	N/A
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	N/A	100%	N/A
6	Urban, Pop. 5,000-19,999, Metro Adjacent	80%	10%	10%
7	Urban, Pop. 5,000-19,999, Non-Adjacent	100%	N/A	N/A
8	Rural, Metro Adjacent	96%	4%	0%
9	Rural, Non-Adjacent	N/A	N/A	N/A
Overall		51%	47%	2%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Among the 51% of large animal veterinary technicians who grew up in a rural area, 28% currently work in a non-metro area of the state. In total, 19% of all large animal 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	101	Virginia	102
2	Maryland	12	Pennsylvania	13
3	Pennsylvania	8	Kentucky	5
4	North Carolina	5	New York	5
5	New York	5	Tennessee	3
6	Tennessee	4	Florida	3
7	West Virginia	4	Maryland	3
8	New Jersey	4	Texas	3
9	Indiana	3	Indiana	3
10	Colorado	2	Colorado	3

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinary technicians, 62% received their high school degree in Virginia, and 64% received their initial professional degree in the state.

Among large animal veterinary technicians who have obtained their initial license in the past five years, 55% received their high school degree in Virginia, and 55% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	24	Virginia	24
2	Maryland	5	Pennsylvania	6
3	Tennessee	4	New York Texas	3
4	Pennsylvania	2	Tennessee California	2
5	North Carolina	2	North Carolina	2
6	New York	2	Maryland	2
7	Kentucky	1	Kentucky	1
8	New Jersey	1	New Jersey	1
9	Colorado	1	Colorado	1
10	Illinois	1	N/A	N/A

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinary technicians who held a license, 14% did not participate in the state's veterinary technician workforce. Among these licensees, all of them worked at some point in the past year, including 20% who currently work as veterinary technicians.

At a Glance:

Not in VA Workforce

Total:	26
% of Licensees:	14%
Federal/Military:	20%
VA Border State/DC:	11%

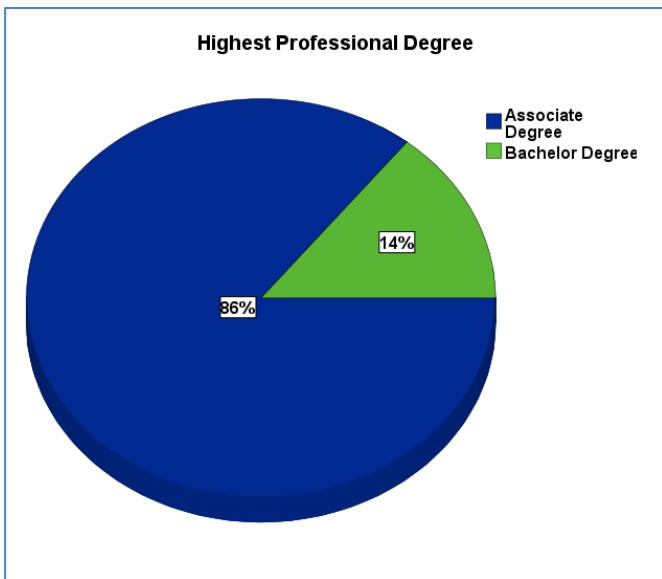
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate Degree	136	86%
Baccalaureate Degree	23	14%
Total	159	100%

Source: Va. Healthcare Workforce Data Center

Close to one in four large animal veterinary technicians carry education debt, including 38% of those who are under the age of 40. For those with education debt, the median outstanding balance is between \$20,000 and \$30,000.



At a Glance:

Education
 Associate: 86%
 Baccalaureate: 14%

Education Debt
 Carry Debt: 24%
 Under Age 40 w/ Debt: 30%
 Median Debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data

Certifications		
Certification	#	%
Veterinary Emergency and Critical Care Technicians	2	1%
Veterinary Technicians in Anesthesia and Analgesia	2	1%
Laboratory Animal Veterinary Technicians and Nurses	3	2%
Equine Veterinary Nursing Technicians	2	1%
Veterinary Technicians in Clinical Practice	1	1%
At Least One Certification	8	5%

Source: Va. Healthcare Workforce Data Center

Amount Carried	Education Debt			
	All Vet. Tech.		Veterinary Tech. Under 40	
	#	%	#	%
None	102	74%	50	68%
Less than \$10,000	12	9%	8	11%
\$10,000-\$19,999	3	2%	2	3%
\$20,000-\$29,999	5	4%	2	3%
\$30,000-\$39,999	2	1%	2	3%
\$40,000-\$49,999	3	2%	3	4%
\$50,000-\$59,999	1	1%	1	1%
\$60,000-\$69,999	1	1%	0	0%
\$70,000-\$79,999	3	2%	2	3%
\$80,000-\$89,999	0	0%	0	0%
\$90,000-\$99,999	0	0%	0	0%
\$100,000 or More	2	1%	1	1%
Total	134	100%	71	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 85%
 Involuntarily Unemployed: 0%

Positions Held

1 Full-Time: 62%
 2 or More Positions: 21%

Weekly Hours:

40 to 49: 59%
 60 or More: 5%
 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	138	85%
Employed, NOT in a Veterinary Technician-Related Capacity	17	11%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	0	0%
Voluntarily Unemployed	3	2%
Retired	3	2%
Total	162	100%

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinary technicians, 85% are currently employed in the profession, 62% hold one full-time job, and 59% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	6	4%
One Part-Time Position	20	13%
Two Part-Time Positions	5	3%
One Full-Time Position	96	62%
One Full-Time Position & One Part-Time Position	25	16%
Two Full-Time Positions	2	1%
More than Two Positions	1	1%
Total	155	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	6	4%
1 to 9 Hours	4	3%
10 to 19 Hours	6	4%
20 to 29 Hours	7	5%
30 to 39 Hours	8	5%
40 to 49 Hours	92	59%
50 to 59 Hours	25	16%
60 to 69 Hours	5	3%
70 to 79 Hours	2	1%
80 or More Hours	0	0%
Total	155	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	2	2%
Less than \$20,000	16	13%
\$20,000-\$29,999	10	8%
\$30,000-\$39,999	16	13%
\$40,000-\$49,999	36	29%
\$50,000-\$59,999	22	18%
\$60,000 or More	24	19%
Total	127	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Health Insurance: 65%
Retirement: 62%

Source: Va. Healthcare Workforce Data

The typical large animal veterinary technician earns between \$40,000 and \$50,000 per year. In addition, 80% receive at least one employer-sponsored benefit, including 65% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	97	70%	75%
Health Insurance	90	65%	66%
Retirement	85	62%	63%
Paid Sick Leave	84	61%	63%
Dental Insurance	76	55%	57%
Group Life Insurance	47	34%	37%
Signing/Retention Bonus	13	9%	11%
At Least One Benefit	110	80%	80%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Satisfaction

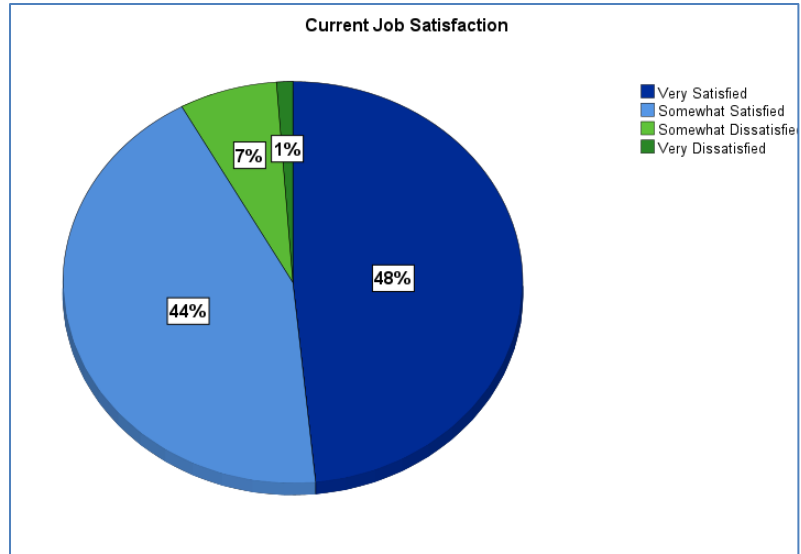
Satisfied: 91%
Very Satisfied: 48%

Exhaustion

Burned Out: 38%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	75	48%
Somewhat Satisfied	70	44%
Somewhat Dissatisfied	11	7%
Very Dissatisfied	2	1%
Total	159	100%

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinary technicians, 91% are satisfied with their current employment situation, including 48% who indicated that they are "very satisfied."

Nearly two in five of large animal veterinary technicians are feeling burned out with their job. Among these large animal veterinary technicians, one in four will continue to work in their current position.

Burned Out?		
	#	%
Yes	60	38%
No	98	62%
Experiencing Burnout		
Will Continue to Work in Current Position	39	65%
Planning to Leave Veterinary Care Profession within 1-2 Years	7	12%
Seeking Another Position in Veterinary Care Profession	9	15%
Seeking Professional Resources to Deal with Burn Out	5	8%
Total	60	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	4	2%
Experience Voluntary Unemployment?	10	6%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	11	7%
Work Two or More Positions at the Same Time?	42	26%
Switch Employers or Practices?	14	9%
Experience At Least One?	64	39%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia’s large animal veterinary technicians experienced involuntary unemployment at some point in the past year. By comparison, Virginia’s average monthly unemployment rate was 2.9% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	8	5%	2	5%
Less than 6 Months	5	3%	3	7%
6 Months to 1 Year	14	9%	3	7%
1 to 2 Years	25	16%	9	21%
3 to 5 Years	46	30%	16	37%
6 to 10 Years	21	14%	7	16%
More than 10 Years	34	22%	3	7%
Subtotal	152	100%	43	100%
Did Not Have Location	5		120	
Item Missing	6		1	
Total	164		164	

Source: Va. Healthcare Workforce Data Center

Approximately two in three large animal veterinary technicians receive an hourly wage at their primary work location.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 7%

Turnover & Tenure

Switched Jobs: 9%
New Location: 16%
Over 2 Years: 66%
Over 2 Yrs., 2nd Location: 60%

Employment Type

Hourly Wage: 67%
Salary/Commission: 25%

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinary technicians, 66% have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	28	25%
Hourly Wage	75	67%
By Contract/Per Diem	2	2%
Business/Practice Income	4	4%
Unpaid	3	3%
Subtotal	112	100%
Did Not Have Location	5	
Item Missing	47	

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 2.3% and a high of 3.5%. At the time of publication, the unemployment rate for December 2024 was still preliminary.

At a Glance:

Concentration

Top Region:	26%
Top 3 Regions:	61%
Lowest Region:	1%

Locations

2 or More (Past Year):	27%
2 or More (Now*):	26%

Source: Va. Healthcare Workforce Data Center

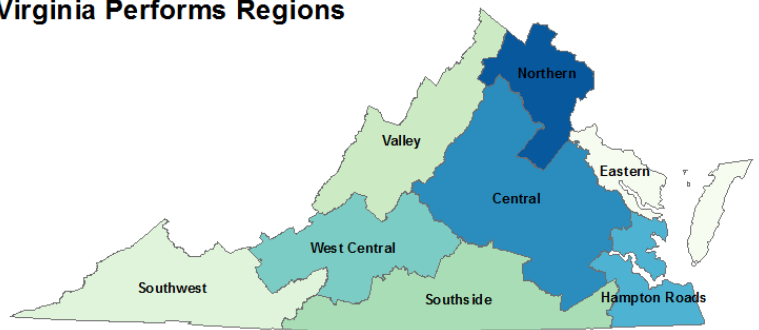
A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	40	27%	7	16%
Eastern	1	1%	0	0%
Hampton Roads	13	9%	6	14%
Northern	38	26%	9	20%
Southside	8	5%	1	2%
Southwest	12	8%	4	9%
Valley	21	14%	9	20%
West Central	15	10%	5	11%
Virginia Border State/D.C.	1	1%	1	2%
Other U.S. State	0	0%	2	5%
Outside of the U.S.	0	0%	0	0%
Total	149	100%	44	100%
Item Missing	10		0	

Source: Va. Healthcare Workforce Data Center

Approximately three out of every five large animal veterinary technicians work in Northern Virginia, Central Virginia, or Valley Virginia.

Virginia Performs Regions



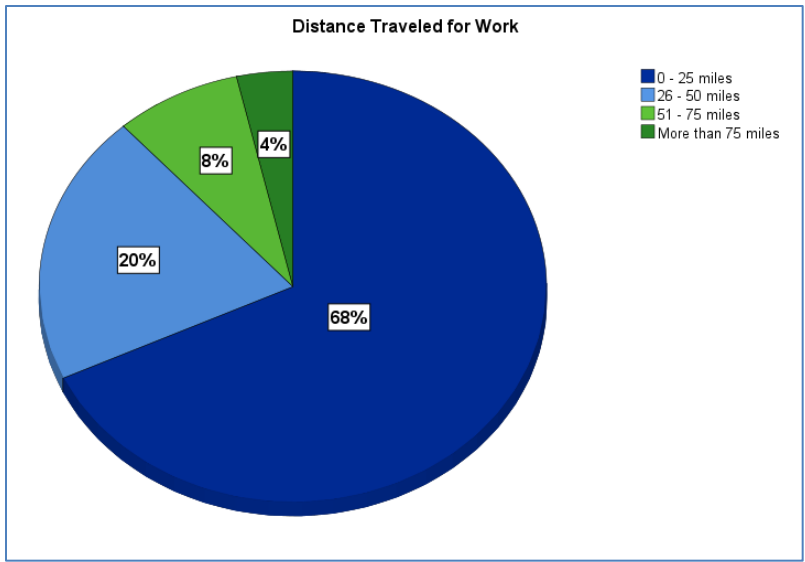
Source: Va. Healthcare Workforce Data Center

While 26% of large animal veterinary technicians currently have multiple work locations, 27% 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	0	0%	7	5%
1	108	71%	104	68%
2	24	16%	22	15%
3	15	10%	16	11%
4	2	1%	1	1%
5	0	0%	0	0%
6 or More	3	2%	1	<1%
Total	152	100%	152	100%

*At the time of survey completion, Dec. 2024.

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Base Point

- Top Region: 26%
- Top 3 Regions: 61%
- Lowest Region: 1%

Work Travel

- 0-25 Miles: 68%
- More than 50 Miles: 32%

Source: Va. Healthcare Workforce Data Center

Distance Traveled for Work		
Range	#	%
0-25 Miles	104	68%
26-50 Miles	31	20%
51-75 Miles	12	8%
More than 75 Miles	5	3%
Total	152	100%

Source: Va. Healthcare Workforce Data Center

The majority (68%) of large animal veterinary technicians travel between 0 and 25 miles for their work. Another 11% travel between 26 and 50 miles for their work.

Among all large animal veterinary technicians, 65% have their primary base point location in the Northern, Central, or Valley regions of Virginia.

