

**July 29, 2021**  
**Board Room 2**  
**10:00 a.m.**

**Agenda**  
**Virginia Board of Veterinary Medicine**  
**Full Board Meeting**

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**Call to Order – Jeffery Newman, D.V.M., Board President**

**Page 1**

- Welcome
- Emergency Egress Procedures
- Introductions
- Mission Statement

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**Ordering of Agenda – Dr. Newman**

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**Public Comment – Dr. Newman**

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

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**Approval of Minutes – Dr. Newman**

**Pages 2-6**

March 11, 2021 – Full Board Meeting

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

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**Legislative/Regulatory Report – Elaine Yeatts**

Update on Veterinary Nurse Regulatory Action

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**Discussion Items**

**Pages 7-73**

- 2020 Veterinary Medicine Healthcare Workforce Data Center Report – **Dr. Yetty Shobo**
  - Veterinarians (pages 7 – 35)
  - Veterinary Technicians (pages 36 –64)
- Probable Cause Presentation – **Julia Bennett/Anne Joseph**
- Inspection Committee Report – **Dr. Cockburn**
- Review of Updates to Guidance Documents – **Leslie Knachel/Ms. Yeatts**
  - 150-12 Administration of rabies vaccine (pages 65 – 67)
  - 150-15 Disposition of routine inspection violations (page 68)
  - 150-18 Bylaws (pages 69 – 73)
- Research for clarifying Guidance Document 150-18, Article I(A)(2) related to elections of officers – **Ms. Knachel**

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**Board Counsel Report – Charis Mitchell**

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**President’s Report – Dr. Newman**

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

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**Staff Reports**

**Pages 74-78**

- Executive Director’s Report – **Ms. Knachel /Kelli Moss**
  - Statistics (pages 74 – 75)
    - Revenue and Licensing
    - Discipline
  - Outreach Information
    - Emails (page 76)
    - VVMA Presentation

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- American Association of Veterinary State Boards Annual Meeting  
(pages 77 – 78)

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**Next Meeting – Dr. Newman**  
October 21, 2021

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**Meeting Adjournment – Dr. Newman**

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# MISSION STATEMENT

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

**VIRGINIA BOARD OF VETERINARY MEDICINE  
FULL BOARD MEETING  
VIRTUAL  
March 11, 2021**

**TIME AND PLACE:** A virtual meeting via Webex of the Board of Veterinary Medicine (Board) was called to order at 9:05 a.m.

**PRESIDING OFFICER** Tregel Cockburn, D.V.M., President

**PARTICIPATING VIRTUALLY:**

**MEMBERS PARTICIPATING VIRTUALLY:** Mary Yancey Spencer, J.D., Citizen Member, Vice-President  
Autumn N. Halsey, L.V.T., Secretary  
Ellen G. Hillyer, D.V.M.  
Steven B. Karras, D.V.M.  
Jeffery Newman, D.V.M.  
Bayard A. Rucker, III, D.V.M.

**MEMBERS NOT PRESENT:** All members were present.

**STAFF PARTICIPATING VIRTUALLY:** Leslie L. Knachel, Executive Director  
Kelli Moss, Deputy Executive Director  
Anthony C. Morales, Licensing/Operations Manager  
Celia Wilson, Operations Administrative Assistant  
Heather Pote, Disciplinary Case Specialist  
Matt Treacy, Media Production Specialist  
Barbara Allison-Bryan, M.D., Agency Chief Deputy Director  
Kelly Gottschalk, D.V.M., Veterinary Review Coordinator  
Amy Davis, Administrative Assistant  
Charis Mitchell, Assistant Attorney General, Board Counsel  
Elaine Yeatts, Senior Policy Analyst  
Rebecca Schultz, Policy Specialist  
Melody Morton, Inspections Manager, Enforcement Division

**OTHERS PARTICIPATING VIRTUALLY:** Eight members of the public

**CALL TO ORDER QUORUM:** Dr. Cockburn welcomed attendees and requested that Ms. Knachel take a roll call of the board members present. With seven members of the Board present, a quorum was established. Ms. Knachel introduced new staff member, Heather Pote. Dr. Cockburn read the Board’s mission statement.

**ORDERING OF AGENDA:** Ms. Knachel requested to amend the Discussion Items of the agenda by removing 150-2, Guidance on Expanded Duties for Licensed Veterinary Technicians, under the Review of Guidance Documents.

Dr. Karras moved to accept the agenda with the deletion of 150-2, Guidance on Expanded Duties for Licensed Veterinary Technicians, under the Review of Guidance Documents. The motion was properly seconded by Dr. Rucker.

A roll call vote was taken by Ms. Knachel. The motion carried with a unanimous “aye” vote.

**PUBLIC COMMENT:** There was no public comment.

**APPROVAL OF MINUTES:**

Dr. Karras moved to approve the meeting minutes as presented for the following meetings:

- July 21, 2020 WebEx Training Session
- July 28, 2020 Full Board Meeting

The motion was properly seconded by Dr. Newman. A roll call vote was taken by Ms. Knachel. The motion carried with a unanimous “aye” vote.

**DIRECTOR’S REPORT:**

Dr. Allison-Bryan reported on the agency’s formation of a Diversity, Equity, and Inclusion, (DEI) counsel. She then reported on COVID-19 vaccine statistics in Virginia. Dr. Allison-Bryan stated that most Boards have forgone continuing education audits for this year due to the pandemic.

**LEGISLATIVE/REGULATORY UPDATE:**

**2021 Legislative/Regulatory Update**

Ms. Yeatts provided an update on the 2021 legislative session.

Ms. Yeatts experienced technical issues and asked the Board to move to the Discussion Items until the issue was resolved.

**DISCUSSION ITEMS:**

**Veterinary Establishment Inspection Update**

Ms. Morton provided an update on the veterinary establishment inspection process.

**LEGISLATIVE/REGULATORY UPDATE**

**2021 Legislative/Regulatory Update Continued**

Petition for Rulemaking – Consideration of Cary petition to add requirement for one hour of continuing education on the subjects of diversity, equity and inclusion.

The Board discussed the petition.

Ms. Halsey moved to deny initiating rulemaking for the Cary petition because the purpose of the Board is protection of the public and continuing education should be used to improve patient care.

The motion was properly seconded by Dr. Rucker. A roll call vote was taken by Ms. Knachel. Drs. Cockburn, Hillyer, Karras and Rucker voted “aye” and Dr. Newman voted “nay.” The motion carried with a 6 to 1 vote.

Petition for Rulemaking - Consideration of Daniel petition to allow unlicensed veterinary assistant to place intravenous catheter.

The Board discussed the petition.

Ms. Halsey moved to deny the Daniel petition for rulemaking due to concerns about patient safety and the need for education and training prior to performing an invasive procedure.

The motion was properly seconded by Dr. Karras. A roll call vote was taken by Ms. Knachel. A roll call vote was taken by Ms. Knachel. The motion carried with a unanimous “aye” vote.

**DISCUSSION ITEMS CONTINUED:**

**Veterinary Establishment Inspection Update Continued**

**Inspection Committee**

Dr. Cockburn reported on the Committee’s activities.

## **Review of Guidance Documents – Ms. Knachel/Ms. Yeatts**

### 76-21.2.1, Veterinary Establishment Inspection Report

Ms. Knachel commented that the updated guidance document presented for the Board's consideration is based on the Veterinary Establishment Inspection Committee's recommendations.

The Board discussed the changes.

Dr. Rucker moved to accept the updated version of Guidance Document 76-21.2.1 as presented.

The motion was properly seconded by Dr. Karras. A roll call vote was taken by Ms. Knachel. The motion carried with a unanimous "aye" vote.

Ms. Knachel and Ms. Yeatts provided information on the following guidance documents:

- 150-3, Preceptorship and Externships for Veterinary Technician Students;
- 150-6, Ambulatory Mobile Service Establishments;
- 150-7, Disposition of Cases Involving Failure of Veterinarian-in-Charge to Notify Board of Veterinary Establishment Closure;
- 150-13, Controlled Substances (Schedule II-VI) in Veterinary Practice;
- 150-16, Protocol to follow upon discovery of a loss or theft of drugs;
- 150-23, Disposal of deceased animals; and
- 150-XX Veterinary Establishments.

The Board discussed the guidance document. Ms. Yeatts indicated that 150-XX Veterinary Establishments would be numbered as 150-26.

Ms. Halsey moved to accept the guidance documents reviewed as presented with the following changes:

- Deleting 150-6, Ambulatory Mobile Service Establishments when 150-26 Veterinary Establishments becomes effective;
- Fix a typo found in 150-23, Disposal of deceased animals.

The motion was properly seconded by Dr. Newman. A roll call vote was taken by Ms. Knachel. The motion carried with a unanimous "aye" vote.

### **Veterinary Technician vs. Veterinary Nurse Degrees**

Ms. Knachel stated that several accredited veterinary technology programs have changed the degree awarded from "veterinary technology" to "veterinary nurse." The Board's regulations require a "degree in veterinary technology from a college or school accredited by the AVMA..." She presented a statement from the AVMA that states "The AVMA will continue to use the term veterinary technician in its policies and communications, but will recognize credential veterinary nurses as being equivalent to credentialed veterinary technicians."

Ms. Knachel proposed Guidance Document 150-XX, Recognized Veterinary Technology Degrees and to move forward with a fast-track action to amend the regulations by including "veterinary nurse degree." Ms. Yeatts indicated that 150-XX, Recognized Veterinary Technology Degrees would be numbered as 150-27.

Dr. Karras moved to accept proposed Guidance Document, 150-27, Recognized Veterinary Technology Degrees and to initiate a fast-track action to amend the regulations to include “veterinary nurse degree.”

The motion was properly seconded by Dr. Newman.

The Board discussed the documents. Ms. Yeatts indicated the license issued would remain “Veterinary Technician” unless a change to the Code of Virginia was made.

A roll call vote was taken by Ms. Knachel. The motion carried with a unanimous “aye” vote.

The Board recessed at 11:00 a.m. and reconvened at 11:10 a.m. at which time a roll call vote was taken. With all 7 members of the Board present, the meeting continued.

**Continuing Education, (CE) Audit**

Ms. Knachel asked the Board to consider foregoing a CE audit for the time period of January 1, 2020 to December 31, 2020 due to the pandemic.

Dr. Newman moved to forego conducting a CE audit for the time period of January 1, 2020 to December 31, 2020.

The motion was properly seconded by Dr. Hillyer. A roll call vote was taken by Ms. Knachel. The motion carried with a unanimous “aye” vote.

**BOARD COUNSEL REPORT:**

Ms. Mitchell had nothing to report to the Board.

**DISCUSSION ITEMS  
CONTINUED:**

**Update United States Pharmacopeia, (USP) Chapters 795, 797 and 800**

Ms. Knachel provided an update on the USP chapters related to compounding by the veterinary community.

**PRESIDENT’S REPORT:**

Dr. Cockburn thanked Board members and staff for continuing board activities during the pandemic. She recognized Dr. Rucker for his eight-years of service to the Board as his term expires on June 30, 2021.

**BOARD OF HEALTH  
PROFESSIONS’ REPORT:**

Dr. Karras provided a report on the recent activities of the Board of Health Professions.

**STAFF REPORTS:**

**Executive Director’s Report**

Ms. Knachel and Ms. Moss reported on statistics for licensure, budget and discipline caseload.

Ms. Knachel provided information on the following:

- Activities of the American Association of Veterinary State Boards;
- American Veterinary Medical Association’s Telehealth Guidelines
- International Council for Veterinary Assessments 2020 Report for Veterinary Licensing Boards
- Outreach Activities by the Board

**NEW BUSINESS:**

Ms. Knachel asked the Board to clarify the wording in Guidance Document 150-18, Bylaws, Article I (A)(2) which states “a person may serve in the same office for one additional term.”

The Board discussed the wording and asked Ms. Knachel to research the other health regulatory boards and report back to the Board at its next meeting.

**Officer Elections Effective March 12, 2021**

Dr. Hillyer moved to nominate Dr. Newman for President.

The motion was properly seconded by Dr. Karras. A roll call vote was taken by Ms. Knachel. The motion carried with a unanimous “aye” vote.

Dr. Karras moved to nominate himself as Vice-President.

The motion was properly seconded by Dr. Hillyer. A roll call vote was taken by Ms. Knachel. The motion carried with a unanimous “aye” vote.

Dr. Hillyer moved to nominate Ms. Spencer for Secretary.

The motion was properly seconded by Dr. Karras. A roll call vote was taken by Ms. Knachel. The motion carried with a unanimous “aye” vote.

The Board requested more information at the next meeting as to its role in supporting diversity, equity and inclusion effort.

**NEXT MEETING:**

Dr. Cockburn announced that the next full board meeting is scheduled for July 29, 2021. Staff anticipates that this will be a virtual meeting.

**ADJOURNMENT:**

Dr. Cockburn adjourned the meeting at 12:15 p.m.

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Tregel Cockburn, D.V.M  
Chair

\_\_\_\_\_  
Leslie L. Knachel, M.P.H  
Executive Director

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date



**DRAFT**

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# *Virginia's Veterinarian Workforce: 2020*

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Healthcare Workforce Data Center

January 2021

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

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

Get a copy of this report from:

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

*More than 3,700 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 your ongoing cooperation.*

**Thank You!**

***Virginia Department of Health Professions***

**David E. Brown, DC**  
*Director*

**Barbara Allison-Bryan, MD**  
*Chief Deputy Director*

*Healthcare Workforce Data Center Staff:*

Elizabeth Carter, PhD  
*Director*

Yetty Shobo, PhD  
*Deputy Director*

Laura Jackson, MSHSA  
*Operations Manager*

Rajana Siva, MBA  
*Data Analyst*

Christopher Coyle  
*Research Assistant*

# Virginia Board of Veterinary Medicine

## ***President***

Tregel Cockburn, DVM  
*Sterling*

## ***Vice-President***

Mary Yancey Spencer, Esquire  
*Richmond*

## ***Secretary***

Autumn Halsey, LVT  
*Marion*

## ***Members***

Ellen G. Hillyer, MPH, DVM  
*Richmond*

Steven B. Karras, DVM  
*Roanoke*

Jeffery Newman, DVM  
*Alexandria*

Bayard A. Rucker III, DVM  
*Lebanon*

## ***Executive Director***

Leslie Knachel

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## The Veterinarian Workforce: At a Glance:

### The Workforce

Licensees:	4,666
Virginia's Workforce:	3,483
FTEs:	3,403

### Background

Rural Childhood:	30%
HS Diploma in VA:	36%
Prof. Degree in VA:	33%

### Current Employment

Employed in Prof.:	96%
Hold 1 Full-Time Job:	69%
Satisfied?:	91%

### Survey Response Rate

All Licensees:	80%
Renewing Practitioners:	88%

### Education

DVM/VMD:	79%
Bachelor of Science:	58%

### Job Turnover

Switched Jobs:	6%
Employed Over 2 Yrs.:	63%

### Demographics

Female:	72%
Diversity Index:	22%
Median Age:	45

### Finances

Median Inc.: \$100k-\$110k	
Health Insurance:	53%
Under 40 w/ Ed. Debt:	72%

### Time Allocation

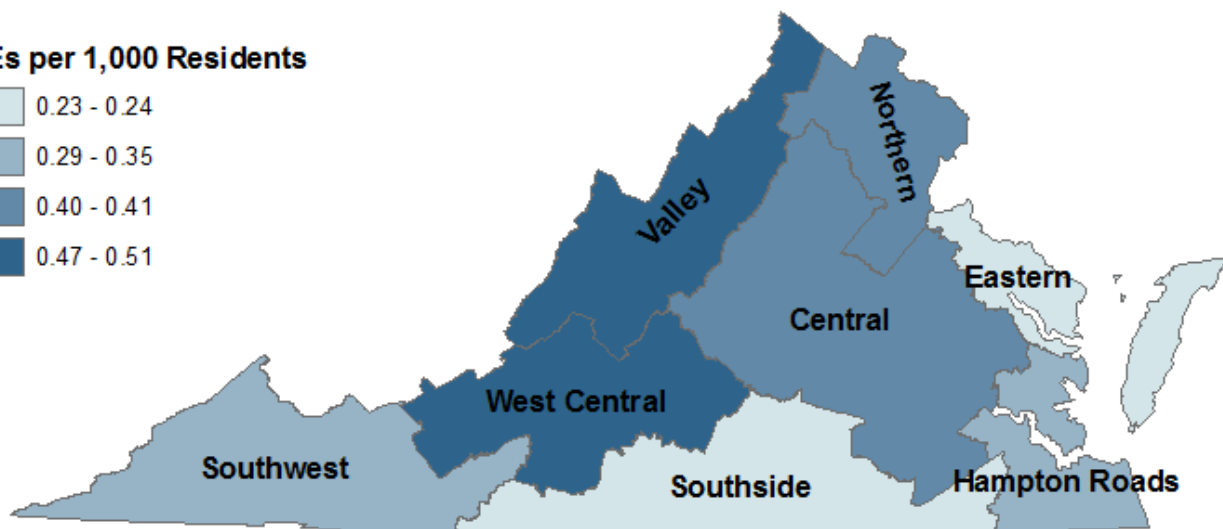
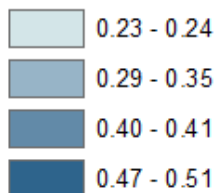
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	87%

Source: Va. Healthcare Workforce Data Center

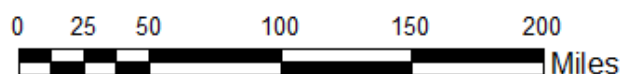
## Full-Time Equivalency Units Provided by Veterinarians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2019  
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2020 Veterinarian Survey. More than 3,700 veterinarians voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every December for veterinarians. These survey respondents represent 80% of the 4,666 veterinarians licensed in the state and 88% of renewing practitioners.

The HWDC estimates that 3,483 veterinarians participated in Virginia's workforce during the survey period, which is defined as those veterinarians who worked at least a portion of the year in the state or who live in the state and intend to return to work as a veterinarian at some point in the future. During the past year, Virginia's veterinarian workforce provided 3,403 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

More than 70% of all veterinarians are female, including 85% of those veterinarians who are under the age of 40. In a random encounter between two veterinarians, there is a 22% chance that they would be of different races or ethnicities, a measure known as the diversity index. For those veterinarians who are under the age of 40, the diversity index increases to 29%. Both of these values are well below the diversity index of 57% for Virginia's population as a whole. Three out of every ten veterinarians grew up in rural areas, and 17% of these professionals currently work in non-metro areas of the state. In total, 9% of all veterinarians currently work in non-metro areas of Virginia.

Nearly all veterinarians are currently employed in the profession, 69% hold one full-time job, and 38% work between 40 and 49 hours per week. The vast majority of veterinarians work in the private sector, including 91% who work at for-profit enterprises. With respect to establishment types, nearly half of all veterinarians work in group practices, while another 40% are employed at solo practices or partnerships. The typical veterinarian earns between \$100,000 and \$110,000 per year. In addition, 71% of veterinarians receive at least one employer-sponsored benefit, including 53% who have access to health insurance. More than 90% of veterinarians are satisfied with their current work situation, including 57% who indicated that they are "very satisfied".

## Summary of Trends

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In this section, all statistics for the current year are compared to the 2018 veterinarian workforce. Few clear trends were noted between 2018 and 2020. One of the most notable is the number of licensed veterinarians in Virginia which increased by 4% (4,666 vs. 4,470). In addition, the size of Virginia's veterinarian workforce has increased by 5% (3,483 vs. 3,322), and the number of FTEs provided by this workforce has increased by 9% (3,403 vs. 3,119). Virginia's renewing veterinarians are also more likely to respond to this survey (88% vs. 77%).

Further, females constitute a greater proportion of Virginia's veterinarian workforce (72% vs. 70%) and the workforce is becoming younger. The percentage of veterinarians under the age of 40 has increased (39% vs. 36%), and the diversity index of this workforce has grown as well (22% vs. 20%). Virginia's veterinarians are also slightly more likely to have grown up in a rural area (30% vs. 29%) but slightly less likely to work in non-metro areas (17% vs. 18%).

Veterinarians are slightly more likely to be currently employed in the profession (96% vs. 95%), and they are also slightly more likely to work between 40 and 49 hours per week (38% vs. 37%). Meanwhile, the rate of involuntary unemployment has increased (2% vs. 1%), but the rate of underemployment has fallen (1% vs. 2%). Veterinarians are slightly more likely to work in group private practices (48% vs. 47%) instead of solo private practices/partnerships (40% vs. 41%). At their primary work location, veterinarians are more likely to fill a patient care role (87% vs. 86%).

Although the overall percentage of veterinarians with education debt has increased (46% vs. 45%), this percentage has fallen among those veterinarians who are under the age of 40 (72% vs. 76%). Among those veterinarians with education debt, the median debt level has increased (\$120k-\$130k vs. \$110k-\$120k). At the same time, the median annual income of this workforce has also increased (\$100k-\$110k vs. \$90k-\$100k). In addition, veterinarians are more likely to receive at least one employer-sponsored benefit (71% vs. 70%). Regardless, a slightly lower percentage of veterinarians indicate that they are satisfied with their current work situation (91% vs. 92%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	4,073	87%
New Licensees	316	7%
Non-Renewals	277	6%
<b>All Licensees</b>	<b>4,666</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all renewing veterinarians, 88% submitted a survey. These respondents represent 80% of all veterinarians who held a license at some point in the past year.*

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
<b>By Age</b>			
Under 30	121	262	68%
30 to 34	138	472	77%
35 to 39	105	504	83%
40 to 44	111	500	82%
45 to 49	84	383	82%
50 to 54	85	408	83%
55 to 59	75	387	84%
60 and Over	211	820	80%
<b>Total</b>	<b>930</b>	<b>3,736</b>	<b>80%</b>
<b>New Licenses</b>			
Issued in Past Year	153	163	52%
<b>Metro Status</b>			
Non-Metro	66	278	81%
Metro	555	2,374	81%
Not in Virginia	309	1,084	78%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2020.
- Target Population:** All veterinarians who held a Virginia license at some point between January 2020 and December 2020.
- Survey Population:** The survey was available to veterinarians who renewed their licenses online. It was not available to those who did not renew, including some veterinarians newly licensed in 2020.

