

September 3, 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 and introductions

Ordering of Agenda – Ms. Moss

Public Comments – Ms. Moss

The Board will receive public comments limited to the scope of this workgroup.

Approval of Minutes – Ms. Moss

April 16, 2025, Workgroup meeting

Pages 1-5

Discussion

- Board of Veterinary Medicine 2024 focused survey results
– **Dr. Yetty Shobo (Vet pp. 6-33, LVT pp. 34-61)**
- Virginia Large Animal Veterinarian Grant Program (VLAVGP) – **Dr. Broaddus (pp. 62-63)**
- Large Animal Veterinary Services Planning Grant – **Mr. Stephen Versen (pp. 64-65)**
- Regulatory action for haul-in veterinary establishments – **Ms. Moss (p. 66)**
- Educational programs for veterinary support – **Ms. Moore**
- VSSW final recommendations for second-year report – **Ms. Moss**

Pages 6-66

New Business – 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 1:07 p.m. on April 16, 2025, at the Virginia Farm Bureau Insurance 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, Virginia Department of Agriculture and Consumer Services (VDACS)

Thomas B. Massie, Jr., DVM, Board of Veterinary Medicine

Melinda McCall, DVM, Virginia Academy of Food Animal Practitioners

Martha Moore, Virginia Farm Bureau Insurance

Susan Seward, Virginia Veterinary Medical Association (VVMA)

Julia Murphy, DVM, Virginia Department of Health

Jane Naramore, LVT, Virginia Association of Licensed Veterinary Technicians

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

Heidi Hertz, Virginia Agribusiness Council

Stephen Versen, Virginia Tobacco Region Revitalization Commission

Senator Timmy French, Senate District 1*

Stacy Anderson, DVM, MVSc, PhD, DACVS-LA, Lincoln Memorial University College of Veterinary Medicine (LMUCVM)*

Randall Evans, DVM, CPCC, LMUCVM*

Abigail Westcott, Virginia Economic Development Partnership*

Workgroup Participants Not Present

Nathaniel Burke, DVM, VVMA

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

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

Trey Davis, President and CEO, Virginia Agribusiness Council

Staff

Yetty Shobo, PhD, Director of Healthcare Workforce Data Center & Data Analytics Division

Matt Novak, Policy & Economic Analyst DHP

Laura D. Paasch, Senior Licensing & Operations Specialist

Taryn Singleton, LVT, Discipline Case Specialist

* Attended meeting virtually

Additional Participant Present

Jake Tabor, Virginia Farm Bureau Insurance

Public Present

Tenille Nuckols, Virginia Farm Bureau Insurance

Carol Heizer, LVT*

Michael Migliore, Veterinary Student*

Call to Order

The participants were welcomed, and introductions were made.

Introductions

Ms. Moss announced that two new workgroup members have replaced representatives of their respective organizations since the October 2024 meeting. She welcomed Ms. Abigail Westcott, Managing Director of External Affairs for the Virginia Economic Development Partnership, who replaced Nicole Riley; and announced Mr. Trey Davis, President and CEO of Virginia Agribusiness Council, has replaced Cliff Williamson. Mr. Davis did not attend this meeting due to a scheduling conflict.

Ms. Moss announced that Mr. Matt Novak was attending the meeting on behalf of Ms. Erin Barrett, Director of the Department of Health Professions' Legislative and Regulatory Affairs.

Ms. Moss stated that Dr. Yetty Shobo, Director of the Department of Health Professions' Healthcare Workforce Data Center, and Mr. Jake Tabor, Legislative Specialist, Governmental Relations for Virginia Farm Bureau Insurance Federation, were in attendance to present the results of surveys they had each conducted at this workgroup's request.

Ordering of Agenda

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

Public Comment

No public comment was provided.

Approval of Minutes

Ms. Moss opened the floor to any additions or corrections regarding the draft minutes from the October 9, 2024, Veterinarian Shortage Study Workgroup meeting. Hearing no additions or corrections, the minutes were approved as presented.

Discussion

Ms. Moss reported that the workgroup's first-year report was submitted to the General Assembly on January 8, 2025, and a copy is available in the agenda package.

Dr. Shobo presented the results of the Board of Veterinary Medicine's 2024 renewal questions that solicited information about large animal veterinary practice, as developed by the Supporting Data subgroup, and the workgroup discussed the results.

The workgroup discussed focusing on data from survey respondents who reported large animal veterinary medicine comprised 50% or more of their practice and to separate equine practice from bovine to extrapolate more precise geographical and statistical data. Based on Dean Givens's recommendation that expanding this group to 25% or more would provide a more comprehensive geographic map and statistics, the workgroup agreed to request refined data to include veterinarians who reported 25% or more large animal practice. The workgroup also requested an appendix of survey questions be included that may be amended to gather more specific data in future surveys.

Dr. McCall summarized a discussion held with large animal veterinarians at the 2025 Virginia Veterinary Medical Association's (VVMA) annual conference in February, as recommended by the Supporting Data subgroup.

Another Supporting Data subgroup recommendation was to collect data from food producers to determine large animal veterinarian needs. Mr. Tabor presented his findings of the 2025 Farm Bureau's food animal producer survey. The workgroup reviewed the results of this survey, which included results from all producers and broke out separate response categories for beef cattle producers, large producers and small producers.

Ms. Moss reported she received information from DHP's Director of Communications that highlighted the media coverage of Mr. Tabor's survey. Ms. Moss thanked Mr. Tabor for his efforts to widely publicize the workgroup's purpose and his survey, to increase both public interest and the response rate.

Dr. Broaddus reported on data obtained from Virginia's livestock markets to determine their veterinarian needs and presented his findings to the workgroup.

Ms. Moore provided status updates to budget amendment requests drafted for two of the workgroup's recommendations: a request for additional seats at VMCVM for Virginia residents, which was not successful; and a request for state veterinary financial incentive program, which was placed in the Governor's budget for funding.

Dr. Broaddus reported on joint legislation passed by the 2025 General Assembly assigning the State Veterinarian to establish the Virginia Large Animal Veterinarian Grant Program (VLAVGP), based on bills introduced by Delegate Alfonso Lopez in the House and Senator T. Travis Hackworth in the Senate. He led a discussion of the development of the VLAVGP, including qualification of shortage areas, applicant criteria and candidate selection. He will assemble a steering group comprised of stakeholders identified in the legislation to develop the program and review candidate applications.

Ms. Moss reviewed the Veterinarian Shortage Study Workgroup's directives, recommendations and next steps and the following related topics were discussed:

Mr. Stephen Versen reported on an incentive program that was presented to the Commission to fund a coordinator position to support large animal veterinarians in rural communities. The workgroup discussed possible funding and scope of responsibilities to facilitate and connect food animal veterinarians to existing resources. The Commission is looking at leveraging other investment opportunities to make this effort as impactful as possible. Some of the funds could be used to provide educational services to rural high schools to generate interest in large animal veterinary medicine and support occupations. This program is designed to complement the VLAVGP.

The workgroup discussed the next steps needed to create a regulatory pathway for haul-in veterinary establishments. Ms. Moss will provide an update at the next meeting.

Ms. Moore reported on her participation in a council creating a curriculum for animal services occupations, as well as programs to increase the number of LVTs that is under development.

New Business

Ms. Moore discussed West Virginia's funding of a four-year Veterinary Technology Program in partnership with West Virginia State University and the West Virginia Department of Agriculture, which may create an alternate career pathway to address a gap in education for students interested in veterinary medicine who do not enter veterinary school. The workgroup will discuss this further at its next meeting.

Next Meeting

The next meeting date will be held in August or September at a date to be determined.



Adjournment

With no objection, Ms. Moss adjourned the meeting at 4:40 p.m.

Kelli G. Moss, Executive Director
Chair

DRAFT

Virginia's Large Animal Veterinarian Workforce: 2024

Healthcare Workforce Data Center

June 2025

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

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.

Thank You!

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

Cherese Lampkins
Summer Intern

Virginia Board of Veterinary Medicine

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Lebanon

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Bruce M. Bowman, DVM
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:	391
Virginia's Workforce:	247
FTEs:	254

Background

Rural Childhood:	46%
HS Diploma in VA:	38%
Prof. Degree in VA:	36%

Current Employment

Employed in Prof.:	96%
Hold 1 Full-Time Job:	68%
Satisfied?:	93%

Education

DVM/VMD:	98%
Masters or PhD:	20%

Sector

For-Profit:	87%
Federal:	2%

Job Turnover

Switched Jobs:	6%
Employed Over 2 Yrs.:	67%

Demographics

Female:	71%
Diversity Index:	6%
Median Age:	45

Finances

Median Inc.:	\$80k-\$100k
Health Insurance:	53%
Under 40 w/ Ed. Debt:	71%

Time Allocation

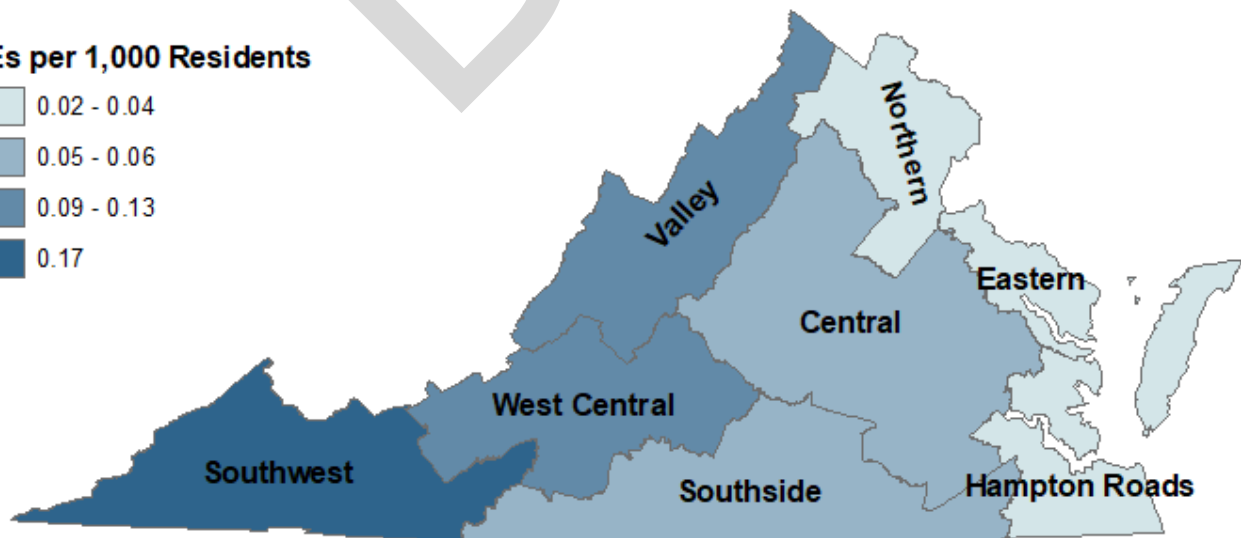
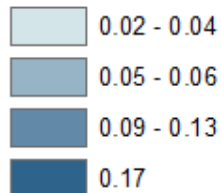
Patient Care:	80%-89%
Administration:	10%-19%
Patient Care Role:	74%

Source: Va. Healthcare Workforce Data Center

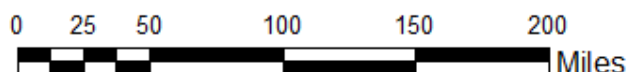
Full-Time Equivalency Units Provided by Large Animal Veterinarians per 1,000 Residents by Virginia Performs Region

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



This report contains the results of the 2024 Large Animal Veterinarian Workforce survey. In this report, Large Animal Veterinarians are defined as veterinarians who reported that they were large animal veterinarians and who spent at least half of their time treating equines or bovines (either dairy or beef). In total, 391 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 247 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 254 "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 87% of those large animal veterinarians who are under the age of 40. In a random encounter between two large animal veterinarians, there is a 6% chance that they would be of different races or ethnicities, a measure known as the diversity index. This diversity index increases to 9% for those large animal veterinarians who are under the age of 40. The comparable diversity index for Virginia's overall population is 60%. Close to half (46%) of all large animal veterinarians grew up in a rural area, and 31% of large animal veterinarians who grew up in a rural area currently work in a non-metro area of the state. In total, 19% 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, 68% hold one full-time position, and 28% work between 40 and 49 hours per week. Approximately two out of every three large animal veterinarians have worked at their primary work location for more than two years, while 6% of large animal veterinarians have switched employers or practices at some point in the past year. In total, 1% 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 7% of large animal veterinarians work for a state or local government. With respect to establishment types, 49% of large animal veterinarians are employed in a solo practice or partnership, while another 34% 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, 74% 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 \$80,000 and \$100,000 per year, and 65% of large animal veterinarians receive this income in the form of a salary. In addition, 68% 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. More than one out of every three large animal veterinarians expected to retire by the age of 65. At the same time, 21% of large animal veterinarians who are age 50 or over expect to retire before the age of 65. Among all large animal veterinarians, 93% are satisfied with their current work situation, including 58% who indicated that they are "very satisfied."

Survey Response Rates

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	367	94%
New Licensees	24	6%
Non-Renewals	0	0%
All Licensees	391	100%

Among all licensed veterinarians, 391 indicated in the survey that they work with large animals. These respondents represent 7% of the 5,245 veterinarians who held a license at some point in the past year and 9% of the 4,475 veterinarians who submitted a survey.