Primary Base Point Location		
Virginia Performs Region	#	%
Central	39	25%
Eastern	1	1%
Hampton Roads	13	8%
Northern	39	25%
Southside	9	6%
Southwest	12	8%
Valley	23	15%
West Central	18	12%
Total	154	100%
Item Missing	10	

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	102	72%	28	74%
Non-Profit	16	11%	6	16%
State/Local Government	20	14%	4	11%
Veterans Administration	1	1%	0	0%
U.S. Military	1	1%	0	0%
Other Federal Government	2	1%	0	0%
Total	142	100%	38	100%
Did Not Have Location	5		120	
Item Missing	16		6	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

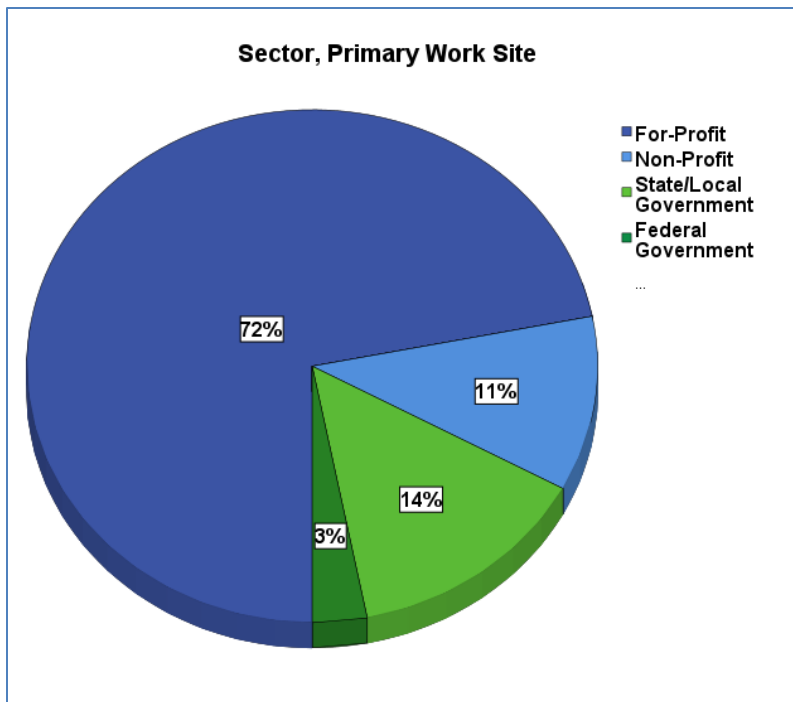
Sector

For-Profit:	72%
Federal:	3%

Top Establishments

Solo Practice:	43%
Group Practice:	20%
Shelters/Rescue:	4%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than eight out of every ten large animal veterinary technicians work in the private sector, including 72% who are employed in the for-profit sector.

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice/Partnership	59	43%	17	44%
Group Practice	27	20%	7	18%
Laboratory	7	5%	0	0%
Shelters or Rescue (Public or Private)	5	4%	1	3%
Veterinary Education Program, Community College	3	2%	0	0%
Veterinary Technology Program, Technical School	1	1%	1	3%
Supplier Organization	1	1%	0	0%
Public Health Program	0	0%	0	0%
Other Practice Setting	34	25%	13	33%
Total	137	100%	39	100%
Do Not Have Location	5		120	

More than two in five of all large animal veterinary technicians work at a solo practice or partnership as their primary work location, while another 20% work at a group practice.

Source: Va. Healthcare Workforce Data Center

Close to nine out of ten large veterinary technicians administer anesthesia or sedation drugs. In addition, 87% of veterinary technicians also place IV catheters as one of their duties at an LVT practice.

Duties Within Scope of LVT Practice		
Duty	#	% of Workforce
Administer Anesthesia or Sedation Drugs	145	88%
Place IV Catheter	142	87%
Access Schedules II Through V Controlled Drugs	136	83%
Induce Anesthesia	130	79%
Intubate	128	78%
Perform Cystocentesis	100	61%
Scale Below the Gingiva	72	44%
Extract Single-Rooted Teeth	60	37%
Administer Chemotherapy Drugs	39	24%
At Least One Duty	149	91%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Languages Offered

Spanish:	12%
Chinese:	1%
French:	1%

Means of Communication

Other Staff Member:	86%
Virtual Translation:	10%
Respondent:	5%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	20	12%
Chinese	2	1%
French	1	1%
Korean	1	1%
Vietnamese	1	1%
Arabic	0	0%
Hindi	0	0%
Tagalog/Filipino	0	0%
Urdu	0	0%
Amharic, Somali, or Other Afro-Asiatic Languages	0	0%
Pashto	0	0%
Persian	0	0%
Others	2	1%
At Least One Language	453	18%

Source: Va. Healthcare Workforce Data Center

Over one in ten large animal veterinary technicians are employed at a primary work location that offers Spanish language services for patients.

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

Means of Language Communication

Provision	#	% of Workforce with Language Services
Other Staff Member is Proficient	18	86%
Virtual Translation Service	2	10%
Respondent is Proficient	1	5%
Onsite Translation Service	1	5%
Other	1	5%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 60%-69%
Administration: 1%-9%

Roles

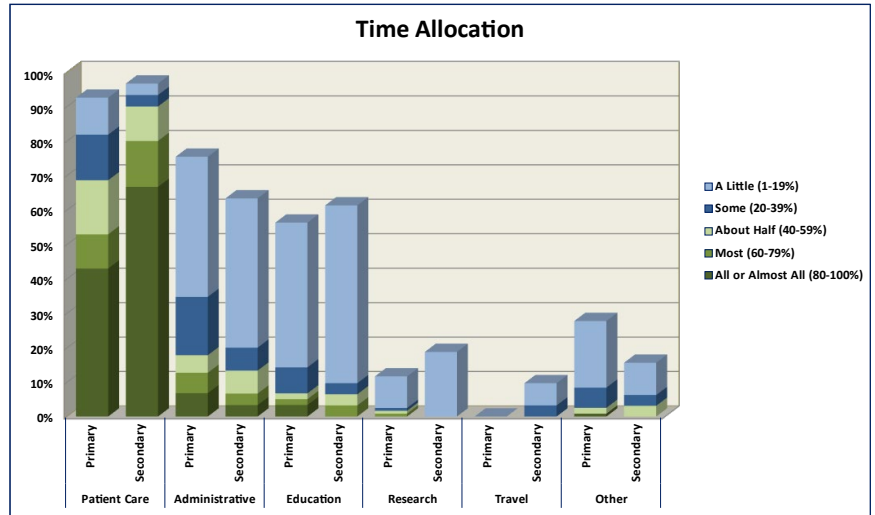
Patient Care: 53%
Administration: 12%
Education: 5%

Patient Care Vet. Tech.

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Veterinary technicians spend most of their time treating patients. In fact, 53% of large animal 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		Travel		Other	
	Pri. Site	Sec. Site	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%)	43%	65%	7%	3%	3%	0%	0%	0%	-	0%	1%	0%
Most (60-79%)	10%	13%	6%	3%	2%	3%	1%	0%	-	0%	0%	0%
About Half (40-59%)	16%	10%	5%	6%	2%	3%	1%	0%	-	0%	2%	3%
Some (20-39%)	13%	3%	17%	6%	7%	3%	1%	0%	-	3%	6%	3%
A Little (1-19%)	11%	3%	40%	42%	41%	52%	9%	19%	-	6%	19%	10%
None (0%)	7%	3%	24%	35%	43%	39%	88%	84%	-	90%	71%	87%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patient Care Visits				
# of Patients Per Week	Primary		Secondary	
	#	%	#	%
None	32	23%	9	24%
1-24	49	35%	14	37%
25-49	21	15%	11	29%
50-74	19	13%	1	3%
75-99	5	4%	1	3%
100-124	3	2%	1	3%
125-149	3	2%	0	0%
150-174	6	4%	1	3%
175-199	0	0%	0	0%
200 or More	4	3%	0	0%
Total	142	100%	38	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)

Primary Location: 25-49
 Secondary Location: 1-24

Patient Time Allocation

Dogs: 29%
 Equines: >25%
 Cats: 22%

Source: Va. Healthcare Workforce Data Center

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

Approximately three out of ten large animal veterinary technicians spend more than half of their time treating dogs, while 25% of large animal veterinary technicians spend more than half of their time treating equines.

Patient Allocation				
Animal	Percentage of Time			
	0-10%	11-25%	26-50%	> 50%
Equines	62%	8%	5%	25%
Bovines (Dairy)	97%	1%	0%	2%
Bovines (Beef)	91%	3%	3%	3%
Sheep/Goats	84%	7%	5%	3%
Poultry	88%	5%	4%	4%
Camelids	95%	2%	1%	2%
Cats	36%	15%	26%	22%
Dogs	38%	10%	24%	29%
Small Animals (Exotics)	80%	9%	6%	6%
Other Animals	85%	1%	3%	11%

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	17	13%	-	-
50 to 54	7	5%	1	3%
55 to 59	12	9%	3	9%
60 to 64	28	21%	7	20%
65 to 69	30	23%	11	31%
70 to 74	9	7%	5	14%
75 to 79	6	5%	4	11%
80 or Over	0	0%	0	0%
I Do Not Intend to Retire	23	17%	4	11%
Total	132	100%	35	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Large Animal Vet. Techs.

Under 65: 62%

Under 60: 42%

Large Animal Vet. Techs. 50 and Over

Under 65: 40%

Under 60: 13%

Time Until Retirement

Within 2 Years: 5%

Within 10 Years: 18%

Half the Workforce: By 2049

Source: Va. Healthcare Workforce Data Center

Close to two in three large animal veterinary technicians expect to retire by the age of 65. Among large animal veterinary technicians who are age 50 and over, 40% still expect to retire by the age of 65.

Within the next two years, 23% of Virginia's large animal 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	12	7%
Leave Virginia	9	5%
Decrease Patient Care Hours	10	6%
Decrease Teaching Hours	1	1%
Increase Participation		
Increase Patient Care Hours	8	5%
Increase Teaching Hours	10	6%
Pursue Additional Education	37	23%
Return to the Workforce	0	0%

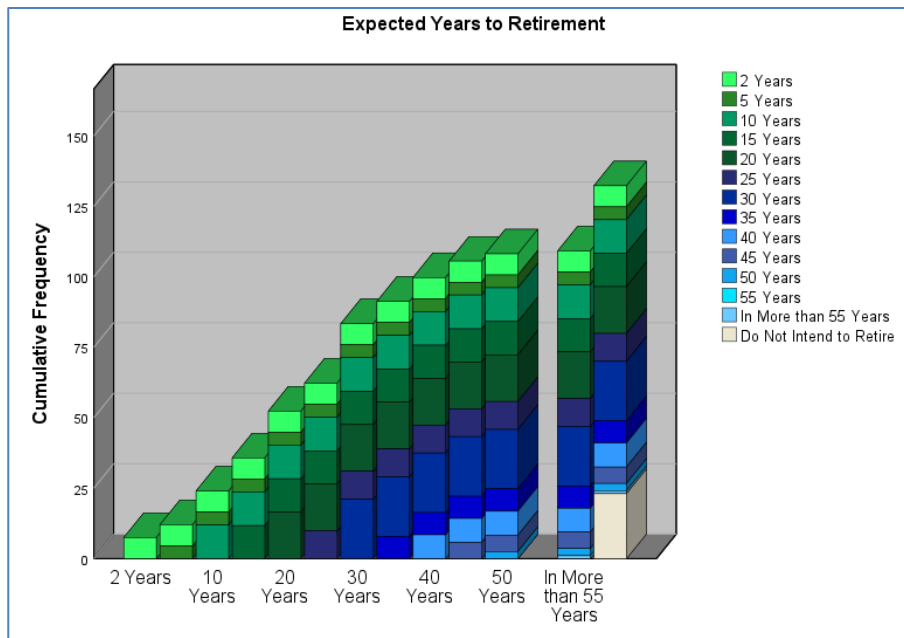
Source: Va. Healthcare Workforce Data Center

By comparing retirement expectations to age, we can estimate the maximum years to retirement for large animal veterinary technicians. While only 5% of large animal veterinary technicians expect to retire in the next two years, 18% plan to do so within the next decade. More than half of the current workforce expect to retire by 2054.

Time to Retirement

Expect to Retire Within . . .	#	%	Cumulative %
2 Years	7	5%	5%
5 Years	5	4%	9%
10 Years	12	9%	18%
15 Years	12	9%	27%
20 Years	17	13%	40%
25 Years	10	8%	48%
30 Years	21	16%	64%
35 Years	8	6%	70%
40 Years	8	6%	76%
45 Years	6	5%	80%
50 Years	3	2%	83%
55 Years	0	0%	83%
In More than 55 Years	1	1%	83%
Do Not Intend to Retire	23	17%	100%
Total	132	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2044. Retirement will peak at 16% of the current workforce around 2054 before declining to under 10% of the current workforce again by 2059.

At a Glance:

FTEs

Total: 137
 FTEs/1,000 Residents²: 0.016
 Average: 0.86

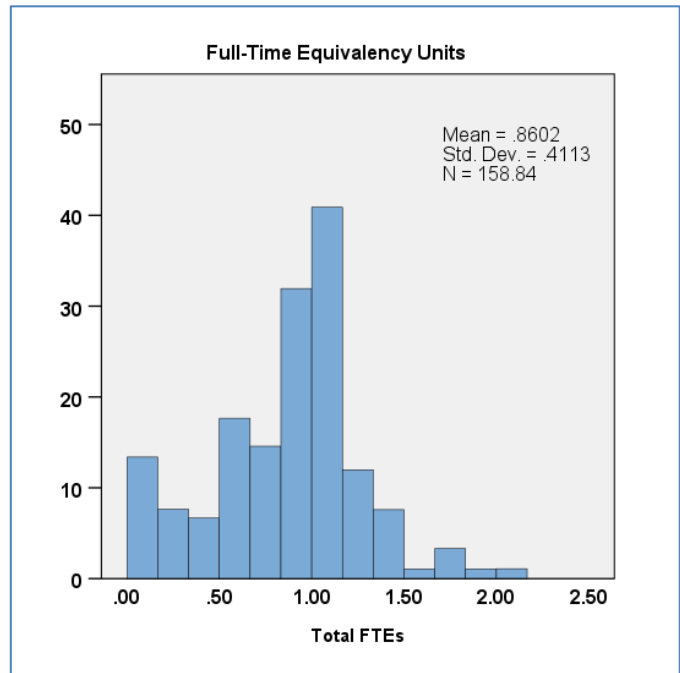
Age & Gender Effect

Age, *Partial Eta*²: Small
 Gender, *Partial Eta*²: Negligible

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

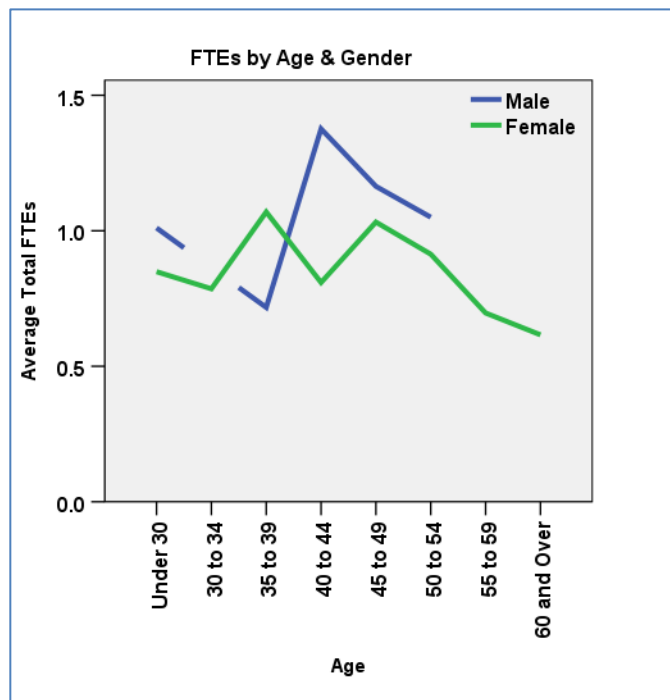


Source: Va. Healthcare Workforce Data Center

The typical large animal veterinary technician provided 0.86 FTEs in the past year, or approximately 34 hours per week for 50 weeks. Statistical tests indicate that FTEs do not vary by either age or gender.