Response Rates	
Completed Surveys	3,736
Response Rate, All Licensees	80%
Response Rate, Renewals	88%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinarians

Number: 4,666  
 New: 7%  
 Not Renewed: 6%

Response Rates

All Licensees: 80%  
 Renewing Practitioners: 88%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Veterinarian Workforce: 3,483  
 FTEs: 3,403

### Utilization Ratios

Licensees in VA Workforce: 75%  
 Licensees per FTE: 1.37  
 Workers per FTE: 1.02

Source: Va. Healthcare Workforce Data Center

Veterinarian Workforce		
Status	#	%
Worked in Virginia in Past Year	3,437	99%
Looking for Work in Virginia	46	1%
Virginia's Workforce	3,483	100%
Total FTEs	3,403	
Licensees	4,666	

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 2020 and December 2020 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.



Source: Va. Healthcare Workforce Data Center

*Weighting is used to estimate the figures in this report.*

*Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on the HWDC's methodology, visit:*

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



A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	44	15%	258	85%	302	11%
30 to 34	62	15%	364	86%	426	15%
35 to 39	61	16%	316	84%	376	13%
40 to 44	72	19%	300	81%	372	13%
45 to 49	86	32%	186	68%	273	10%
50 to 54	68	25%	209	75%	278	10%
55 to 59	95	37%	160	63%	255	9%
60 and Over	295	54%	254	46%	549	19%
<b>Total</b>	<b>783</b>	<b>28%</b>	<b>2,047</b>	<b>72%</b>	<b>2,830</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Veterinarians		Veterinarians Under 40	
	%	#	%	#	%
White	61%	2,499	88%	930	84%
Black	19%	65	2%	28	3%
Hispanic	10%	104	4%	61	6%
Asian	7%	83	3%	48	4%
Two or More Races	3%	64	2%	39	4%
Other Race	0%	19	1%	1	0%
<b>Total</b>	<b>100%</b>	<b>2,834</b>	<b>100%</b>	<b>1,107</b>	<b>100%</b>

\*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.

Source: Va. Healthcare Workforce Data Center

Among the 39% of veterinarians who are under the age of 40, 85% are female. In addition, the diversity index among these professionals is 29%.

At a Glance:

**Gender**

% Female: 72%  
% Under 40 Female: 85%

**Age**

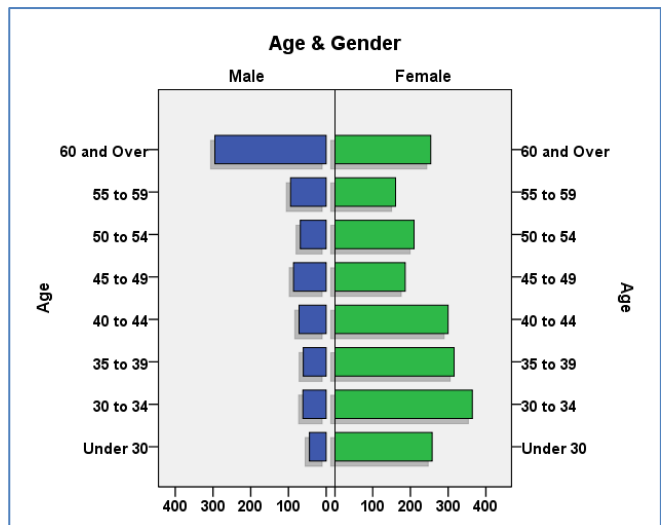
Median Age: 45  
% Under 40: 39%  
% 55+: 28%

**Diversity**

Diversity Index: 22%  
Under 40 Div. Index: 29%

Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 9%  
 Rural Childhood: 30%

### Virginia Background

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

### Location Choice

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

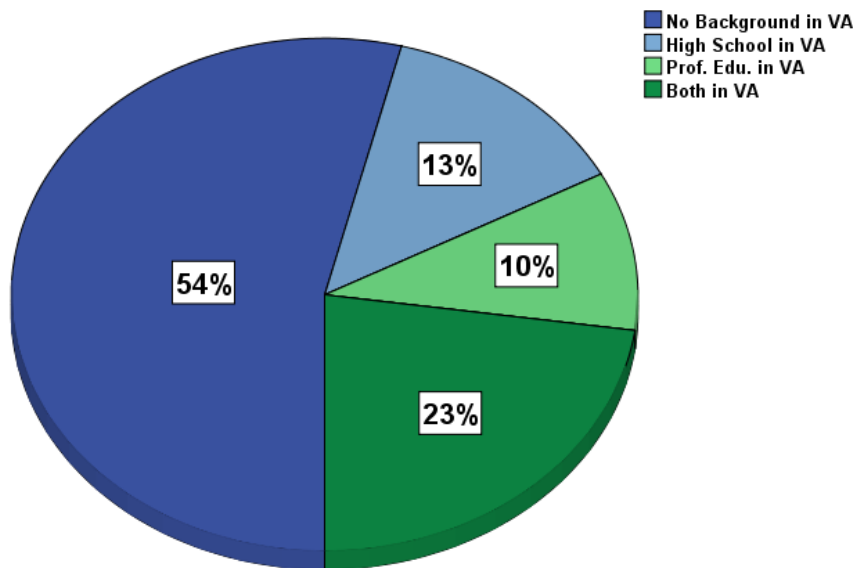
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 Million+	22%	69%	9%
2	Metro, 250,000 to 1 Million	39%	53%	7%
3	Metro, 250,000 or Less	45%	49%	6%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	61%	36%	3%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	53%	36%	11%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	65%	30%	4%
8	Rural, Metro Adjacent	49%	46%	5%
9	Rural, Non-Adjacent	38%	57%	5%
<b>Overall</b>		<b>30%</b>	<b>62%</b>	<b>9%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

*Nearly one-third of all veterinarians grew up in self-described rural areas, and 17% of these professionals currently work in non-metro areas of the state. Overall, 9% of veterinarians currently work in non-metro countries.*

## Top Ten States for Veterinarian Recruitment

Rank	All Veterinarians			
	High School	#	Professional School	#
1	Virginia	1,014	Virginia	916
2	Maryland	213	Outside U.S./Canada	315
3	New York	169	Georgia	154
4	Outside U.S./Canada	127	Alabama	152
5	Pennsylvania	119	North Carolina	122
6	North Carolina	107	Pennsylvania	115
7	New Jersey	105	Ohio	111
8	California	77	Tennessee	96
9	Florida	76	New York	95
10	Ohio	74	Florida	68

Source: Va. Healthcare Workforce Data Center

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

*Among veterinarians who obtained their initial license in the past five years, 32% received their high school degree in Virginia, while 29% received their initial professional degree in the state.*

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	256	Virginia	228
2	Maryland	65	Outside U.S./Canada	114
3	New York	44	North Carolina	42
4	Outside U.S./Canada	39	Alabama	35
5	North Carolina	38	Tennessee	29
6	Pennsylvania	34	Pennsylvania	28
7	California	30	Florida	26
8	Florida	27	Ohio	25
9	New Jersey	25	Georgia	25
10	Georgia	21	Mississippi	23

Source: Va. Healthcare Workforce Data Center

*One-quarter of licensed veterinarians did not participate in the state's veterinarian workforce. Among these licensees, 88% worked at some point in the past year, including 81% who currently work as veterinarians.*

### At a Glance:

#### Not in VA Workforce

Total:	1,184
% of Licensees:	25%
Federal/Military:	14%
Va. Border State/D.C.:	22%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Education		
Degree	#	% of Workforce
Bachelor of Science	2,012	58%
Other Bachelor's Degree	360	10%
Graduate Certificate	61	2%
Master's Degree	363	10%
PhD	67	2%
DVM/VMD	2,760	79%

Source: Va. Healthcare Workforce Data Center

*Nearly half of all veterinarians carry education debt, including 72% of those who are under the age of 40. For those with education debt, their median debt burden is between \$120,000 and \$130,000.*

### At a Glance:

**Education**  
 DVM/VMD: 79%  
 Bachelor of Science: 58%

**Education Debt**  
 Carry Debt: 46%  
 Under Age 40 w/ Debt: 72%  
 Median Debt: \$120k-\$130k

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

Source: Va. Healthcare Workforce Data Center

Other Education/Training		
Residency/Specialty Training	#	%
Surgery	81	2%
Internal Medicine	54	2%
Public Health	51	1%
Critical Care/Emergency	46	1%
Equine Practice	45	1%
Canine and Feline Practice	42	1%
Sports Medicine and Rehabilitation	30	1%
Laboratory Animal Medicine	24	1%
Food Animal Practice	21	1%
Reproductive Medicine	21	1%
Neurology	18	1%
At Least One	496	14%
Other Education	#	%
Preventative Medicine	251	7%
Theriogenology	72	2%
Other	245	7%
At Least One	505	14%

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All Veterinarians		Veterinarians Under 40	
	#	%	#	%
None	1,336	54%	278	28%
Less than \$20,000	63	3%	22	2%
\$20,000-\$39,999	96	4%	26	3%
\$40,000-\$59,999	116	5%	38	4%
\$60,000-\$79,999	116	5%	51	5%
\$80,000-\$99,999	91	4%	42	4%
\$100,000-\$119,999	55	2%	36	4%
\$120,000-\$139,999	58	2%	40	4%
\$140,000-\$159,999	63	3%	48	5%
\$160,000-\$179,999	59	2%	50	5%
\$180,000-\$199,999	50	2%	38	4%
\$200,000 or More	354	14%	308	31%
<b>Total</b>	<b>2,455</b>	<b>100%</b>	<b>979</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 96%  
 Involuntarily Unemployed: < 1%

### Positions Held

1 Full-Time: 69%  
 2 or More Positions: 15%

### Weekly Hours:

40 to 49: 38%  
 60 or More: 10%  
 Less than 30: 12%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	2	< 1%
Employed in a Veterinary-Related Capacity	2,691	96%
Employed, NOT in a Veterinary-Related Capacity	25	1%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	5	< 1%
Voluntarily Unemployed	33	1%
Retired	52	2%
<b>Total</b>	<b>2,809</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all veterinarians, 96% are currently employed in the profession, 69% hold one full-time job, and 38% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	90	3%
One Part-Time Position	347	13%
Two Part-Time Positions	106	4%
One Full-Time Position	1,898	69%
One Full-Time Position & One Part-Time Position	204	7%
Two Full-Time Positions	33	1%
More than Two Positions	69	3%
<b>Total</b>	<b>2,747</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	90	3%
1 to 9 Hours	71	3%
10 to 19 Hours	105	4%
20 to 29 Hours	163	6%
30 to 39 Hours	549	20%
40 to 49 Hours	1,026	38%
50 to 59 Hours	445	16%
60 to 69 Hours	179	7%
70 to 79 Hours	53	2%
80 or More Hours	52	2%
<b>Total</b>	<b>2,733</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Annual Income	#	%
<b>Volunteer Work Only</b>	7	0%
<b>Less than \$40,000</b>	188	9%
<b>\$40,000-\$59,999</b>	173	8%
<b>\$60,000-\$79,999</b>	279	13%
<b>\$80,000-\$99,999</b>	388	18%
<b>\$100,000-\$119,999</b>	434	20%
<b>\$120,000-\$139,999</b>	244	11%
<b>\$140,000-\$159,999</b>	141	7%
<b>\$160,000-\$179,999</b>	85	4%
<b>\$180,000-\$199,999</b>	50	2%
<b>\$200,000 or More</b>	155	7%
<b>Total</b>	<b>2,147</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Benefits**  
Health Insurance: 53%  
Retirement: 51%

**Satisfaction**  
Satisfied: 91%  
Very Satisfied: 57%

Source: Va. Healthcare Workforce Data Center

The typical veterinarian earned between \$100,000 and \$110,000 in the past year. In addition, 71% of all veterinarians received at least one employer-sponsored benefit, including 53% who had access to health insurance.

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	1,553	57%
<b>Somewhat Satisfied</b>	919	34%
<b>Somewhat Dissatisfied</b>	204	8%
<b>Very Dissatisfied</b>	53	2%
<b>Total</b>	<b>2,729</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
<b>Paid Vacation</b>	1,549	58%	67%
<b>Health Insurance</b>	1,437	53%	60%
<b>Retirement</b>	1,363	51%	58%
<b>Paid Sick Leave</b>	1,114	41%	48%
<b>Dental Insurance</b>	1,045	39%	46%
<b>Group Life Insurance</b>	629	23%	28%
<b>Signing/Retention Bonus</b>	266	10%	13%
<b>Received At Least One Benefit</b>	<b>1,904</b>	<b>71%</b>	<b>80%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Work Two or More Positions at the Same Time?	481	14%
Switch Employers or Practices?	225	6%
Experience Voluntary Unemployment?	178	5%
Experience Involuntary Unemployment?	69	2%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	32	1%
<b>Experienced At Least One</b>	<b>800</b>	<b>23%</b>

Source: Va. Healthcare Workforce Data Center

*Only 2% of veterinarians experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 6.0% during the same time period.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at This Location</b>	55	2%	31	6%
Less than 6 Months	198	7%	70	13%
6 Months to 1 Year	228	9%	76	14%
1 to 2 Years	494	19%	104	19%
3 to 5 Years	497	19%	106	19%
6 to 10 Years	351	13%	55	10%
More than 10 Years	840	32%	112	20%
<b>Subtotal</b>	<b>2,663</b>	<b>100%</b>	<b>554</b>	<b>100%</b>
Did Not Have Location	53		2,884	
Item Missing	766		45	
<b>Total</b>	<b>3,483</b>		<b>3,483</b>	

Source: Va. Healthcare Workforce Data Center

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

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 2%  
Underemployed: 1%

**Turnover & Tenure**

Switched Jobs: 6%  
New Location: 21%  
Over 2 Years: 63%  
Over 2 Yrs., 2<sup>nd</sup> Location: 49%

**Employment Type**

Salary/Commission: 71%  
Business/Practice Income: 15%

Source: Va. Healthcare Workforce Data Center

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

Employment Type		
Primary Work Site	#	%
<b>Salary/Commission</b>	1,625	71%
<b>Business/Practice Income</b>	334	15%
Hourly Wage	255	11%
By Contract/Per Diem	76	3%
Unpaid	10	0%
<b>Subtotal</b>	<b>2,301</b>	<b>100%</b>
Did Not Have Location	53	
Item Missing	1,129	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.8% and a high of 10.8%. At the time of publication, the unemployment rate from December 2020 was still preliminary.

## At a Glance:

### Concentration

Top Region:	35%
Top 3 Regions:	73%
Lowest Region:	1%

### Locations

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

Source: Va. Healthcare Workforce Data Center

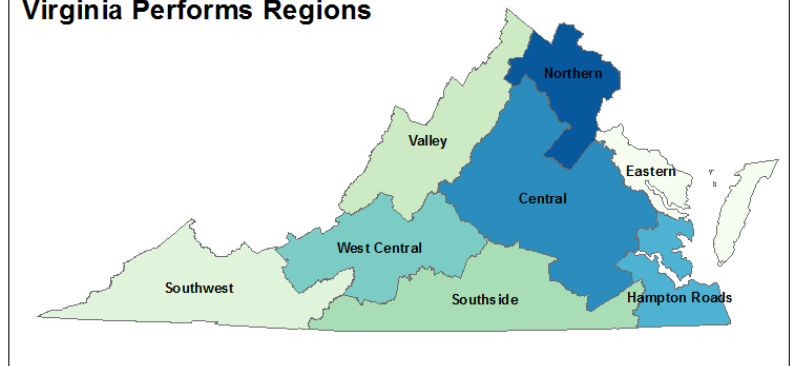
Nearly three-fourths of all veterinarians in the state work in Northern Virginia, Central Virginia, and Hampton Roads.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Northern	944	35%	163	28%
Central	555	21%	95	16%
Hampton Roads	442	17%	101	17%
West Central	274	10%	60	10%
Valley	193	7%	51	9%
Southwest	109	4%	29	5%
Southside	61	2%	10	2%
Eastern	28	1%	9	2%
Virginia Border State/D.C.	16	1%	21	4%
Other U.S. State	41	2%	50	8%
Outside of the U.S.	0	0%	0	0%
<b>Total</b>	<b>2,663</b>	<b>100%</b>	<b>589</b>	<b>100%</b>
Item Missing	766		9	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



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

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	46	2%	89	3%
1	2,063	76%	2,089	77%
2	342	13%	321	12%
3	164	6%	163	6%
4	26	1%	17	1%
5	22	1%	8	0%
6 or More	44	2%	20	1%
<b>Total</b>	<b>2,707</b>	<b>100%</b>	<b>2,707</b>	<b>100%</b>

\*At the time of survey completion, Dec. 2020.

Source: Va. Healthcare Workforce Data Center



A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,292	91%	461	85%
Non-Profit	99	4%	46	9%
State/Local Government	68	3%	20	4%
Veterans Administration	1	0%	0	0%
U.S. Military	19	1%	8	1%
Other Federal Government	34	1%	6	1%
<b>Total</b>	<b>2,513</b>	<b>100%</b>	<b>541</b>	<b>100%</b>
Did Not Have Location	53		2,884	
Item Missing	916		57	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

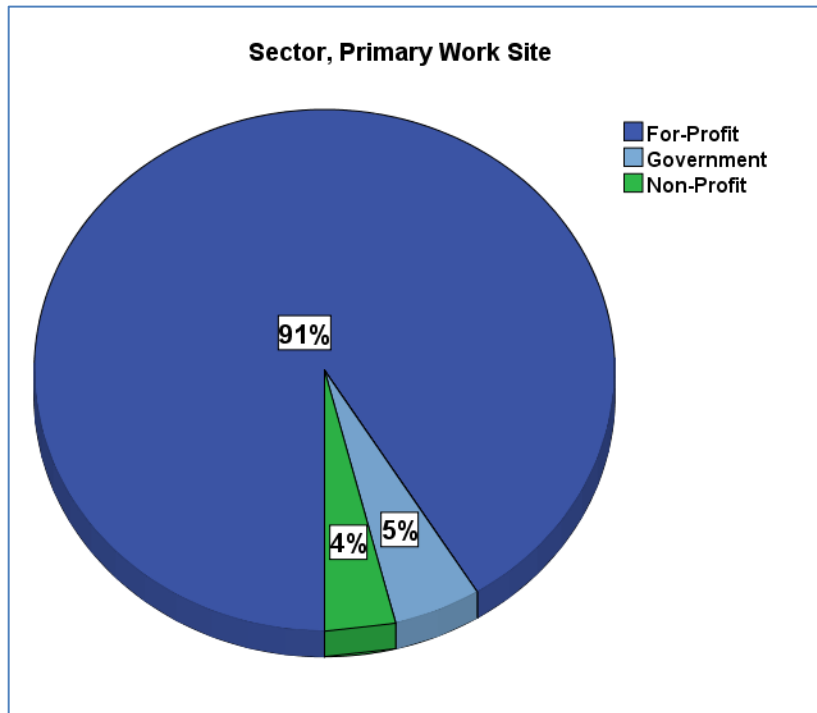
**Sector**

For-Profit:	91%
Federal:	2%

**Top Establishments**

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

Source: Va. Healthcare Workforce Data Center



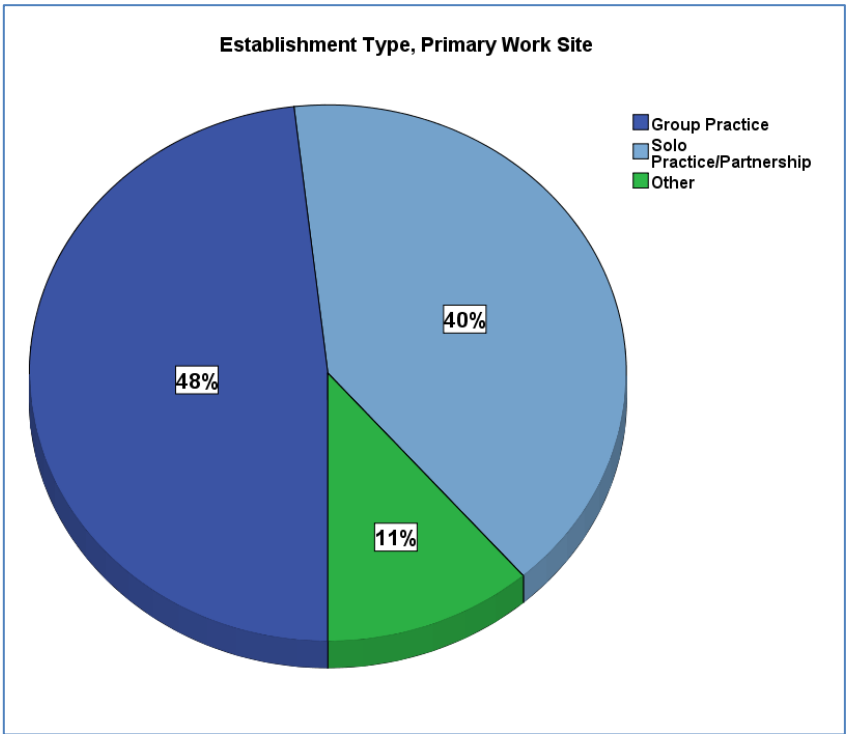
Source: Va. Healthcare Workforce Data Center

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

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Group Practice	1,173	48%	222	42%
Solo Practice/Partnership	985	40%	200	38%
Veterinary Education Program	56	2%	14	3%
Public Health Program	32	1%	10	2%
Non-Veterinary Education Program	9	0%	7	1%
Supplier Organization	9	0%	2	0%
Veterinary Technology Education Program	7	0%	1	0%
Other Practice Setting	164	7%	73	14%
<b>Total</b>	<b>2,435</b>	<b>100%</b>	<b>529</b>	<b>100%</b>
<b>Did Not Have a Location</b>	53		2,884	

Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

Among those veterinarians who also have a secondary work location, 42% work at a group practice and 38% work at a solo practice/partnership.