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			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	0	28	100%
30 to 34	0	59	100%
35 to 39	0	51	100%
40 to 44	0	47	100%
45 to 49	0	38	100%
50 to 54	0	30	100%
55 to 59	0	34	100%
60 and Over	0	103	100%
Total	0	391	100%
New Licenses			
Issued in Past Year	0	24	100%
Metro Status			
Non-Metro	0	89	100%
Metro	0	309	100%
Not in Virginia	0	282	100%

Response Rates	
Completed Surveys	391
Response Rate, All Licensees	100%
Response Rate, Renewals	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinarians

Number:	391
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: 247
 FTEs: 254

Utilization Ratios

Licenses in VA Workforce: 63%
 Licenses per FTE: 1.54
 Workers per FTE: 0.97

Source: Va. Healthcare Workforce Data Center

Definitions

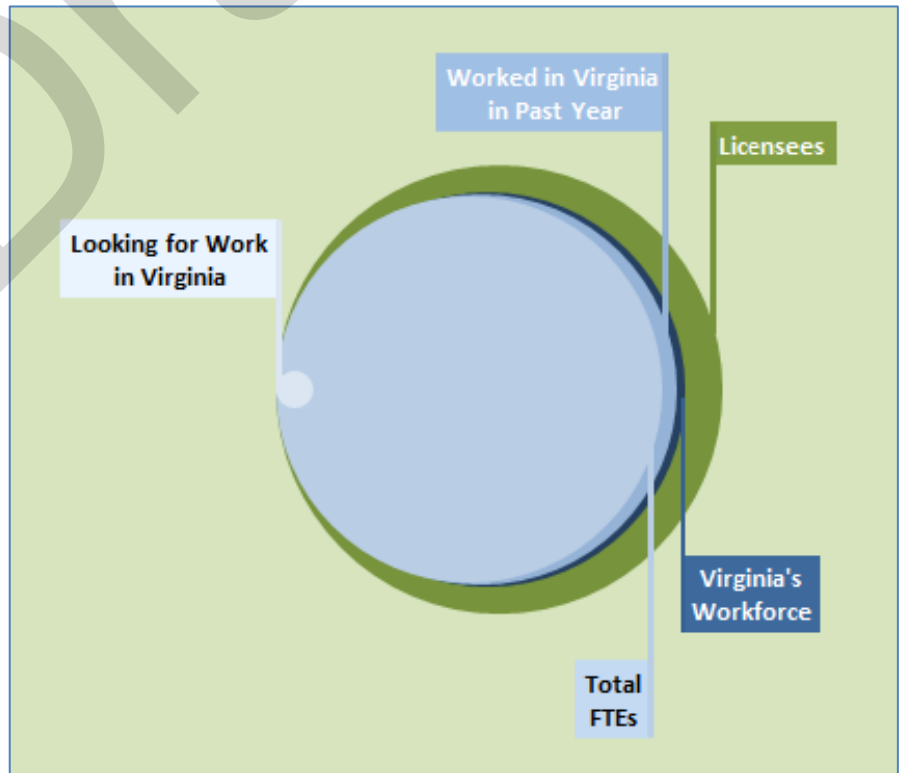
- 1. Virginia’s Workforce:** A licensee with a primary or secondary work site in Virginia at any time between January 2024 and December 2024 or who indicated intent to return to Virginia’s workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for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

Large Animal Veterinarian Workforce

Status	#	%
Worked in Virginia in Past Year	245	99%
Looking for Work in Virginia	1	<1%
Virginia's Workforce	247	100%
Total FTEs	254	
Licenses	391	

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	1	7%	19	93%	20	8%
30 to 34	7	16%	38	84%	46	19%
35 to 39	3	13%	24	87%	28	11%
40 to 44	7	23%	23	77%	29	12%
45 to 49	3	15%	20	85%	23	10%
50 to 54	7	34%	14	66%	20	8%
55 to 59	8	50%	8	50%	15	6%
60 and Over	33	52%	30	48%	62	26%
Total	70	29%	175	71%	244	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 71%
% Under 40 Female: 87%

Age

Median Age: 45
% Under 40: 38%
% 55 and Over: 32%

Diversity

Diversity Index: 6%
Under 40 Div. Index: 9%

Source: Va. Healthcare Workforce Data Center

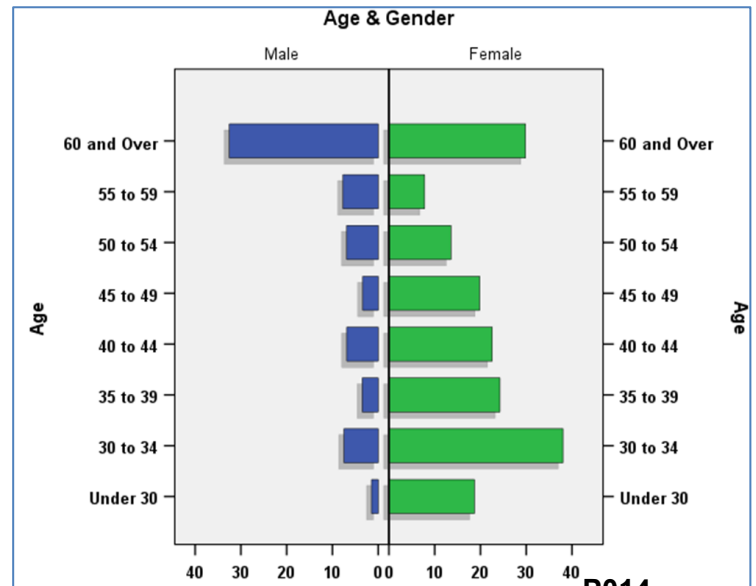
Race & Ethnicity					
Race/ Ethnicity	Virginia*	Large Animal Veterinarians		Large Animal Vets Under 40	
	%	#	%	#	%
White	59%	237	97%	88	96%
Black	19%	0	0%	0	0%
Asian	7%	0	0%	0	0%
Other Race	0%	1	0%	0	0%
Two or More Races	3%	2	1%	0	0%
Hispanic	11%	4	2%	4	4%
Total	100%	244	100%	92	100%

* 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

In a random encounter between two large animal veterinarians, there is a 6% chance that they would be of different races or ethnicities (a measure known as the diversity index).

Among the 38% of large animal veterinarians who are under the age of 40, 87% are female. In addition, the diversity index among large animal veterinarians who are under the age of 40 is 9%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 8%
 Rural Childhood: 46%

Virginia Background

HS in Virginia: 38%
 Prof. Degree in VA: 36%
 HS or Prof. Edu. in VA: 47%

Location Choice

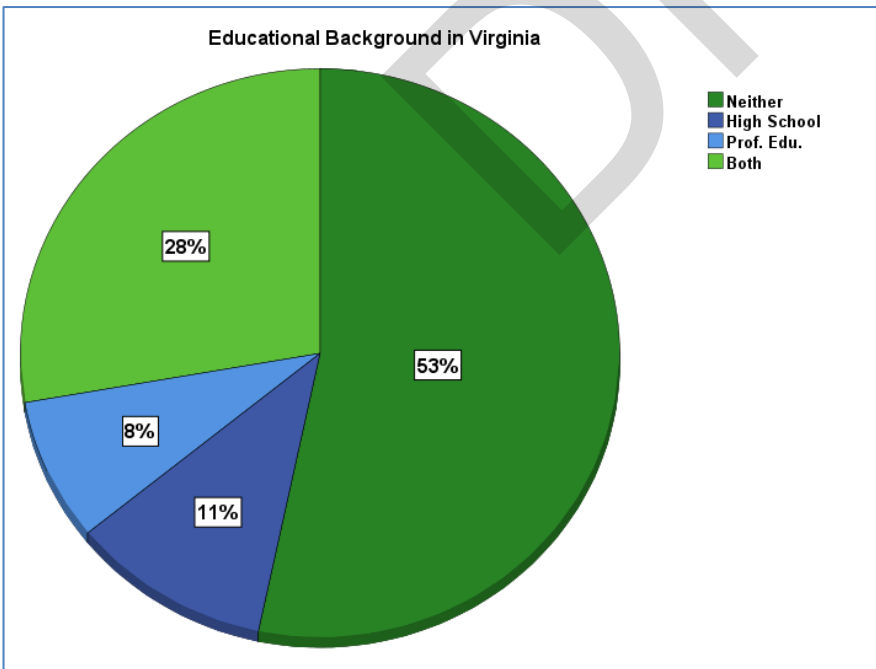
% Rural to Non-Metro: 31%
 % Urban/Suburban to Non-Metro: 8%

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%	591%	5%
2	Metro, 250,000 to 1 Million	45%	45%	12%
3	Metro, 250,000 or Less	51%	40%	10%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	100%	N/A	N/A
6	Urban, Pop. 5,000-19,999, Metro Adjacent	71%	29%	N/A
7	Urban, Pop. 5,000-19,999, Non-Adjacent	80%	20%	N/A
8	Rural, Metro Adjacent	70%	30%	N/A
9	Rural, Non-Adjacent	N/A	N/A	N/A
Overall		46%	46%	8%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Slightly less than half of all large animal veterinarians grew up in a self-described rural area, and 31% of large animal veterinarians who grew up in a rural area currently work in a non-metro area of the state. In total, 19% 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	92	Virginia	85
2	Pennsylvania	18	Pennsylvania	18
3	New Jersey	12	Outside U.S./Canada	15
4	New York	11	Ohio	14
5	North Carolina	8	Tennessee	12
6	Massachusetts	8	Alabama	12
7	California	8	North Carolina	10
8	Connecticut	7	Georgia	9
9	Maryland	7	Colorado	8
10	Colorado	6	Iowa	6

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinarians, 38% received their high school degree in Virginia, and 36% 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 22% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	18	Virginia	14
2	Pennsylvania	5	Tennessee	7
3	Connecticut	5	Outside U.S./Canada	5
4	North Carolina	4	North Carolina	4
5	Florida	4	Iowa	4
6	Massachusetts	4	Minnesota	4
7	Indiana	3	Ohio	4
8	Colorado	3	Indiana	3
9	New Jersey	3	Canada	3
10	Ohio	2	Washington	3

Source: Va. Healthcare Workforce Data Center

Approximately 37% of 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 91% who currently work as veterinarians.

At a Glance:

Not in VA Workforce

Total:	144
% of Licensees:	37%
Federal/Military:	3%
Va. Border State/DC:	19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Education		
Degree	#	% of Workforce
Bachelor of Science	192	78%
Other Bachelor's Degree	23	9%
Graduate Certificate	3	1%
Master's Degree	36	15%
PhD	12	5%
DVM/VMD	241	98%

Source: Va. Healthcare Workforce Data Center

Approximately two out of every five large animal veterinarians carry education debt, including 71% 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%
Bachelor of Science: 78%

Education Debt

Carry Debt: 40%
Under Age 40 w/ Debt: 71%
Median Debt: \$180k-\$200k

Training Program

Equine Practice: 11%
Internal Medicine: 4%
Food Animal Practice: 3%

Source: Va. Healthcare Workforce Data Center

Other Education/Training		
Residency/Specialty Training	#	% of Workforce
Equine Practice	27	11%
Internal Medicine	9	4%
Food Animal Practice	8	3%
Beef Cattle Practice	7	3%
Surgery	7	3%
Reproductive Medicine	6	2%
Public Health	3	1%
Ophthalmology	1	0%
Laboratory Animal Medicine	0	0%
At Least One	148	28%
Other Education	#	% of Workforce
Preventative Medicine	38	16%
Therigenology	27	11%
Other	29	12%
At Least One	76	31%

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All Large Animal Vets		Large Animal Vets Under 40	
	#	%	#	%
None	127	60%	24	29%
Less than \$60,000	21	10%	11	13%
\$60,000-\$79,999	2	1%	0	0%
\$80,000-\$99,999	4	2%	4	5%
\$100,000-\$119,999	2	1%	2	3%
\$120,000-\$139,999	3	2%	2	3%
\$140,000-\$159,999	5	2%	4	4%
\$160,000-\$179,999	5	2%	4	4%
\$180,000-\$199,999	10	5%	6	8%
\$200,000-\$219,999	5	2%	2	3%
\$220,000-\$239,999	4	2%	4	4%
\$240,000-\$259,999	2	1%	1	2%
\$260,000-\$279,999	6	3%	5	6%
\$280,000-\$299,999	2	1%	0	0%
\$300,000 or More	13	6%	13	16%
Total	213	100%	83	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 96%
Involuntarily Unemployed: 0%

Positions Held

1 Full-Time: 68%
2 or More Positions: 21%

Weekly Hours

40 to 49: 28%
60 or More: 22%
Less than 30: 10%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	0	0%
Employed in a Veterinary-Related Capacity	230	96%
Employed, NOT in a Veterinary-Related Capacity	3	1%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	0	0%
Voluntarily Unemployed	3	1%
Retired	15	2%
Total	241	100%

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinarians, 96% are currently employed in the profession, 68% hold one full-time job, and 28% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	8	3%
One Part-Time Position	18	8%
Two Part-Time Positions	10	4%
One Full-Time Position	161	68%
One Full-Time Position & One Part-Time Position	32	13%
Two Full-Time Positions	2	1%
More than Two Positions	6	2%
Total	237	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	8	3%
1 to 9 Hours	7	3%
10 to 19 Hours	11	5%
20 to 29 Hours	5	2%
30 to 39 Hours	18	7%
40 to 49 Hours	67	28%
50 to 59 Hours	70	29%
60 to 69 Hours	23	10%
70 to 79 Hours	16	7%
80 or More Hours	13	5%
Total	238	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	2	1%
Less than \$40,000	25	13%
\$40,000-\$59,999	20	11%
\$60,000-\$79,999	29	15%
\$80,000-\$99,999	30	16%
\$100,000-\$119,999	35	18%
\$120,000-\$139,999	12	6%
\$140,000-\$159,999	12	6%
\$160,000-\$179,999	5	2%
\$180,000-\$199,999	3	2%
\$200,000 or More	18	9%
Total	192	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$80k-\$100k

Benefits
Health Insurance: 53%
Retirement: 47%

Source: Va. Healthcare Workforce Data Center

The median annual income of Virginia's large animal veterinarians is between \$80,000 and \$100,000. In addition, 68% 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	115	50%	72%
Health Insurance	122	53%	66%
Retirement	108	47%	60%
Paid Sick Leave	96	42%	61%
Dental Insurance	78	34%	46%
Group Life Insurance	37	16%	23%
Signing/Retention Bonus	12	5%	10%
At Least One Benefit	156	68%	87%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Satisfaction

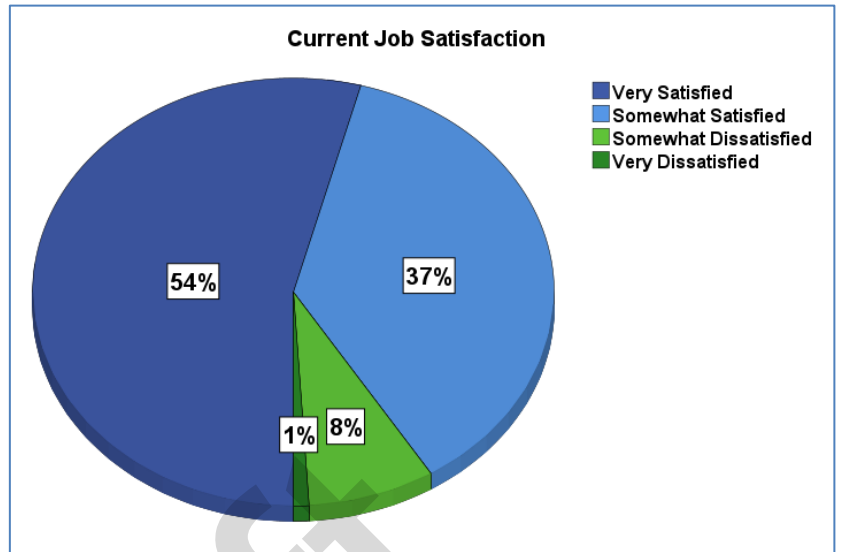
Satisfied: 93%
Very Satisfied: 58%

Exhaustion

Burned Out: 34%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	137	58%
Somewhat Satisfied	87	34%
Somewhat Dissatisfied	17	7%
Very Dissatisfied	0	0%
Total	235	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."