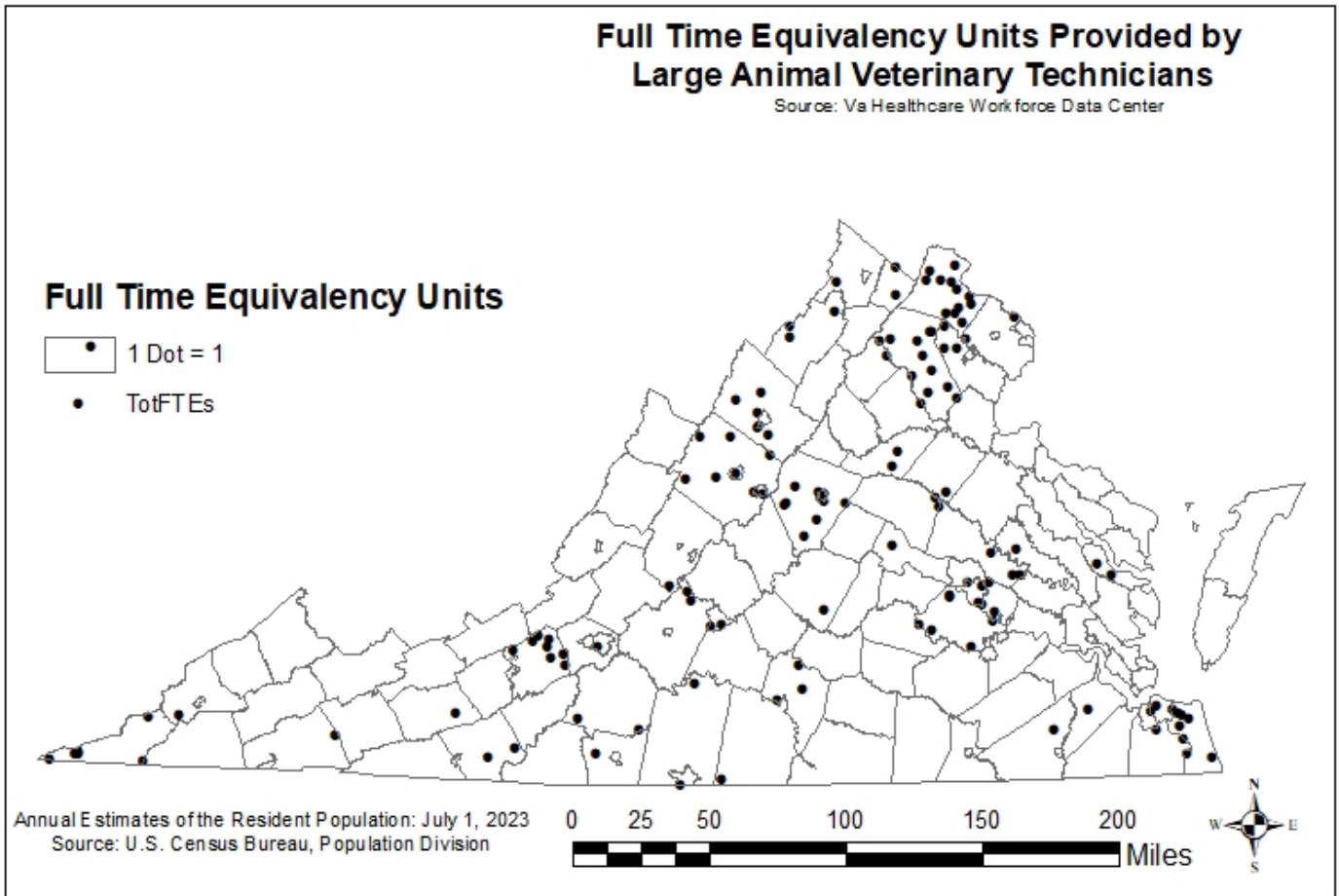
Full-Time Equivalency Units		
Age	Average	Median
Under 30	0.86	0.92
30 to 34	0.79	0.89
35 to 39	1.04	1.09
40 to 44	0.83	1.01
45 to 49	1.04	1.01
50 to 54	0.92	0.96
55 to 59	0.70	0.77
60 and Over	0.62	0.64
Gender		
Male	1.00	1.05
Female	0.85	0.96

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

² Number of residents in 2023 was used as the denominator.



Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	59	91.15%	1.097	1.049	1.206
Metro, 250,000 to 1 Million	9	96.49%	1.036	0.991	1.042
Metro, 250,000 or Less	37	91.82%	1.089	1.041	1.197
Urban, Pop. 20,000+, Metro Adj.	1	100.00%	1.000	1.005	1.005
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	10	93.10%	1.074	1.027	1.180
Urban, Pop. 2,500-19,999, Non-Adj.	4	91.30%	1.095	1.055	1.204
Rural, Metro Adj.	9	95.00%	1.053	1.006	1.058
Rural, Non-Adj.	0	NA	NA	NA	NA
Virginia Border State/D.C.	26	81.22%	1.231	1.177	1.353
Other U.S. State	15	82.49%	1.212	1.159	1.332

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	23	82.25%	1.216	1.180	1.353
30 to 34	33	90.65%	1.103	1.034	1.228
35 to 39	30	89.93%	1.112	1.005	1.238
40 to 44	23	93.85%	1.065	0.998	1.186
45 to 49	14	94.58%	1.057	0.991	1.177
50 to 54	18	92.65%	1.079	1.027	1.201
55 to 59	11	94.48%	1.058	0.992	1.178
60 and Over	18	91.13%	1.097	1.044	1.221

Source: Va. Healthcare Workforce Data Center

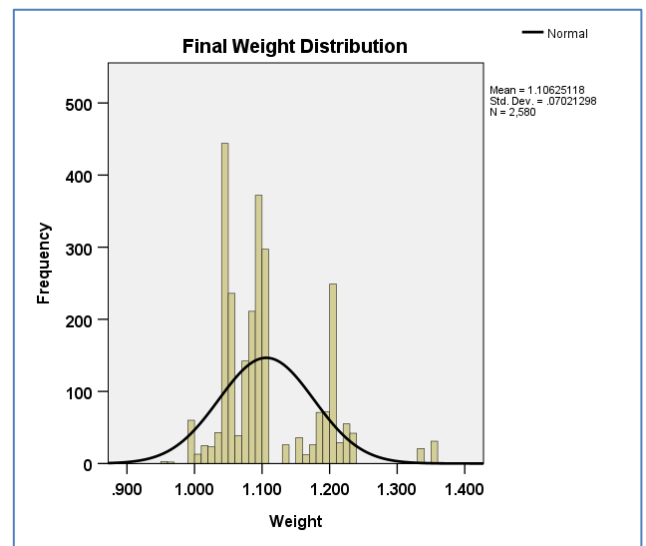
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.903994s

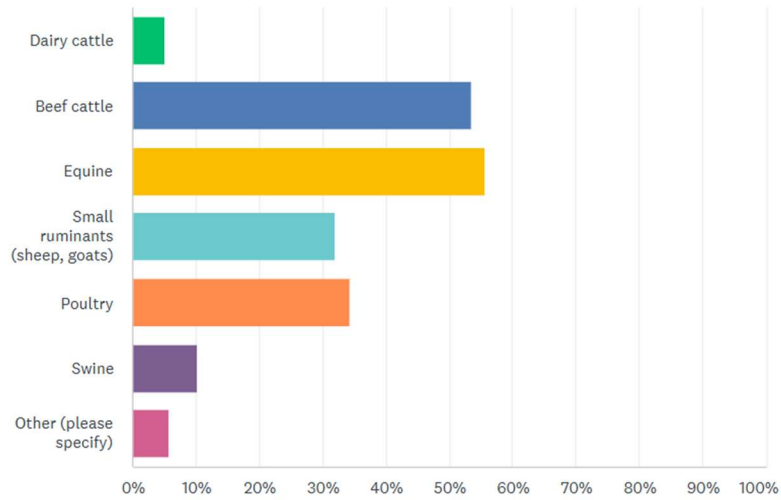


Source: Va. Healthcare Workforce Data Center

All producer responses

What livestock do you own? (Check all that apply)

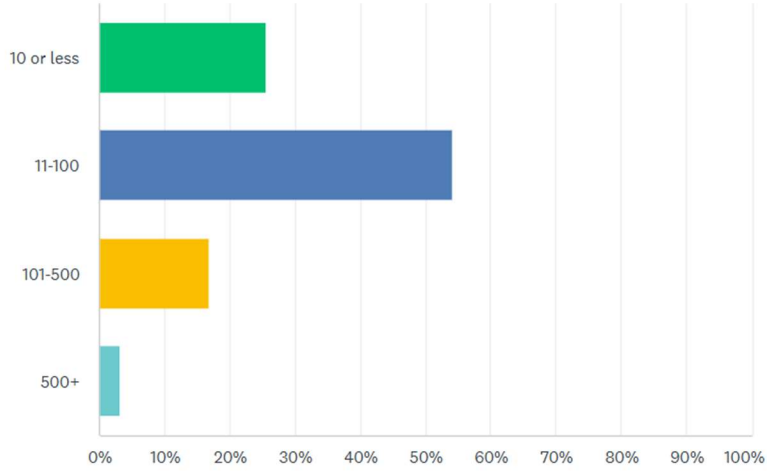
Answered: 1,577 Skipped: 3



ANSWER CHOICES	RESPONSES
▼ Dairy cattle	5.20% 82
▼ Beef cattle	53.46% 843
▼ Equine	55.68% 878
▼ Small ruminants (sheep, goats)	32.09% 506
▼ Poultry	34.24% 540
▼ Swine	10.21% 161
▼ Other (please specify)	Responses 5.83% 92
Total Respondents: 1,577	

How many livestock animals or poultry do you own and provide care for?

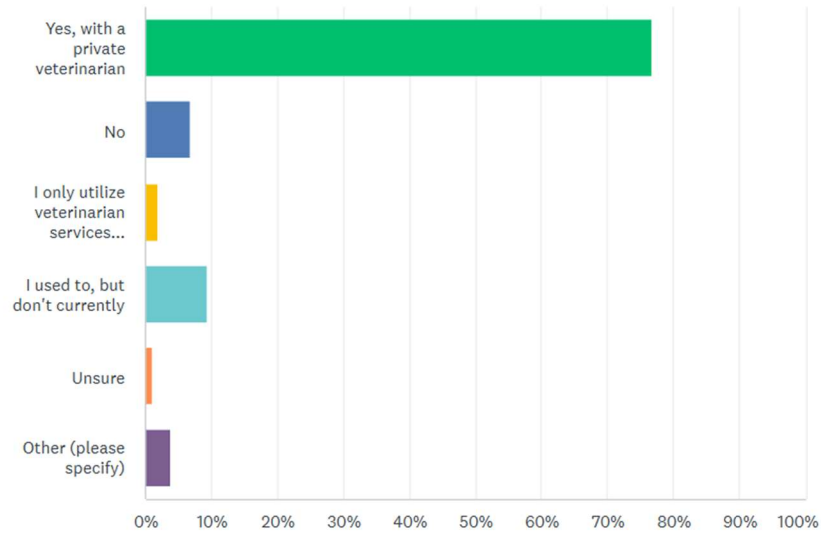
Answered: 1,574 Skipped: 6



ANSWER CHOICES	RESPONSES	
▼ 10 or less	25.67%	404
▼ 11-100	54.19%	853
▼ 101-500	16.84%	265
▼ 500+	3.30%	52
TOTAL		1,574

Do you have an established Veterinary Client Patient Relationship with a veterinarian?

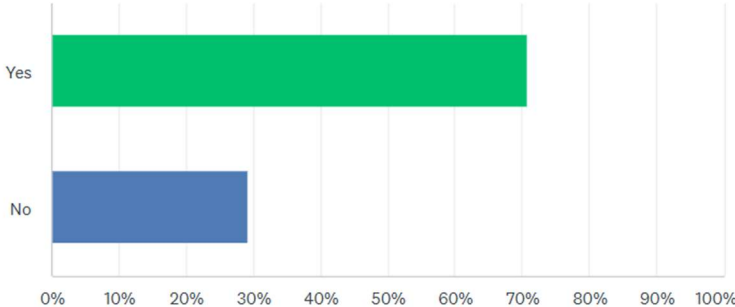
Answered: 1,577 Skipped: 3



ANSWER CHOICES	RESPONSES
Yes, with a private veterinarian	76.85% 1,212
No	6.79% 107
I only utilize veterinarian services offered by the Virginia Maryland College of Vet Medicine or Lincoln Memorial when needed	1.90% 30
I used to, but don't currently	9.45% 149
Unsure	1.14% 18
Other (please specify)	Responses 3.87% 61
TOTAL	1,577

Do you utilize a veterinarian for routine, non-emergency services?