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

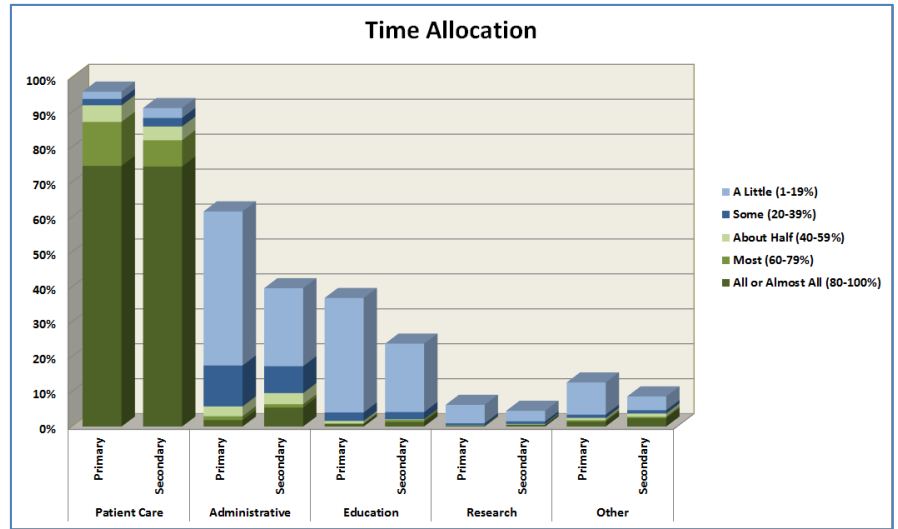
Patient Care: 87%  
Administrative: 3%  
Education: 1%

### Patient Care Veterinarians

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



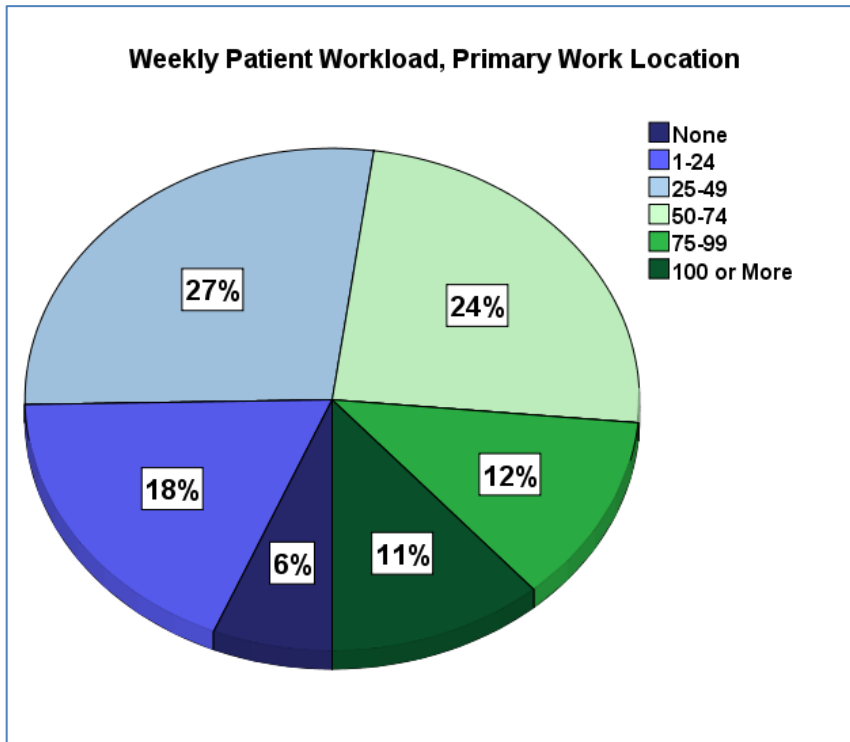
Source: Va. Healthcare Workforce Data Center

*Veterinarians spend most of their time treating patients. In particular, 87% of veterinarians fill a patient care role, defined as spending 60% or more of their time on patient care activities.*

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Research		Other	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	75%	74%	2%	5%	1%	1%	0%	1%	1%	2%
<b>Most (60-79%)</b>	13%	8%	1%	1%	0%	1%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	5%	4%	3%	3%	1%	0%	0%	0%	1%	1%
<b>Some (20-39%)</b>	2%	2%	12%	8%	2%	2%	1%	1%	1%	1%
<b>A Little (1-19%)</b>	2%	3%	44%	22%	33%	20%	5%	3%	9%	4%
<b>None (0%)</b>	4%	9%	38%	60%	63%	76%	94%	95%	87%	92%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**



Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Patient Workload (Median)**

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

Source: Va. Healthcare Workforce Data Center

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

Patient Care Visits				
# of Patients Per Week	Primary		Secondary	
	#	%	#	%
<b>None</b>	159	6%	66	12%
<b>1-24</b>	462	18%	235	43%
<b>25-49</b>	690	27%	126	23%
<b>50-74</b>	610	24%	67	12%
<b>75-99</b>	305	12%	16	3%
<b>100-124</b>	153	6%	15	3%
<b>125-149</b>	57	2%	9	2%
<b>150-174</b>	26	1%	1	0%
<b>175-199</b>	14	1%	2	0%
<b>200 or More</b>	35	1%	6	1%
<b>Total</b>	<b>2,511</b>	<b>100%</b>	<b>543</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All Veterinarians		Veterinarians 50 and Over	
	#	%	#	%
<b>Under Age 50</b>	64	3%	-	-
<b>50 to 54</b>	104	4%	8	1%
<b>55 to 59</b>	194	8%	42	5%
<b>60 to 64</b>	549	23%	182	21%
<b>65 to 69</b>	710	30%	256	30%
<b>70 to 74</b>	365	15%	180	21%
<b>75 to 79</b>	92	4%	49	6%
<b>80 or Over</b>	56	2%	32	4%
<b>I Do Not Intend to Retire</b>	222	9%	107	13%
<b>Total</b>	<b>2,355</b>	<b>100%</b>	<b>856</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Veterinarians**

Under 65: 39%  
Under 60: 15%

**Veterinarians 50 and Over**

Under 65: 27%  
Under 60: 6%

**Time Until Retirement**

Within 2 Years: 7%  
Within 10 Years: 21%  
Half the Workforce: By 2045

Source: Va. Healthcare Workforce Data Center

Nearly 40% of all veterinarians expect to retire by the age of 65. Among veterinarians who are already at least age 50, 27% still expect to retire by age 65.

Within the next two years, 8% of Virginia's veterinarians expect to pursue additional educational opportunities, and 6% plan to increase their patient care hours.

**Future Plans**

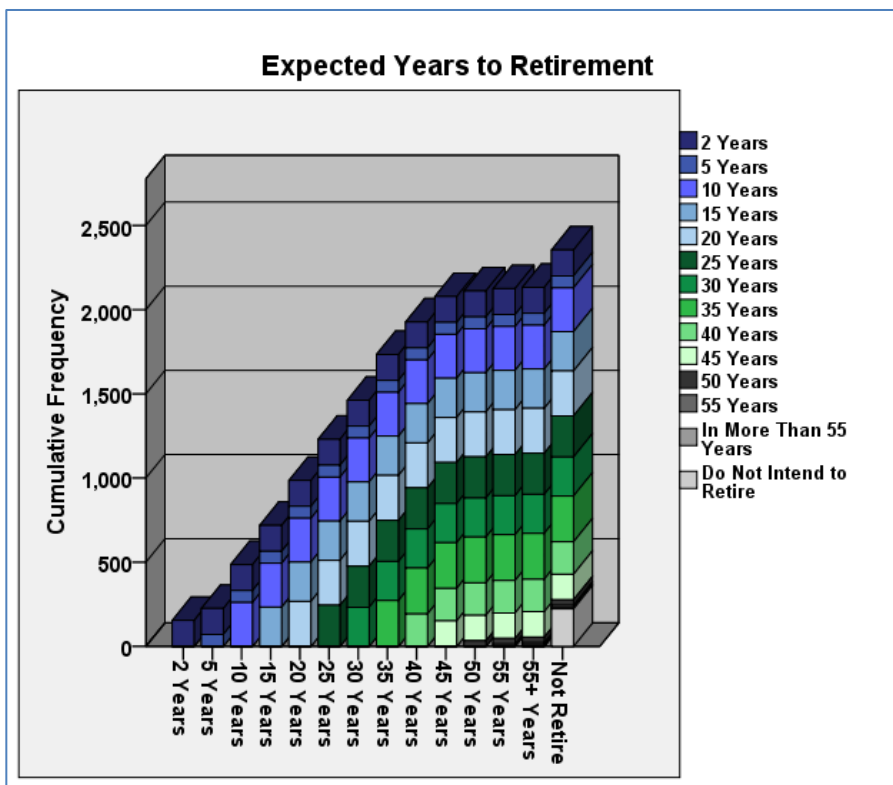
Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Decrease Patient Care Hours</b>	373	11%
<b>Leave Virginia</b>	120	3%
<b>Leave Profession</b>	54	2%
<b>Decrease Teaching Hours</b>	10	0%
<b>Increase Participation</b>		
<b>Pursue Additional Education</b>	275	8%
<b>Increase Patient Care Hours</b>	193	6%
<b>Increase Teaching Hours</b>	111	3%
<b>Return to Virginia's Workforce</b>	11	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectations to age, we can estimate the maximum years to retirement for veterinarians. While only 7% of veterinarians expect to retire in the next two years, 21% plan to retire within the next decade. More than half of the current workforce expect to retire by 2045.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	154	7%	7%
5 Years	71	3%	10%
10 Years	260	11%	21%
15 Years	233	10%	30%
20 Years	267	11%	42%
25 Years	244	10%	52%
30 Years	232	10%	62%
35 Years	272	12%	74%
40 Years	193	8%	82%
45 Years	151	6%	88%
50 Years	33	1%	90%
55 Years	14	1%	90%
In More Than 55 Years	8	0%	91%
Do Not Intend to Retire	222	9%	100%
<b>Total</b>	<b>2,355</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2030. Retirement will peak at 12% of the current workforce in 2055 before declining to under 10% of the current workforce again around 2060.

## At a Glance:

### FTEs

Total: 3,403  
 FTEs/1,000 Residents<sup>2</sup>: 0.399  
 Average: 0.99

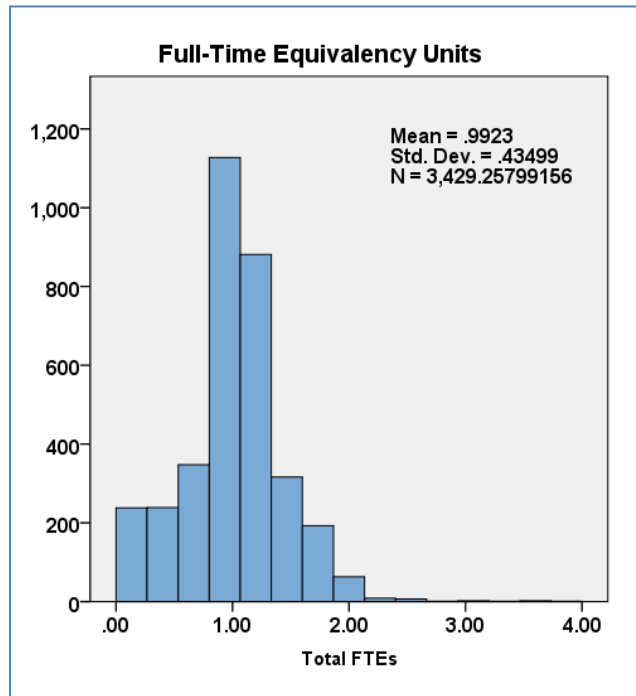
### Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

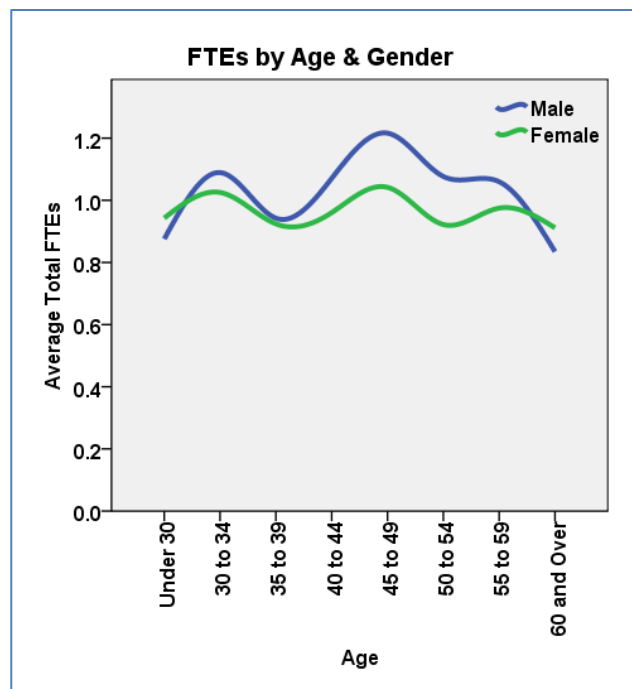


Source: Va. Healthcare Workforce Data Center

*The typical veterinarian provided 0.99 FTEs in the past year, or approximately 40 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>3</sup>*

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

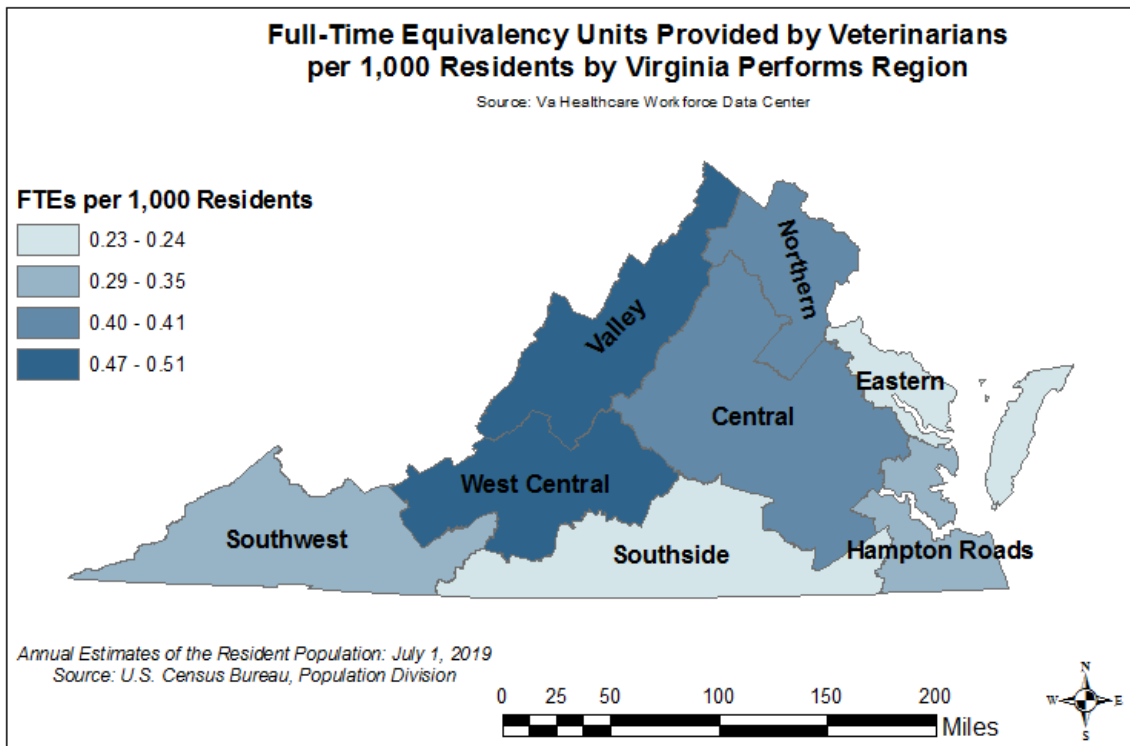
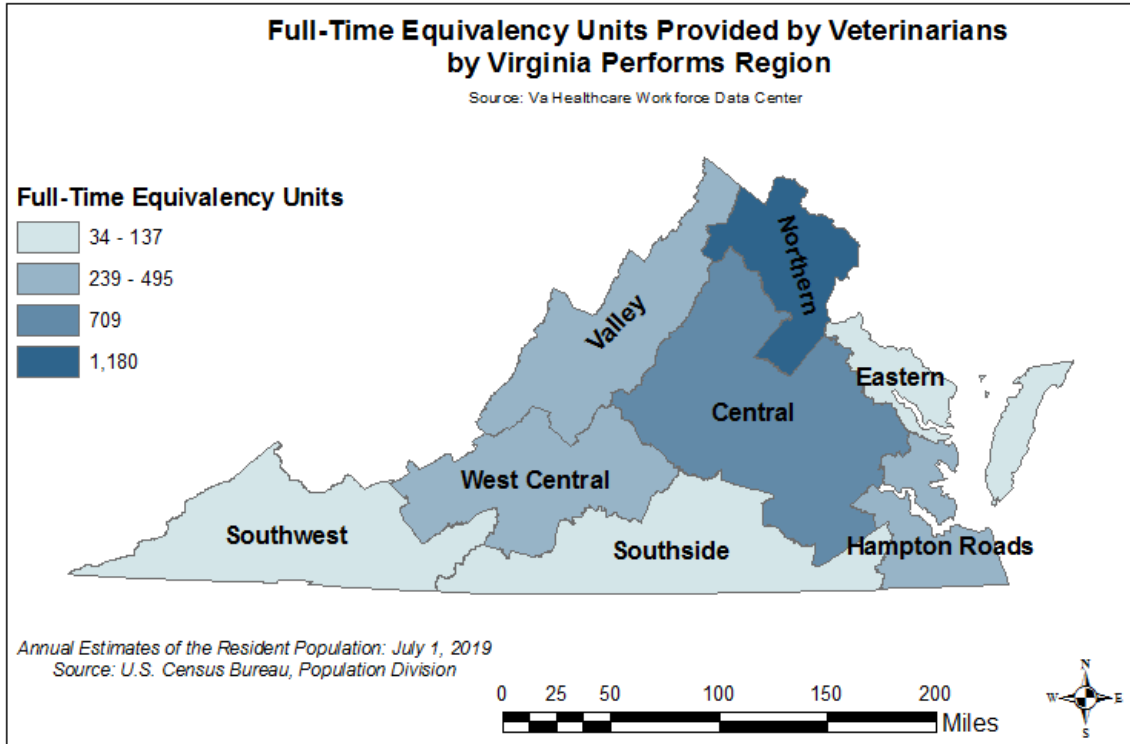
Source: Va. Healthcare Workforce Data Center



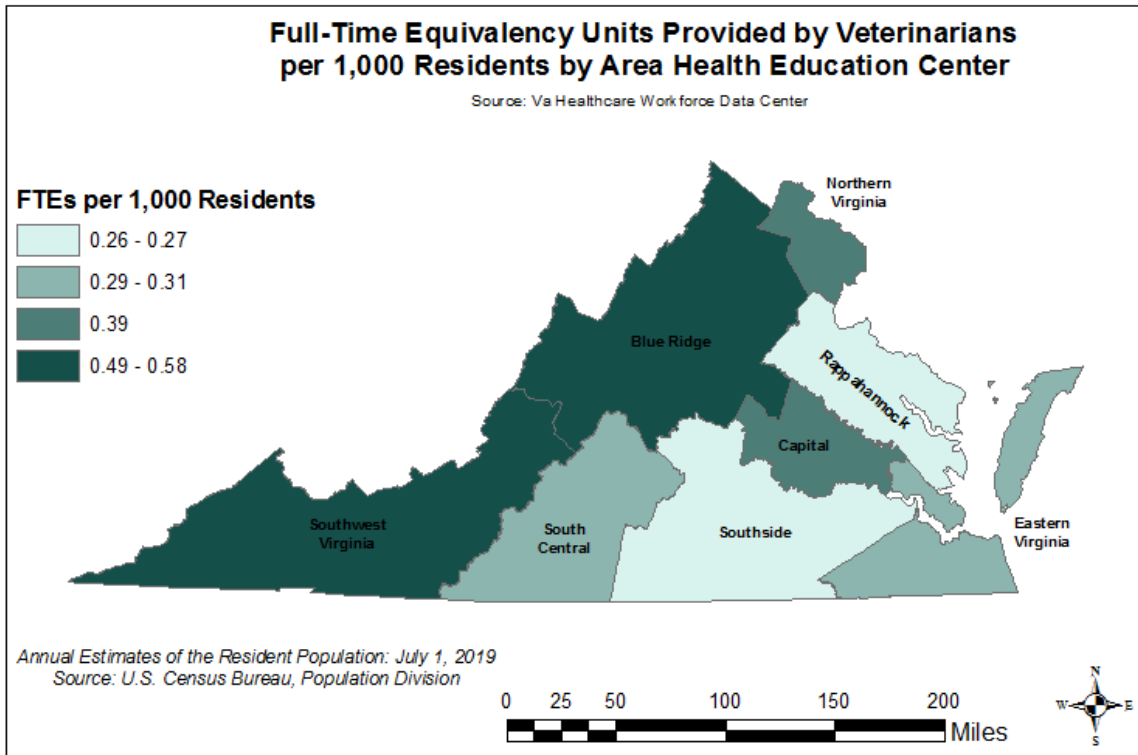
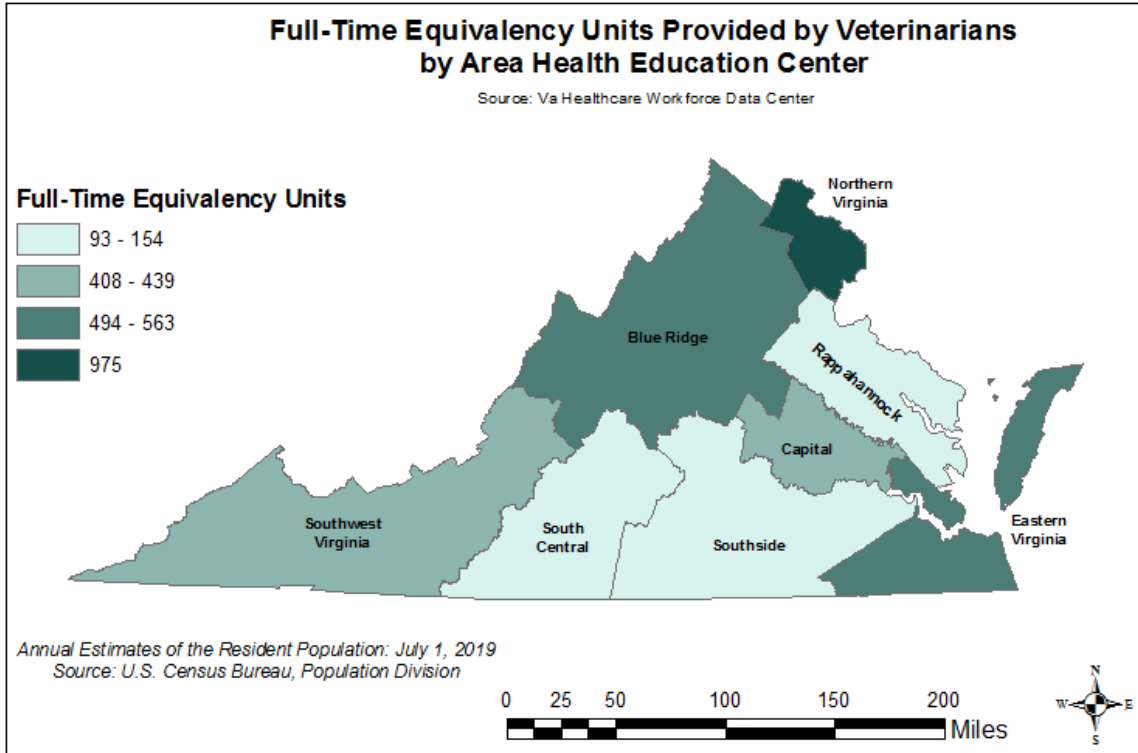
Source: Va. Healthcare Workforce Data Center