Approximately one out of every three large animal veterinarians are feeling burned out with their job. Among these large animal veterinarians, 70% will continue to work in their current position.

Burned Out?		
	#	%
Yes	79	34%
No	153	66%
Total	232	100%
Experiencing Burnout		
Will Continue to Work in Current Position	55	70%
Seeking Another Position in Veterinary Care Profession	6	7%
Seeking Professional Resources to Deal with Burn Out	12	15%
Planning to Leave Veterinary Care Profession within 1-2 Years	6	8%
Total	79	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?	2	1%
Experience Voluntary Unemployment?	10	4%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	3	1%
Work Two or More Positions at the Same Time?	55	22%
Switch Employers or Practices?	15	6%
Experience at Least One?	78	32%

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	7	3%	1	3%
Less than 6 Months	12	5%	4	8%
6 Months to 1 Year	20	9%	2	5%
1 to 2 Years	38	16%	5	10%
3 to 5 Years	36	16%	12	26%
6 to 10 Years	25	11%	9	20%
More than 10 Years	94	40%	12	27%
Subtotal	233	100%	46	100%
Did Not Have Location	2		199	
Item Missing	11		1	
Total	247		247	

Source: Va. Healthcare Workforce Data Center

Approximately 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: 1%

Turnover & Tenure

Switched Jobs: 6%
New Location: 17%
Over 2 Years: 67%
Over 2 Yrs., 2nd Location: 74%

Employment Type

Salary/Commission: 67%
Business/Practice Income: 29%

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinarians, 67% have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	122	67%
Hourly Wage	1	1%
By Contract/Per Diem	5	3%
Business/Practice Income	54	29%
Unpaid	1	1%
Subtotal	183	100%
Did Not Have Location	2	
Item Missing	2	

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:	29%
Top 3 Regions:	66%
Lowest Region:	1%

Locations

2 or More (Past Year):	20%
2 or More (Now*):	19%

Source: Va. Healthcare Workforce Data Center

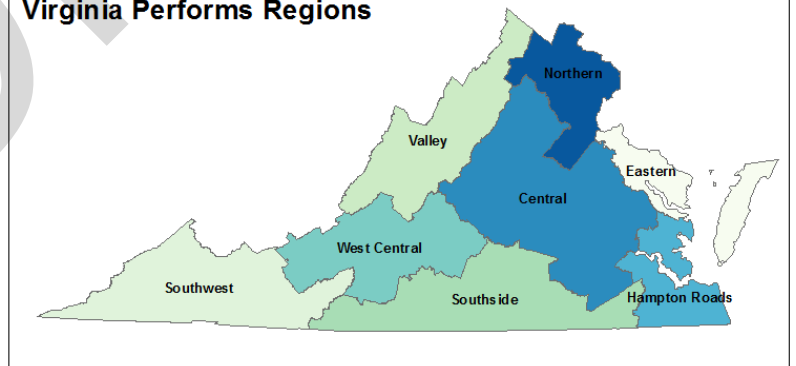
A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	67	29%	11	23%
Eastern	2	1%	2	5%
Hampton Roads	14	6%	5	10%
Northern	63	27%	5	10%
Southside	6	3%	1	2%
Southwest	21	9%	5	10%
Valley	29	12%	7	16%
West Central	24	10%	2	5%
Virginia Border State/D.C.	2	1%	2	5%
Other U.S. State	5	2%	6	13%
Outside of the U.S.	0	0%	0	0%
Total	234	100%	46	100%
Item Missing	10		1	

Source: Va. Healthcare Workforce Data Center

More than two out of every three large animal veterinarians in the state work in Central, Northern, or Valley Virginia.

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

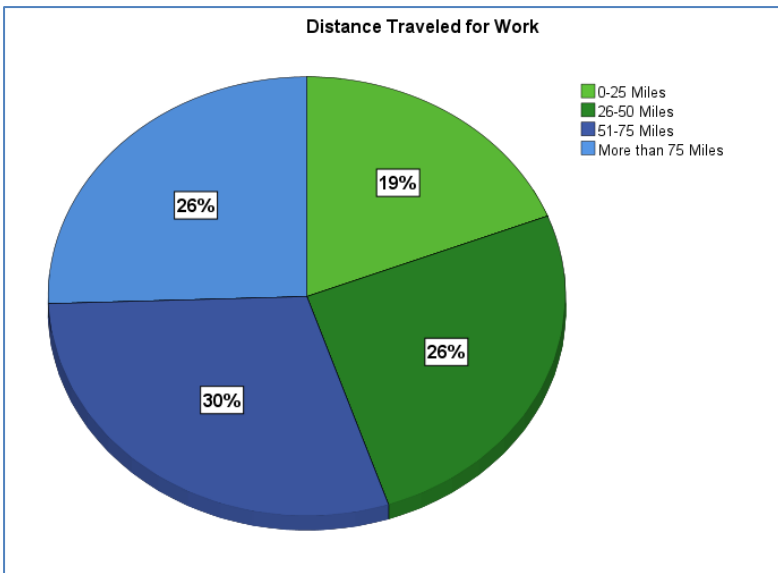
Number of Work Locations

Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	1	1%	19	4%
1	186	70%	349	70%
2	31	16%	79	16%
3	14	8%	37	7%
6 or More	8	2%	7	1%
Total	234	100%	234	100%

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

Source: Va. Healthcare Workforce Data Center

While 20% of large animal veterinarians currently have multiple work locations, 19% have had multiple work locations over the past year.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Base Point

Top Region: 29%

Top 3 Regions: 65%

Lowest Region: 1%

Work Travel

0-25 Miles: 19%

More than 50 Miles: 56%

Source: Va. Healthcare Workforce Data Center

Distance Traveled for Work		
Range	#	%
0-25 Miles	44	19%
26-50 Miles	60	26%
51-75 Miles	69	30%
More than 75 Miles	59	26%
Total	492	100%

Source: Va. Healthcare Workforce Data Center

Nearly one-third of all large animal veterinarians travel between 51 and 75 miles for their work. Another 26% travel between 26-50 miles for their work.

Among all large animal veterinarians, 65% have their primary base point location in Central, Northern, or Valley Virginia.

Primary Base Point Location		
Virginia Performs Region	#	%
Central	64	28%
Eastern	2	1%
Hampton Roads	15	7%
Northern	63	28%
Southside	7	3%
Southwest	21	9%
Valley	30	13%
West Central	26	11%
Total	228	100%
Item Missing	19	

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	181	87%	38	86%
Non-Profit	8	4%	2	5%
State/Local Government	16	8%	4	8%
Veterans Administration	0	0%	0	0%
U.S. Military	2	1%	0	0%
Other Federal Government	1	<1%	0	0%
Total	208	100%	43	100%
Did Not Have Location	2		199	
Item Missing	36		3	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

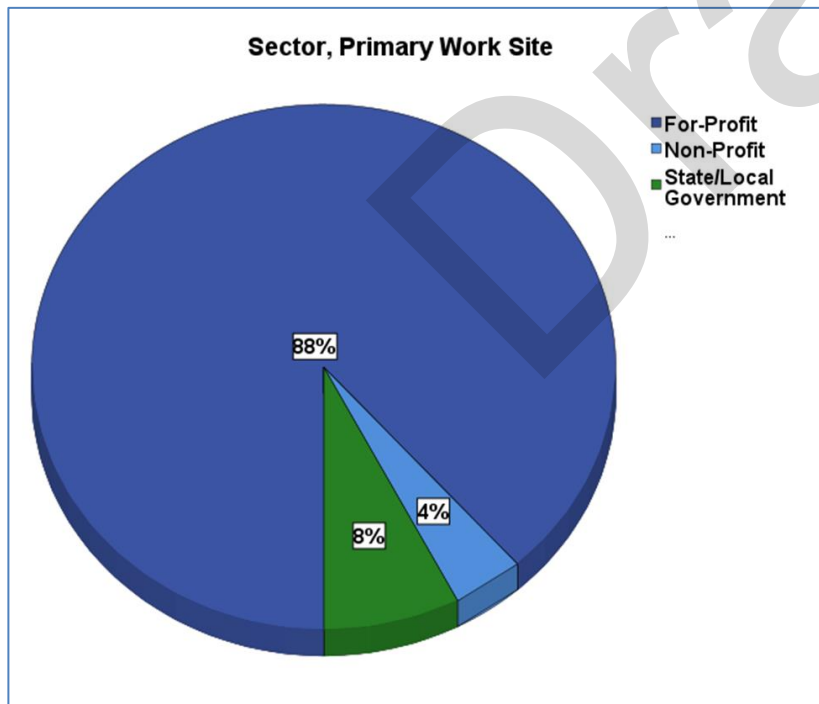
Sector

For-Profit:	87%
Federal:	2%

Top Establishments

Solo Practice:	49%
Group Practice:	34%
Veterinary Edu. Program:	7%

Source: Va. Healthcare Workforce Data Center



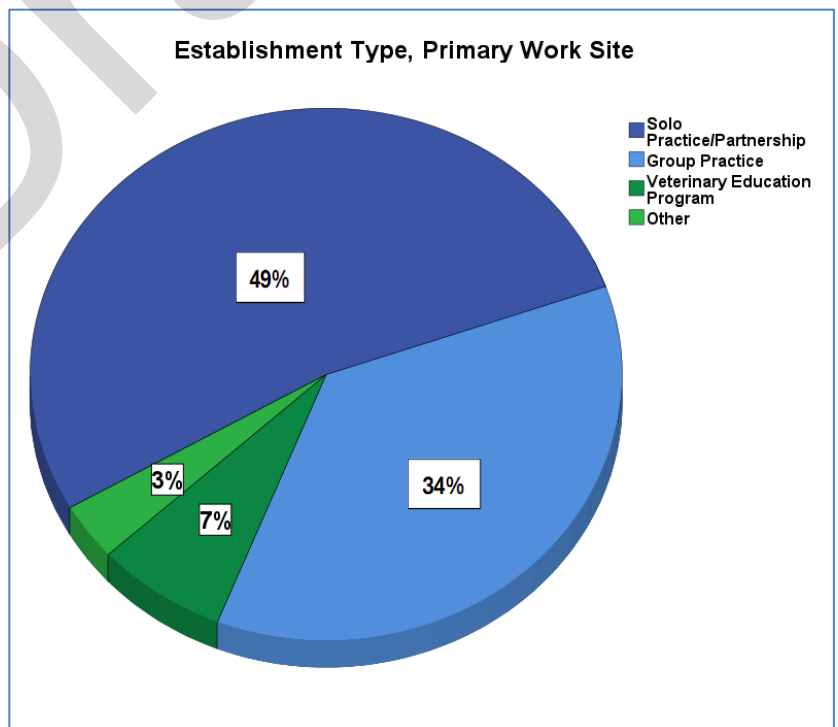
Source: Va. Healthcare Workforce Data Center

Among all large animal veterinarians, 91% work in the private sector, including 87% who are employed in the for-profit sector. Another 8% of large animal veterinarians work for state or local governments.

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice/Partnership	105	49%	19	45%
Group Practice	72	34%	15	34%
Veterinary Education Program	14	7%	1	3%
Laboratory	2	1%	0	0%
Public Health Program	2	1%	0	0%
Shelters or Rescue (Public or Private)	1	1%	0	0%
Non-Veterinary Education Program	0	0%	2	5%
Supplier Organization	0	0%	0	0%
Veterinary Technology Education Program	1	0%	0	0%
Other Practice Setting	16	8%	6	14%
Total	215	100%	43	100%
Did Not Have Location	2		199	

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinarians, 49% work at a solo practice or partnership as their primary work location, while another 34% 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 34% work at a group practice.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Languages Offered

Spanish:	18%
French:	2%
At Least One:	19%

Means of Communication

Other Staff Member:	61%
Respondent:	37%
Virtual Translation:	5%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	43	18%
French	5	2%
Amharic, Somali, or Other Afro-Asiatic Languages	0	0%
Chinese	0	0%
Hindi	0	0%
Korean	0	0%
Others	2	1%
At Least One Language	46	19%

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	28	61%
Respondent is Proficient	17	37%
Virtual Translation Service	2	5%
Onsite Translation Service	0	0%
Other	1	2%

Source: Va. Healthcare Workforce Data Center

Approximately 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

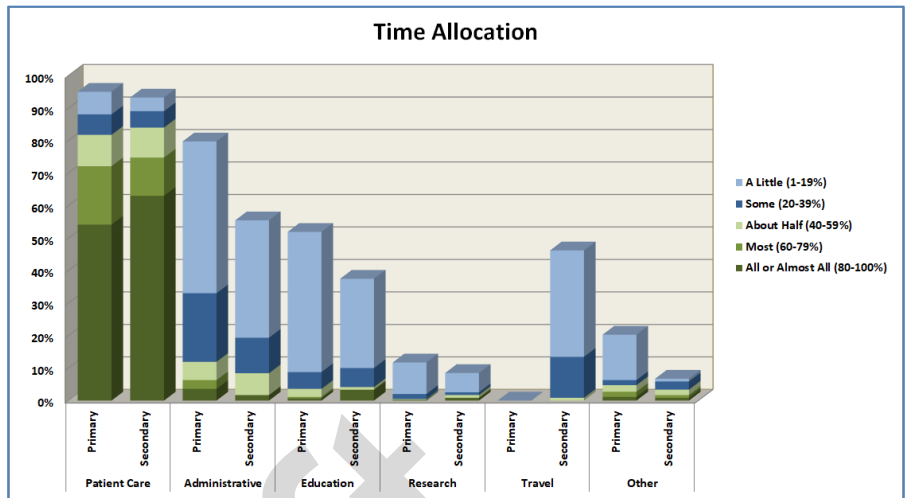
Patient Care: 74%
Administration: 5%
Education: 1%

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, 74% 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%)	51%	55%	3%	3%	0%	0%	0%	1%	-	0%	2%	0%
Most (60-79%)	22%	15%	2%	0%	1%	0%	0%	0%	-	0%	1%	0%
About Half (40-59%)	11%	18%	7%	12%	3%	3%	0%	0%	-	0%	2%	3%
Some (20-39%)	7%	6%	23%	12%	5%	7%	2%	3%	-	12%	3%	0%
A Little (1-19%)	5%	3%	51%	46%	45%	24%	7%	6%	-	30%	10%	3%
None (0%)	4%	3%	15%	28%	46%	66%	91%	91%	-	58%	83%	94%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patient Care Visits				
# of Patients Per Week	Primary		Secondary	
	#	%	#	%
None	29	13%	4	8%
1-24	94	43%	19	44%
25-49	73	34%	8	19%
50-74	10	5%	5	11%
75-99	3	1%	1	3%
100-124	4	2%	2	5%
125-149	0	0%	0	0%
150-174	0	0%	2	4%
175-199	1	1%	1	3%
200 or More	3	2%	1	3%
Total	216	100%	42	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: 73%
 Bovines (Beef): 12%
 Bovines (Dairy): 9%

Source: Va. Healthcare Workforce Data Center

More than two out of every five large animal veterinarians treat between 1 and 24 animals per week. In addition, 73% of all large animal veterinarians fill an equine care patient role, meaning that more than half of their time is spent treating equines. Another 12% of large animal veterinarians fill a Bovines (beef) patient role.