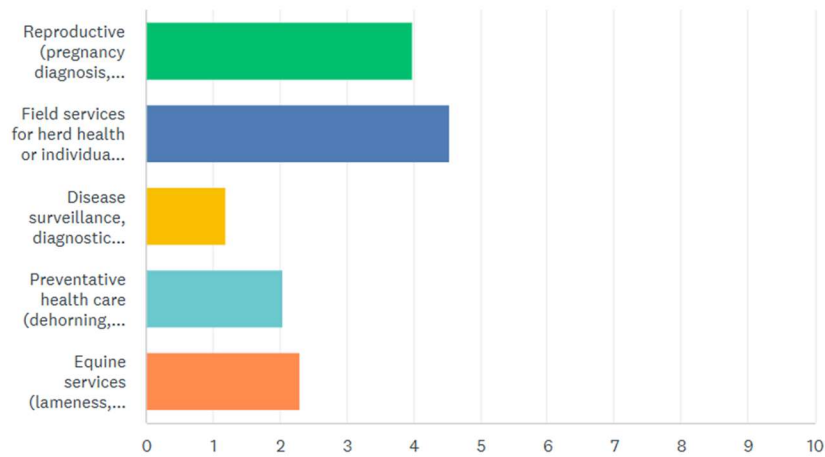
Answered: 1,571 Skipped: 9



ANSWER CHOICES	RESPONSES
Yes	70.85% 1,113
No	29.15% 458
TOTAL	1,571

Estimate the number of veterinary service calls or office visits you have annually for each item below

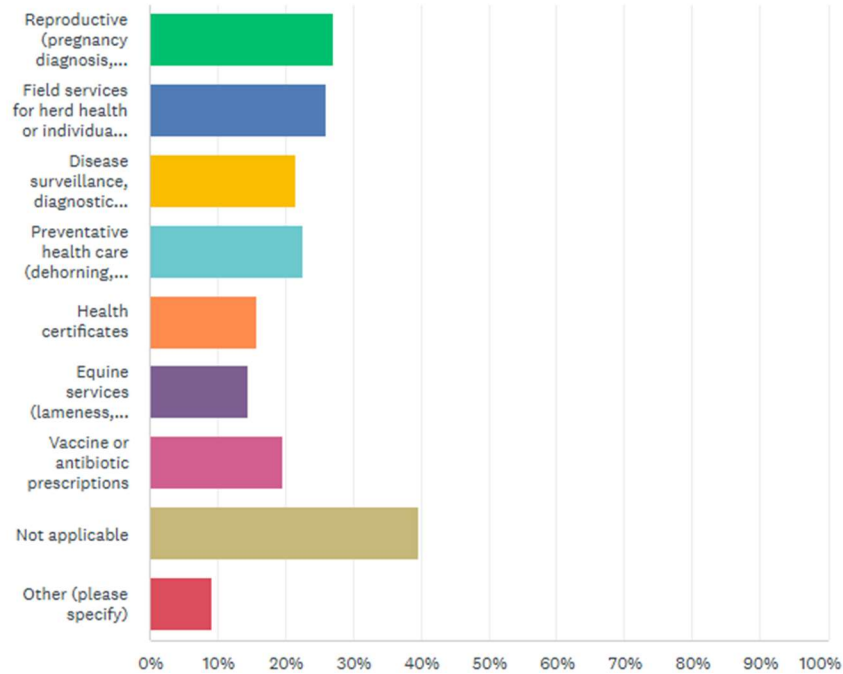
Answered: 1,490 Skipped: 90



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Reproductive (pregnancy diagnosis, breeding soundness exams, artificial insemination, etc) Responses	4	4,857	1,216
Field services for herd health or individual sick animal evaluation Responses	5	6,157	1,356
Disease surveillance, diagnostic sampling, necropsy Responses	1	1,291	1,090
Preventative health care (dehorning, castration, vaccination, parasite control) Responses	2	2,616	1,283
Equine services (lameness, dentistry, nutritional consultation, etc.) Responses	2	2,720	1,186
Total Respondents: 1,490			

Are there any veterinary services you do NOT utilize due to availability of veterinary care? (Select all that apply)

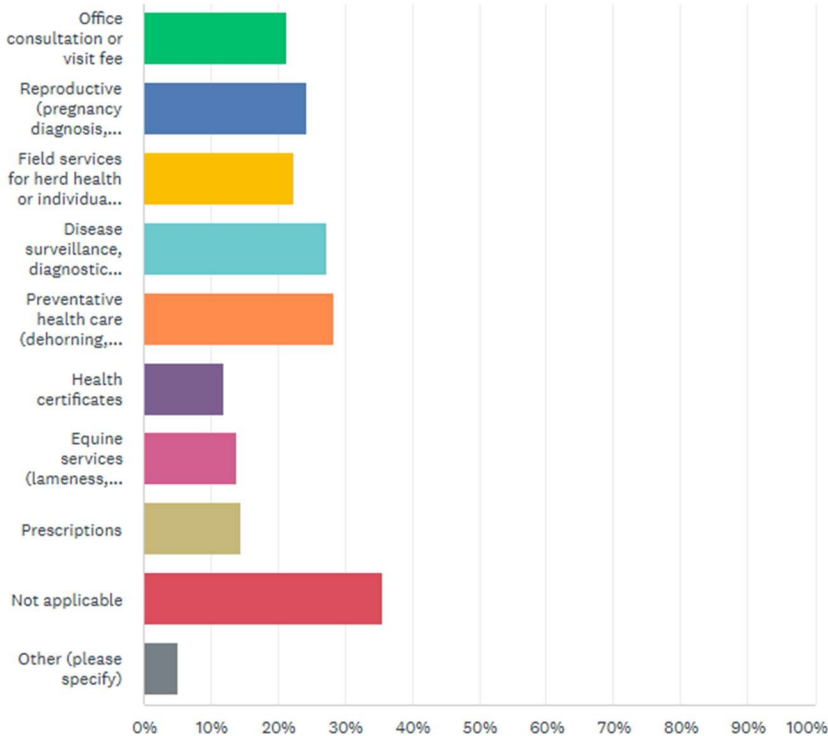
Answered: 1,059 Skipped: 521



ANSWER CHOICES	RESPONSES
▼ Reproductive (pregnancy diagnosis, breeding soundness exams, artificial insemination, etc.)	27.10% 287
▼ Field services for herd health or individual sick animal evaluation	25.97% 275
▼ Disease surveillance, diagnostic sampling, necropsy	21.62% 229
▼ Preventative health care (dehorning, castration, vaccination, parasite control)	22.66% 240
▼ Health certificates	15.68% 166
▼ Equine services (lameness, dentistry, nutritional consultation, etc.)	14.45% 153
▼ Vaccine or antibiotic prescriptions	19.55% 207
▼ Not applicable	39.57% 419
▼ Other (please specify)	Responses 9.16% 97
Total Respondents: 1,059	

Are there any veterinary services you do NOT utilize due to the cost of the veterinary service? (Select all that apply)

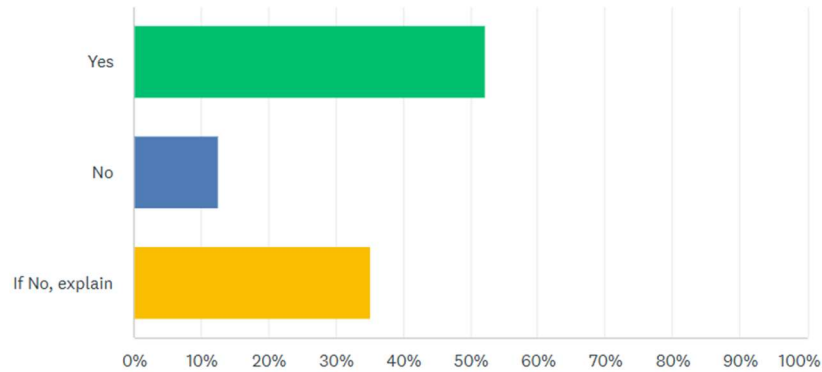
Answered: 1,084 Skipped: 496



ANSWER CHOICES	RESPONSES
Office consultation or visit fee	21.40% 232
Reproductive (pregnancy diagnosis, breeding soundness exams, artificial insemination, etc.)	24.35% 264
Field services for herd health or individual sick animal evaluation	22.42% 243
Disease surveillance, diagnostic sampling, necropsy	27.21% 295
Preventative health care (dehorning, castration, vaccination, parasite control)	28.32% 307
Health certificates	11.99% 130
Equine services (lameness, dentistry, nutritional consultation, etc.)	13.93% 151
Prescriptions	14.48% 157
Not applicable	35.61% 386
Other (please specify)	Responses 5.17% 56
Total Respondents: 1,084	

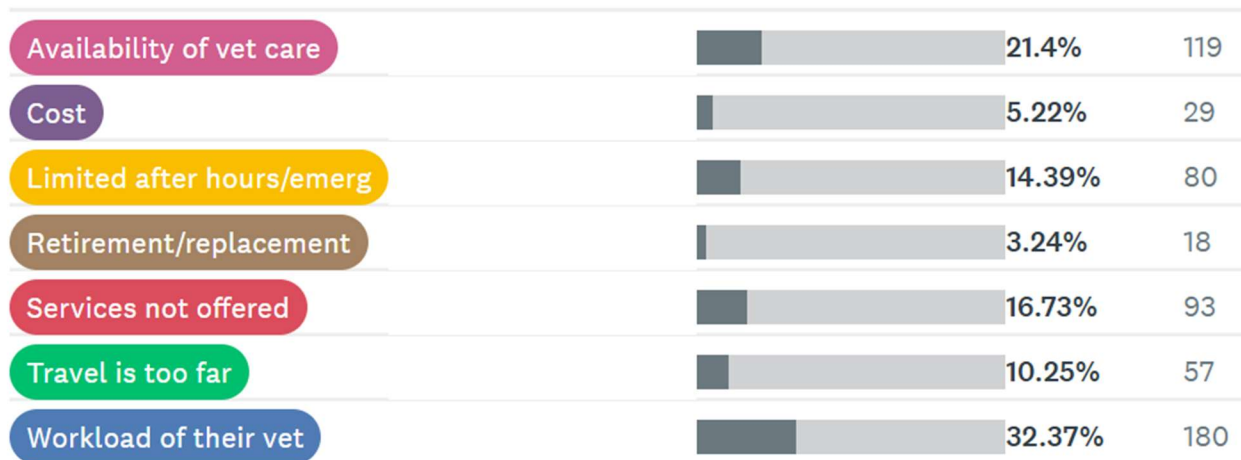
Do you believe your operation has readily accessible veterinary care to adequately serve your needs?

Answered: 1,560 Skipped: 20



ANSWER CHOICES	RESPONSES
Yes	52.31% 816
No	12.50% 195
If No, explain	Responses 35.19% 549
TOTAL	1,560

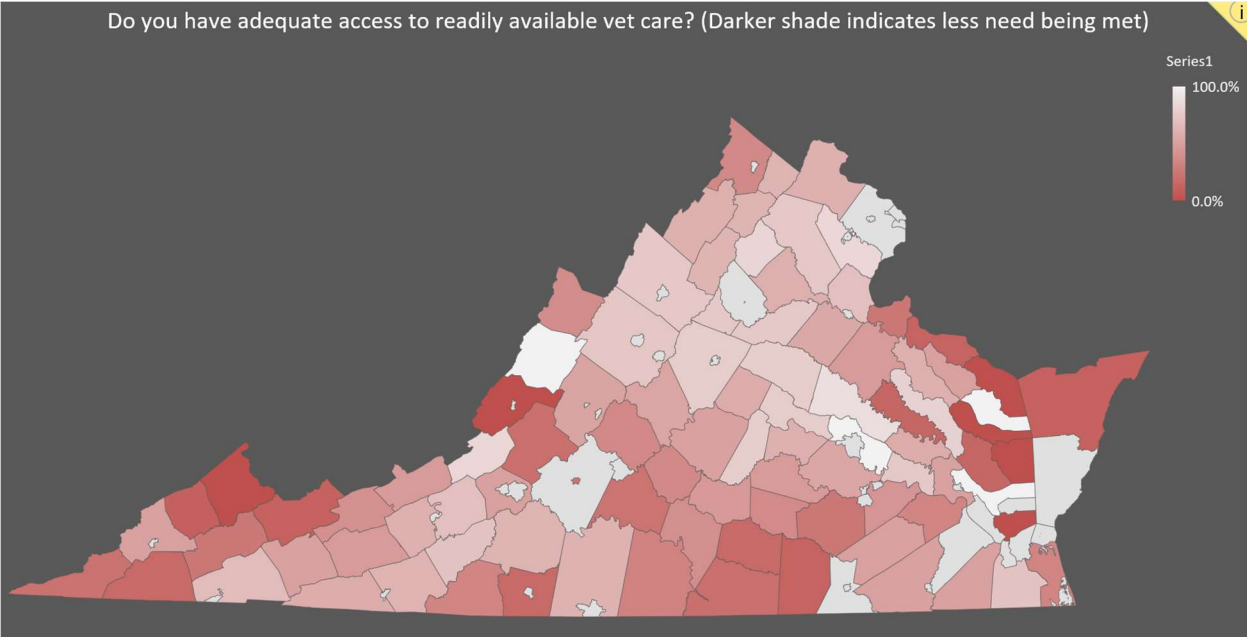
Reasons why people believe they don't have adequate care



County	% of producers responding they are adequately served by vet care
Alleghany County, Virginia	0.0%
Buchanan County, Virginia	0.0%
Hampton, Virginia	0.0%
Mathews County, Virginia	0.0%
Middlesex County, Virginia	0.0%
Northumberland County, Virginia	0.0%
Dickenson County, Virginia	10.5%
Accomack County, Virginia	11.1%
Tazewell County, Virginia	11.1%
Brunswick County, Virginia	12.5%
Westmoreland County, Virginia	12.5%
Gloucester County, Virginia	14.3%
King William County, Virginia	14.3%
Henry County, Virginia	16.7%
Lunenburg County, Virginia	16.7%
Scott County, Virginia	16.7%
Mecklenburg County, Virginia	20.0%
Botetourt County, Virginia	20.5%
Lee County, Virginia	21.4%
Campbell County, Virginia	22.2%
Bedford, Virginia	22.4%
Dinwiddie County, Virginia	25.0%
King George County, Virginia	25.0%
Russell County, Virginia	25.0%
Halifax County, Virginia	31.6%
Patrick County, Virginia	33.3%
Surry County, Virginia	33.3%
Virginia Beach, Virginia	33.3%
Amherst County, Virginia	35.3%
Appomattox County, Virginia	35.7%
Frederick County, Virginia	36.0%
Nottoway County, Virginia	36.4%
Highland County, Virginia	38.5%
Charlotte County, Virginia	38.9%
Bland County, Virginia	40.0%
Prince George County, Virginia	42.9%
Prince Edward County, Virginia	45.5%

Amelia County, Virginia	46.2%
Caroline County, Virginia	46.2%
Giles County, Virginia	46.2%
Wythe County, Virginia	46.2%
Buckingham County, Virginia	50.0%
Fairfax County, Virginia	50.0%
James City County, Virginia	50.0%
Richmond County, Virginia	50.0%
Roanoke, Virginia	50.0%
Smyth County, Virginia	50.0%
Southampton County, Virginia	50.0%
Suffolk, Virginia	50.0%
Sussex County, Virginia	50.0%
Wise County, Virginia	50.0%
Rockbridge County, Virginia	51.6%
Nelson County, Virginia	52.6%
Chesterfield County, Virginia	53.3%
Spotsylvania County, Virginia	54.8%
Fluvanna County, Virginia	57.1%
Grayson County, Virginia	57.1%
New Kent County, Virginia	57.1%
Culpeper County, Virginia	58.6%
Shenandoah County, Virginia	59.1%
Loudoun County, Virginia	59.3%
Essex County, Virginia	60.0%
Powhatan County, Virginia	60.0%
Pulaski County, Virginia	60.0%
Pittsylvania County, Virginia	61.1%
Carroll County, Virginia	61.5%
Franklin County, Virginia	62.1%
Clarke County, Virginia	62.5%
Page County, Virginia	62.5%
Warren County, Virginia	62.5%
Isle of Wight, Virginia	63.6%
Washington County, Virginia	66.7%
Montgomery County, Virginia	69.2%
Stafford County, Virginia	69.2%
Chesapeake, Virginia	71.4%
Floyd County, Virginia	71.4%
Augusta County, Virginia	72.6%
Fauquier County, Virginia	73.9%
Rockingham County, Virginia	73.9%