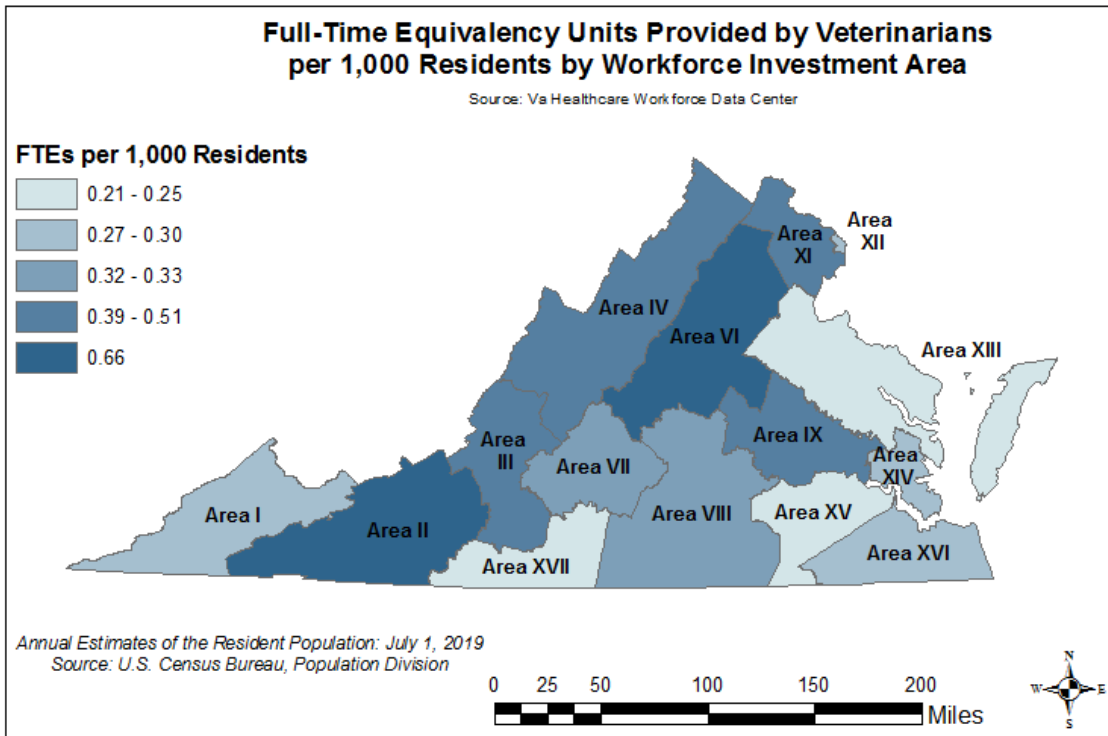
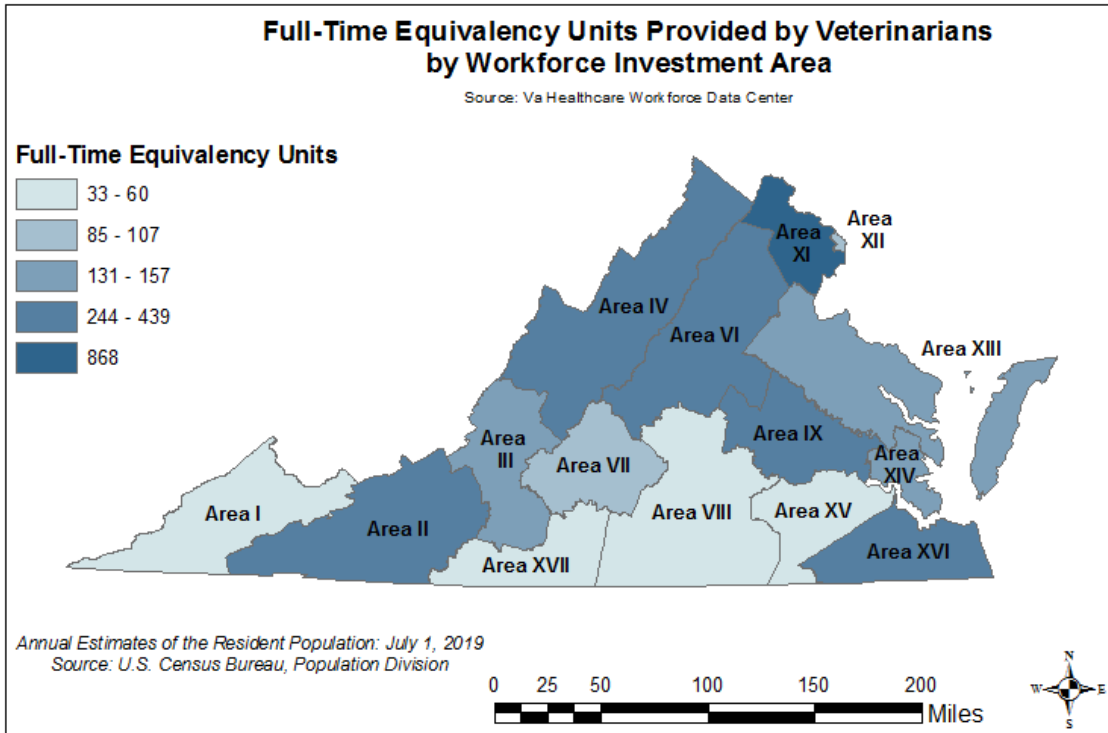
<sup>2</sup> Number of residents in 2019 was used as the denominator.

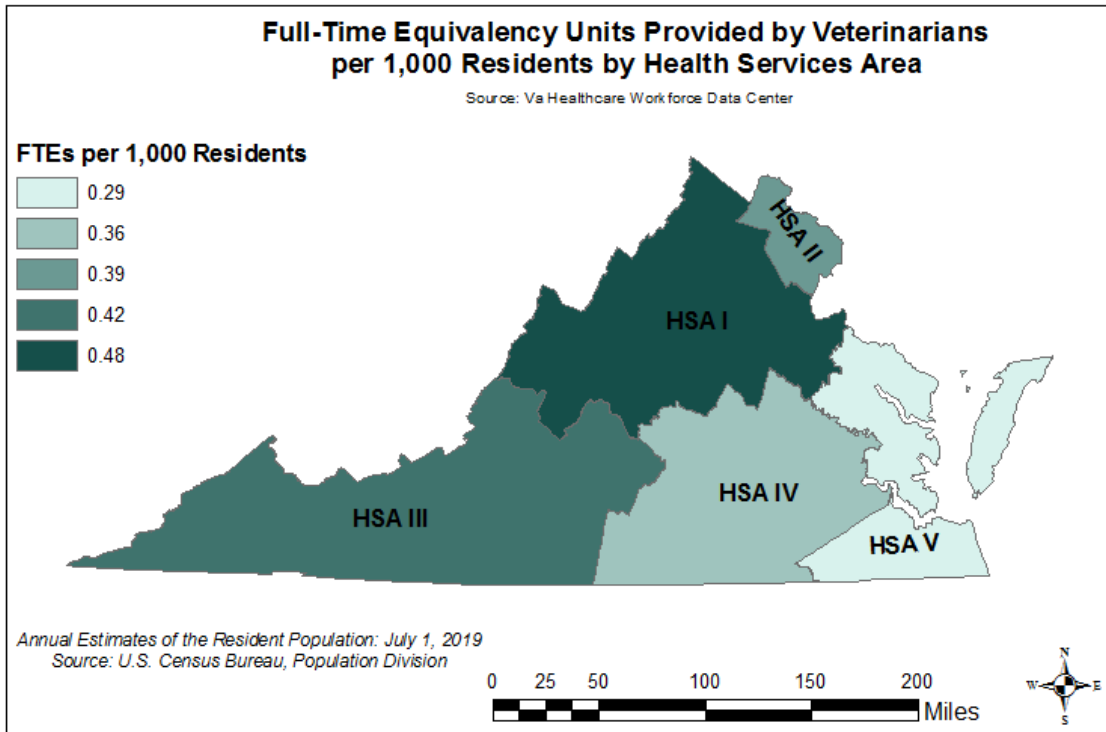
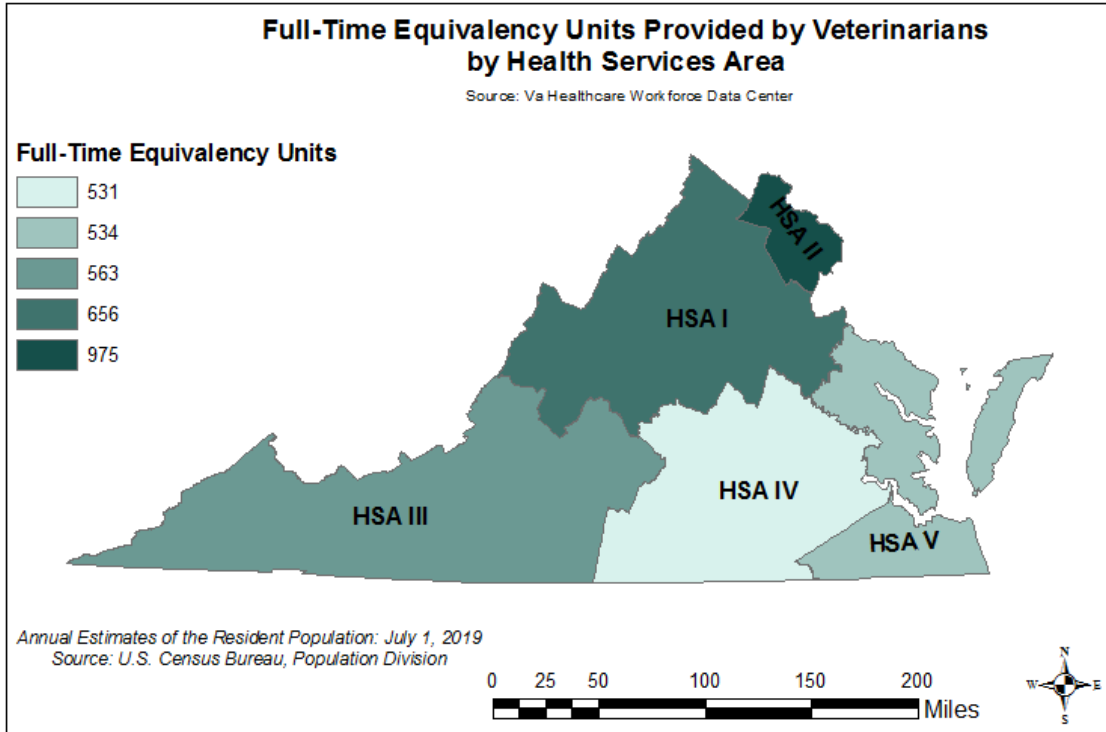
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction Effect were significant).

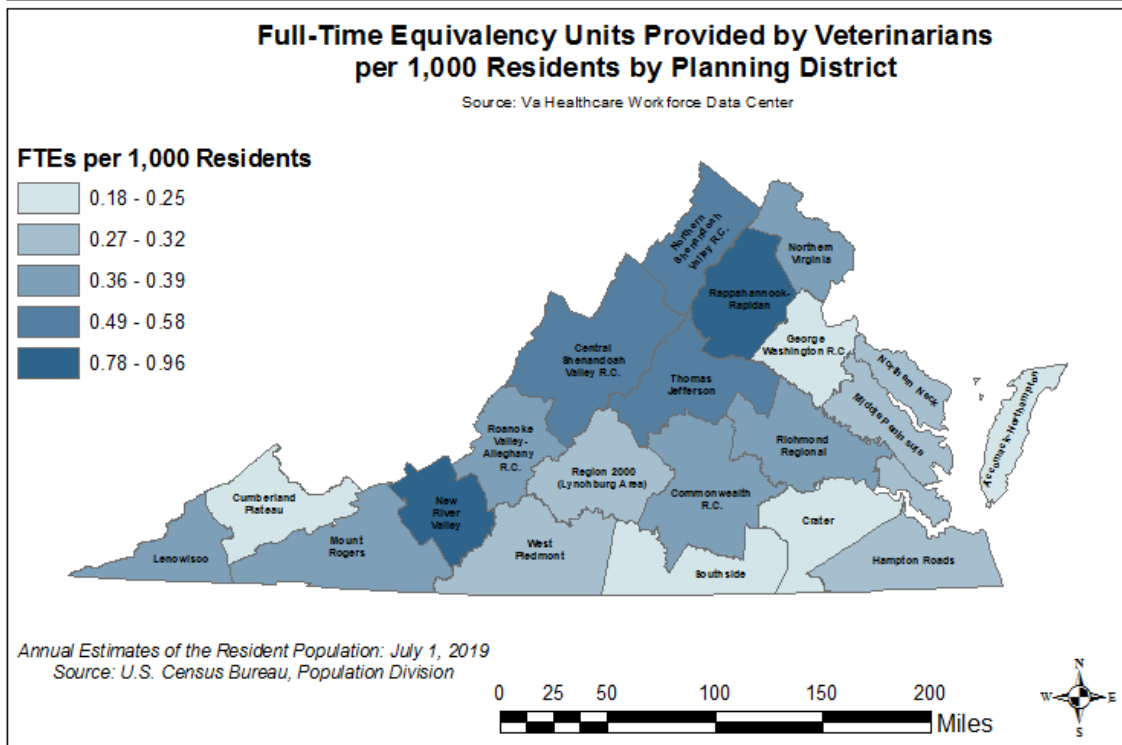
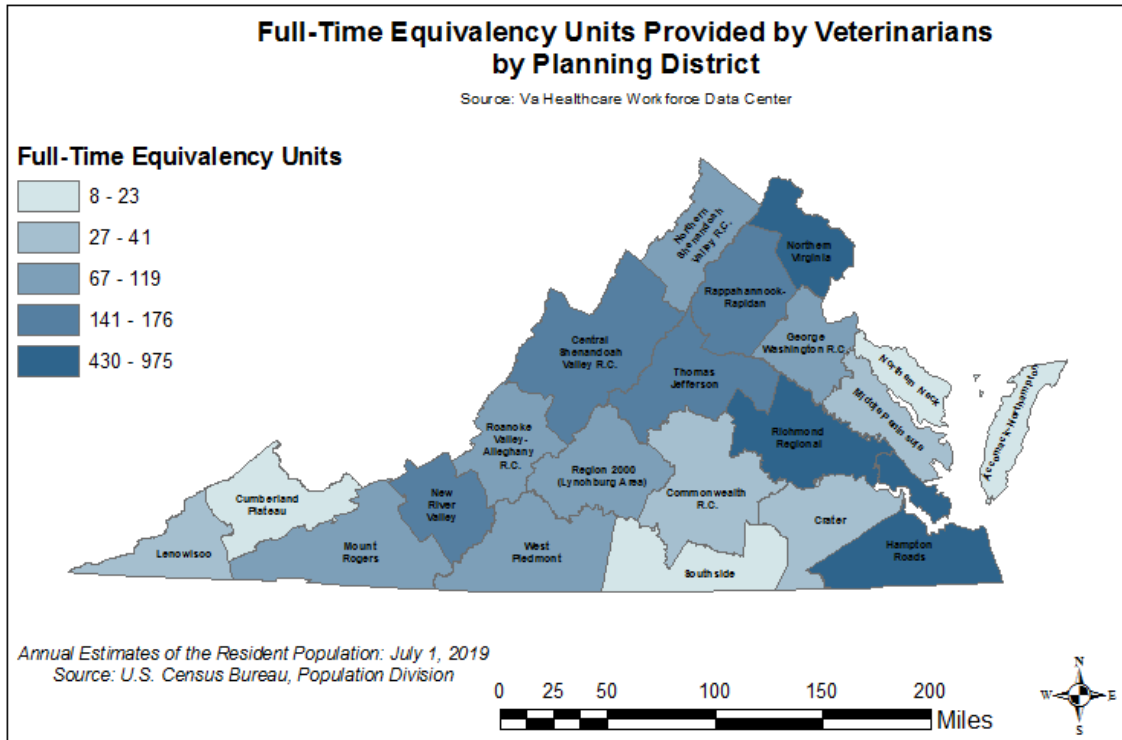












## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	2,122	81.20%	1.232	1.177	1.442
<b>Metro, 250,000 to 1 Million</b>	233	81.12%	1.233	1.178	1.443
<b>Metro, 250,000 or Less</b>	574	80.49%	1.242	1.188	1.454
<b>Urban, Pop. 20,000+, Metro Adj.</b>	28	82.14%	1.217	1.164	1.425
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	157	82.17%	1.217	1.163	1.425
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	48	91.67%	1.091	1.043	1.277
<b>Rural, Metro Adj.</b>	88	77.27%	1.294	1.237	1.515
<b>Rural, Non-Adj.</b>	23	60.87%	1.643	1.570	1.923
<b>Virginia Border State/D.C.</b>	679	80.41%	1.244	1.189	1.456
<b>Other U.S. State</b>	714	75.35%	1.327	1.269	1.553

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

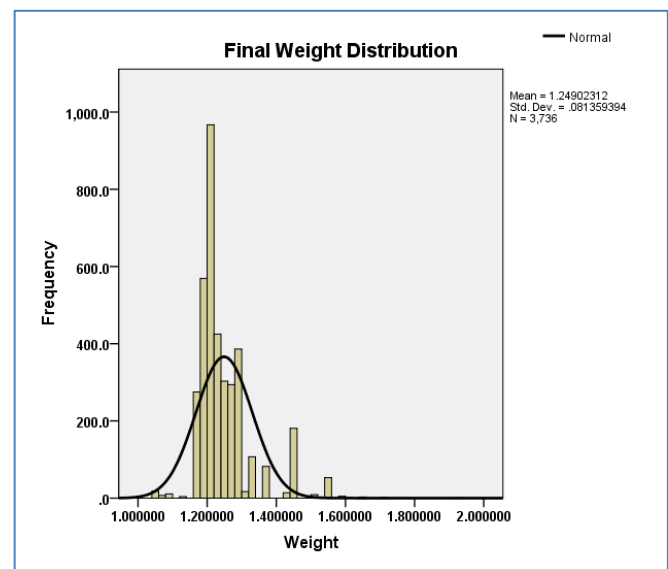
See the Methods section on the HWDC website for details on HWDC methods:

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

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

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

**Overall Response Rate: 0.800686**



Source: Va. Healthcare Workforce Data Center

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# *Virginia's Veterinary Technician Workforce: 2020*

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Healthcare Workforce Data Center

January 2021

Virginia Department of Health Professions  
Healthcare Workforce Data Center  
Perimeter Center  
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804-597-4213, 804-527-4466 (fax)  
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Get a copy of this report from:

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

*Nearly 2,200 Veterinary Technicians voluntarily participated in this survey. Without their efforts, the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Veterinary Medicine express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

***Virginia Department of Health Professions***

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# The Veterinary Technician Workforce At a Glance:

## The Workforce

Licenses:	2,460
Virginia's Workforce:	2,214
FTEs:	1,882

## Background

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

## Current Employment

Employed in Prof.:	85%
Hold 1 Full-Time Job:	67%
Satisfied?:	89%

## Survey Response Rate

All Licenses:	89%
Renewing Practitioners:	98%

## Education

Associate:	89%
Baccalaureate:	9%

## Job Turnover

Switched Jobs:	7%
Employed Over 2 Yrs.:	61%

## Demographics

Female:	96%
Diversity Index:	19%
Median Age:	36

## Finances

Median Income: \$30k-\$40k
Retirement Benefits: 62%
Under 40 w/ Ed. Debt: 41%

## Time Allocation

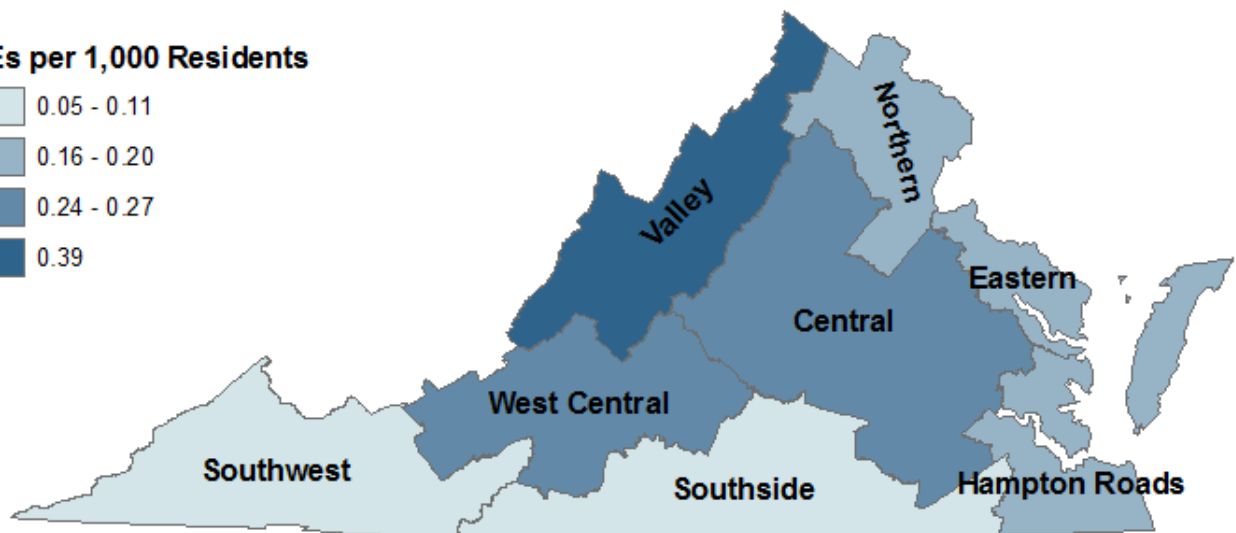
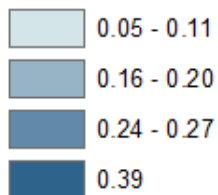
Patient Care:	80%-89%
Administration:	1%-9%
Patient Care Role:	73%

Source: Va. Healthcare Workforce Data Center

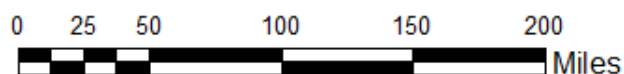
## Full-Time Equivalency Units Provided by Veterinary Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2019  
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2020 Veterinary Technician survey. Nearly 2,200 veterinary technicians voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers this survey during the license renewal process, which takes place every December for veterinary technicians. These survey respondents represent 89% of the 2,460 veterinary technicians licensed in the state and 98% of renewing practitioners.