Patient Allocation				
Animal	Percentage of Time			
	0-10%	11-25%	26-50%	> 50%
Equines	13%	2%	12%	73%
Bovines (Beef)	64%	6%	18%	12%
Bovines (Dairy)	82%	5%	4%	9%
Sheep/Goats	74%	16%	7%	3%
Poultry	98%	2%	0%	0%
Camelids	98%	1%	1%	0%
Cats	83%	8%	6%	3%
Dogs	78%	9%	9%	3%
Small Animals (Exotics)	100%	0%	0%	0%
Other Animals	98%	1%	0%	1%

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	6	3%	-	-
50 to 54	13	7%	0	0%
55 to 59	16	8%	7	9%
60 to 64	37	19%	10	13%
65 to 69	54	27%	15	19%
70 to 74	31	16%	22	28%
75 to 79	14	7%	8	10%
80 or Over	7	3%	7	9%
I Do Not Intend to Retire	21	11%	10	13%
Total	199	100%	79	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Large Animal Veterinarians

Under 65: 36%

Under 60: 18%

Large Animal Vets 50 and Over

Under 65: 21%

Under 60: 9%

Time Until Retirement

Within 2 Years: 10%

Within 10 Years: 29%

Half the Workforce: By 2049

Source: Va. Healthcare Workforce Data Center

More than 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, 21% still expect to retire by age 65.

Within the next two years, 13% of Virginia's large animal veterinarians expect to pursue additional educational opportunities, and 7% plan to increase their patient care hours.

Future Plans

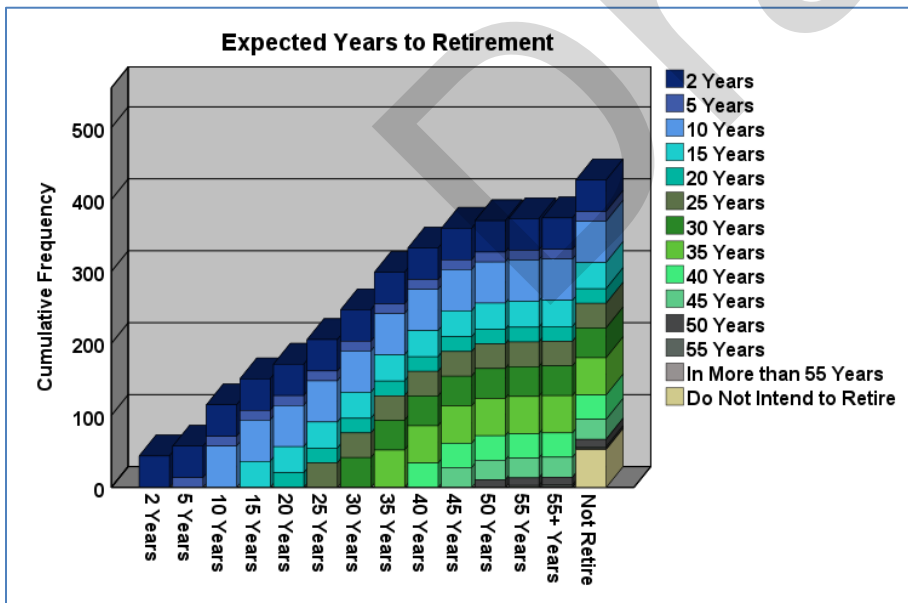
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	7	3%
Leave Virginia	13	5%
Decrease Patient Care Hours	32	13%
Decrease Teaching Hours	0	0%
Increase Participation		
Increase Patient Care Hours	18	7%
Increase Teaching Hours	18	7%
Pursue Additional Education	33	13%
Return to the Workforce	0	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, 29% plan to retire within the next decade. More than half of the current workforce expect to retire by 2049.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	19	10%	10%
5 Years	10	5%	15%
10 Years	27	14%	29%
15 Years	18	9%	38%
20 Years	10	5%	43%
25 Years	19	10%	53%
30 Years	19	10%	62%
35 Years	27	13%	76%
40 Years	15	8%	83%
45 Years	8	4%	87%
50 Years	4	2%	89%
55 Years	0	0%	89%
In More Than 55 Years	0	0%	88%
Do Not Intend to Retire	21	11%	100%
Total	199	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 2049. Retirement will peak at 13% of the current workforce around 2059 before declining to under 10% of the current workforce again around 2064.

At a Glance:

FTEs

Total: 254
 FTEs/1,000 Residents²: 0.029
 Average: 1.04

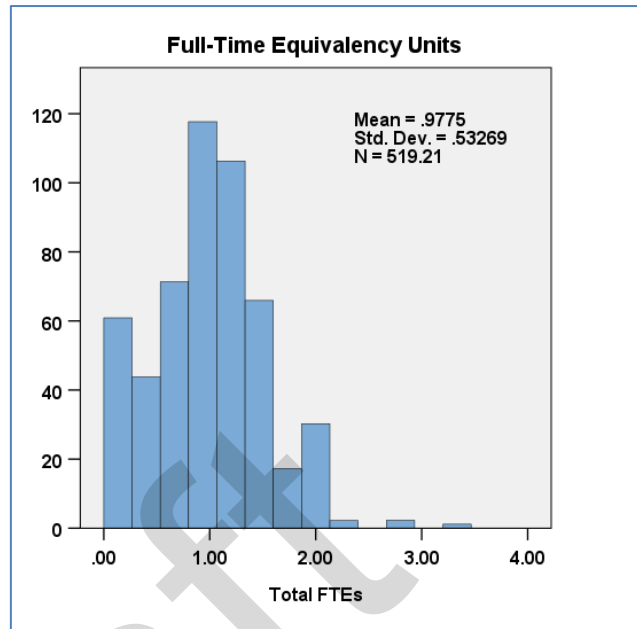
Age & Gender Effect

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:

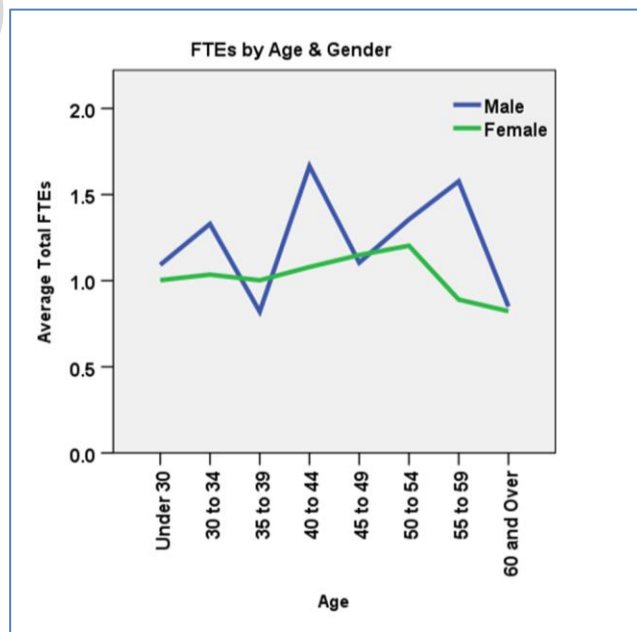


Source: Va. Healthcare Workforce Data Center

The typical large animal veterinarian provided 1.05 FTEs in the past year, or approximately 42 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
Under 30	1.01	0.93
30 to 34	1.08	1.07
35 to 39	0.98	1.09
40 to 44	1.20	1.09
45 to 49	1.14	1.22
50 to 54	1.26	1.25
55 to 59	1.25	1.35
60 and Over	0.82	0.78
Gender		
Male	1.12	1.09
Female	1.01	1.03

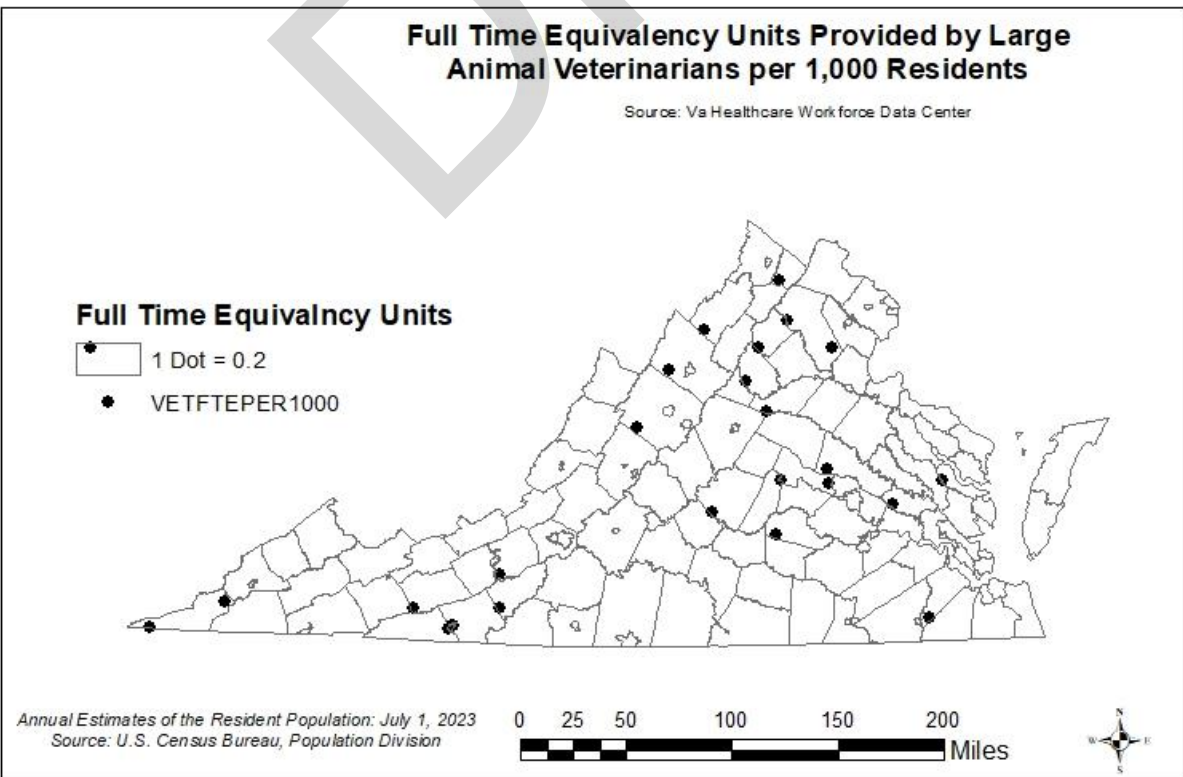
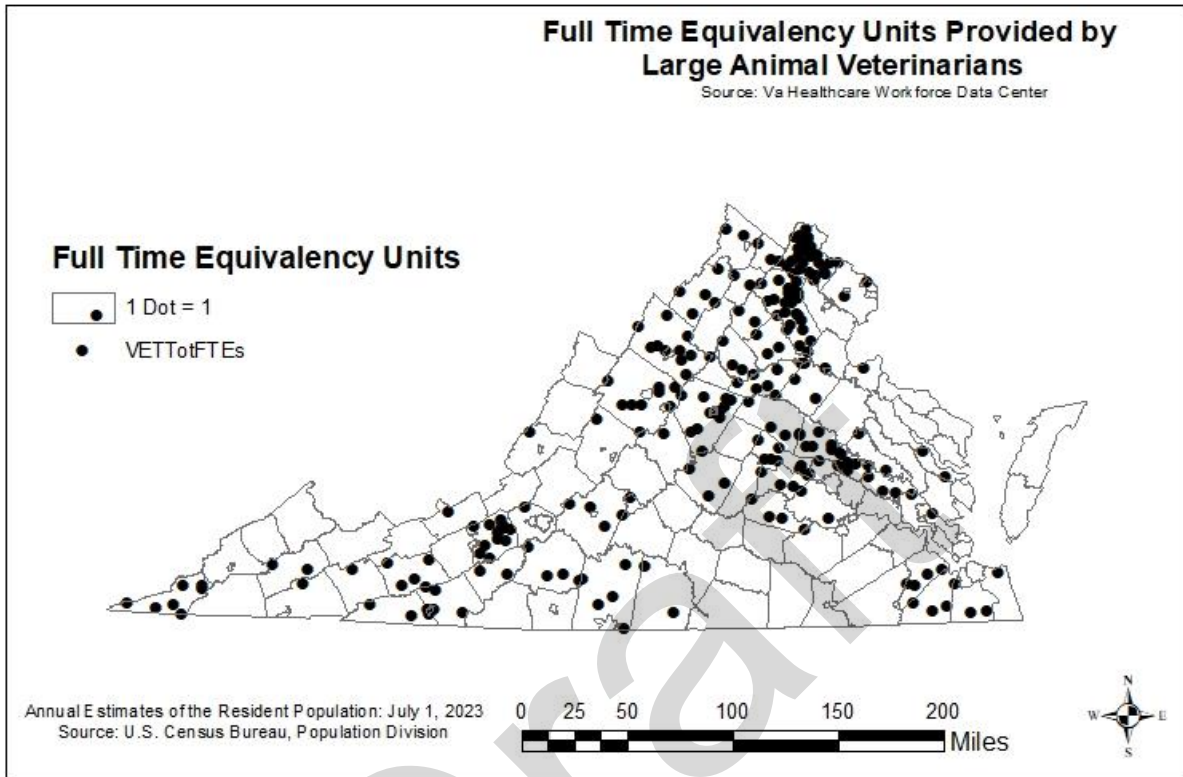
Source: Va. Healthcare Workforce Data Center



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+	89	87.48%	1.143	1.092	1.404
Metro, 250,000 to 1 Million	11	84.59%	1.182	1.141	1.234
Metro, 250,000 or Less	50	84.82%	1.179	1.126	1.448
Urban, Pop. 20,000+, Metro Adj.	4	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.	17	88.68%	1.128	1.077	1.385
Urban, Pop. 5,000-19,999, Non-Adj.	7	92.31%	1.083	1.035	1.131
Rural, Metro Adj.	10	87.63%	1.141	1.090	1.192
Rural, Non-Adj.	1	68.00%	1.471	1.419	1.419
Virginia Border State/D.C.	79	83.02%	1.205	1.151	1.479
Other U.S. State	62	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	19	69.47%	1.439	1.385	1.508
30 to 34	48	81.71%	1.224	1.131	1.282
35 to 39	44	86.42%	1.157	1.070	1.212
40 to 44	41	87.90%	1.138	1.052	1.192
45 to 49	34	89.32%	1.120	1.035	1.173
50 to 54	26	87.48%	1.143	1.113	1.197
55 to 59	30	88.42%	1.131	1.045	1.419
60 and Over	88	85.59%	1.168	1.080	1.224

Source: Va. Healthcare Workforce Data Center

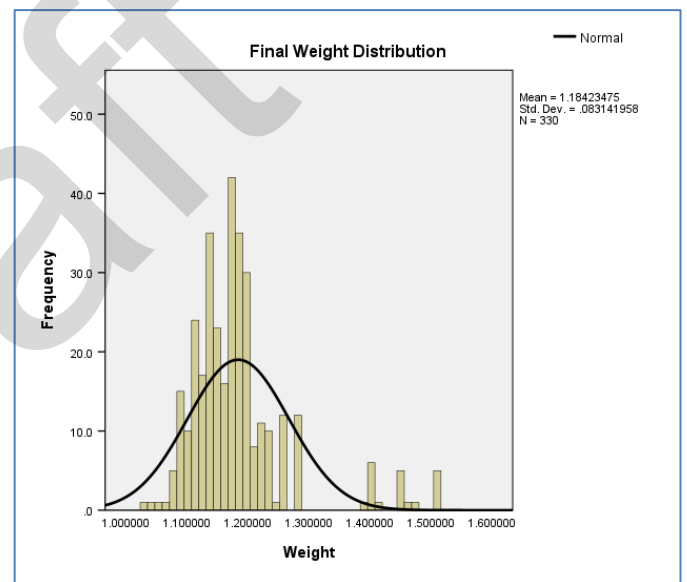
See the Methods section on the HWDC website for details on HWDC methods:

<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

Healthcare Workforce Data Center

June 2025

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
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<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/>

Approximately 63 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.