Charles City County, Virginia	75.0%
Greene County, Virginia	75.0%
Orange County, Virginia	75.0%
Albemarle County, Virginia	76.3%
Goochland County, Virginia	76.9%
Louisa County, Virginia	77.6%
Cumberland County, Virginia	77.8%
King and Queen County, Virginia	80.0%
Rappahannock County, Virginia	81.8%
Craig County, Virginia	83.3%
Prince William County, Virginia	83.3%
Hanover County, Virginia	87.9%
Madison, Virginia	88.9%
Bath County, Virginia	100.0%
Henrico County, Virginia	100.0%
Lancaster County, Virginia	100.0%
York County, Virginia	100.0%



Production/economic issues identified by producers due to shortage of vet care

- Lost animals
- Can't do pregnancy checks, breeding soundness exams, or artificial insemination due to inability to schedule a farm call
- Inability to have necropsy work done because they can't get a carcass evaluated in time
- Reduced the amount of livestock owned
- Inability to access antibiotics or other prescriptions
- Early culling of animals because they couldn't get care for them
- Impacts to profitability due to conception rates, calving issues, lameness issues
- Figured out how to operate on their own animals
- Purchasing test kits to diagnose pregnancy on their own
- Reduced value of animals by not being able to get a health certificate in a timely manner

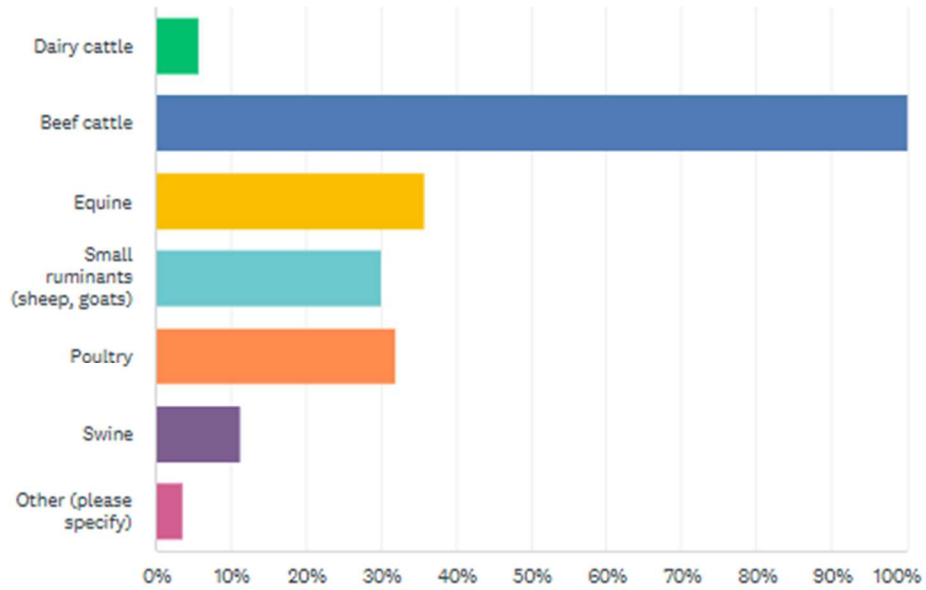
Trends from open ended question on additional thoughts/comments

- Their current veterinarian is planning to retire in the next few years and there is no replacement in sight
- Producers have stopped using their vet for preventative care because they cannot get them to the farm in a timely manner
- Ambulatory vets sometimes do not have the facilities or equipment to address their needs
- If their veterinarian is on leave, vacation, injured, etc. there is no one to provide them care for those time periods
- Letting the vet techs have more responsibility could help alleviate the workload of the veterinarian
- Their vet only does farm calls one or two days a week and otherwise requires them to bring an animal to the office
- Services are not consistently offered for small ruminants, camelids, swine, or poultry
- Non-emergency farm calls can take several weeks to schedule

Beef Cattle producer responses

What livestock do you own? (Check all that apply)

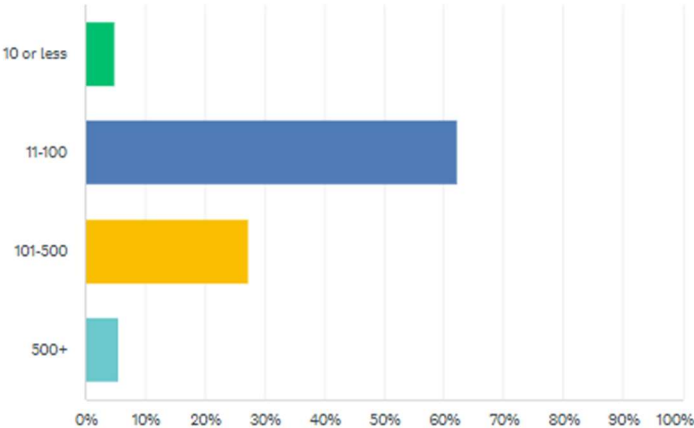
Answered: 843 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Dairy cattle	5.69% 48
▼ Beef cattle	100.00% 843
▼ Equine	35.82% 302
▼ Small ruminants (sheep, goats)	30.01% 253
▼ Poultry	31.91% 269
▼ Swine	11.39% 96
▼ Other (please specify)	Responses 3.68% 31
Total Respondents: 843	

How many livestock animals or poultry do you own and provide care for?

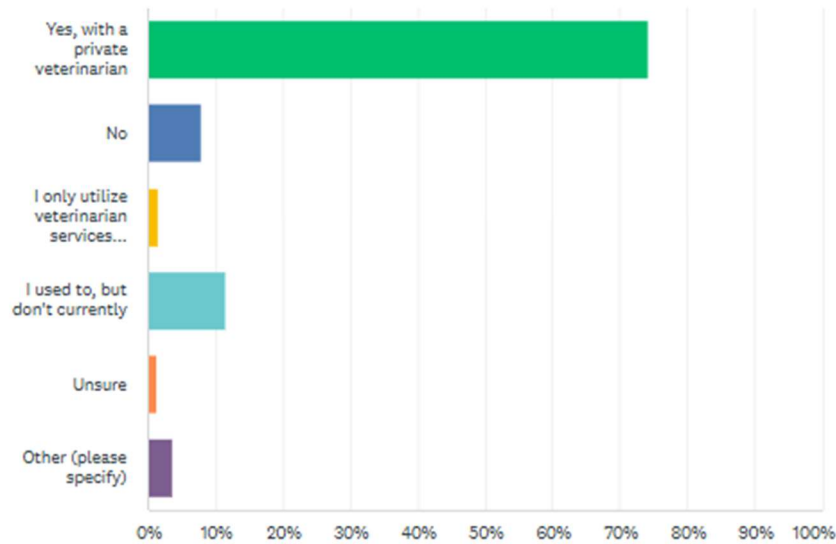
Answered: 843 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ 10 or less	4.98% 42
▼ 11-100	62.28% 525
▼ 101-500	27.28% 230
▼ 500+	5.46% 46
TOTAL	843

Do you have an established Veterinary Client Patient Relationship with a veterinarian?

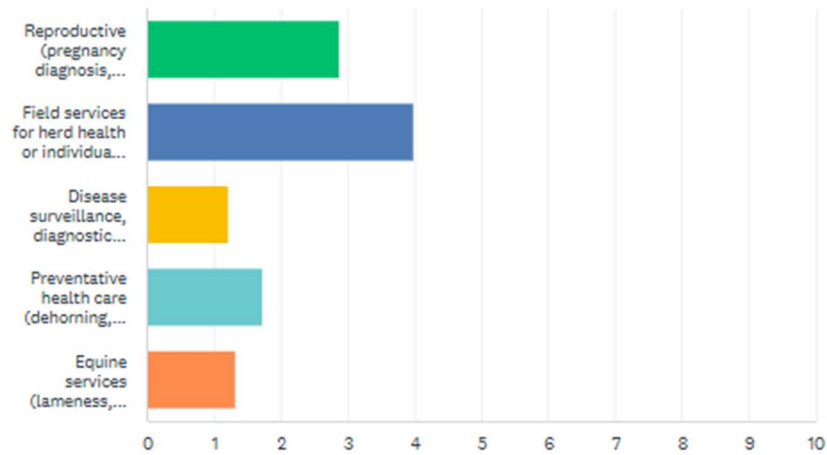
Answered: 842 Skipped: 1



ANSWER CHOICES	RESPONSES
▼ Yes, with a private veterinarian	74.23% 625
▼ No	7.84% 66
▼ I only utilize veterinarian services offered by the Virginia Maryland College of Vet Medicine or Lincoln Memorial when needed	1.54% 13
▼ I used to, but don't currently	11.52% 97
▼ Unsure	1.31% 11
▼ Other (please specify)	Responses 3.56% 30
TOTAL	842

Estimate the number of veterinary service calls or office visits you have annually for each item below

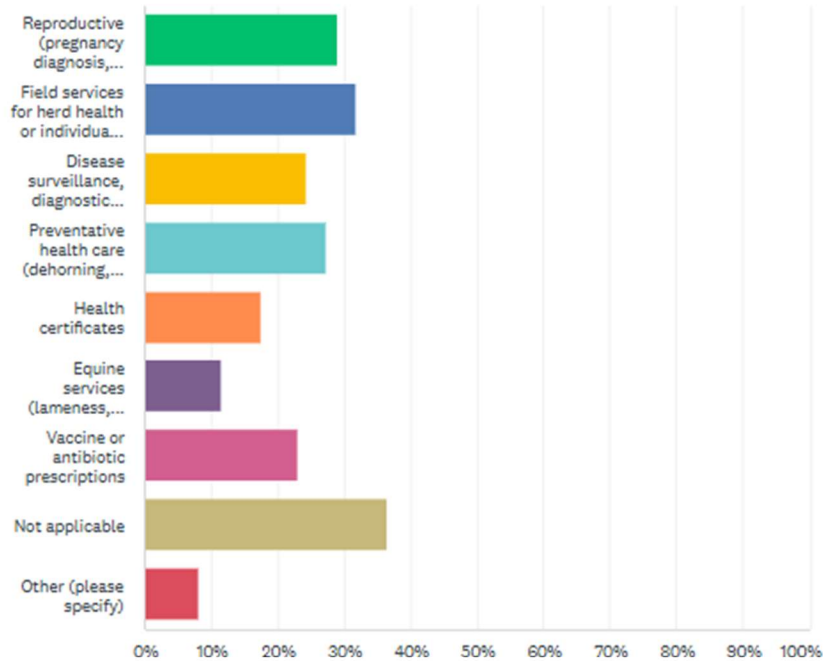
Answered: 795 Skipped: 48



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Reproductive (pregnancy diagnosis, breeding soundness exams, artificial insemination, etc)	3	2,000	695
Field services for herd health or individual sick animal evaluation	4	2,998	750
Disease surveillance, diagnostic sampling, necropsy	1	745	609
Preventative health care (dehorning, castration, vaccination, parasite control)	2	1,147	662
Equine services (lameness, dentistry, nutritional consultation, etc.)	1	776	584
Total Respondents: 795			

Are there any veterinary services you do NOT utilize due to availability of veterinary care? (Select all that apply)

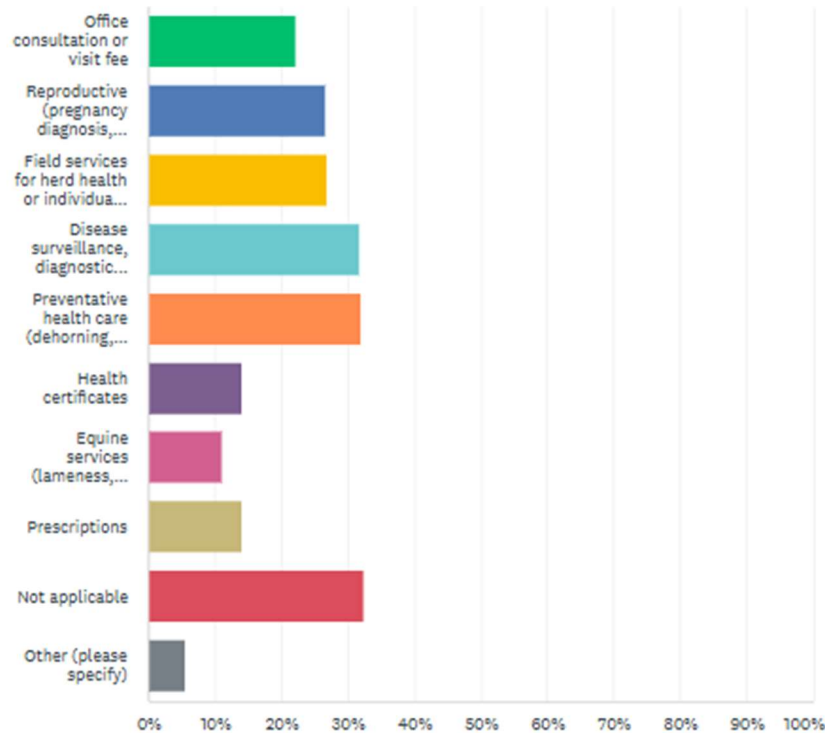
Answered: 574 Skipped: 269



ANSWER CHOICES	RESPONSES
▼ Reproductive (pregnancy diagnosis, breeding soundness exams, artificial insemination, etc.)	28.92% 166
▼ Field services for herd health or individual sick animal evaluation	31.71% 182
▼ Disease surveillance, diagnostic sampling, necropsy	24.39% 140
▼ Preventative health care (dehorning, castration, vaccination, parasite control)	27.35% 157
▼ Health certificates	17.42% 100
▼ Equine services (lameness, dentistry, nutritional consultation, etc.)	11.50% 66
▼ Vaccine or antibiotic prescriptions	23.00% 132
▼ Not applicable	36.41% 209
▼ Other (please specify)	Responses 8.19% 47
Total Respondents: 574	

Are there any veterinary services you do NOT utilize due to the cost of the veterinary service? (Select all that apply)

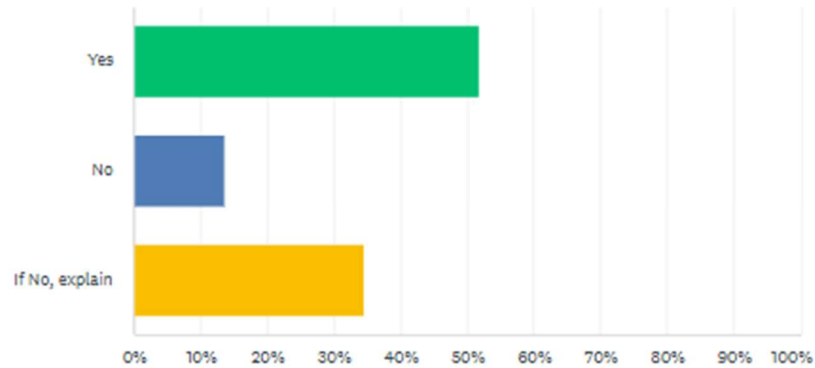
Answered: 586 Skipped: 257



ANSWER CHOICES	RESPONSES
Office consultation or visit fee	22.18% 130
Reproductive (pregnancy diagnosis, breeding soundness exams, artificial insemination, etc.)	26.62% 156
Field services for herd health or individual sick animal evaluation	26.96% 158
Disease surveillance, diagnostic sampling, necropsy	31.74% 186
Preventative health care (dehorning, castration, vaccination, parasite control)	31.91% 187
Health certificates	13.99% 82
Equine services (lameness, dentistry, nutritional consultation, etc.)	11.09% 65
Prescriptions	13.99% 82
Not applicable	32.42% 190
Other (please specify)	Responses 5.63% 33
Total Respondents: 586	