The HWDC estimates that 2,214 veterinary technicians participated in Virginia's workforce during the survey period, which is defined as those veterinary technicians who worked at least a portion of the year in the state or who live in the state and intend to return to work as a veterinary technician at some point in the future. During the past year, Virginia's veterinary technician workforce provided 1,882 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

More than 95% of all veterinary technicians are female, and the median age of this workforce is 36. In a random encounter between two veterinary technicians, there is a 19% chance that they would be of different races or ethnicities, a measure known as the diversity index. This value is well below the diversity index of 57% for Virginia's population as a whole. More than one-third of all veterinary technicians grew up in rural areas, and 11% of these professionals currently work in non-metro areas of Virginia. In total, 6% of all veterinary technicians currently work in non-metro areas of the state.

Among all veterinary technicians, 85% are currently employed in the profession, 67% hold one full-time job, and 42% work between 40 and 49 hours per week. More than 90% of veterinary technicians work in the private sector, including 86% who are employed in for-profit enterprises. The median annual income for Virginia's veterinary technicians is between \$30,000 and \$40,000. In addition, more than four-fifths of all veterinary technicians receive at least one employer-sponsored benefit, including 60% who have access to health insurance. Nearly 90% of all veterinary technicians indicated that they are satisfied with their current work situation, including 51% who indicated that they are "very satisfied".

## Summary of Trends

---

In this section, all statistics for the current year are compared to the 2018 veterinary technician workforce. The number of licensed veterinary technicians in Virginia has increased by 5% (2,460 vs. 2,334). In addition, the size of Virginia's veterinary technician workforce has increased by 7% (2,214 vs. 2,060), and the number of FTEs provided by this workforce has grown by 8% (1,882 vs. 1,745). Virginia's renewing veterinary technicians are more likely to respond to this survey (98% vs. 94%).

The diversity index of Virginia's veterinary technicians has increased (19% vs. 18%), and this is also the case among those veterinary technicians who are under the age of 40 (23% vs. 21%). There has been no change in the percentage of veterinary technicians who grew up in rural areas (37%), although these professionals are less likely to work in non-metro areas of the state (11% vs. 12%). Overall, a lower percentage of veterinary technicians work in non-metro areas of Virginia (6% vs. 7%).

Veterinary technicians are slightly less likely to be employed in the profession (85% vs. 86%), and they are also less likely to work between 40 and 49 hours per week (42% vs. 43%). Meanwhile, the rate of involuntary unemployment has increased (2% vs. 1%). At the same time, veterinary technicians are more likely to be employed at their primary work location for more than two years (61% vs. 60%).

There has been no change in the median annual income of Virginia's veterinary technician workforce (\$30k-\$40k), although these professionals are slightly less likely to receive at least one employer-sponsored benefit (83% vs. 84%). Veterinary technicians are less likely to indicate that they are satisfied with their current work circumstances (89% vs. 92%), including those who indicated that they are "very satisfied" (51% vs. 53%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	2,160	88%
New Licensees	161	7%
Non-Renewals	139	6%
<b>All Licensees</b>	<b>2,460</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all renewing veterinary technicians, 98% submitted a survey. These represent 89% of all veterinary technicians who held a license at some point in the past year.*

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
<b>By Age</b>			
Under 30	102	364	78%
30 to 34	56	474	89%
35 to 39	31	436	93%
40 to 44	30	285	91%
45 to 49	17	195	92%
50 to 54	15	187	93%
55 to 59	11	117	91%
60 and Over	18	122	87%
<b>Total</b>	<b>280</b>	<b>2,180</b>	<b>89%</b>
<b>New Licenses</b>			
Issued in Past Year	109	52	32%
<b>Metro Status</b>			
Non-Metro	23	177	89%
Metro	219	1,785	89%
Not in Virginia	38	217	85%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2020.
- Target Population:** All veterinary technicians who held a Virginia license at some point between January 2020 and December 2020.
- 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 2020.

Response Rates	
Completed Surveys	2,180
Response Rate, All Licensees	89%
Response Rate, Renewals	98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinary Tech.

Number: 2,460  
 New: 7%  
 Not Renewed: 6%

Response Rates

All Licensees: 89%  
 Renewing Practitioners: 98%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Veterinary Tech. Workforce: 2,214  
 FTEs: 1,882

### Utilization Ratios

Licensees in VA Workforce: 90%  
 Licensees per FTE: 1.31  
 Workers per FTE: 1.18

Source: Va. Healthcare Workforce Data Center

## Definitions

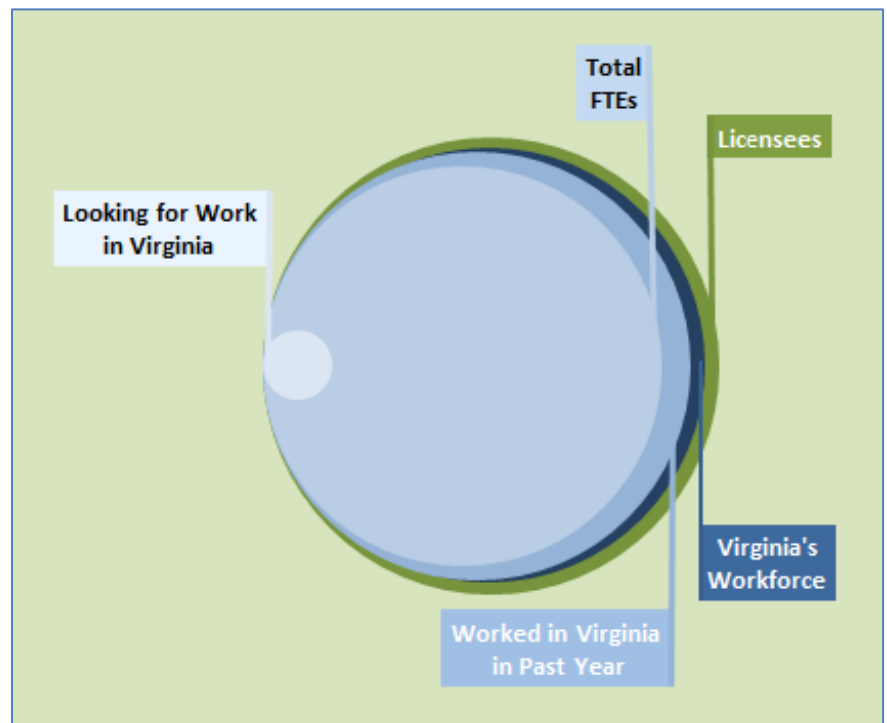
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between January 2020 and December 2020 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

### Veterinary Technician Workforce

Status	#	%
Worked in Virginia in Past Year	2,158	97%
Looking for Work in Virginia	56	3%
Virginia's Workforce	2,214	100%
Total FTEs	1,882	
Licensees	2,460	

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	11	3%	334	97%	345	21%
30 to 34	15	4%	365	96%	379	23%
35 to 39	14	4%	303	96%	317	19%
40 to 44	10	5%	194	95%	203	12%
45 to 49	4	4%	122	97%	126	8%
50 to 54	5	4%	127	96%	133	8%
55 to 59	3	4%	81	96%	84	5%
60 and Over	2	3%	79	97%	81	5%
<b>Total</b>	<b>65</b>	<b>4%</b>	<b>1,604</b>	<b>96%</b>	<b>1,669</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Veterinary Technicians		Vet. Tech. Under 40	
	%	#	%	#	%
White	61%	1,516	90%	924	88%
Black	19%	30	2%	26	2%
Hispanic	10%	66	4%	53	5%
Asian	7%	16	1%	10	1%
Two or More Races	3%	52	3%	39	4%
Other Race	0%	8	0%	4	0%
<b>Total</b>	<b>100%</b>	<b>1,688</b>	<b>100%</b>	<b>1,056</b>	<b>100%</b>

\*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Gender**

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

**Age**

Median Age: 36  
% Under 40: 62%  
% 55+: 10%

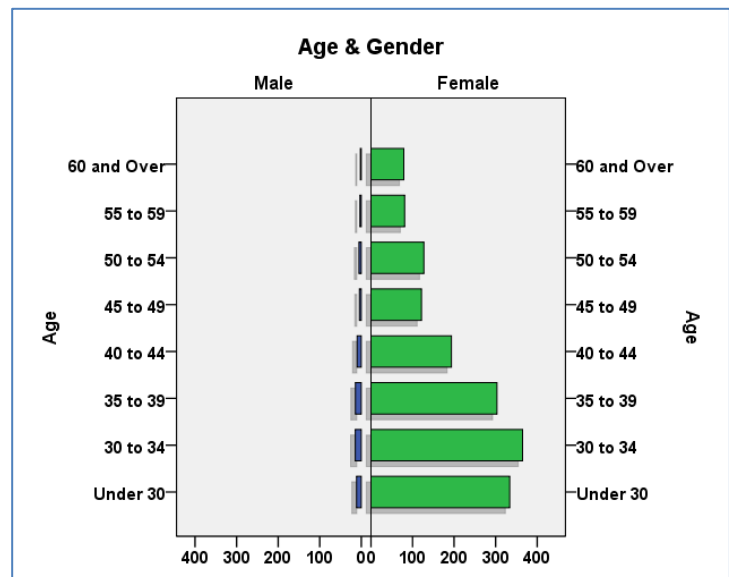
**Diversity**

Diversity Index: 19%  
Under 40 Div. Index: 23%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two veterinary technicians, there is a 19% chance that they would be of different races or ethnicities (a measure known as the diversity index).*

*Among the 62% of veterinary technicians who are under the age of 40, 96% are female. In addition, the diversity index among these professionals is 23%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 6%  
 Rural Childhood: 37%

### Virginia Background

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

### Location Choice

% Rural to Non-Metro: 11%  
 % Urban/Suburban to Non-Metro: 2%

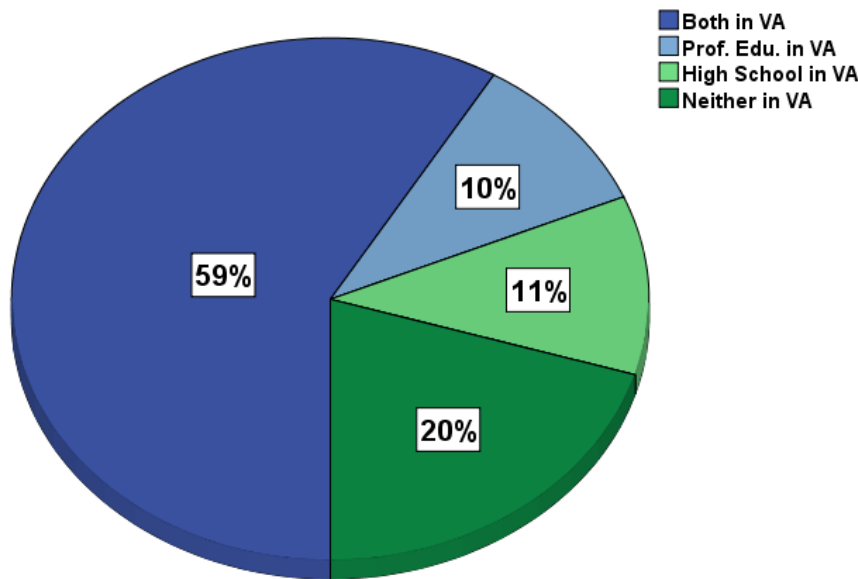
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 Million+	29%	65%	6%
2	Metro, 250,000 to 1 Million	53%	46%	1%
3	Metro, 250,000 or Less	54%	42%	5%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	80%	0%	20%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	65%	29%	7%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	92%	8%	0%
8	Rural, Metro Adjacent	71%	29%	0%
9	Rural, Non-Adjacent	80%	20%	0%
<b>Overall</b>		<b>37%</b>	<b>58%</b>	<b>6%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

*Among the 37% of veterinary technicians who grew up in a rural area, 11% currently work in non-metro areas of the state. Overall, 6% of veterinary technicians currently work in non-metro areas of Virginia.*

## Top Ten States for Veterinary Technician Recruitment

Rank	All Veterinary Technicians			
	High School	#	Professional School	#
1	Virginia	1,175	Virginia	1,138
2	New York	65	Pennsylvania	80
3	Pennsylvania	55	Texas	66
4	Maryland	41	Colorado	44
5	West Virginia	25	New York	39
6	North Carolina	22	New Mexico	32
7	California	22	Florida	29
8	Florida	21	California	22
9	New Jersey	19	North Carolina	21
10	Ohio	19	Arizona	19

Source: Va. Healthcare Workforce Data Center

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

*Among veterinary technicians who have obtained their initial license in the past five years, 64% received their high school degree in Virginia, while 56% received their initial professional degree in the state.*

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	370	Virginia	315
2	Pennsylvania	24	Pennsylvania	40
3	New York	23	Texas	29
4	Maryland	13	New Mexico	24
5	Outside U.S./Canada	11	Colorado	16
6	California	11	California	16
7	Illinois	10	Arizona	13
8	Texas	10	New York	13
9	New Jersey	8	Florida	9
10	Florida	7	Indiana	7

Source: Va. Healthcare Workforce Data Center

*One out of every ten of Virginia's licensees did not participate in the state's veterinary technician workforce. Among these licensees, 81% worked at some point in the past year, and 53% currently work as veterinary technicians.*

### At a Glance:

#### Not in VA Workforce

Total:	246
% of Licensees:	10%
Federal/Military:	5%
Va. Border State/D.C.:	16%

Source: Va. Healthcare Workforce Data Center



A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate Degree	1,478	89%
Baccalaureate Degree	154	9%
Other	27	2%
<b>Total</b>	<b>1,659</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

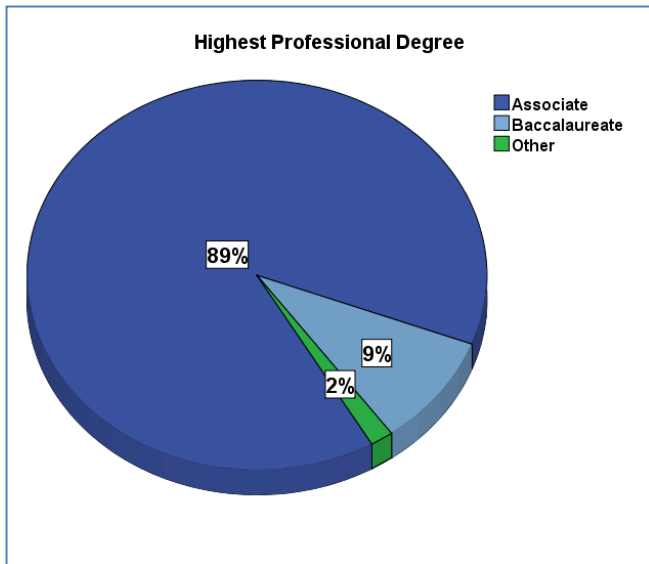
Nearly one-third of veterinary technicians carry education debt, including 41% of those under the age of 40. For those with education debt, their median debt burden is between \$10,000 and \$20,000.

## At a Glance:

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

**Education Debt**  
 Carry Debt: 32%  
 Under Age 40 w/ Debt: 41%  
 Median Debt: \$10k-\$20k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Amount Carried	All Vet. Tech.		Veterinary Tech. Under 40	
	#	%	#	%
None	941	68%	526	59%
Less than \$10,000	135	10%	116	13%
\$10,000-\$19,999	94	7%	81	9%
\$20,000-\$29,999	68	5%	55	6%
\$30,000-\$39,999	39	3%	31	3%
\$40,000-\$49,999	42	3%	37	4%
\$50,000-\$59,999	23	2%	16	2%
\$60,000-\$69,999	9	1%	8	1%
\$70,000-\$79,999	11	1%	9	1%
\$80,000-\$89,999	6	0%	5	1%
\$90,000-\$99,999	2	0%	2	0%
\$100,000 or More	12	1%	8	1%
<b>Total</b>	<b>1,383</b>	<b>100%</b>	<b>895</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Certifications		
Certification	#	%
Veterinary Emergency and Critical Care Technicians	15	1%
Veterinary Technicians in Anesthesia and Analgesia	11	0%
Internal Medicine for Veterinary Technicians	7	0%
Veterinary Dental Technicians	6	0%
<b>At Least One Certification</b>	<b>42</b>	<b>2%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 85%  
Involuntarily Unemployed: 1%

### Positions Held

1 Full-Time: 67%  
2 or More Positions: 13%

### Weekly Hours:

40 to 49: 42%  
60 or More: 3%  
Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	0	0%
Employed in a Veterinary Technician-Related Capacity	1,421	85%
Employed, NOT in a Veterinary Technician-Related Capacity	119	7%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	18	1%
Voluntarily Unemployed	99	6%
Retired	16	1%
<b>Total</b>	<b>1,673</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all veterinary technicians, 85% are currently employed in the profession, 67% hold one full-time job, and 42% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	133	8%
One Part-Time Position	194	12%
Two Part-Time Positions	32	2%
One Full-Time Position	1,096	67%
One Full-Time Position & One Part-Time Position	168	10%
Two Full-Time Positions	7	0%
More than Two Positions	13	1%
<b>Total</b>	<b>1,643</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	133	8%
1 to 9 Hours	36	2%
10 to 19 Hours	62	4%
20 to 29 Hours	81	5%
30 to 39 Hours	493	30%
40 to 49 Hours	689	42%
50 to 59 Hours	97	6%
60 to 69 Hours	28	2%
70 to 79 Hours	10	1%
80 or More Hours	3	0%
<b>Total</b>	<b>1,632</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Annual Income	#	%
Volunteer Work Only	23	2%
Less than \$20,000	136	11%
\$20,000-\$29,999	168	13%
\$30,000-\$39,999	361	29%
\$40,000-\$49,999	333	27%
\$50,000-\$59,999	133	11%
\$60,000 or More	94	8%
<b>Total</b>	<b>1,249</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	838	51%
Somewhat Satisfied	611	38%
Somewhat Dissatisfied	131	8%
Very Dissatisfied	50	3%
<b>Total</b>	<b>1,630</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Benefits**  
Health Insurance: 60%  
Retirement: 62%

**Satisfaction**  
Satisfied: 89%  
Very Satisfied: 51%

Source: Va. Healthcare Workforce Data Center

*The typical veterinary technician earns between \$30,000 and \$40,000 per year. In addition, 83% of all veterinary technicians receive at least one employer-sponsored benefit, including 60% who receive health insurance.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	1,090	77%	75%
Retirement	887	62%	61%
Health Insurance	859	60%	59%
Paid Sick Leave	774	54%	53%
Dental Insurance	703	49%	48%
Group Life Insurance	402	28%	28%
Signing/Retention Bonus	105	7%	7%
<b>At Least One Benefit</b>	<b>1,173</b>	<b>83%</b>	<b>80%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Work Two or More Positions at the Same Time?	288	13%
Switch Employers or Practices?	159	7%
Experience Voluntary Unemployment?	155	7%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	55	2%
Experience Involuntary Unemployment?	54	2%
<b>Experienced At Least One</b>	<b>574</b>	<b>26%</b>

Source: Va. Healthcare Workforce Data Center

*Only 2% of Virginia's veterinary technicians experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 6.0% during the same time period.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	85	5%	35	11%
Less than 6 Months	108	7%	50	16%
6 Months to 1 Year	125	8%	42	13%
1 to 2 Years	295	19%	58	18%
3 to 5 Years	360	23%	52	16%
6 to 10 Years	260	17%	43	13%
More than 10 Years	322	21%	40	12%
<b>Subtotal</b>	<b>1,555</b>	<b>100%</b>	<b>322</b>	<b>100%</b>
Did Not Have Location	83		1,860	
Item Missing	577		33	
<b>Total</b>	<b>2,214</b>		<b>2,214</b>	

Source: Va. Healthcare Workforce Data Center

*More than 80% of all veterinary technicians receive an hourly wage at their primary work location.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 2%  
Underemployed: 2%

**Turnover & Tenure**

Switched Jobs: 7%  
New Location: 21%  
Over 2 Years: 61%  
Over 2 Yrs., 2<sup>nd</sup> Location: 42%

**Employment Type**

Hourly Wage: 81%  
Salary/Commission: 17%

Source: Va. Healthcare Workforce Data Center

*Among all veterinary technicians, 61% have worked at their primary work location for more than two years.*

Employment Type		
Primary Work Site	#	%
Hourly Wage	1,024	81%
Salary/Commission	209	17%
Business/Practice Income	13	1%
By Contract/Per Diem	8	1%
Unpaid	6	0%
<b>Subtotal</b>	<b>1,260</b>	<b>100%</b>
Did Not Have Location	83	
Item Missing	871	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.8% and a high of 10.8%. At the time of publication, the unemployment rate from December 2020 was still preliminary.