Thank You!

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The Large Animal Veterinary Technician Workforce At a Glance:

The Workforce

Licenses:	63
Virginia's Workforce:	53
FTEs:	44

Background

Rural Childhood:	51%
HS Diploma in VA:	54%
Prof. Degree in VA:	62%

Current Employment

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

Survey Response Rate

Renewing Practitioners:	100%
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Education

Associate:	89%
Baccalaureate:	11%

Job Turnover

Switched Jobs:	6%
Employed Over 2 Yrs.:	69%

Demographics

Female:	100%
Diversity Index:	16%
Median Age:	40

Finances

Median Income: \$40k-\$50k	
Retirement Benefits:	62%
Under 40 w/ Ed. Debt:	26%

Time Allocation

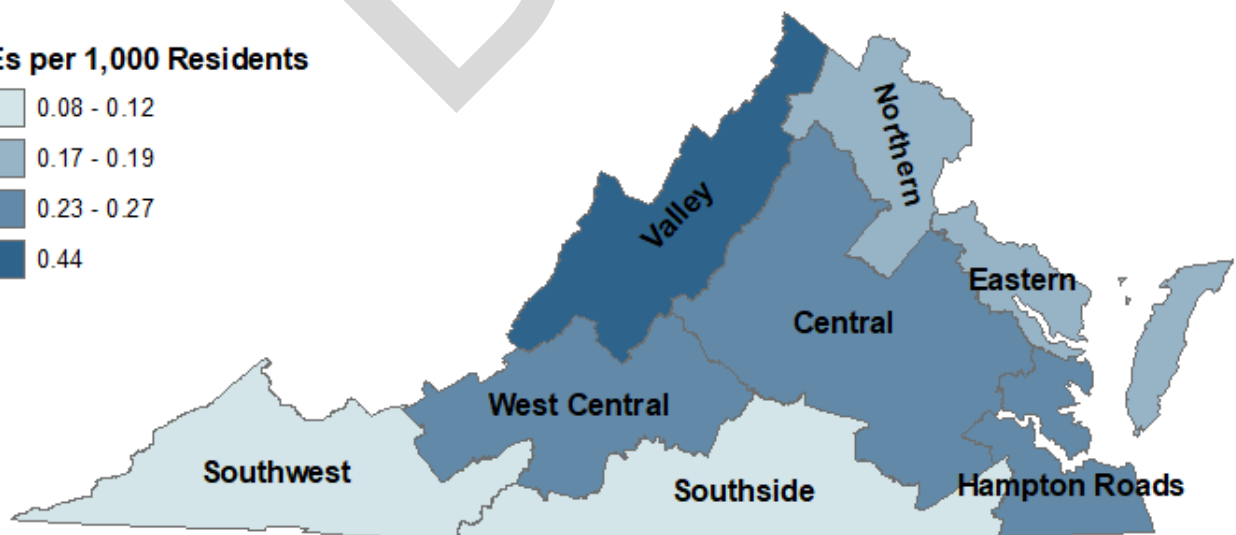
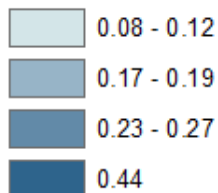
Patient Care:	80%-89%
Administration:	23%
Patient Care Role:	37%

Source: Va. Healthcare Workforce Data Center

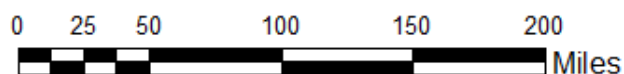
Full-Time Equivalency Units Provided by Veterinary Technicians per 1,000 Residents by Virginia Performs Region

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



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This report contains the results of the 2024 Large Animal Veterinary Technician Workforce survey. In this report, Large Animal Veterinary Technicians are defined as veterinary technicians who reported that they were large animal veterinary technicians and who spent at least half of their time treating equines or bovines (either dairy or beef). In total, 63 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 53 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 44 "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 100%, and the median age of this workforce is 40. In a random encounter between two large animal veterinary technicians, there is a 16% chance that they would be of different races or ethnicities, a measure known as the diversity index. This diversity index decreases to 18% 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 30% 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 44% of large animal veterinary technicians work in a solo practice/partnership, while another 19% 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 67% receive this income in the form of an hourly wage. At the same time, 22% 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 15% of large animal veterinary technicians work for a state or local government. With respect to establishment types, 44% of large animal veterinary technicians are employed in a solo practice or partnership, while another 19% 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, 45% 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, 78% 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 10% of large animal veterinary technicians fill a dog care patient role.

Close to half of all large animal veterinary technicians expect 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	61	96%
New Licensees	2	4%
Non-Renewals	0	0%
All Licensees	63	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 2% 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	4	100%
30 to 34	0	13	100%
35 to 39	0	10	100%
40 to 44	0	8	100%
45 to 49	0	4	100%
50 to 54	0	11	100%
55 to 59	0	5	100%
60 and Over	0	8	100%
Total	0	63	100%
New Licenses			
Issued in Past Year	0	2	100%
Metro Status			
Non-Metro	0	5	100%
Metro	0	39	100%
Not in Virginia	0	19	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	63
Response Rate, All Licensees	100%
Response Rate, Renewals	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinary Tech.

Number: 63
 New: 4%
 Not Renewed: 0%

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

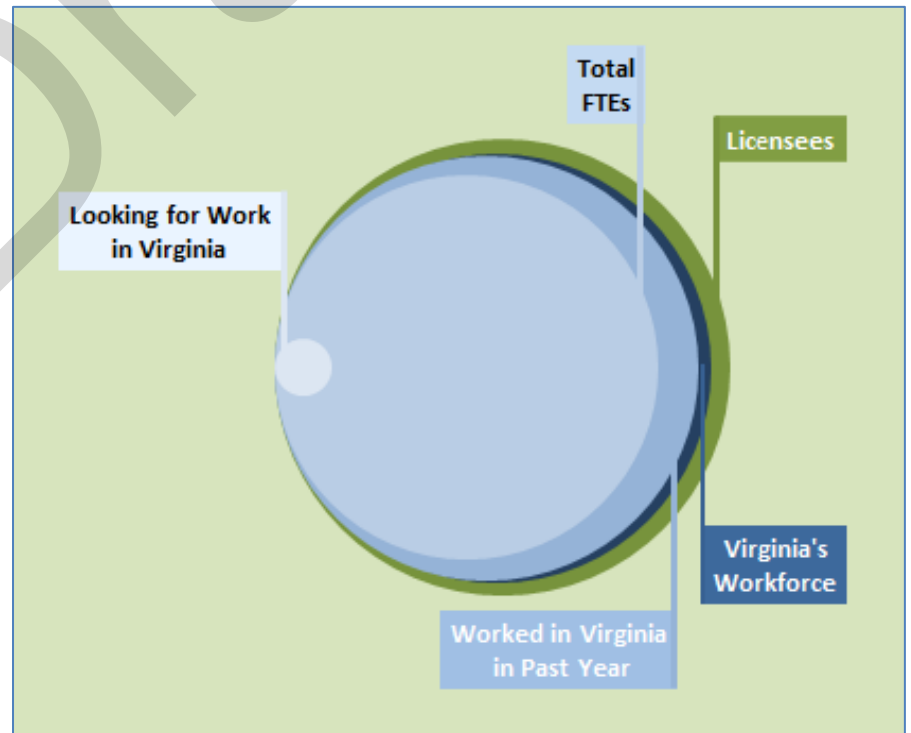
Definitions

- 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	53	100%
Looking for Work in Virginia	N/A	N/A
Virginia's Workforce	53	100%
Total FTEs	44	
Licenses	63	

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	0	0%	4	100%	4	7%
30 to 34	0	0%	10	97%	10	20%
35 to 39	0	0%	10	93%	10	19%
40 to 44	0	0%	5	95%	5	10%
45 to 49	0	0%	2	91%	2	4%
50 to 54	0	0%	10	94%	10	19%
55 to 59	0	0%	4	100%	4	8%
60 and Over	0	0%	7	100%	7	13%
Total	0	0%	52	100%	52	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Veterinary Technicians		Vet. Tech. Under 40	
	%	#	%	#	%
White	59%	46	91%	22	90%
Black	19%	0	0%	0	0%
Asian	7%	0	0%	0	0%
Other Race	0%	2	4%	0	0%
Two or More Races	3%	1	2%	1	5%
Hispanic	11%	1	2%	1	5%
Total	100%	51	100%	24	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: 100%
% Under 40 Female: 100%

Age

Median Age: 40
% Under 40: 46%
% 55 and Over: 21%

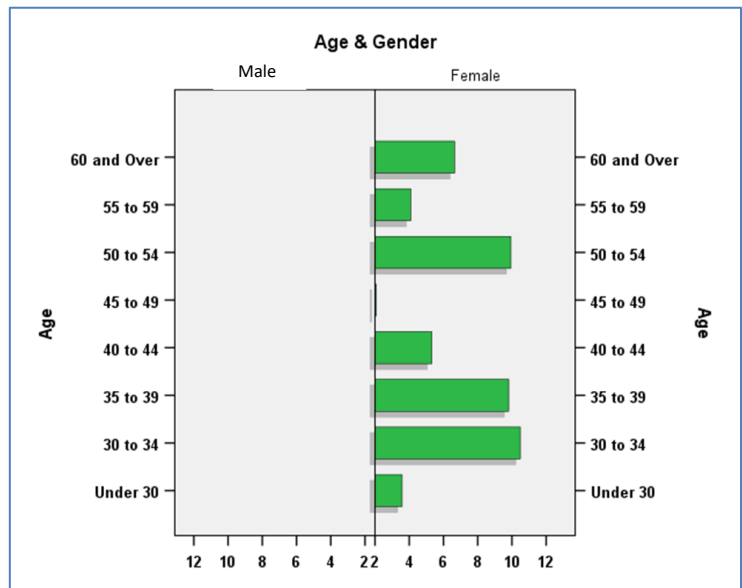
Diversity

Diversity Index: 16%
Under 40 Div. Index: 18%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two large animal veterinary technicians, there is a 16% chance that they would be of different races or ethnicities (a measure known as the diversity index).

Among the 46% of large animal veterinary technicians who are under the age of 40, 100% are female. In addition, the diversity index among large animal veterinary technicians who are under the age of 40 is 18%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 0%
 Rural Childhood: 44%

Virginia Background

HS in Virginia: 54%
 Prof. Edu. in Virginia: 62%
 HS or Prof. Edu. in VA: 72%

Location Choice

% Rural to Non-Metro: 18%
 % Urban/Suburban to Non-Metro: 9%

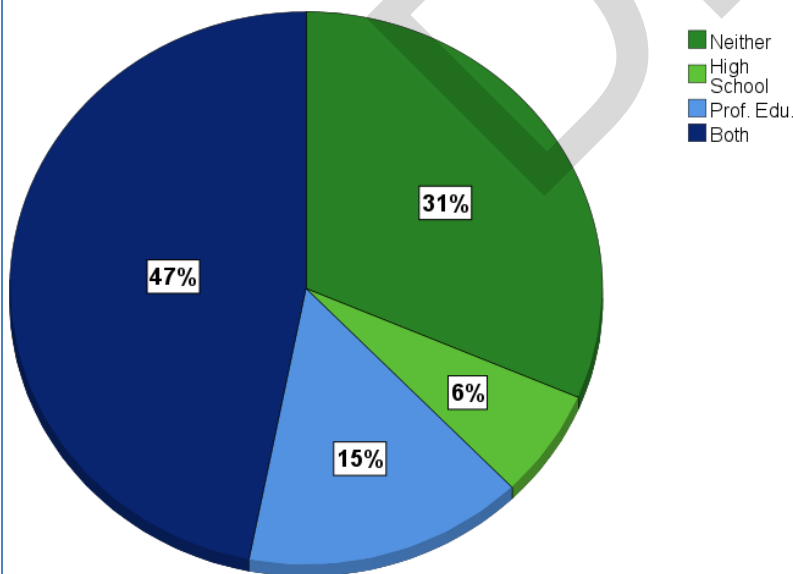
Source: Va. Healthcare Workforce Data Center

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+	25%	75%	N/A
2	Metro, 250,000 to 1 Million	100%	0%	N/A
3	Metro, 250,000 or Less	58%	42%	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	100%	0%	N/A
7	Urban, Pop. 5,000-19,999, Non-Adjacent	N/A	N/A	N/A
8	Rural, Metro Adjacent	50%	50%	N/A
9	Rural, Non-Adjacent	N/A	N/A	N/A
Overall		44%	56%	N/A

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Among the 44% of large animal veterinary technicians who grew up in a rural area, 18% currently work in a non-metro area of the state. In total, 13% 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	28	Virginia	32
2	West Virginia	4	Pennsylvania	4
3	Pennsylvania	2	New York	2
4	Maryland	2	Massachusetts	2
5	New Jersey	2	Indiana	2
6	Indiana	2	West Virginia	1
7	Tennessee	1	Florida	1
8	New York	1	Colorado	1
9	Colorado	1	Texas	1
10	Connecticut	1	Oregon	1

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinary technicians, 54% received their high school degree in Virginia, and 62% received their initial professional degree in the state.