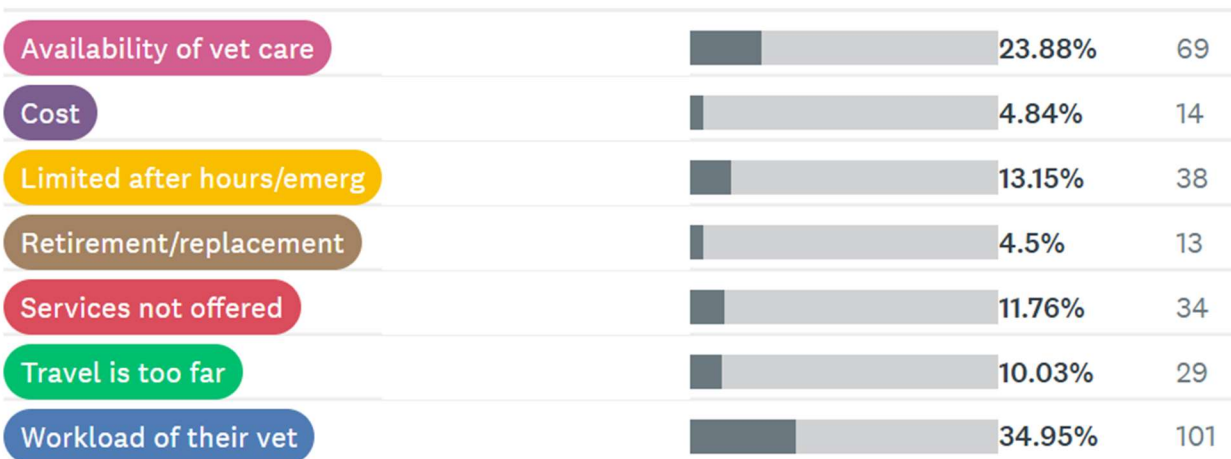
Do you believe your operation has readily accessible veterinary care to adequately serve your needs?

Answered: 834 Skipped: 9



ANSWER CHOICES	RESPONSES	
Yes	51.80%	432
No	13.67%	114
If No, explain	Responses 34.53%	288
TOTAL		834

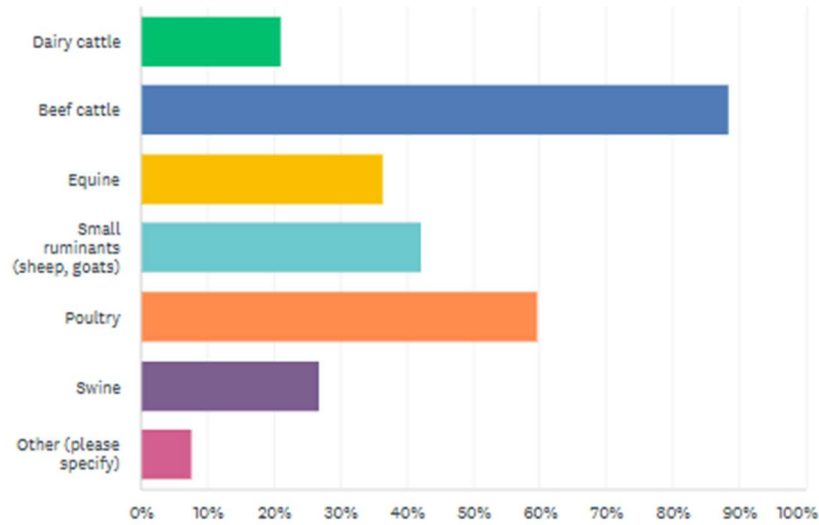
Reasons why producers feel they don't have adequate care



Large producer responses (500+ animals)

What livestock do you own? (Check all that apply)

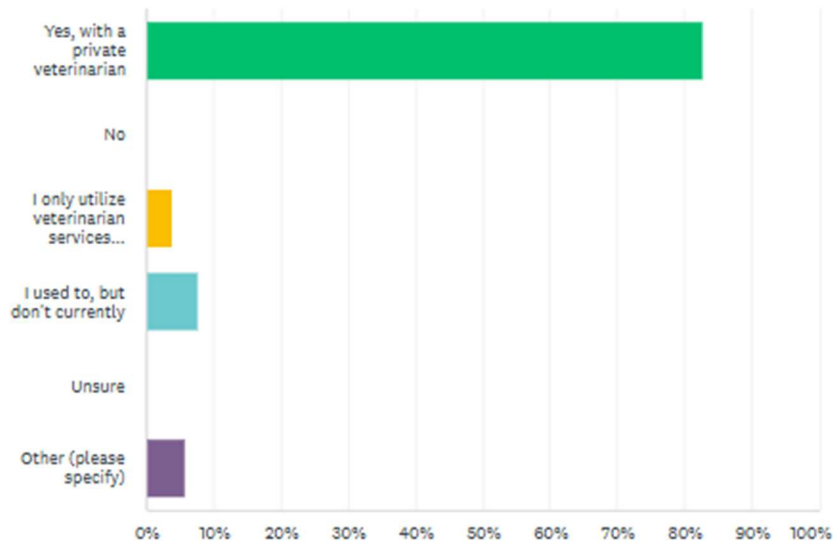
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Dairy cattle	21.15% 11
▼ Beef cattle	88.46% 46
▼ Equine	36.54% 19
▼ Small ruminants (sheep, goats)	42.31% 22
▼ Poultry	59.62% 31
▼ Swine	26.92% 14
▼ Other (please specify)	Responses 7.69% 4
Total Respondents: 52	

Do you have an established Veterinary Client Patient Relationship with a veterinarian?

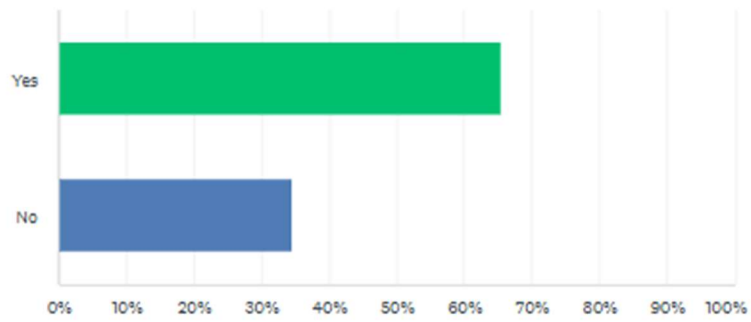
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Yes, with a private veterinarian	82.69% 43
▼ No	0.00% 0
▼ I only utilize veterinarian services offered by the Virginia Maryland College of Vet Medicine or Lincoln Memorial when needed	3.85% 2
▼ I used to, but don't currently	7.69% 4
▼ Unsure	0.00% 0
▼ Other (please specify)	Responses 5.77% 3
TOTAL	52

Do you utilize a veterinarian for routine, non-emergency services?

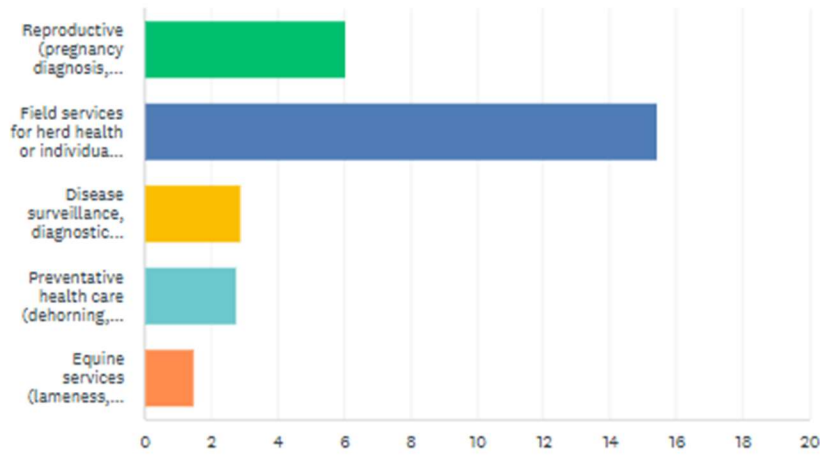
Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
▼ Yes	65.38%	34
▼ No	34.62%	18
TOTAL		52

Estimate the number of veterinary service calls or office visits you have annually for each item below

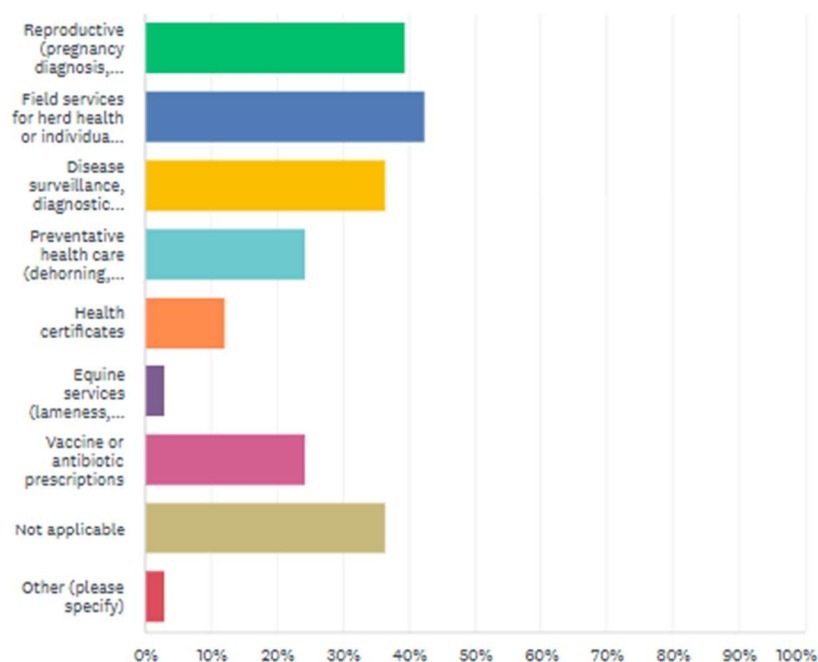
Answered: 52 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Reproductive (pregnancy diagnosis, breeding soundness exams, artificial insemination, etc) Responses	6	273	45
Field services for herd health or individual sick animal evaluation Responses	15	741	48
Disease surveillance, diagnostic sampling, necropsy Responses	3	136	47
Preventative health care (dehorning, castration, vaccination, parasite control) Responses	3	117	42
Equine services (lameness, dentistry, nutritional consultation, etc) Responses	2	69	39
Total Respondents: 52			

Are there any veterinary services you do NOT utilize due to availability of veterinary care? (Select all that apply)

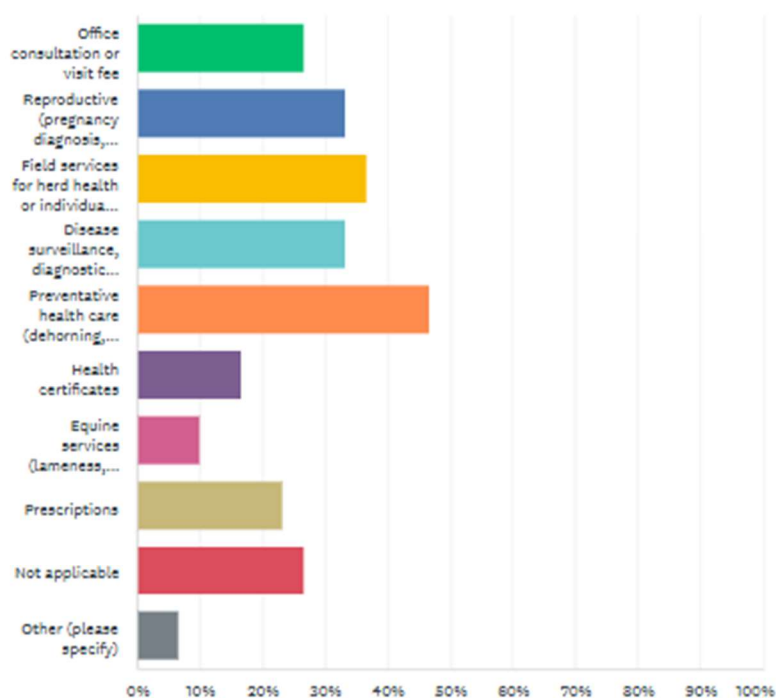
Answered: 33 Skipped: 19



ANSWER CHOICES	RESPONSES
▼ Reproductive (pregnancy diagnosis, breeding soundness exams, artificial insemination, etc.)	39.39% 13
▼ Field services for herd health or individual sick animal evaluation	42.42% 14
▼ Disease surveillance, diagnostic sampling, necropsy	36.36% 12
▼ Preventative health care (dehorning, castration, vaccination, parasite control)	24.24% 8
▼ Health certificates	12.12% 4
▼ Equine services (lameness, dentistry, nutritional consultation, etc.)	3.03% 1
▼ Vaccine or antibiotic prescriptions	24.24% 8
▼ Not applicable	36.36% 12
▼ Other (please specify)	Responses 3.03% 1
Total Respondents: 33	

Are there any veterinary services you do NOT utilize due to the cost of the veterinary service? (Select all that apply)

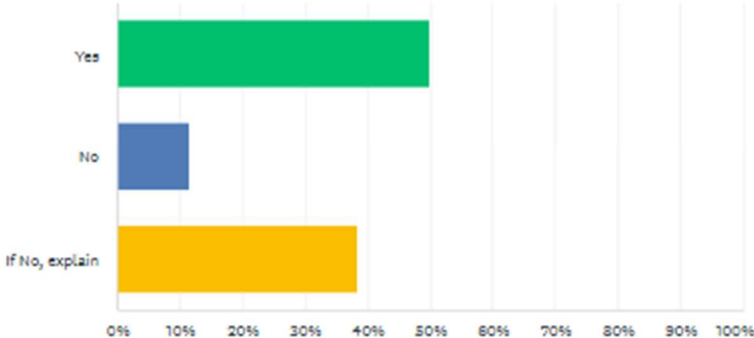
Answered: 30 Skipped: 22



ANSWER CHOICES	RESPONSES
Office consultation or visit fee	26.67% 8
Reproductive (pregnancy diagnosis, breeding soundness exams, artificial insemination, etc.)	33.33% 10
Field services for herd health or individual sick animal evaluation	36.67% 11
Disease surveillance, diagnostic sampling, necropsy	33.33% 10
Preventative health care (dehorning, castration, vaccination, parasite control)	46.67% 14
Health certificates	16.67% 8
Equine services (lameness, dentistry, nutritional consultation, etc.)	10.00% 3
Prescriptions	23.33% 7
Not applicable	26.67% 8
Other (please specify)	Responses 6.67% 2
Total Respondents: 30	

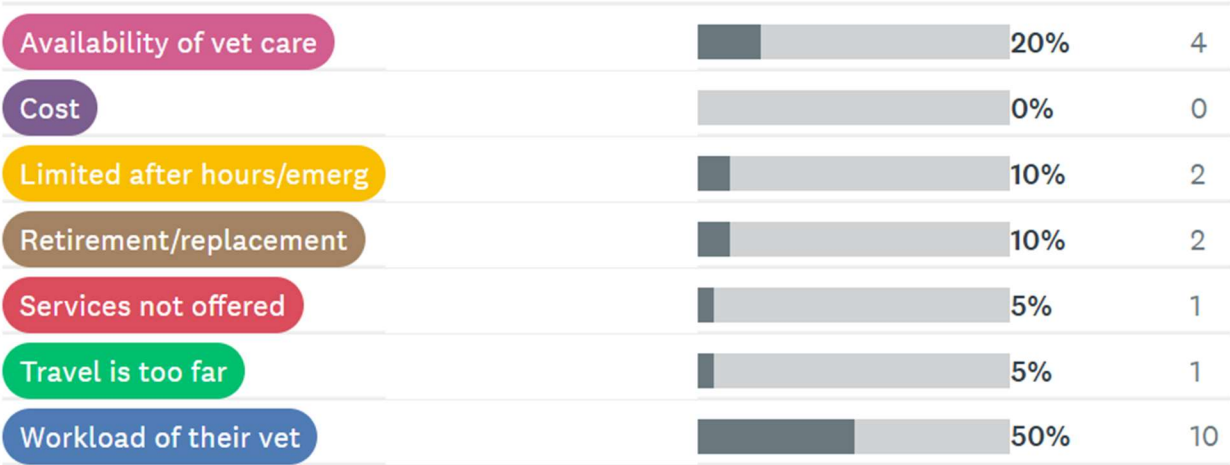
Do you believe your operation has readily accessible veterinary care to adequately serve your needs?