## At a Glance:

### Concentration

Top Region:	33%
Top 3 Regions:	78%
Lowest Region:	1%

### Locations

2 or More (Past Year):	22%
2 or More (Now*):	18%

Source: Va. Healthcare Workforce Data Center

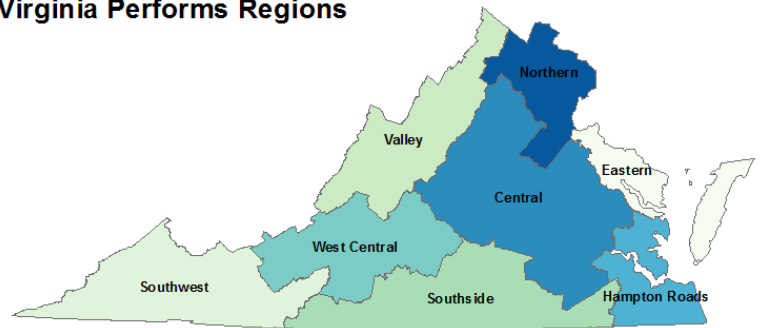
## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Northern	512	33%	111	32%
Central	380	25%	99	28%
Hampton Roads	304	20%	55	16%
Valley	145	9%	27	8%
West Central	129	8%	27	8%
Southwest	33	2%	10	3%
Eastern	16	1%	4	1%
Southside	10	1%	5	1%
Virginia Border State/D.C.	7	0%	2	1%
Other U.S. State	4	0%	8	2%
Outside of the U.S.	1	0%	1	0%
<b>Total</b>	<b>1,541</b>	<b>100%</b>	<b>349</b>	<b>100%</b>
Item Missing	591		6	

Source: Va. Healthcare Workforce Data Center

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

### Virginia Performs Regions



While nearly 20% of veterinary technicians currently have multiple work locations, 22% 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	56	4%	136	8%
1	1,199	75%	1,182	73%
2	214	13%	179	11%
3	125	8%	107	7%
4	4	0%	2	0%
5	4	0%	1	0%
6 or More	7	0%	2	0%
<b>Total</b>	<b>1,610</b>	<b>100%</b>	<b>1,610</b>	<b>100%</b>

\*At the time of survey completion, Dec. 2020.  
Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,238	86%	260	88%
<b>Non-Profit</b>	79	6%	25	8%
<b>State/Local Government</b>	101	7%	10	3%
<b>Veterans Administration</b>	5	0%	0	0%
<b>U.S. Military</b>	4	0%	0	0%
<b>Other Federal Government</b>	8	1%	1	0%
<b>Total</b>	<b>1,435</b>	<b>100%</b>	<b>296</b>	<b>100%</b>
<b>Did Not Have Location</b>	83		1,860	
<b>Item Missing</b>	697		59	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

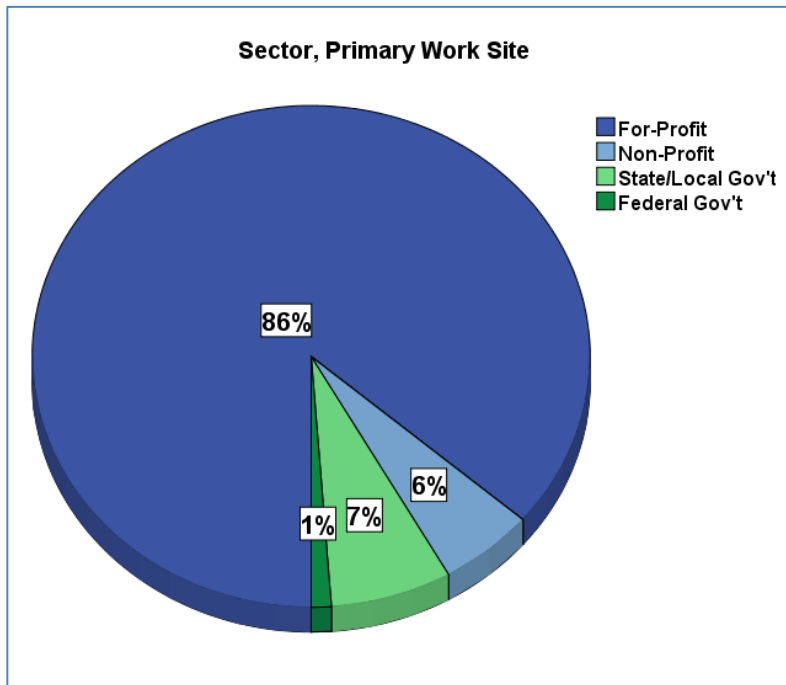
**Sector**

For-Profit:	86%
Federal:	1%

**Top Establishments**

Solo Practice:	52%
Group Practice:	31%
Vet. Edu. Program:	1%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

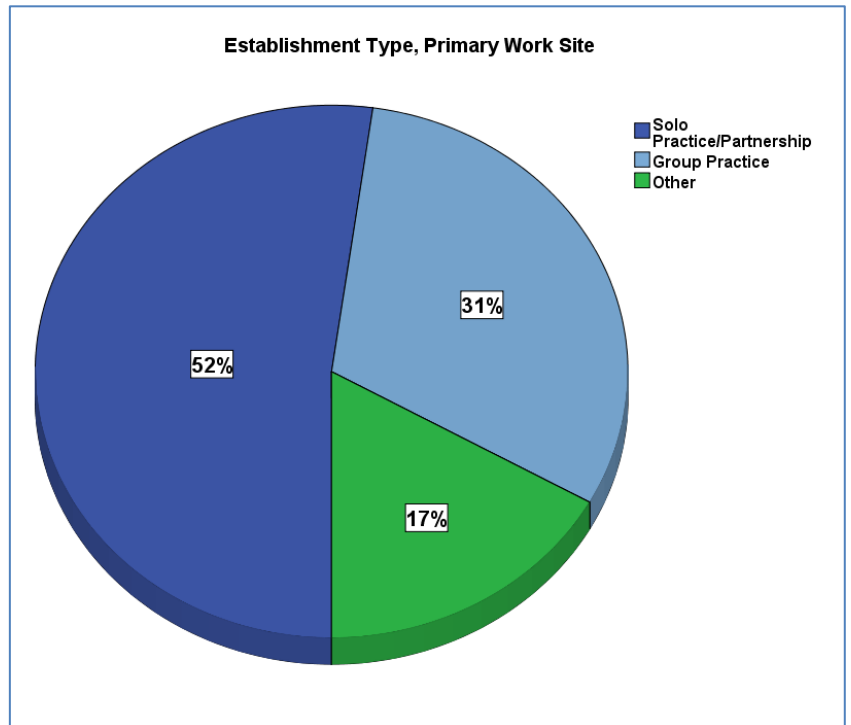
*More than 90% of all veterinary technicians work in the private sector, including 86% who are employed in for-profit institutions.*

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice/Partnership	727	52%	169	58%
Group Practice	430	31%	71	24%
Veterinary Education Program, Community College	11	1%	4	1%
Public Health Program	11	1%	2	1%
Veterinary Technology Program, Technical School	8	1%	1	0%
Supplier Organization	6	0%	1	0%
Other Practice Setting	198	14%	45	15%
<b>Total</b>	<b>1,391</b>	<b>100%</b>	<b>293</b>	<b>100%</b>
Did Not Have a Location	83		1,860	

Source: Va. Healthcare Workforce Data Center

*More than half of all veterinary technicians work at a solo practice or partnership as their primary work location, while another 31% work at a group practice.*

*Among those veterinary technicians who also have a secondary work location, 58% work at a solo practice or partnership and 24% work at a group practice.*



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

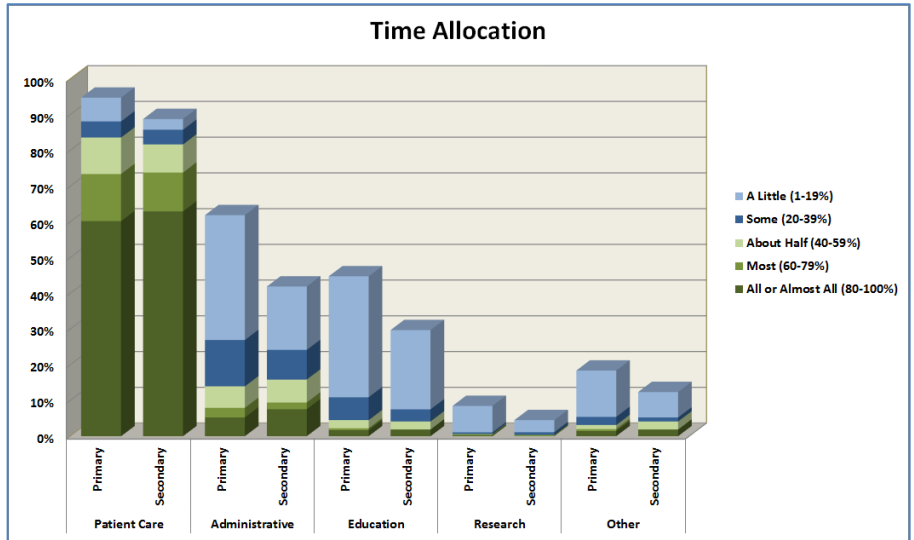
Patient Care: 73%  
Administration: 8%  
Education: 2%

### Patient Care Vet. Tech.

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

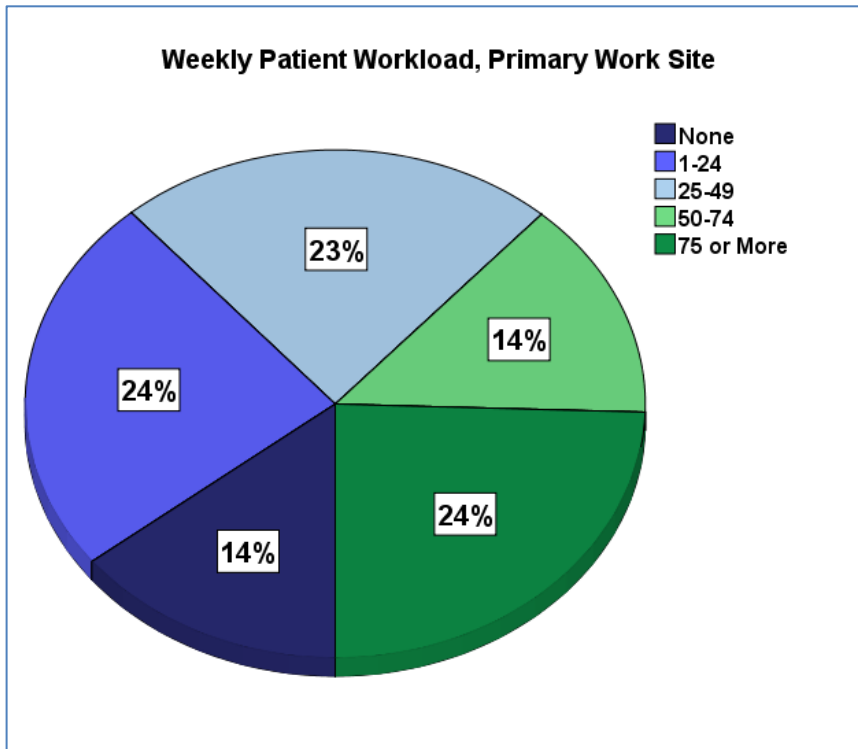
*Veterinary technicians spend most of their time treating patients. In particular, 73% of veterinary technicians fill a patient care role, defined as spending 60% or more of their time on patient care activities.*

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Research		Other	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	60%	63%	5%	7%	2%	2%	0%	0%	1%	2%
<b>Most (60-79%)</b>	13%	11%	3%	2%	1%	0%	0%	0%	1%	0%
<b>About Half (40-59%)</b>	10%	8%	6%	6%	2%	2%	0%	0%	1%	2%
<b>Some (20-39%)</b>	5%	4%	13%	8%	6%	3%	0%	1%	2%	1%
<b>A Little (1-19%)</b>	7%	3%	35%	18%	34%	22%	7%	3%	13%	7%
<b>None (0%)</b>	5%	11%	38%	58%	55%	70%	92%	96%	82%	88%

Source: Va. Healthcare Workforce Data Center



**A Closer Look:**



Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Patient Workload (Median)**

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

Source: Va. Healthcare Workforce Data Center

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

Patient Care Visits				
# of Patients Per Week	Primary		Secondary	
	#	%	#	%
<b>None</b>	205	14%	64	22%
<b>1-24</b>	346	24%	99	34%
<b>25-49</b>	329	23%	40	14%
<b>50-74</b>	199	14%	30	10%
<b>75-99</b>	79	6%	13	4%
<b>100-124</b>	117	8%	22	7%
<b>125-149</b>	36	3%	3	1%
<b>150-174</b>	37	3%	5	2%
<b>175-199</b>	13	1%	2	1%
<b>200 or More</b>	67	5%	17	6%
<b>Total</b>	<b>1,428</b>	<b>100%</b>	<b>295</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All Vet. Tech.		Vet. Tech. 50 and Over	
	#	%	#	%
<b>Under Age 50</b>	281	21%	-	-
<b>50 to 54</b>	131	10%	5	2%
<b>55 to 59</b>	166	12%	28	12%
<b>60 to 64</b>	286	21%	73	32%
<b>65 to 69</b>	240	18%	67	30%
<b>70 to 74</b>	63	5%	25	11%
<b>75 to 79</b>	11	1%	5	2%
<b>80 or Over</b>	10	1%	0	0%
<b>I Do Not Intend to Retire</b>	152	11%	24	11%
<b>Total</b>	<b>1,339</b>	<b>100%</b>	<b>227</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Veterinary Technicians**

Under 65: 63%

Under 60: 43%

**Veterinary Tech. 50 and Over**

Under 65: 47%

Under 60: 15%

**Time Until Retirement**

Within 2 Years: 4%

Within 10 Years: 14%

Half the Workforce: By 2045

Source: Va. Healthcare Workforce Data Center

*Nearly two-thirds of all veterinary technicians expect to retire by the age of 65. Among veterinary technicians who are already at least age 50, 47% still expect to retire by the age of 65.*

*Within the next two years, 17% of Virginia's veterinary technicians expect to pursue additional educational opportunities, and 6% expect to increase their patient care hours.*

**Future Plans**

Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Decrease Patient Care Hours</b>	156	7%
<b>Leave Profession</b>	130	6%
<b>Leave Virginia</b>	88	4%
<b>Decrease Teaching Hours</b>	11	0%
<b>Increase Participation</b>		
<b>Pursue Additional Education</b>	370	17%
<b>Increase Patient Care Hours</b>	124	6%
<b>Increase Teaching Hours</b>	80	4%
<b>Return to Virginia's Workforce</b>	29	1%

Source: Va. Healthcare Workforce Data Center

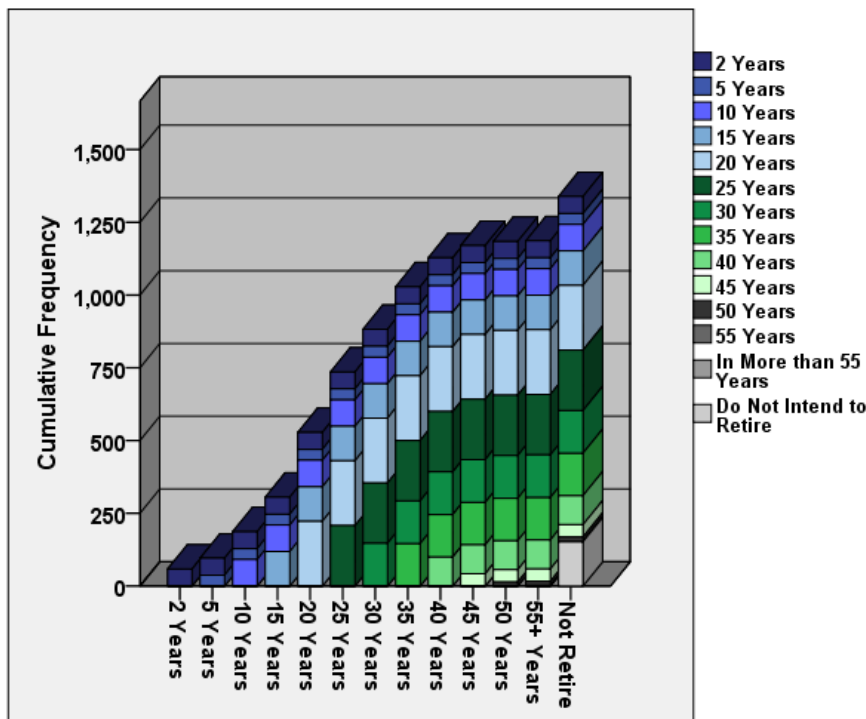
*By comparing retirement expectations to age, we can estimate the maximum years to retirement for veterinary technicians. While only 4% of veterinary technicians expect to retire in the next two years, 14% plan to do so within the next decade. More than half of the current workforce expect to retire by 2045.*

### Time to Retirement

Expect to Retire Within . . .	#	%	Cumulative %
2 Years	58	4%	4%
5 Years	37	3%	7%
10 Years	91	7%	14%
15 Years	118	9%	23%
20 Years	223	17%	39%
25 Years	208	16%	55%
30 Years	147	11%	66%
35 Years	146	11%	77%
40 Years	100	7%	84%
45 Years	42	3%	87%
50 Years	14	1%	88%
55 Years	0	0%	88%
In More than 55 Years	2	0%	89%
Do Not Intend to Retire	152	11%	100%
<b>Total</b>	<b>1,339</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center

### Expected Years to Retirement



Source: Va. Healthcare Workforce Data Center

*Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2040. Retirement will peak at 17% of the current workforce around the same time before declining to under 10% of the current workforce again by 2060.*

## At a Glance:

### FTEs

Total: 1,882  
 FTEs/1,000 Residents<sup>2</sup>: 0.220  
 Average: 0.88

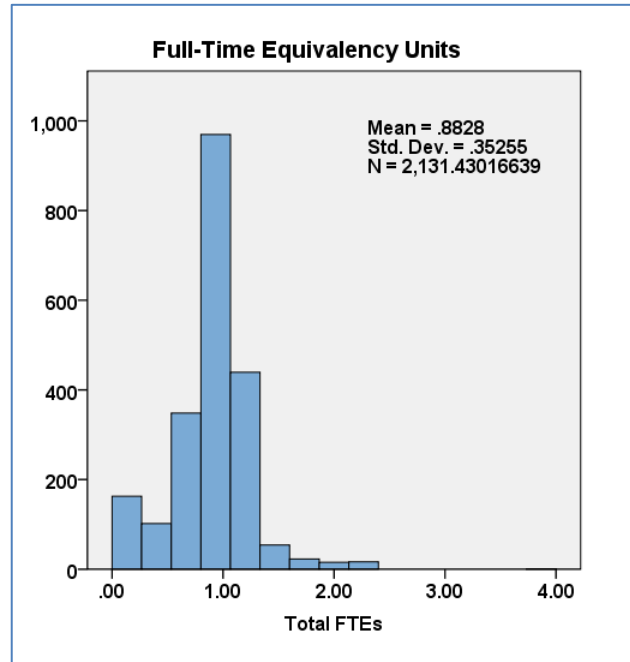
### Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