Among large animal veterinary technicians who have obtained their initial license in the past five years, 50% received their high school degree in Virginia, and 60% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	5	Virginia	6
2	Maryland	1	New York	2
3	Tennessee	1	Pennsylvania	2
4	New York	1	---	
5	Pennsylvania	1	---	
6	Illinois	1	---	

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinary technicians who held a license, 16% 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 90% who currently work as veterinary technicians.

At a Glance:

Not in VA Workforce

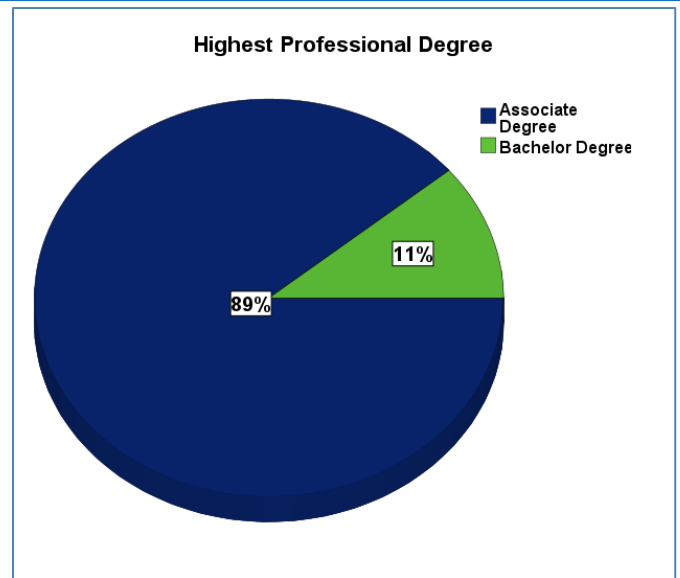
Total:	10
% of Licensees:	16%
Federal/Military:	15%
VA Border State/DC:	76%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate Degree	45	89%
Baccalaureate Degree	6	11%
Total	51	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

Associate: 89%
Baccalaureate: 11%

Education Debt

Carry Debt: 22%
Under Age 40 w/ Debt: 28%
Median Debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

Nearly one in four large animal veterinary technicians carry education debt, including 26% 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.

Certifications		
Certification	#	%
Veterinary Emergency and Critical Care Technicians	2	4%
Veterinary Technicians in Anesthesia and Analgesia	2	4%
Laboratory Animal Veterinary Technicians and Nurses	1	2%
Equine Veterinary Nursing Technicians	1	2%
Veterinary Technicians in Clinical Practice	1	2%
At Least One Certification	8	5%

Source: Va. Healthcare Workforce Data Center

Amount Carried	All Vet. Tech.		Veterinary Tech. Under 40	
	#	%	#	%
None	35	78%	16	74%
Less than \$10,000	1	2%	1	5%
\$10,000-\$19,999	2	5%	1	5%
\$20,000-\$29,999	3	7%	1	6%
\$30,000-\$39,999	0	0%	0	0%
\$40,000-\$49,999	0	0%	0	0%
\$50,000-\$59,999	0	0%	0	0%
\$60,000-\$69,999	2	2%	0	0%
\$70,000-\$79,999	5	5%	2	11%
\$80,000-\$89,999	0	0%	0	0%
\$90,000-\$99,999	0	0%	0	0%
\$100,000 or More	0	0%	0	0%
Total	45	100%	22	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 88%
 Involuntarily Unemployed: 0%

Positions Held

1 Full-Time: 60%
 2 or More Positions: 20%

Weekly Hours:

40 to 49: 56%
 60 or More: 6%
 Less than 30: 17%

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	46	88%
Employed, NOT in a Veterinary Technician-Related Capacity	4	8%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	0	0%
Voluntarily Unemployed	0	0%
Retired	2	4%
Total	52	100%

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinary technicians, 88% are currently employed in the profession, 60% hold one full-time job, and 56% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	2	4%
One Part-Time Position	8	15%
Two Part-Time Positions	2	4%
One Full-Time Position	30	60%
One Full-Time Position & One Part-Time Position	8	16%
Two Full-Time Positions	0	0%
More than Two Positions	0	0%
Total	50	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	2	4%
1 to 9 Hours	1	2%
10 to 19 Hours	3	6%
20 to 29 Hours	4	9%
30 to 39 Hours	1	2%
40 to 49 Hours	28	56%
50 to 59 Hours	7	15%
60 to 69 Hours	1	2%
70 to 79 Hours	2	4%
80 or More Hours	0	0%
Total	51	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	1	3%
Less than \$20,000	3	8%
\$20,000-\$29,999	5	11%
\$30,000-\$39,999	4	11%
\$40,000-\$49,999	10	24%
\$50,000-\$59,999	9	21%
\$60,000 or More	9	22%
Total	41	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
 Health Insurance: 64%
 Retirement: 54%

Source: Va. Healthcare Workforce Data Center

The typical large animal veterinary technician earns between \$40,000 and \$50,000 per year. In addition, 76% receive at least one employer-sponsored benefit, including 64% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	30	66%	78%
Health Insurance	29	64%	69%
Retirement	25	54%	60%
Paid Sick Leave	28	61%	73%
Dental Insurance	21	47%	46%
Group Life Insurance	15	32%	42%
Signing/Retention Bonus	1	3%	5%
At Least One Benefit	35	76%	87%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Satisfaction

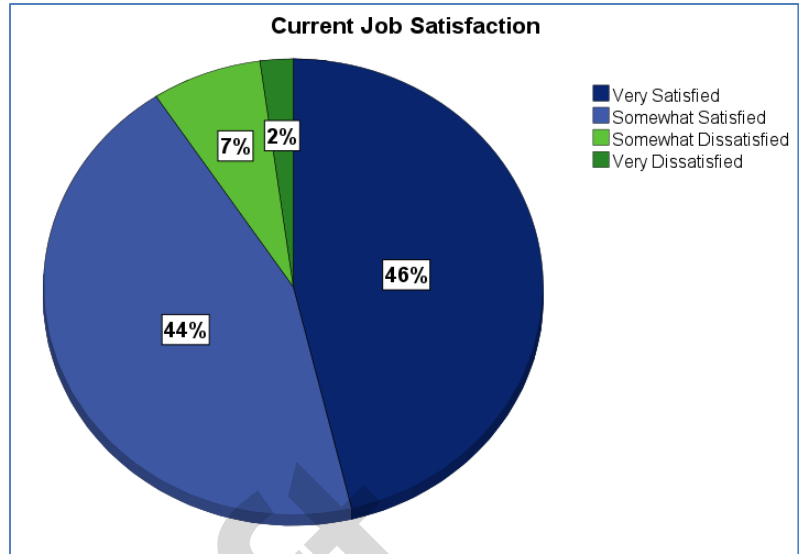
Satisfied: 91%
Very Satisfied: 46%

Exhaustion

Burned Out: 30%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	23	46%
Somewhat Satisfied	22	44%
Somewhat Dissatisfied	4	7%
Very Dissatisfied	1	2%
Total	50	100%

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinary technicians, 91% are satisfied with their current employment situation, including 46% who indicated that they are “very satisfied.”

More than one in four large animal veterinary technicians are feeling burned out with their job. Among these large animal veterinary technicians, 16% will continue to work in their current position.

Burned Out?		
	#	%
Yes	15	30%
No	35	70%
Total	50	100%
Experiencing Burnout		
Will Continue to Work in Current Position	8	16%
Planning to Leave Veterinary Care Profession within 1-2 Years	2	5%
Seeking Another Position in Veterinary Care Profession	3	7%
Seeking Professional Resources to Deal with Burn Out	1	2%
Total	14	100%

Source: Va. Healthcare Workforce Data Center

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A Closer Look:

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	0	0%
Experience Voluntary Unemployment?	4	8%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	6	11%
Work Two or More Positions at the Same Time?	15	28%
Switch Employers or Practices?	3	6%
Experience At Least One?	20	38%

Source: Va. Healthcare Workforce Data Center

0% 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	2	4%	1	7%
Less than 6 Months	0	0%	0	0%
6 Months to 1 Year	4	9%	0	0%
1 to 2 Years	9	18%	5	37%
3 to 5 Years	9	18%	4	32%
6 to 10 Years	10	20%	2	16%
More than 10 Years	15	31%	1	8%
Subtotal	50	100%	14	100%
Did Not Have Location	1		39	
Item Missing	2		0	
Total	53		53	

Source: Va. Healthcare Workforce Data Center

Approximately half of all large animal veterinary technicians receive an hourly wage at their primary work location.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 0%
Underemployed: 11%

Turnover & Tenure

Switched Jobs: 6%
New Location: 9%
Over 2 Years: 69%
Over 2 Yrs., 2nd Location: 56%

Employment Type

Hourly Wage: 49%
Salary/Commission: 33%

Source: Va. Healthcare Workforce Data Center

Among all large animal veterinary technicians, 69% have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	10	33%
Hourly Wage	14	49%
By Contract/Per Diem	2	7%
Business/Practice Income	2	7%
Unpaid	1	4%
Subtotal	30	100%
Did Not Have Location	1	
Item Missing	22	

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:	42%
Top 3 Regions:	82%
Lowest Region:	0%

Locations

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

Source: Va. Healthcare Workforce Data Center

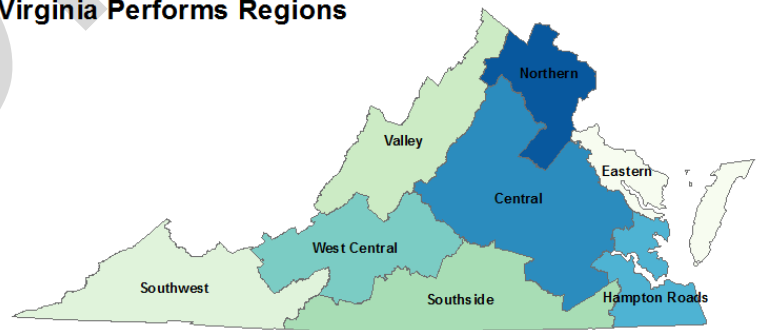
Approximately four out of every five large animal veterinary technicians work in Northern Virginia, Central Virginia, or Valley Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	15	32%	2	15%
Eastern	0	0%	0	0%
Hampton Roads	3	7%	2	15%
Northern	20	42%	3	23%
Southside	1	2%	0	0%
Southwest	1	3%	0	0%
Valley	4	8%	5	33%
West Central	3	7%	1	7%
Virginia Border State/D.C.	0	0%	1	7%
Other U.S. State	0	0%	0	0%
Outside of the U.S.	0	0%	0	0%
Total	47	100%	14	100%
Item Missing	4		0	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



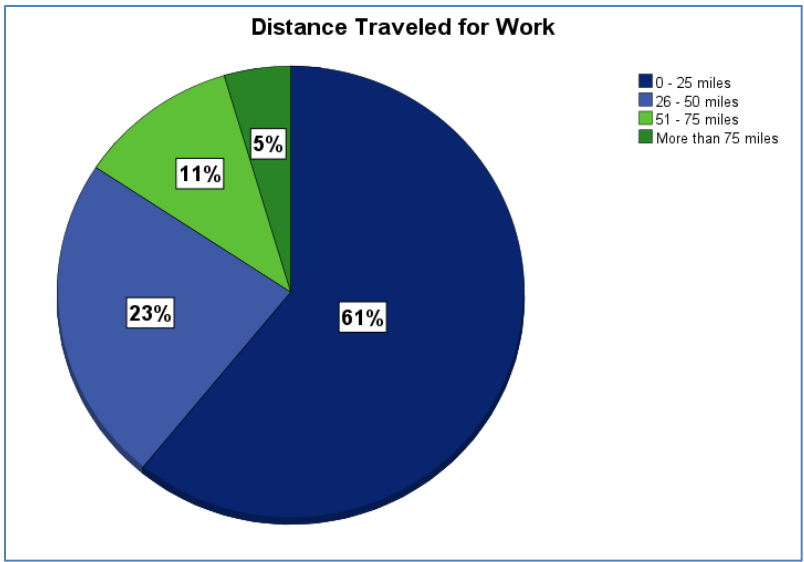
Source: Va. Healthcare Workforce Data Center

While 26% of large animal veterinary technicians currently have multiple work locations, 28% 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%	3	5%
1	37	72%	35	68%
2	6	11%	7	15%
3	5	11%	7	11%
4	2	4%	5	1%
5	0	0%	0	0%
6 or More	1	2%	1	<1%
Total	51	100%	51	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: 61%

More than 50 Miles: 16%

Source: Va. Healthcare Workforce Data Center

Distance Traveled for Work		
Range	#	%
0-25 Miles	30	61%
26-50 Miles	11	23%
51-75 Miles	5	11%
More than 75 Miles	2	5%
Total	48	100%

Source: Va. Healthcare Workforce Data Center

The majority (61%) of large animal veterinary technicians travel between 0 and 25 miles for their work. Another 23% travel between 26 and 50 miles for their work.

Among all large animal veterinary technicians, 84% have their primary base point location in the Northern, Central, or Valley regions of Virginia.