Answered: 52 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	50.00%	26
No	11.54%	6
If No, explain	Responses 38.46%	20
TOTAL		52

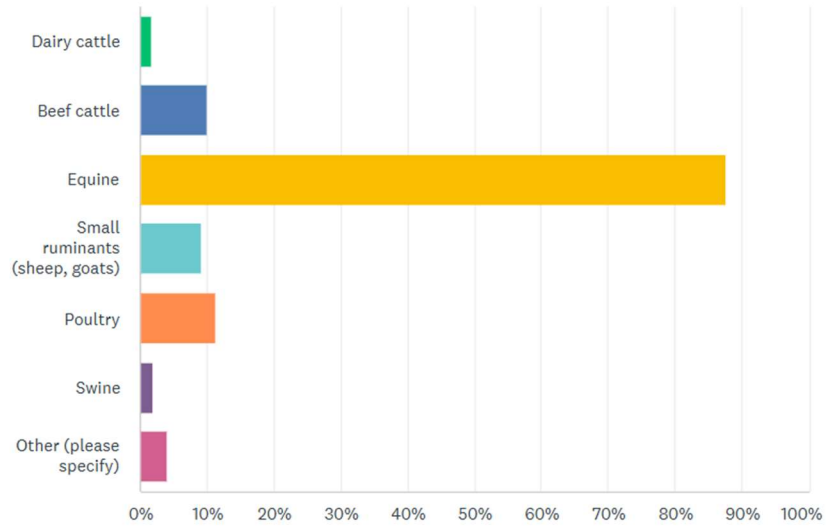
Reasons why producers feel they don't have adequate care



Small producer responses (less than 10 animals)

What livestock do you own? (Check all that apply)

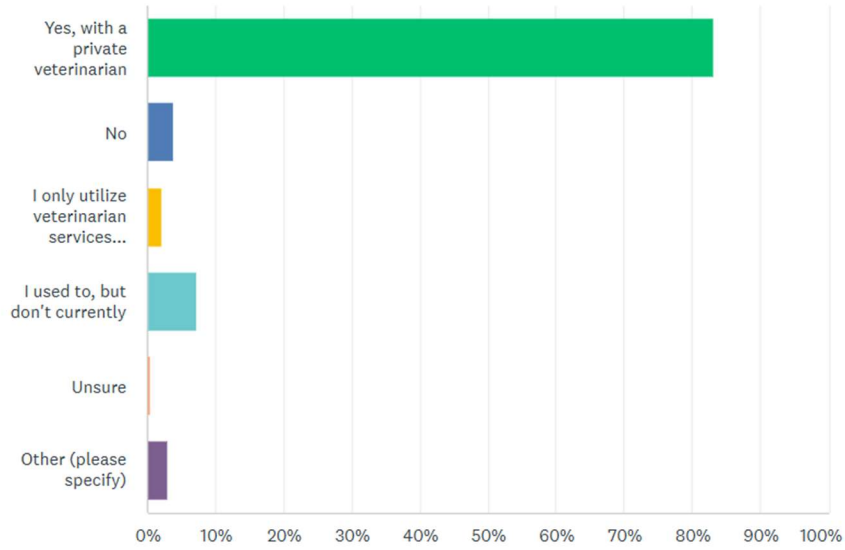
Answered: 422 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Dairy cattle	1.66% 7
▼ Beef cattle	9.95% 42
▼ Equine	87.68% 370
▼ Small ruminants (sheep, goats)	9.24% 39
▼ Poultry	11.37% 48
▼ Swine	1.90% 8
▼ Other (please specify)	Responses 4.03% 17
Total Respondents: 422	

Do you have an established Veterinary Client Patient Relationship with a veterinarian?

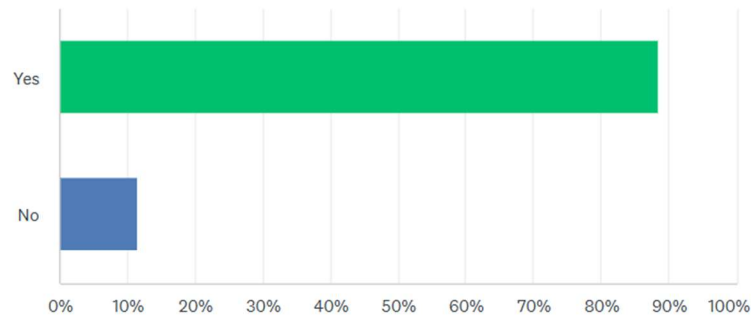
Answered: 422 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes, with a private veterinarian	83.18% 351
No	3.79% 16
I only utilize veterinarian services offered by the Virginia Maryland College of Vet Medicine or Lincoln Memorial when needed	2.13% 9
I used to, but don't currently	7.35% 31
Unsure	0.47% 2
Other (please specify)	Responses 3.08% 13
TOTAL	422

Do you utilize a veterinarian for routine, non-emergency services?

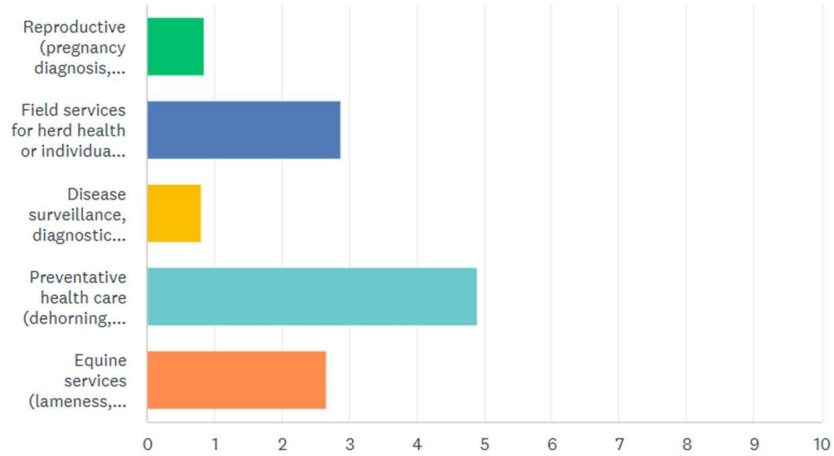
Answered: 420 Skipped: 2



ANSWER CHOICES	RESPONSES
Yes	88.57% 372
No	11.43% 48
TOTAL	420

Estimate the number of veterinary service calls or office visits you have annually for each item below

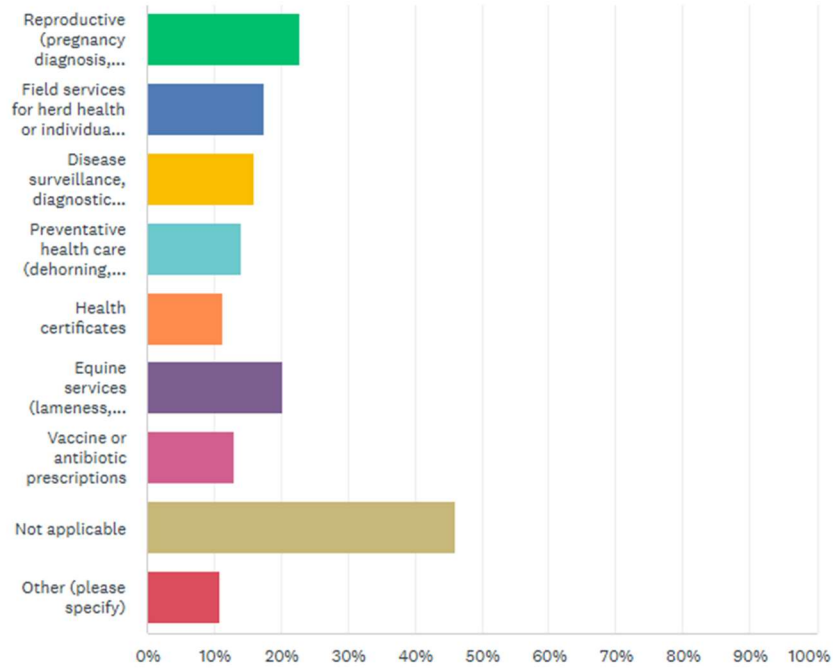
Answered: 402 Skipped: 20



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Reproductive (pregnancy diagnosis, breeding soundness exams, artificial insemination, etc) Responses	1	249	289
Field services for herd health or individual sick animal evaluation Responses	3	957	333
Disease surveillance, diagnostic sampling, necropsy Responses	1	210	259
Preventative health care (dehorning, castration, vaccination, parasite control) Responses	5	1,743	355
Equine services (lameness, dentistry, nutritional consultation, etc.) Responses	3	944	354
Total Respondents: 402			

Are there any veterinary services you do NOT utilize due to availability of veterinary care? (Select all that apply)

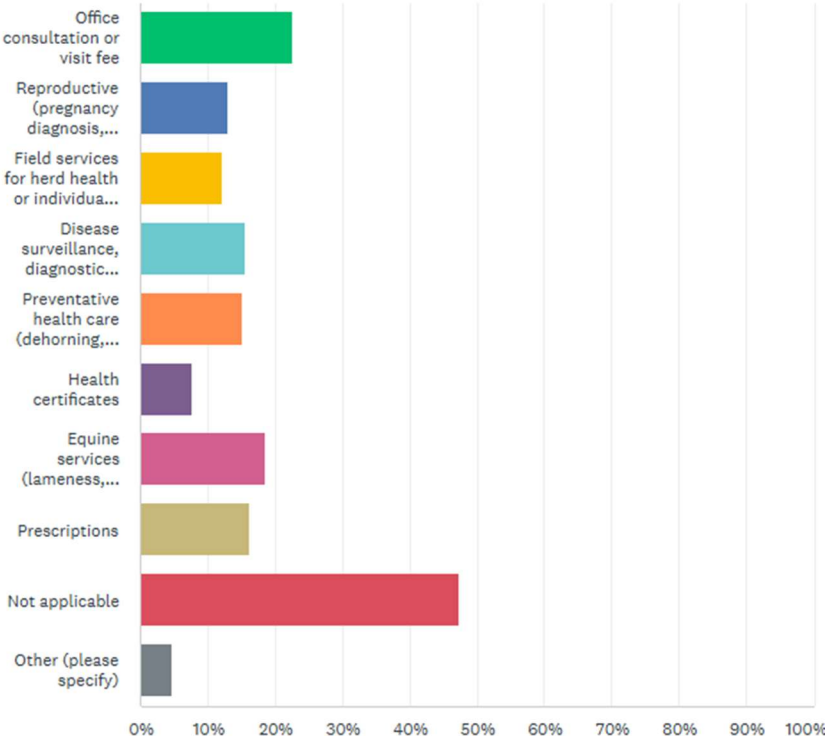
Answered: 276 Skipped: 146



ANSWER CHOICES	RESPONSES
▼ Reproductive (pregnancy diagnosis, breeding soundness exams, artificial insemination, etc.)	22.83% 63
▼ Field services for herd health or individual sick animal evaluation	17.39% 48
▼ Disease surveillance, diagnostic sampling, necropsy	15.94% 44
▼ Preventative health care (dehorning, castration, vaccination, parasite control)	14.13% 39
▼ Health certificates	11.23% 31
▼ Equine services (lameness, dentistry, nutritional consultation, etc.)	20.29% 56
▼ Vaccine or antibiotic prescriptions	13.04% 36
▼ Not applicable	46.01% 127
▼ Other (please specify)	Responses 10.87% 30
Total Respondents: 276	

Are there any veterinary services you do NOT utilize due to the cost of the veterinary service? (Select all that apply)

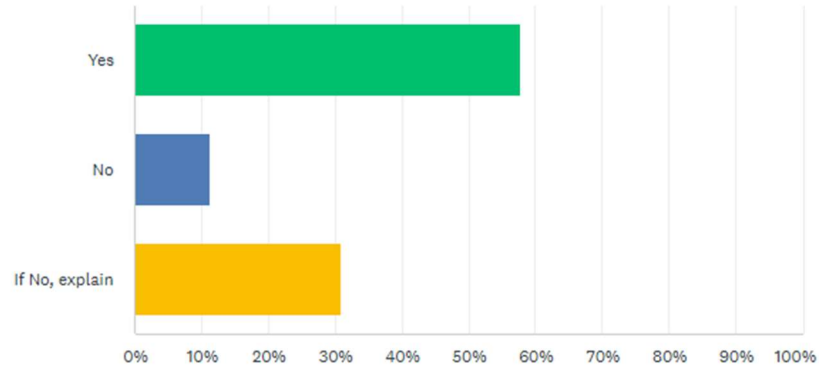
Answered: 271 Skipped: 151



ANSWER CHOICES	RESPONSES
Office consultation or visit fee	22.51% 61
Reproductive (pregnancy diagnosis, breeding soundness exams, artificial insemination, etc.)	12.92% 35
Field services for herd health or individual sick animal evaluation	12.18% 33
Disease surveillance, diagnostic sampling, necropsy	15.50% 42
Preventative health care (dehorning, castration, vaccination, parasite control)	15.13% 41
Health certificates	7.75% 21
Equine services (lameness, dentistry, nutritional consultation, etc.)	18.45% 50
Prescriptions	16.24% 44
Not applicable	47.23% 128
Other (please specify)	Responses 4.80% 13
Total Respondents: 271	

Do you believe your operation has readily accessible veterinary care to adequately serve your needs?