Primary Base Point Location		
Virginia Performs Region	#	%
Central	15	32%
Eastern	0	0%
Hampton Roads	3	7%
Northern	20	42%
Southside	1	2%
Southwest	1	3%
Valley	5	10%
West Central	2	5%
Total	47	100%
Item Missing	6	

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	32	73%	9	63%
Non-Profit	4	10%	2	15%
State/Local Government	7	15%	3	22%
Veterans Administration	0	0%	0	0%
U.S. Military	0	0%	0	0%
Other Federal Government	1	2%	0	0%
Total	44	100%	14	100%
Did Not Have Location	1		39	
Item Missing	8		0	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

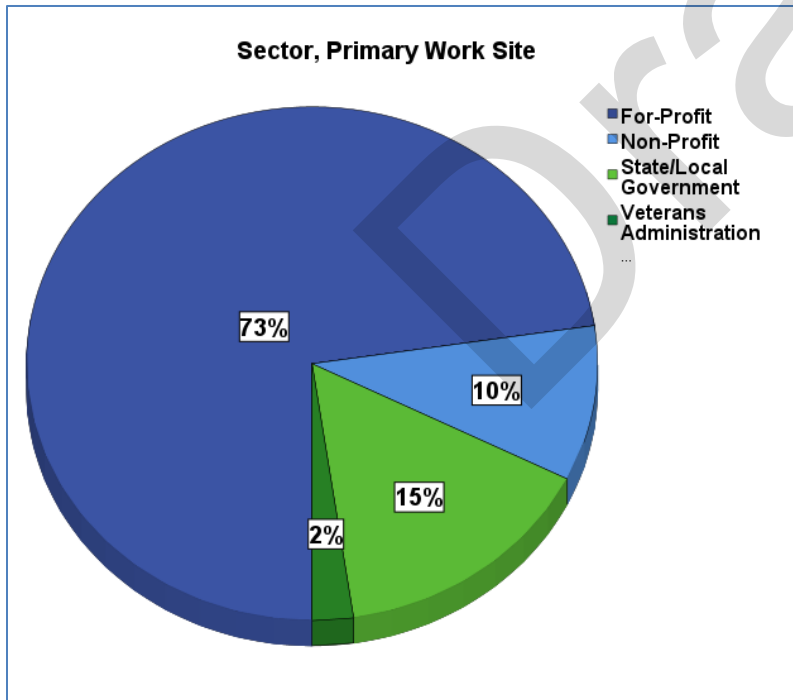
Sector

For-Profit:	73%
Federal:	2%

Top Establishments

Solo Practice:	44%
Group Practice:	19%
Shelters/Rescue:	3%

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 73% who are employed in the for-profit sector.

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice/Partnership	18	44%	5	38%
Group Practice	8	19%	1	8%
Laboratory	1	2%	0	0%
Shelters or Rescue (Public or Private)	1	3%	1	7%
Veterinary Education Program, Community College	0	0%	0	0%
Veterinary Technology Program, Technical School	1	3%	1	8%
Supplier Organization	0	0%	0	0%
Public Health Program	0	0%	0	0%
Other Practice Setting	12	29%	6	39%
Total	42	100%	14	100%
Do Not Have Location	1		39	

A little over two in five of all large animal veterinary technicians work at a solo practice or partnership as their primary work location, while another 19% work at a group practice.

Source: Va. Healthcare Workforce Data Center

Duties Within Scope of LVT Practice		
Duty	#	% of Workforce
Administer Anesthesia or Sedation Drugs	44	84%
Place IV Catheter	41	77%
Access Schedules II Through V Controlled Drugs	42	79%
Induce Anesthesia	35	67%
Intubate	34	65%
Perform Cystocentesis	18	33%
Scale Below the Gingiva	14	27%
Extract Single-Rooted Teeth	12	23%
Administer Chemotherapy Drugs	13	25%
At Least One Duty	45	86%

Slightly more than eight out of ten large veterinary technicians administer anesthesia or sedation drugs. In addition, 77% of veterinary technicians also place IV catheters as one of their duties at an LVT practice.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

**At a Glance:
(Primary Locations)**

Languages Offered

Spanish:	19%
Chinese:	0%
French:	0%

Means of Communication

Other Staff Member:	90%
Virtual Translation:	10%
Respondent:	0%

Source: Va. Healthcare Workforce Data Center

Languages Offered		
Language	#	% of Workforce
Spanish	10	19%
Chinese	0	0%
French	0	0%
Korean	0	0%
Vietnamese	0	0%
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	0	0%
At Least One Language	10	18%

Source: Va. Healthcare Workforce Data Center

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

Nine out of every ten 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	9	90%
Virtual Translation Service	1	10%
Respondent is Proficient	0	0%
Onsite Translation Service	0	0%
Other	0	0%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

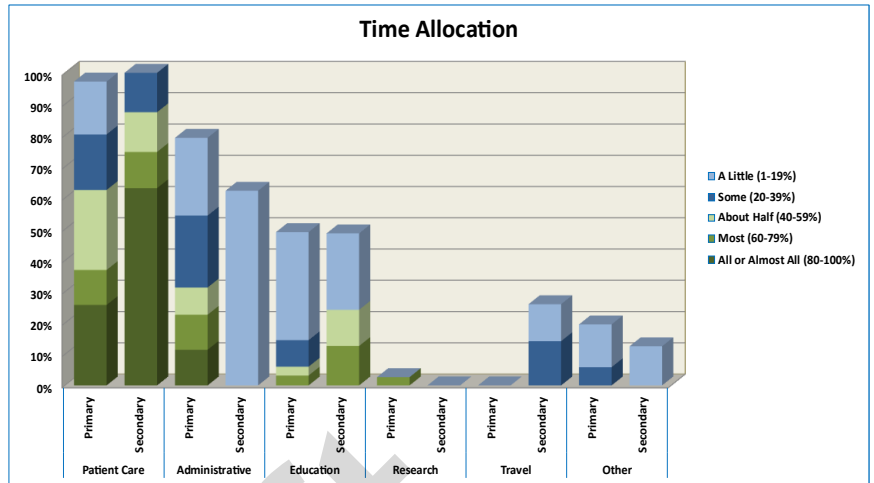
Patient Care: 37%
Administration: 23%
Education: 3%

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, 37% 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%)	26%	63%	11%	0%	0%	0%	0%	0%	-	0%	0%	0%
Most (60-79%)	11%	12%	11%	0%	3%	13%	3%	0%	-	0%	0%	0%
About Half (40-59%)	26%	13%	9%	0%	3%	12%	0%	0%	-	0%	0%	0%
Some (20-39%)	18%	13%	23%	0%	8%	0%	0%	0%	-	14%	6%	0%
A Little (1-19%)	17%	0%	25%	62%	35%	24%	0%	0%	-	12%	14%	13%
None (0%)	3%	0%	21%	38%	51%	51%	97%	100%	-	74%	80%	87%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Patient Care Visits				
# of Patients Per Week	Primary		Secondary	
	#	%	#	%
None	15	34%	6	40%
1-24	20	46%	5	38%
25-49	7	15%	2	14%
50-74	1	3%	0	0%
75-99	1	3%	0	0%
100-124	0	0%	0	0%
125-149	0	0%	0	0%
150-174	0	0%	1	8%
175-199	0	0%	0	0%
200 or More	0	0%	0	0%
Total	43	100%	14	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)

Primary Location: 1-24
Secondary Location: 1-24

Patient Time Allocation

Equines: 78%
Bovines (Beef): 10%

Source: Va. Healthcare Workforce Data Center

The median workload for large animal veterinary technicians at their primary work location is between 1 and 24 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.

A little over three out of ten large animal veterinary technicians spend more than half of their time treating equines, and additional 10% of large animal veterinary technicians spend more than half of their time treating bovines (beef).

Patient Allocation				
Animal	Percentage of Time			
	0-10%	11-25%	26-50%	> 50%
Equines	7%	0%	15%	78%
Bovines (Beef)	78%	2%	10%	10%
Bovines (Dairy)	92%	0%	0%	8%
Sheep/Goats	71%	7%	14%	7%
Poultry	87%	3%	8%	3%
Camelids	93%	3%	0%	5%
Cats	65%	10%	12%	12%
Dogs	68%	10%	12%	10%
Small Animals (Exotics)	83%	8%	2%	7%
Other Animals	91%	0%	3%	6%

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	10	22%	-	-
50 to 54	1	2%	1	7%
55 to 59	5	10%	2	14%
60 to 64	10	21%	3	20%
65 to 69	7	15%	1	7%
70 to 74	3	7%	2	13%
75 to 79	2	5%	2	13%
80 or Over	0	0%	0	0%
I Do Not Intend to Retire	9	19%	4	26%
Total	46	100%	16	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Large Animal Vet. Techs.

Under 65: 55%

Under 60: 34%

Large Animal Vet. Techs. 50 and Over

Under 65: 41%

Under 60: 20%

Time Until Retirement

Within 2 Years: 9%

Within 10 Years: 28%

Half the Workforce: By 2054

Source: Va. Healthcare Workforce Data Center

A little over half of all large animal veterinary technicians expect to retire by the age of 65. Among large animal veterinary technicians who are age 50 and over, 41% 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 8% expect to increase their patient care hours.

Future Plans

Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	4	8%
Leave Virginia	1	2%
Decrease Patient Care Hours	4	8%
Decrease Teaching Hours	0	0%
Increase Participation		
Increase Patient Care Hours	4	8%
Increase Teaching Hours	2	4%
Pursue Additional Education	12	23%
Return to the Workforce	0	0%

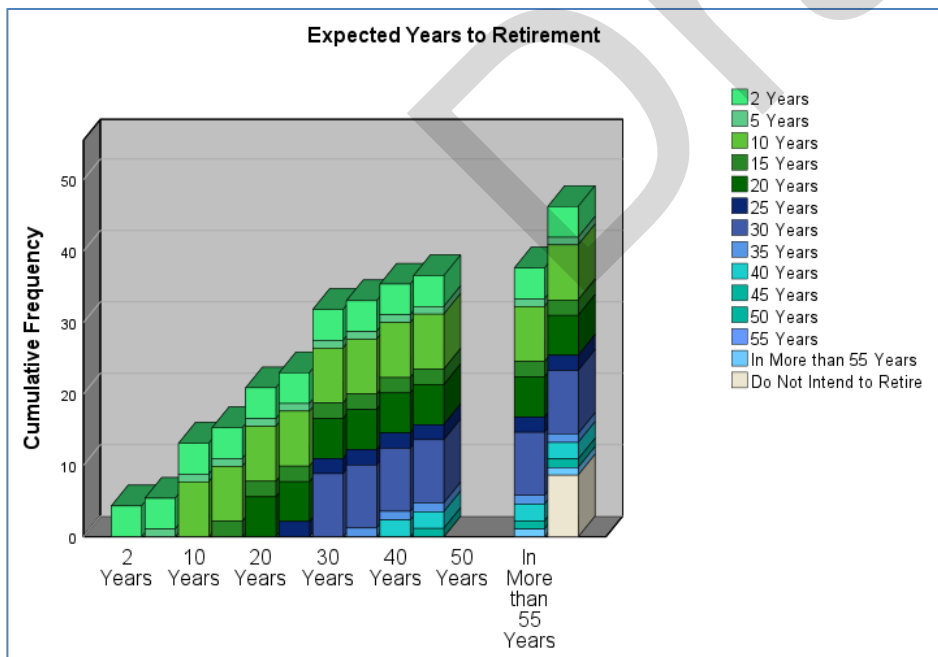
Source: Va. Healthcare Workforce Data Center

By comparing retirement expectations to age, we can estimate the maximum years to retirement for large animal veterinary technicians. While only 9% of large animal veterinary technicians expect to retire in the next two years, 17% 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	4	9%	9%
5 Years	1	2%	12%
10 Years	8	17%	28%
15 Years	2	5%	33%
20 Years	6	12%	45%
25 Years	2	5%	50%
30 Years	9	19%	69%
35 Years	1	3%	71%
40 Years	2	5%	76%
45 Years	1	3%	79%
50 Years	0	0%	79%
55 Years	0	0%	79%
In More than 55 Years	1	3%	81%
Do Not Intend to Retire	9	19%	100%
Total	46	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 in 2034, then again in 2044. Retirement will peak at 19% of the current workforce around 2054 before declining to under 10% of the current workforce again by 2059.

At a Glance:

FTEs

Total: 44
 FTEs/1,000 Residents²: 0.005
 Average: 0.85

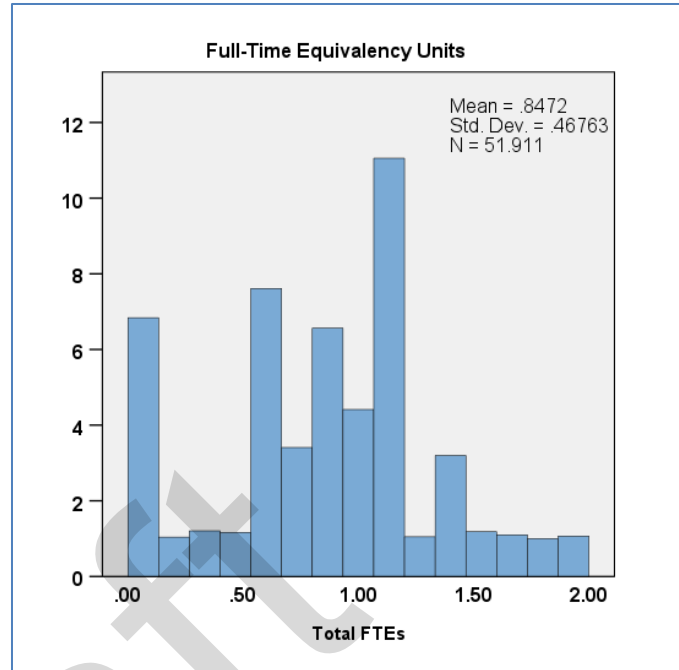
Age & Gender Effect

Age, *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:

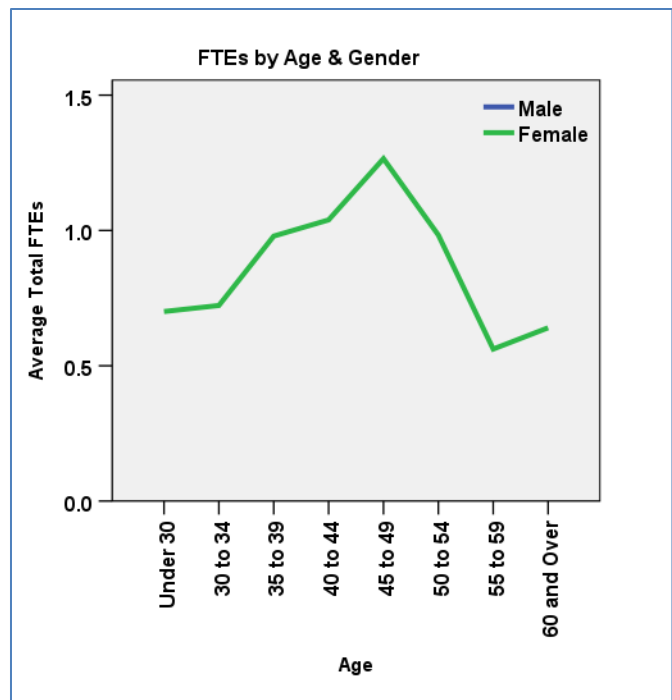


Source: Va. Healthcare Workforce Data Center

The typical large animal veterinary technician provided 0.85 FTEs in the past year, or approximately 34 hours per week for 50 weeks. Statistical tests indicate that FTEs do not vary by age.

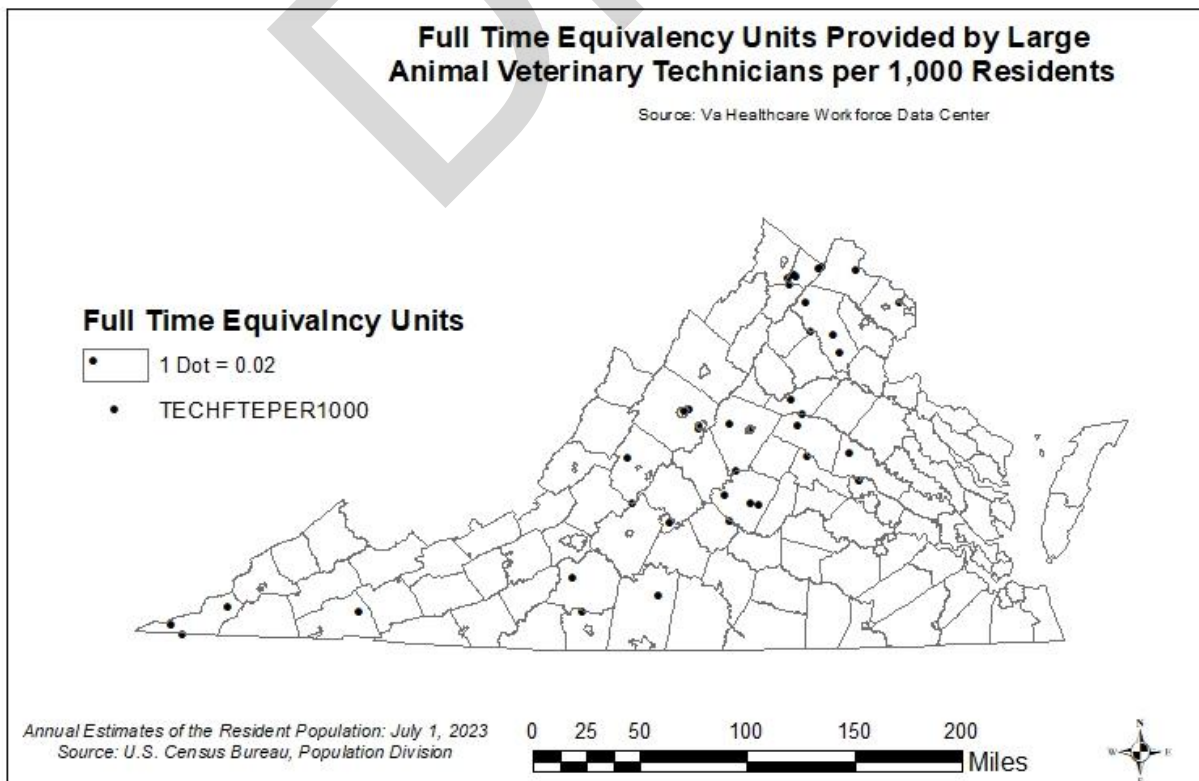
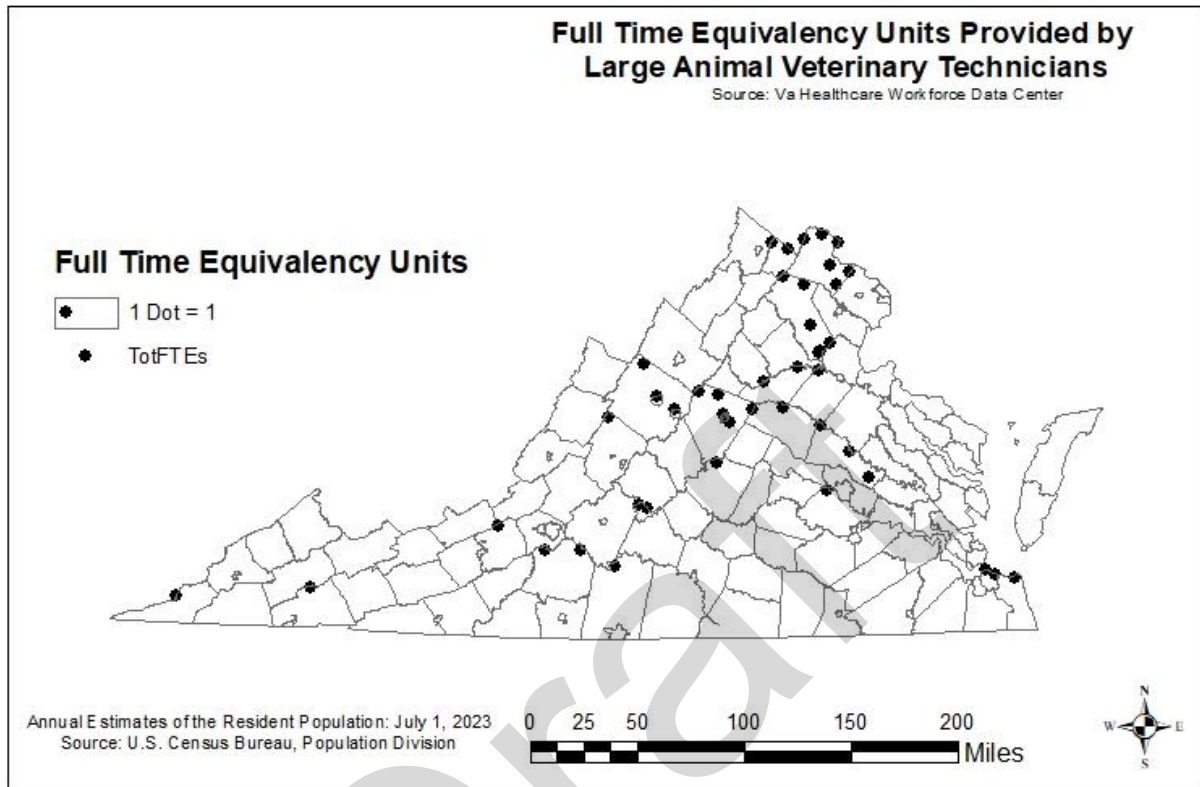
Full-Time Equivalency Units		
Age	Average	Median
Under 30	0.70	0.84
30 to 34	0.72	0.76
35 to 39	0.98	1.09
40 to 44	0.96	0.66
45 to 49	1.27	1.35
50 to 54	0.98	1.03
55 to 59	0.56	0.25
60 and Over	0.64	0.59
Gender		
Male	0.00	0.00
Female	0.85	0.96

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+	22	91.15%	1.097	1.050	1.206
Metro, 250,000 to 1 Million	2	96.49%	1.036	0.992	0.998
Metro, 250,000 or Less	12	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.	2	93.10%	1.074	1.027	1.180
Urban, Pop. 2,500-19,999, Non-Adj.	0	NA	0.000	0.000	0.000
Rural, Metro Adj.	2	95.00%	1.053	1.007	1.027
Rural, Non-Adj.	0	NA	0.000	0.000	0.000
Virginia Border State/D.C.	9	81.22%	1.231	1.201	1.228
Other U.S. State	7	82.49%	1.212	1.159	1.209

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

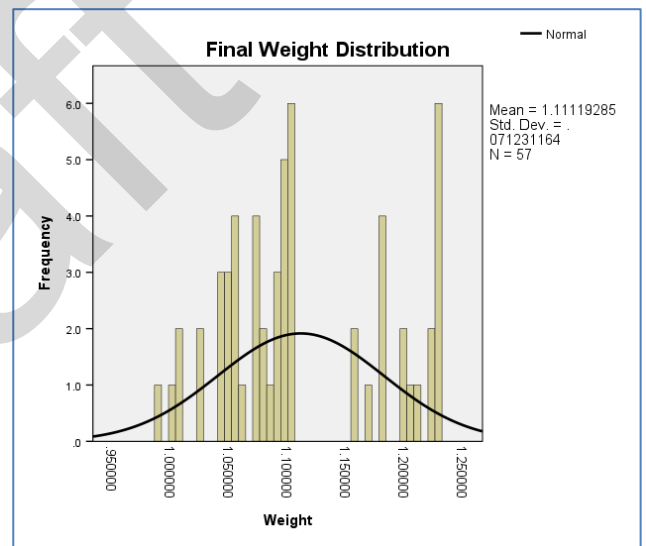
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.903994



Source: Va. Healthcare Workforce Data Center

VDACS LARGE ANIMAL VETERINARY GRANT PROGRAM

The Virginia Department of Agriculture and Consumer Services (VDACS) launched the **Large Animal Veterinary Grant Program** on July 1, 2025, pursuant to **§ 3.2-5901.2** of the Code of Virginia. This initiative is intended to provide an incentive through grant awards to large animal veterinarians who will provide veterinary services in areas of the Commonwealth facing critical shortage of veterinary services for livestock, poultry, or equines.

Program Overview

Veterinarians who primarily care for livestock, poultry and equines, and already practice, or will practice in Virginia are invited to apply. The State Veterinarian has currently identified all areas of the Commonwealth as having a shortage of large animal veterinarians. This may change in future years if service capacity stabilizes in certain areas.

In 2025, four recipients will be awarded grants up to \$110,000, disbursed over a three-year period. These funds must be used to enhance the veterinarian's ability to serve large animal clients in shortage areas.

Important Dates

Open Application Period: July 1 – September 1, 2025

Application Deadline: September 1, 2025 by 11:59 p.m. EST

Key Details

Find more details about the VDACS Large Animal Veterinary Grant Program in the grant **application form**.

How To Apply Who Is Eligible Required Application Materials Acceptable Use of the Grant

Funds Grant Disbursement Options

Urgent Challenge of Large Animal Veterinarian Shortage

The ongoing shortage of large animal veterinarians has serious implications for animal health, farm operations, food safety, and the agricultural economy. This problem is particularly acute in rural and agricultural regions, where livestock producers rely heavily on veterinary services for herd health, emergency care, reproductive management, disease prevention, and compliance with regulatory requirements.

In Virginia, a shortage of large animal veterinarians can cause delayed or inaccessible veterinary care leading to increased animal health risks, production losses, and higher treatment costs for preventable issues; difficulty meeting regulatory requirements for health certificates, disease surveillance, and interstate movement of animals, which increases compliance burdens for producers; reduced emergency response capacity to disease outbreaks or natural disasters which jeopardizes herd health and biosecurity; and increased animal welfare concerns from the inability to access timely veterinary services.

Grant Documents

- **Budget Proposal Template (PDF)**
- **Large Animal Veterinary Grant Application**

Contact

For complete program details, eligibility criteria, or general questions, please contact the State Veterinarian's Office.

804.692.0601

vastatevet@vdacs.virginia.gov

Governor Glenn Youngkin Announces Planning Grant for Large Animal Veterinary Services in Russell County

Funds will be used to develop an incentive program to attract large animal veterinarians to Southwest Virginia

RICHMOND, VA – Governor Glenn Youngkin today announced that Russell County will receive a Governor’s Agriculture and Forestry Industries Development (AFID) Fund Planning Grant, which will be combined with funding from the Virginia Tobacco Region Revitalization Commission to support the development of a comprehensive incentive program to help bring large animal veterinarians to the region.

“Large animal veterinarians are indispensable to our agricultural communities and food supply chain,” **said Governor Glenn Youngkin**. “As communities across the country face shortages of these professionals, Virginia is taking strategic steps to build a strong, sustainable pipeline of large animal veterinarians in rural areas. I’m pleased to support Russell County and regional partners in addressing this need.”

A \$20,000 AFID Planning Grant paired with \$20,000 from the Virginia Tobacco Region Revitalization Commission will create a long-term incentive program that includes recruitment of large animal veterinarians to Southwest Virginia; enhancement of availability and quality of veterinary services; financial and logistical support to new veterinarians; and creation of a corresponding education program with regional veterinary schools. In lieu of a cash match, Russell County is donating 2.3 acres to house facilities and equipment leased to prospective veterinarians. Having access to the facilities and equipment will allow new and relocating large animal veterinarians to build a practice quickly and deliver services promptly.

“Agriculture in Virginia is innovative. We’re excited to see Russell County use the Governor’s Agriculture and Forestry Industries Development Fund to develop a multi-faceted plan to solve a large-scale problem,” **said Secretary of Agriculture and Forestry Matthew Lohr**. “This grant is a great example of local, regional, and state partners working together.”

“The Virginia Tobacco Region Revitalization Commission is excited about this partnership as it works toward our goals of strengthening and revitalizing the economies of Southern and Southwest Virginia,” **said Tobacco Commission Chairman, Delegate Will Morefield**. “We look forward to working with Russell County to expand large animal veterinary capacity, which is a vital service for our rural communities.”

“This incentive program will be a great benefit to Russell County cattle producers and other farmers in the area,” **said Ernie McFaddin, Executive Director of Russell County IDA**. “We are always looking for ways to support the local agricultural community, and this program will fill a significant need.”

In addition, earlier this year, Governor Youngkin signed HB 2303 and SB921, which direct the State Veterinarian to establish a large animal veterinary grant program no later than July 1, 2026. The program established by these bills will provide grants to increase or stabilize the number of large animal veterinarians practicing in areas of the Commonwealth that currently have a shortage including Russell County.

The Virginia Department of Agriculture and Consumer Services administers the AFID Planning Grant program and accepts applications for the program on a rolling basis. Successful applications demonstrate a clear need, a proposed solution, and strong support from local government and the agriculture and forestry community. The AFID Planning Grant program requires a one-to-one match however, allowances for a reduced match are available for economically distressed localities. Interested localities should contact the Virginia Department of Agriculture and Consumer Services at (804) 786-6911 for more information.

The Virginia Tobacco Region Revitalization's Southwest Virginia Program focuses on projects critical to the economic renewal of the region, including agribusiness, business development, industrial sites and infrastructure, tourism, and more. More information on this program can be obtained by calling (804) 894-9652.

###



Agency Department of Health Professions

Board Board of Veterinary Medicine

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

Action: Regulation of haul-in facilities

Action 6824

General Information	
Action Summary	Following a recommendation from the 2025 report of the Large Animal Veterinarian Shortage Study Workgroup, the Board is issuing a NOIRA to begin the process of regulating haul-in veterinary facilities.
Chapters Affected	Only affects this chapter.
Executive Branch Review	This action will go through the normal Executive Branch Review process.
RIS Project	Yes [8392]
New Periodic Review	This action will not be used to conduct a new periodic review.

Stages		
Stages associated with this regulatory action.		
Stage ID	Stage Type	Status
<u>10885</u>	NOIRA	Secretary of Health and Human Resources review in progress.

Contact Information	
Name / Title:	Kelli Moss / <i>Executive Director</i>
Address:	9960 Mayland Drive Suite 300 Henrico, VA 23233
Email Address:	kelli.moss@dhp.virginia.gov
Phone:	(804)597-4133 FAX: (804)767-1011 TDD: (-)

This person is the primary contact for this board.

This action was created by Matthew Novak on 08/04/2025 at 11:27am

This action was last edited by Matthew Novak on 08/04/2025 at 11:28am