Answered: 417 Skipped: 5



ANSWER CHOICES	RESPONSES	
▼ Yes	57.79%	241
▼ No	11.27%	47
▼ If No, explain	Responses 30.94%	129
TOTAL		417

Virginia Livestock Markets - Veterinarian Needs

Charlie Broaddus, DVM, PhD, Dip. ACT
 State Veterinarian
 Director, Division of Animal and Food Industry Services
 Virginia Department of Agriculture and Consumer Services

County	Market/Buying Station	Veterinarian	Vet Regularly There	Vet Needed	Actively Looking for a Vet
Augusta	Staunton Union Stock Yard 320 New Hope Rd Staunton, VA	Dr. Brendan Martin	YES	Unknown	Unknown
Bedford	Spring Lake Livestock Market 1069 Sickle Court Moneta, VA 24121	NO	NO	NO	YES
Botetourt	Roanoke Hollins Stockyard 471 Lee Highway Cloverdale, VA 24077	NO	NO	NO	NO
Campbell	Lynchburg Livestock Market 243 Livestock Rd Lynchburg, VA 24588	NO	NO	NO	NO
Charlotte	Cedar Grove Auction 478 Butterwood Rd, Charlotte Court House, VA 23923	NO	NO	NO	NO
Fauquier	Fauquier/Culpeper Livestock Exchange 7404 John Marshall Hwy Marshall, VA 20115	Dr. Karl Magura	YES	Unknown	Unknown
Floyd	RG Cattle Co. 1296 Stonewall Rd Check, VA 24072	Dr. Jason Wall	NO	NO	NO
Frederick	Farmer's Livestock Exchange, Inc. 1995 Northwestern Pike Winchester, VA 22603	Dr. Byron Wightman	YES	Unknown	Unknown
Giles	Narrows Livestock Market 114 Stockpen Mountain Rd Narrows, VA 24124	Dr. Jason Wall	NO	NO	NO
Halifax	Hollering Hill Auction 4097 Hunting Creek Rd Nathalie, VA 24577	NO	NO	NO	NO
Lee	Slemp Buying Station 520 Kevin Slemp Dr. Dryden, VA 24243	Dr. Keirston Morris	NO	NO	NO
Lee	Lee Farmer's Livestock Market 32345 Wilderness Rd. Jonesville, VA 24263	NO	NO	NO	YES
Lee	Ewing Livestock Market 196 Stockyard Dr. Ewing, VA 24248	NO	NO	NO	NO

County	Market/Buying Station	Veterinarian	Vet Regularly There	Vet Needed	Actively Looking for a Vet
Madison	Madison Livestock Exchange 7129 Orange Rd. Orange, VA 22960	NO	NO	Unknown	Unknown
Madison	Virginia Cattle Company 5866 Orange Rd. Radiant, VA 22732	Dr. Lee Cobbs	NO	Unknown	Unknown
Highland	Monterey Stockyard LLC 1367 Jackson River Road Monterey, VA 24465	Dayton Veterinary Services	YES	Unknown	Unknown
Montgomery	Christiansburg Livestock Market 870 Park St. Christiansburg, VA 24073	NO	NO	NO	NO
Nottaway	Southside Livestock Market 170 Livestock Rd Blackstone, VA 23824	Dr. Rodney Cole	YES	Unknown	Unknown
Pulaski	Pulaski Livestock Market 5509 Banks Ave. Dublin, VA 24084	Dr. Jason Wall	NO	NO	NO
Rockingham	Double J Livestock Market 4176 Silling Rd Dayton, VA 228	Dayton Vet Services	NO	Unknown	Unknown
Rockingham	Rockingham Livestock Sales, Inc. 1820 Dealton Ave. Harrisonburg, VA 22801	Ashby Herd Health	YES	Unknown	Unknown
Rockingham	Shenandoah Valley Livestock Sales, Inc. 1044 Edom Road Harrisonburg, VA 22802	Dr. Justin Hill	NO	Unknown	Unknown
Tazewell	Farmers LS Market - Tazewell 21865 Gov. George C. Perry Hwy Tazewell, VA 24651	NO	NO	NO	NO
Washington	CH Cattle Co. 25577 Blue Hills Dr. Glade Spring, VA 24340	Dr. Keirston Morris	NO	NO	NO
Washington	Tri State Livestock Market 17500 Sky King Dr. Abingdon, VA 24210	Dr. Sam Clark	YES	NO	NO
Warren	Virginia Livestock LLC 2796 Rivermont Dr. Front Royal, VA 22630	Dr. Monica O'Brian	YES	Unknown	Unknown
Wythe	G & G Livestock 245 Fort Chiswell Rd. Max Meadows, VA 24360	NO	NO	NO	NO
Wythe	Wythe Co LS Exchange 3561 Stoney Fork Rd Wytheville, VA 24382	Dr. Corrine Hurlburt	YES	NO	NO

VIRGINIA ACTS OF ASSEMBLY - 2025 SESSION

CHAPTER 258

An Act to amend the Code of Virginia by adding a section numbered 3.2-5901.2, relating to State Veterinarian; large animal veterinary grant program; report.

[H 2303]

Approved March 21, 2025

Be it enacted by the General Assembly of Virginia:

1. That the Code of Virginia is amended by adding a section numbered 3.2-5901.2 as follows:

§ 3.2-5901.2. State Veterinarian; large animal veterinary grant program.

A. As used in this section:

"Large animal veterinarian" means a person who is actively engaged in and is licensed to practice veterinary medicine pursuant to Chapter 38 (§ 54.1-3800 et seq.) of Title 54.1 and whose specialties include livestock, poultry, or equine, as that term is defined in § 3.2-6200.

"Program" means the large animal veterinary grant program established by the State Veterinarian pursuant to subsection B.

B. The State Veterinarian shall establish a large animal veterinary grant program to provide grants to increase or stabilize the number of large animal veterinarians practicing in areas of the Commonwealth that have been identified by the State Veterinarian as having a shortage of such veterinarians. The State Veterinarian shall annually select from a pool of applicants no more than four large animal veterinarians to participate in the program.

C. The State Veterinarian, in consultation with the Board of Veterinary Medicine and relevant stakeholders, including the Virginia Farm Bureau Federation, the Virginia Academy of Food Animal Practitioners, and the Virginia Veterinary Medical Association, shall develop criteria for applicants to participate in the program, which shall include:

- 1. The geographic area of the Commonwealth that an applicant serves or would serve and the need for large animal veterinary services in such area;*
- 2. The number of localities that an applicant serves or would serve;*
- 3. The number of different large animal veterinarian specialties in which an applicant practices; and*
- 4. The percentage of time an applicant devotes to large animal veterinary services.*

2. That the State Veterinarian shall establish the large animal veterinary grant program pursuant to § 3.2-5901.2 of the Code of Virginia, as created by this act, no later than July 1, 2026.

3. That the State Veterinarian shall submit a report evaluating the extent to which the large animal veterinary grant program created pursuant to § 3.2-5901.2 of the Code of Virginia, as created by this act, has helped to address the shortage of large animal veterinarians in the Commonwealth. Such report shall be submitted to the Board of Veterinary Medicine and the Chairmen of the Senate Committee on Agriculture, Conservation and Natural Resources and the House Committee on Agriculture, Chesapeake and Natural Resources no later than July 1, 2030.

Discussion Points for Large Animal Veterinary Grant Program

Charlie Broaddus, DVM, PhD, Dip. ACT
State Veterinarian
Director, Division of Animal and Food Industry Services
Virginia Department of Agriculture and Consumer Services

§ 3.2-5901.2. State Veterinarian; large animal veterinary grant program.

A. As used in this section:

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"Program" means the large animal veterinary grant program established by the State Veterinarian pursuant to subsection B.

The Program will provide four grants of \$110,000 each, to be awarded over a period of 5 years.

- **Discuss feasibility of aligning with Virginia Tobacco Revitalization Region Commission's (TRRC) Large Animal Veterinary Incentive Program.**

B. The State Veterinarian shall establish a large animal veterinary grant program to provide grants to increase or stabilize the number of large animal veterinarians practicing in areas of the Commonwealth that have been identified by the State Veterinarian as having a shortage of such veterinarians. The State Veterinarian shall annually select from a pool of applicants no more than four large animal veterinarians to participate in the program.

Potential/suggested designated shortage areas:

1. Southeast Virginia – including the following Counties and Cities: Southampton, Surry, Sussex, Prince George, Petersburg, Isle of White, Suffolk, Emporia, Dinwiddie, Colonial Heights, Hopewell, Williamsburg, Newport news, York, Hampton
2. Eastern Shore – Northampton and Accomack Counties
3. *Frederick, Page, Shenandoah, or Rockingham Counties
4. *Hanover, Louisa, Fluvanna, or Goochland Counties
5. *Clark, Warren, Culpeper, Orange, Rappahannock, Fauquier, Loudon, or Stafford Counties
6. *Floyd, Franklin, Patrick, Craig, or Roanoke Counties
7. *Augusta, Highland, Bath, or Rockbridge Counties
8. Amherst, Bedford, or Campbell Counties

- **Discuss designating all potential areas as eligible for applicants or considerations for limiting eligible areas**

**these are designated shortage areas for USDA's VMLRP in 2025 – not currently known if they will be funded/awarded.*

C. The State Veterinarian, in consultation with the Board of Veterinary Medicine and relevant stakeholders, including the Virginia Farm Bureau Federation, the Virginia Academy of Food Animal Practitioners, and the Virginia Veterinary Medical Association, shall develop criteria for applicants to participate in the program, which shall include:

- 1. The geographic area of the Commonwealth that an applicant serves or would serve and the need for large animal veterinary services in such area;*
- 2. The number of localities that an applicant serves or would serve;*
- 3. The number of different large animal veterinarian specialties in which an applicant practices; and*
- 4. The percentage of time an applicant devotes to large animal veterinary services*

Proposed application:

An application will be developed by VDACS, for applicants serving the needs of one of the above-described shortage areas (those not serving one of those groups are not eligible to apply). Application questions will include:

1. Name, name of veterinary practice, and address of applicant
2. Veterinary school and year of graduation
3. How long they have lived in the area and/or provided veterinary services.
4. Description of the localities served.
5. Description of the species served and services provided.
6. Percentage of time applicant devotes to large animal services
7. Essay on why this grant is important to the applicant and community
8. Essay on how the grant will be used to support the practice
9. Essay on ways in which the applicant is involved with the community and/or agriculture

Upon receipt/review of completed applications to the State Vet's office, a panel consisting of the State Veterinarian, the Executive Director of the Board of Veterinary Medicine, the President of the Board of Veterinary Medicine, and two members each from VFB, VAFAP, and VVMA shall evaluate the applications and decide on the awardees, to be notified by October 15. First year payments to be made by December 15. In order to receive additional annual awards (for the 3 to 5-year period in which the grant money is received) awardees will be required to sign an affidavit annually stating that they are continuing to provide large animal veterinary services in the designated area.

- **Discuss application timeframe: Send out by June 1? Due date of September 1, 2025?**
- **Discuss potential conflict of interest for BOVM Executive Director or President's participation**

Veterinary Shortage Study Workgroup’s Directives, Recommendations and Next Steps:

2024 Joint Resolution	2025 VSSW Report Recommendations	Status/Actions
(i) identify ways to strengthen existing debt repayment programs for veterinarians, including making recommendations on how to simplify application criteria, exploring state matching loan repayment programs, limiting barriers for participation, and improving methods for consistent identification of veterinary shortage areas to better target rural communities in need;	(2) Gather additional data from food producers to pinpoint which areas are most impacted by veterinarian shortages and gather data from large animal veterinarians to assess current practice needs. Use data for loan repayment incentivization program to establish new veterinarians in areas of need.	<ul style="list-style-type: none"> • VFB survey • VBOM surveys • VVC roundtable • HB2303/SB921 Large Animal Grant Program
	(4) Draft budget amendment requests for an incentive-based loan repayment program in Virginia to place veterinarians in shortage areas.	M. Moore update
	(3) Create a board or partnership for ongoing dialogue among stakeholders and an information repository to identify continuing needs and shortages	TBD
(ii) examine options for developing programs that offer business support to provide incentives or low-interest business loans for large animal private practices;	(7) Develop an integrated haul-in practice model to address a variety of needs, including environmental factors, opportunities for licensed veterinary technicians, shared resources, earlier educational opportunities in large animal medicine and matching with grants or other available funding.	Financial Resources or other subgroup to explore public/private partnerships and initiatives
	(5) Develop support systems to provide ongoing engagement to retain rural veterinarians after satisfying loan terms.	Financial Resources or other subgroup to explore public/private partnerships and initiatives
	(1) Develop a pathway for rural and farming community youth to obtain training for national certification and recognition as large animal veterinary assistants.	Partnership with DOE?
(iii) identify programs that support a strong pipeline of veterinary students from rural backgrounds and help such students navigate post-secondary education to increase retention;	(8) Draft budget amendment requests to fund additional seats at the state veterinary school for Virginia students.	M. Moore update
(iv) examine other possible solutions for increasing the number of large animal veterinarians in the Commonwealth, such as expanding veterinary technician-type or physician assistant-type programs to allow large animal veterinarians to expand their scope of practice in rural areas;	(6) Develop a regulatory pathway and model for haul-in facilities.	BOVM

2024 Joint Resolution	2010 Veterinarian Shortage Study	Action
<p>(v) reexamine the recommendations from the 2010 study on the shortage of large animal veterinarians published pursuant to House Joint Resolution 730 (2009)</p>	<p>To address the shortage of food animal veterinary practices in the Commonwealth, localities, organizations and businesses need to:</p> <ul style="list-style-type: none"> * Encourage veterinary access to economic development initiatives such as local Industrial Development / Economic Development Authority Assistance and business parks * Encourage veterinary access to grants from the Tobacco Indemnification and Community Revitalization Commission ineligible rural communities * Provide business mentorship for rural veterinary practices • Increase state funding to support growth and expansion of the Virginia-Maryland Regional College of Veterinary Medicine to serve a larger student body • Legislative and Executive support for ongoing federal initiatives * The Federal Veterinary Medical Loan Repayment Program that was authorized by the National Veterinary Medical Service Act * HR 3519, S1709: Veterinarian Services Investment Act. Introduced 7/31/2009. Congressman Bob Goodlatte (VA-6) is a cosponsor. This bill would establish a grant program to promote efforts to develop, implement, and sustain veterinary services * HR 2999: Veterinary Public Health Workforce and Education Act. Introduced 6/23/2009. This bill would establish fellowships for on-the-job training of veterinarians in food systems security and public health and increase faculty teaching in veterinary public health 	<p>Analysis is needed to determine:</p> <ul style="list-style-type: none"> • Substance and status of 2009 proposed legislation and effect of enacted legislation on shortage trends • 2010 recommendations' relevance to current circumstances and • alignment of relevant recommendations with current study recommendations.

Prepared by Kelli Moss
Executive Director
Virginia Board of Veterinary Medicine