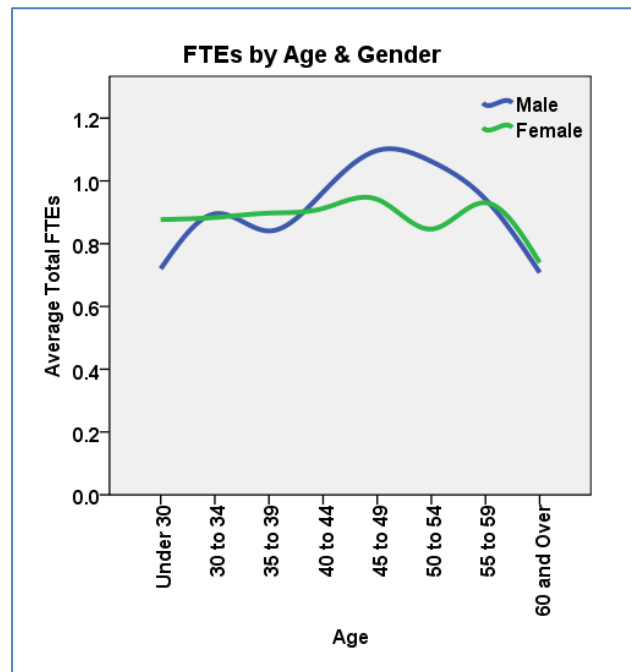


Source: Va. Healthcare Workforce Data Center

*The typical veterinary technician provided 0.93 FTEs in the past year, or approximately 37 hours per week for 50 weeks. Statistical tests did not indicate that FTEs vary by age or gender.*

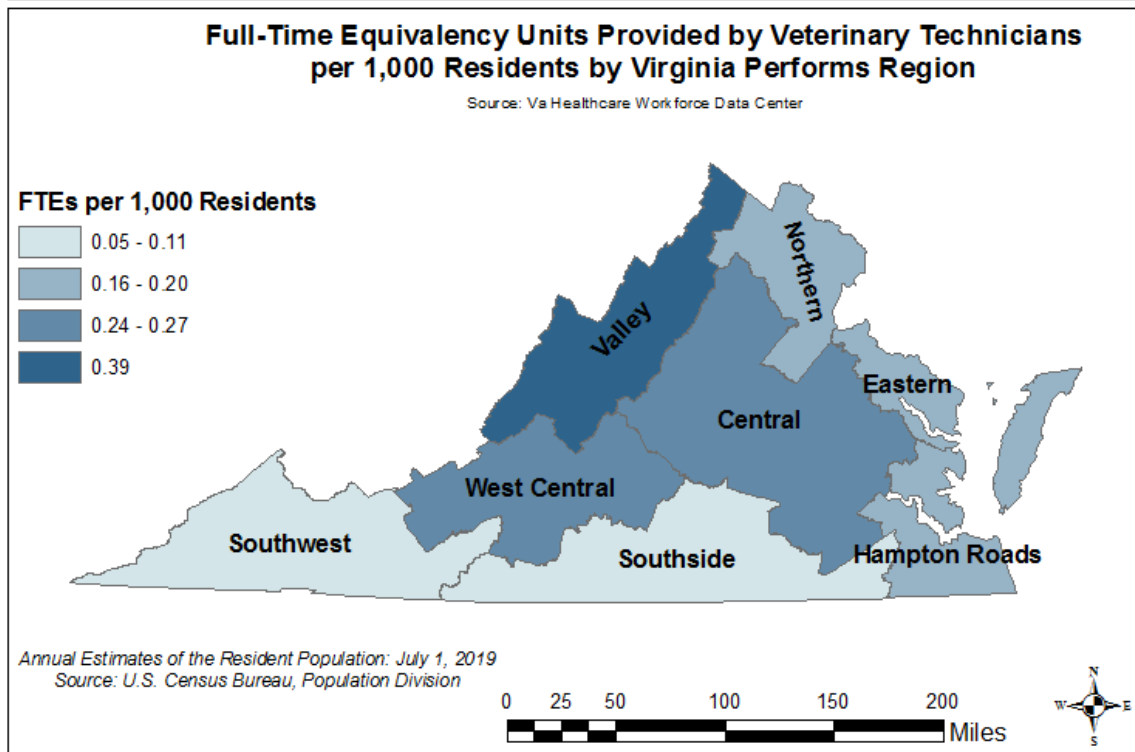
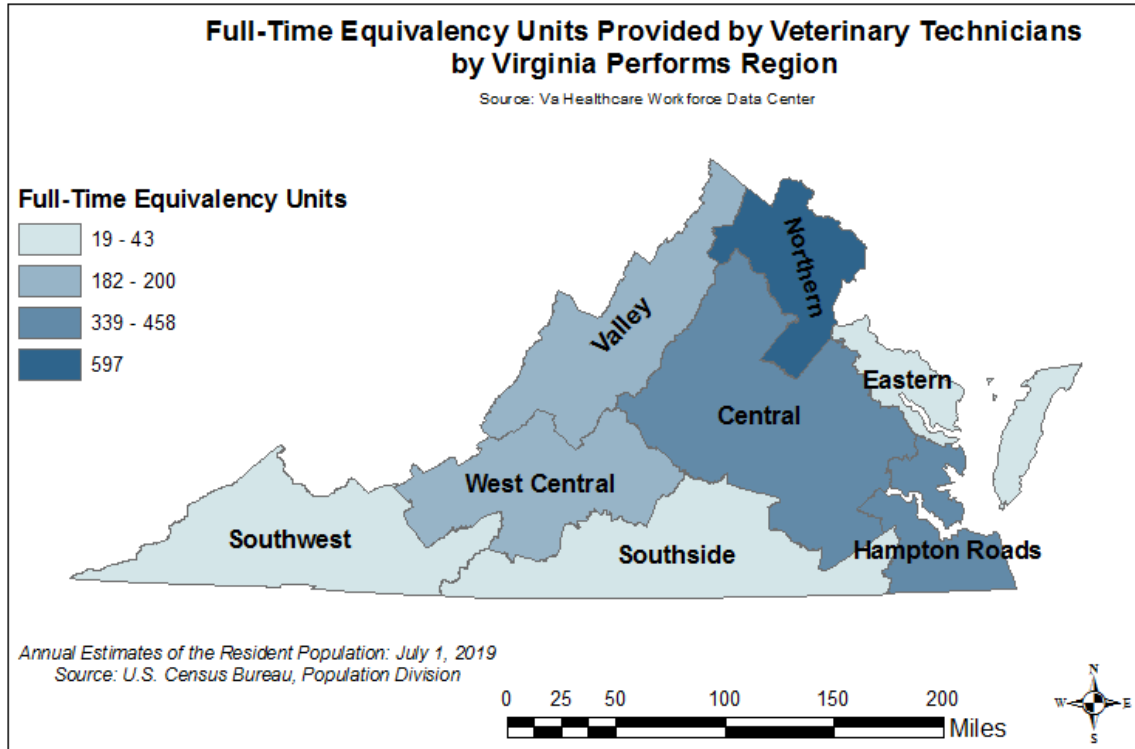
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	0.91	1.01
30 to 34	0.84	0.83
35 to 39	0.90	0.93
40 to 44	0.92	0.93
45 to 49	0.91	0.81
50 to 54	0.88	0.94
55 to 59	0.88	0.80
60 and Over	0.76	0.81
<b>Gender</b>		
Male	0.89	0.95
Female	0.89	0.95

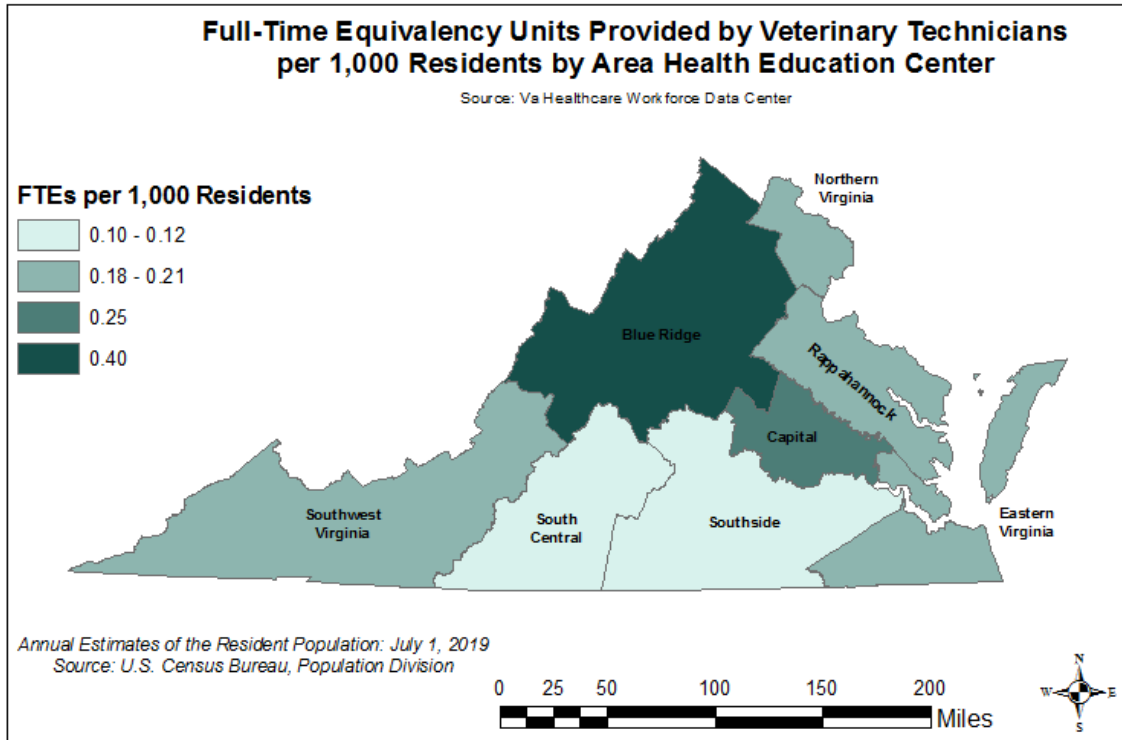
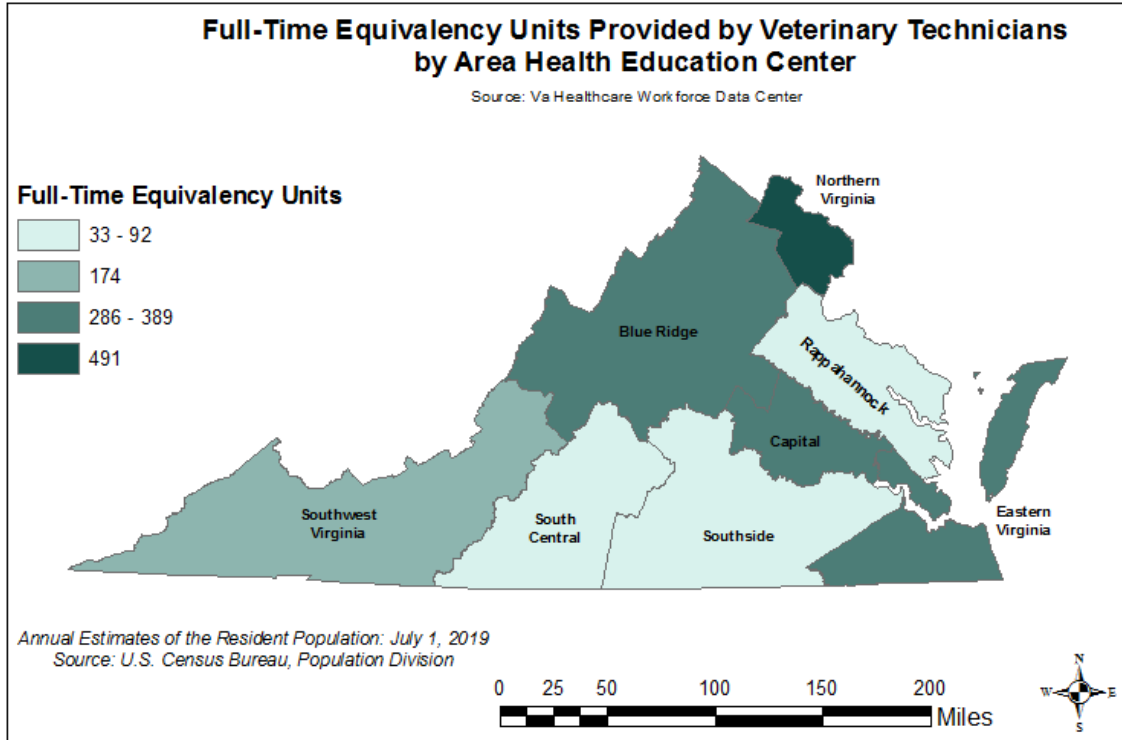
Source: Va. Healthcare Workforce Data Center

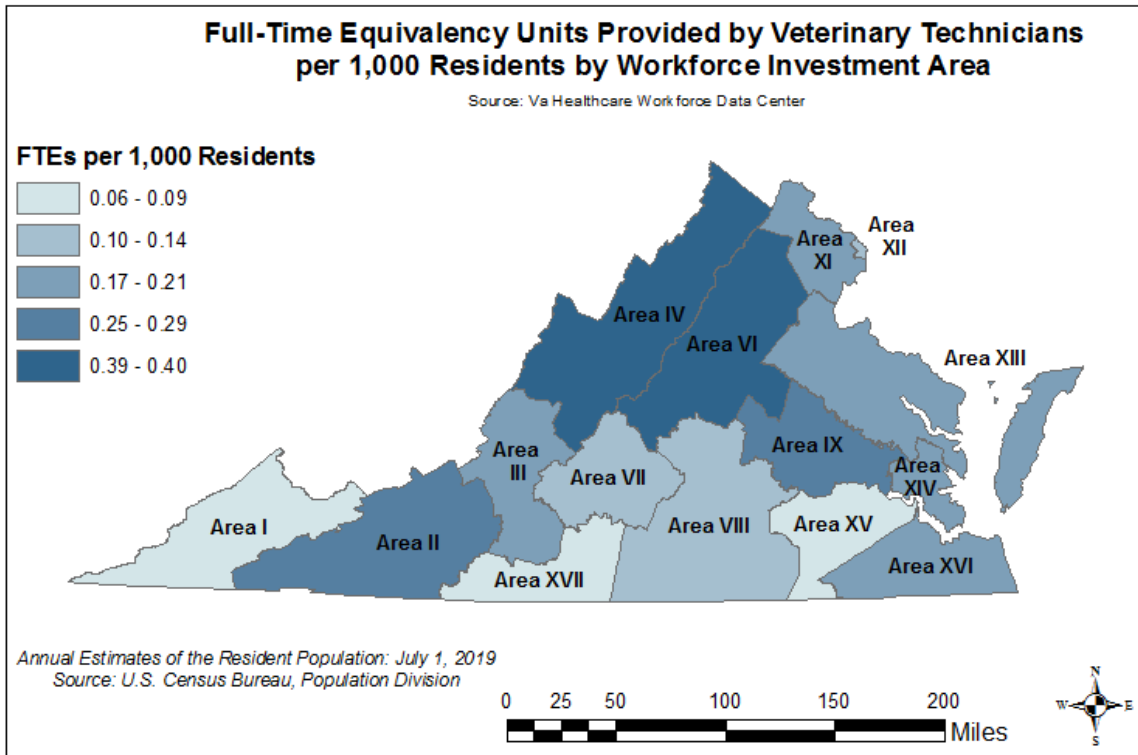
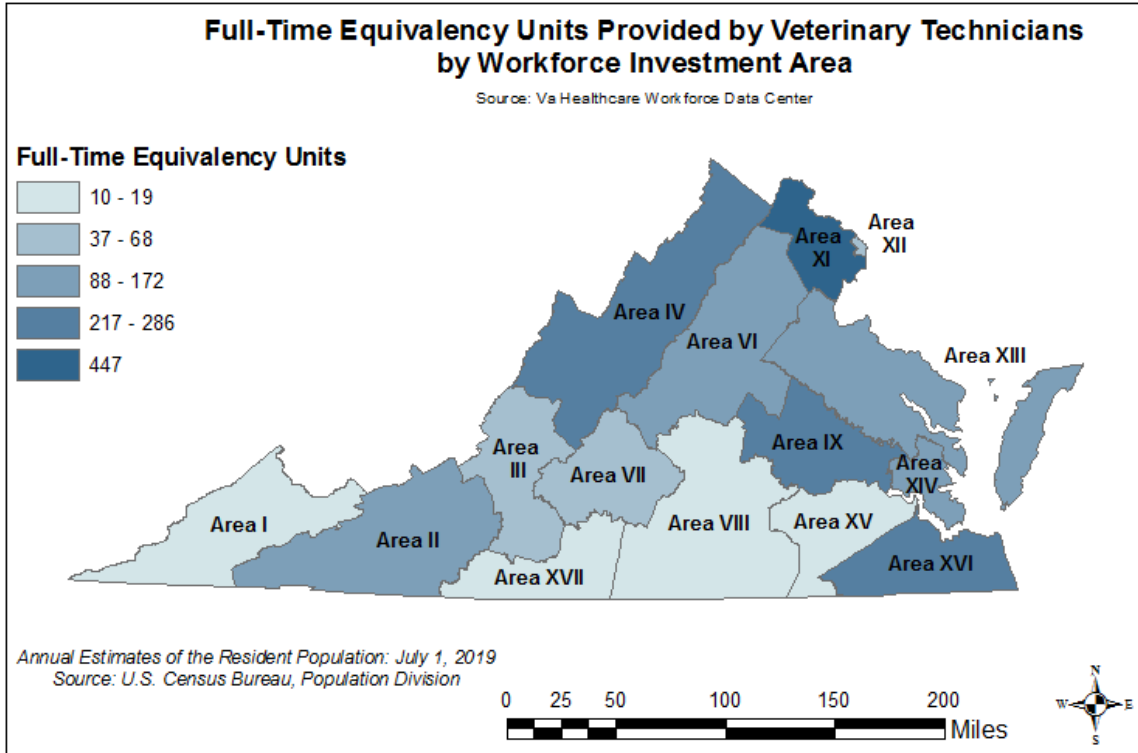


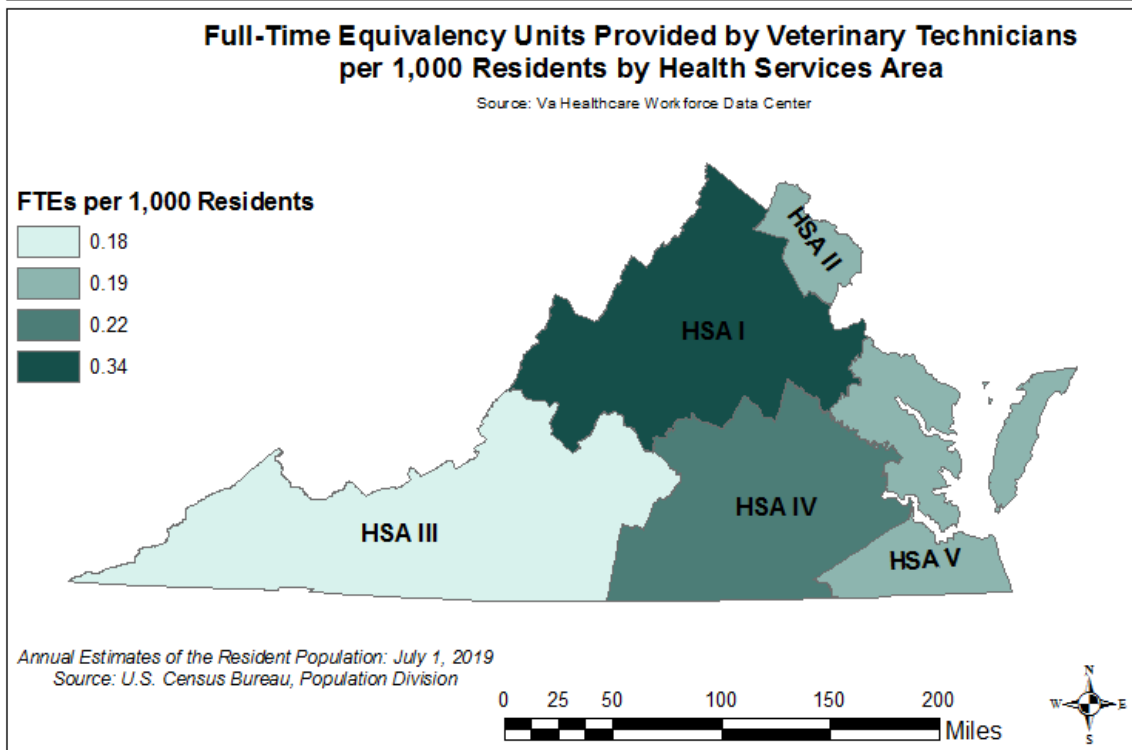
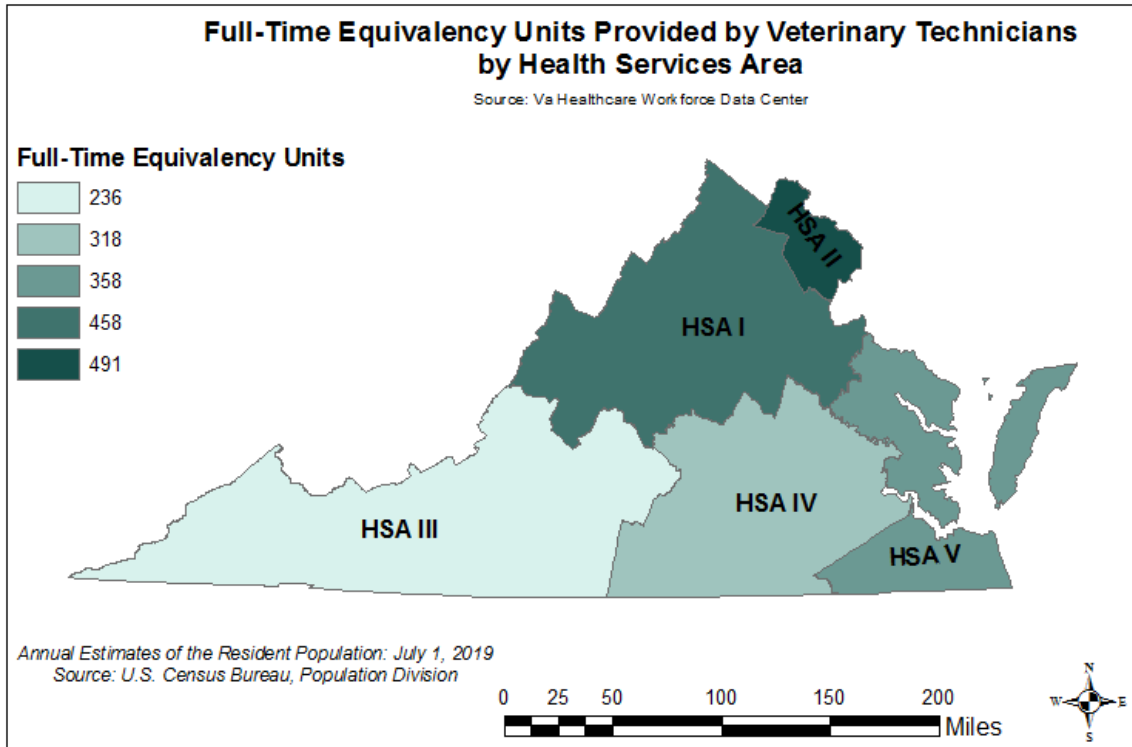
Source: Va. Healthcare Workforce Data Center

<sup>2</sup> Number of residents in 2019 was used as the denominator.













## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	1,465	88.67%	1.128	1.070	1.279
<b>Metro, 250,000 to 1 Million</b>	142	91.55%	1.092	1.037	1.239
<b>Metro, 250,000 or Less</b>	397	89.67%	1.115	1.059	1.265
<b>Urban, Pop. 20,000+, Metro Adj.</b>	10	70.00%	1.429	1.356	1.621
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	102	91.18%	1.097	1.041	1.244
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	19	94.74%	1.056	1.002	1.198
<b>Rural, Metro Adj.</b>	62	83.87%	1.192	1.132	1.353
<b>Rural, Non-Adj.</b>	7	100.00%	1.000	0.963	1.135
<b>Virginia Border State/D.C.</b>	157	87.26%	1.146	1.088	1.300
<b>Other U.S. State</b>	98	81.63%	1.225	1.163	1.390

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	466	78.11%	1.280	1.135	1.621
<b>30 to 34</b>	530	89.43%	1.118	0.991	1.416
<b>35 to 39</b>	467	93.36%	1.071	1.002	1.356
<b>40 to 44</b>	315	90.48%	1.105	1.034	1.399
<b>45 to 49</b>	212	91.98%	1.087	0.963	1.376
<b>50 to 54</b>	202	92.57%	1.080	1.010	1.173
<b>55 to 59</b>	128	91.41%	1.094	0.969	1.385
<b>60 and Over</b>	140	87.14%	1.148	1.073	1.246

Source: Va. Healthcare Workforce Data Center

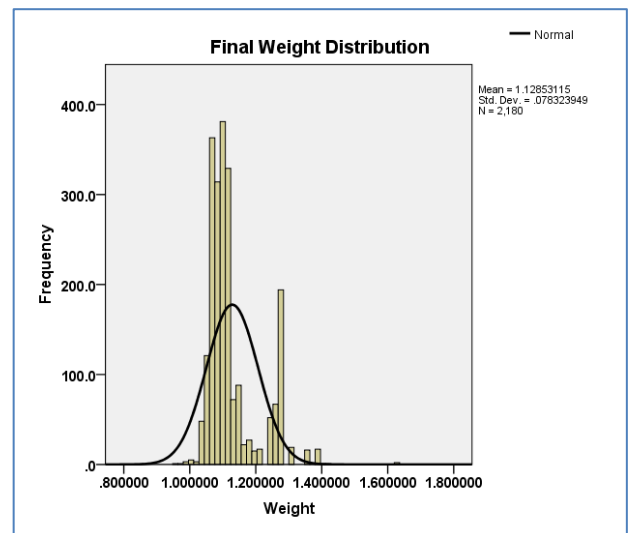
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.886179**



Source: Va. Healthcare Workforce Data Center

**VIRGINIA BOARD OF VETERINARY MEDICINE****Administration of Rabies Vaccinations****Q: Who is authorized to administer a rabies vaccination?**

**A:** Pursuant to Virginia Code § 3.2-6521, a rabies vaccination is to be administered by a *licensed* veterinarian or *licensed* veterinary technician who is under the immediate and direct supervision of a licensed veterinarian on the premises.

**Code of Virginia – Comprehensive Animal Care**

**§ 3.2-6521. Rabies inoculation of companion animals; availability of certificate; rabies clinics.**  
*A. The owner or custodian of all dogs and cats four months of age and older shall have such animal currently vaccinated for rabies by a licensed veterinarian or licensed veterinary technician who is under the immediate and direct supervision of a licensed veterinarian on the premises unless otherwise provided by regulations. The supervising veterinarian on the premises shall provide the owner or custodian of the dog or the cat with a rabies vaccination certificate or herd rabies vaccination certificate and shall keep a copy in his own files. The owner or custodian of the dog or the cat shall furnish within a reasonable period of time, upon the request of an animal control officer, humane investigator, law-enforcement officer, State Veterinarian's representative, or official of the Department of Health, the certificate of vaccination for such dog or cat. The vaccine used shall be licensed by the U.S. Department of Agriculture for use in that species. At the discretion of the local health director, a medical record from a licensed veterinary establishment reflecting a currently vaccinated status may serve as proof of vaccination.*

**Q: Where may rabies vaccination clinics occur?**

**A:** Pursuant to 18VAC150-20-180 of the *Regulations Governing the Practice of Veterinary Medicine*, veterinary medicine may only be practiced out of a registered veterinary establishment except in emergency situations as provided in 18VAC150-20-171. Rabies vaccination clinics may be offered outside of a registered veterinary establishment if the requirements found in § 3.2-6521 of the *Code of Virginia* are met which includes approval by the appropriate local health department and governing body.

**Regulations Governing the Practice of Veterinary Medicine*****18VAC150-20-180. Requirements to be registered as a veterinary establishment.***

*A. Every veterinary establishment shall apply for registration on a form provided by the board and submit the application fee specified in 18VAC150-20-100. The board may issue a registration as a stationary or ambulatory establishment. Every veterinary establishment shall have a veterinarian-in-charge registered with the board in order to operate.*

*1. Veterinary medicine may only be practiced out of a registered establishment except in emergency situations or in limited specialized practices as provided in 18 VAC 150-20-171. The injection of a microchip for identification purposes shall only be performed in a veterinary establishment, except personnel of animal shelters or pounds may inject animals while in their possession.*

**18VAC150-20-171.- Specialty practice in a limited setting.**

*A licensed veterinarian may conduct drug testing at animal shows and events or examine any animal and express a professional judgment as to its health at (i) genetic screening clinics where animals are examined for cardiac, ophthalmic and auditory diseases, (ii) agricultural fairs, (iii) 4-H or other youth organization competitions, (iv) livestock auctions, (v) horse races, (vi) hunt club events, (vii) pet adoption events, or (viii) animal shows including, but not limited to dog, cat, and horse shows.*

**Code of Virginia – Comprehensive Animal Care****§ 3.2-6521. Rabies inoculation of companion animals; availability of certificate; rabies clinics.**

*B. All rabies clinics require the approval by the appropriate local health department and governing body... However, the county or city shall ensure that a clinic is conducted to serve its jurisdiction at least once every two years.*

**Q: What are the recordkeeping requirements for rabies vaccinations administered in a registered veterinary establishment?**

**A:** The recordkeeping requirements for patients receiving rabies vaccinations administered in a registered veterinary establishment are found in the Regulations.

**Regulations Governing the Practice of Veterinary Medicine****18VAC150-20-195. Recordkeeping.**

*A. A legible, daily record of each patient treated shall be maintained by the veterinarian at the registered veterinary establishment and shall include at a minimum:*

- 1. Name of the patient and the owner;*
- 2. Identification of the treating veterinarian and of the person making the entry (Initials may be used if a master list that identifies the initials is maintained.);*
- 3. Presenting complaint or reason for contact;*
- 4. Date of contact;*
- 5. Physical examination findings;*
- 6. Tests and diagnostics performed and results;*
- 7. Procedures performed, treatment given, and results;*
- 8. Drugs administered, dispensed, or prescribed, including quantity, strength and dosage, and route of administration. For vaccines, identification of the lot and manufacturer shall be maintained;*
- 9. Radiographs or digital images clearly labeled with identification of the establishment, the patient name, date taken, and anatomic specificity. If an original radiograph or digital image is transferred to another establishment or released to the owner, a record of this transfer or release shall be maintained on or with the patient's records; and*
- 10. Any specific instructions for discharge or referrals to other practitioners.*

*B. An individual record shall be maintained on each patient, except that records for economic animals or litters of companion animals under the age of four months may be maintained on a per owner basis. Patient records, including radiographs or digital images, shall be kept for a period of three years following the last office visit or discharge of such animal from a veterinary establishment.*

**Q: What are the recordkeeping requirements for rabies vaccinations administered in a rabies clinic approved by the appropriate health department and governing body?**

**Code of Virginia – Comprehensive Animal Care**

**§ 3.2-6521. Rabies inoculation of companion animals; availability of certificate; rabies clinics.**  
*B. ...The licensed veterinarian who administers rabies vaccinations at the clinic shall (i) provide the owner or custodian a rabies vaccination certificate for each vaccinated animal and (ii) ensure that a licensed veterinary facility retains a copy of the rabies vaccination certificate. The sponsoring organization of a rabies clinic shall, upon the request of the owner or custodian, an animal control officer, a humane investigator, a law-enforcement officer, a State Veterinarian's representative, a licensed veterinarian, or an official of the Department of Health, provide the name and contact information of the licensed veterinary facility where a copy of the rabies vaccination certificate is retained...*

**§ 3.2-6529. Veterinarians to provide treasurer with rabies certificate information; civil penalty.**  
*A. Each veterinarian who vaccinates a dog against rabies or directs a veterinary technician in his employ to vaccinate a dog against rabies shall provide the owner a copy of the rabies vaccination certificate. The veterinarian shall forward within 45 days a copy of the rabies vaccination certificate or the relevant information contained in such certificate to the treasurer of the locality where the vaccination occurs.*

*The rabies vaccination certificate shall include at a minimum the signature of the veterinarian, the animal owner's name and address, the species of the animal, the sex, the age, the color, the primary breed, whether or not the animal is spayed or neutered, the vaccination number, and expiration date. The rabies vaccination certificate shall indicate the locality where the animal resides.*

*Any veterinarian that willfully fails to provide the treasurer of any locality with a copy of the rabies vaccination certificate or the information contained in such certificate may be subject to a civil penalty not to exceed \$10 per certificate. Monies raised pursuant to this subsection shall be placed in the locality's general fund for the purpose of animal control activities including spay or neuter programs.*

**Q: Who should be contacted for questions about rabies vaccination clinics that held in the community?**

**A:** For more information contact your local health department at <http://www.ydh.virginia.gov/LHD/index.htm>.

## VIRGINIA BOARD OF VETERINARY MEDICINE

### Disposition of Routine Inspection Violations

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

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

#### Veterinary Establishment Effective Date of July 1, 2014

Total Points*	*Possible Action
0 – 10 points	Routine inspection in three years
11 – 15 points	<del>Confidential Consent Agreement</del> <u>Advisory Letter</u> ; routine inspection in three years
16 – 20 points	<del>Pre-hearing consent order</del> <u>Confidential Consent Agreement</u> ; <del>monetary penalty of \$250</del> ; unannounced inspection in two years
21 or more points	Pre-hearing consent order-; monetary penalty of \$500; unannounced <u>reinspection</u> in one year; <u>reinspection fees apply</u>

#### Veterinarian-In-Charge Effective Date of July 1, 2014

Inspection Points	*Possible Action
<del>11—15 points</del>	<del>Confidential Consent Agreement</del>
<del>16 points or more</del>	<del>Pre-hearing consent order; monetary penalty of \$250</del>

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

## **VIRGINIA BOARD OF VETERINARY MEDICINE BYLAWS**

### **Article I. Officers of the Board.**

#### **A. Election of officers.**

1. The officers of the Board of Veterinary Medicine shall be a President, a Vice-President and a Secretary. At the last regularly scheduled meeting of the calendar year, the board shall elect its officers. Nominations for office shall be selected by open ballot, and election shall require a majority of the members present.
2. The term of office shall be one year from January 1 to December 31; a person may serve in the same office for one additional term.
3. A vacancy occurring in any office shall be filled during the next meeting of the board.

#### **B. Duties of the officers**

##### **1. President.**

The President shall preside at all meetings and formal administrative hearings in accordance with parliamentary rules and the Administrative Process Act, and requires adherence of it on the part of the board members. The President shall appoint all committees unless otherwise ordered by the board.

##### **2. Vice-President.**

The Vice-President shall, in the absence or incapacity of the President, perform pro tempore all of the duties of the President.

##### **3. Secretary.**

The Secretary shall perform generally all the duties necessary and usually pertaining to such office

4. In the absence of the President, Vice-President and Secretary, the President shall appoint another board member to preside at the meeting and/or formal administrative hearing.

5. The Executive Director shall be the custodian of all board records and all papers of value. The Executive Director shall preserve a correct list of all applicants and licensees. The

Executive Director shall manage the correspondence of the board and shall perform all such other duties as naturally pertain to this position.

## **Article II. Meetings.**

### **A. Number and organization of meetings.**

1. For purposes of these bylaws, the board shall schedule at least three full board meetings in each year, with the right to change the date or cancel any board meeting; with the exception that one meeting shall take place annually.

2. A majority of the members of the board shall constitute a quorum for the transaction of business. The current edition of Robert's Rules of Order, revised, shall apply unless overruled by these bylaws or when otherwise agreed.

### **B. Attendance of board members.**

Members shall attend all scheduled meetings of the board and committee to which they serve, unless prevented by illness or similar unavoidable cause. In the event of two consecutive unexcused absences at any meeting of the board or its committees, the President shall make a recommendation about the board member's continued service to the Director of the Department of Health Professions for referral to the Secretary of Health and Human Resources and Secretary of the Commonwealth.

### **C. Order of business. The order of the business shall be as follows:**

1. Call to order with statement made for the record of how many and which board members are present and that it constitutes a quorum.
2. Public comment.
3. Approval of minutes.
4. The Executive Director and the President shall collaborate on the remainder of the agenda.

## **Article III. Committees.**

### **A. Standing Committees:**

1. Special Conference Committee.

This committee shall consist of two board members who shall review information regarding alleged violations of the veterinary medicine laws and regulations and determine if probable cause exists to proceed with possible disciplinary action. The President shall also designate



another board member as an alternate on this committee in the event one of the standing committee members becomes ill or is unable to attend a scheduled conference date. Further, should the caseload increase to the level that additional special conference committees are needed, the President may appoint additional committees.

## 2. Regulatory/Legislative Committee.

The committee shall consist of at least three board members. The board delegates to the Regulatory/Legislative Committee to recommend actions to petitions for rulemaking. This committee is responsible for the development of proposals for new regulations or amendments to existing regulations with all required accompanying documentation; the drafting of board responses to public comment as required in conjunction with rulemaking; conducting the required review of all existing regulations as required by the board's Public Participation Guidelines and any Executive Order of the Governor, and other required tasks related to regulations. In accordance with the Administrative Process Act, any proposed draft regulation and response to public comment shall be reviewed and approved by the full board prior to publication. The board delegates the authority to develop proposals for legislative initiatives of the board. Any proposed draft legislation and response to public comment shall be reviewed and approved by the full board prior to publication.

## 3. Credentials Committee.

The committee shall consist of two board members. The members of the committee may review non-routine licensure applications to determine the credentials of the applicant and the applicability of the statutes and regulations when the Board President deems necessary. The committee shall not be required to meet collectively.

## B. Ad hoc committees

There may be ad hoc committees, appointed as needed and shall consist of three or more persons appointed by the board who are knowledgeable in the particular area of practice or education under consideration by the board. The committee shall review matters as requested by the board and advise the board relative to the matters or make recommendations for consideration by the board.

## **Article IV. General Delegation of Authority.**

A. The Board delegates to board staff the authority to issue and renew licenses and registrations for which statutory and regulatory qualifications have been met.

B. The Board delegates to the Executive Director the authority to reinstate a license or registration when the reinstatement is due to the lapse of the license or registration rather than a disciplinary action and there is no basis upon which the Board could refuse to reinstate.

C. The Board delegates to board staff the authority to develop, approve and update information on forms used in the daily operations of board business, to include, but not limited to, licensure

applications, renewal forms, inspection forms and documents used in the disciplinary process. The Executive Director shall consult with the board President prior to posting inspection form changes.

D. The Board delegates authority to the Executive Director to negotiate a Consent Order in consultation with the chair of a Special Conference Committee or formal hearing.

E. The Board delegates to the Executive Director the authority to sign as entered any Order or Consent Order resulting from the disciplinary process or other administrative proceeding.

F. The Board delegates to the Executive Director, who may consult with a special conference committee member, the authority to provide guidance to the agency's Enforcement Division in situations wherein a complaint is of questionable jurisdiction and an investigation may not be necessary.

G. The Board delegates to the Executive Director the authority to review information regarding alleged violations of law or regulations and, in consultation with a member of a special conference committee, make a determination as to whether probable cause exists to proceed with possible disciplinary action.

H. The Board delegates authority to the Executive Director to close non-jurisdictional cases and fee disputes cases without review by a board member.

I. The Board delegates authority to the Executive Director to grant an extension for good cause of up to one year for the completion of continuing education requirements upon written request from the licensee or registrant prior to the renewal date.

J. The Board delegates authority to the Executive Director to grant an exemption for all or part of the continuing education requirements due to circumstances beyond the control of the licensee or registrant, such as temporary disability, mandatory military service, or officially declared disasters.

K. The Board delegates authority to the Executive Director to issue an advisory letter, offer a confidential consent agreement or offer a Consent Order for action consistent with any board-approved guidance document.

L. The Board delegates to the President the authority to represent the board in instances where board "consultation" or "review" may be requested where a vote of the board is not required, and a meeting is not feasible.

M. The Board delegates to the Department of Health Professions' inspectors the authority to issue an Inspection Summary upon completion of an inspection, and the Board delegates to the Executive Director the authority to take action consistent with any board-approved guidance document related to inspection violations.

N. The Board delegates to the Executive Director the authority to grant an accommodation of additional testing time or other requests for accommodation to candidates for Board-required examinations pursuant to the Americans with Disabilities Act, provided the candidate provides documentation that supports such an accommodation.

O. The Board delegates authority to the Executive Director to issue an Advisory Letter to the person who is the subject of a complaint pursuant to Va. Code § 54.1-2400.2(F), when it is determined that a probable cause review indicates a disciplinary proceeding will not be instituted.

P. The Board delegates authority to the Executive Director to request and accept from a licensee or registrant, in lieu of disciplinary action, a Confidential Consent Agreement, pursuant to Va. Code § 54.1-2400(14), consistent with any guidance documents adopted by the Board.

Q. The Board delegates authority to the Executive Director ~~to assign cases to the Veterinary Review Coordinator or designee~~ to make probable cause decisions ~~in consultation with board staff~~ for cases involving the following:

- Impairment;
- Diversion;
- Failure to maintain drugs in a secure manner;
- Inspections;
- Compliance with Board Orders;
- PMP reporting;
- Compliance with continuing education requirements;
- Unlicensed activity;
- Aiding and abetting unlicensed activity;
- Fraud;
- Unprofessional conduct for failure to release records; and
- Compliance with medical recordkeeping requirements.

R. The Board delegates authority to the Executive Director ~~to assign cases to the Veterinary Review Coordinator or designee~~ to make investigation decisions ~~in consultation with board staff~~ for cases involving the following:

- Lack of evidence to proceed; and
- Reports of drug theft and loss

#### **Article V. Amendments.**

Proposed amendments to these bylaws shall be presented in writing to all Board members, the Executive Director of the Board, and the Board's legal counsel prior to any regularly scheduled Board meeting. Amendments to the bylaws shall become effective with a favorable vote of at least two-thirds of the board members present at that regular meeting.

Virginia Department of Health Professions  
Cash Balance  
As of April 30, 2021

	<u>106- Veterinary Medicine</u>
<b>Board Cash Balance as June 30, 2020</b>	\$ 1,320,216
<b>YTD FY21 Revenue</b>	1,180,149
<b>Less: YTD FY21 Direct and Allocated Expenditures</b>	<u>796,368</u>
<b>Board Cash Balance as April 30, 2021</b>	<u><u>\$ 1,703,997</u></u>

## Veterinary Medicine Monthly Snapshot for April 2021

Veterinary Medicine received more cases in April than closed. Veterinary Medicine closed 11 patient care cases and 12 non-patient care cases for a total of 23 cases.

Cases Closed	
Patient Care	11
Non-Patient Care	12
<b>Total</b>	<b>23</b>

The board received 12 patient care cases and 33 non-patient care cases for a total of 45 cases.

Cases Received	
Patient Care	12
Non-Patient Care	33
<b>Total</b>	<b>45</b>

As of April 30 2021, there were 216 patient care cases open and 142 non-patient care cases open for a total of 358 cases.

Cases Open	
Patient Care	216
Non-Patient Care	142
<b>Total</b>	<b>358</b>

There were 16,432 Veterinary Medicine licensees as of May 1, 2021. The number of current licenses are broken down by profession in the following chart.

Current Licenses	
Veterinarian	4,509
Veterinary Establishment - Ambulatory	291
Veterinary Establishment - Stationary	895
Veterinary Faculty	77
Veterinary Intern/Resident	58
Veterinary Technician	2,375
Veterinary Medicine	8,227
<b>Total for Veterinary Medicine</b>	<b>16,432</b>

There were 21 licenses issued for Veterinary Medicine for the month of April. The number of licenses issued are broken down by profession in the following chart.

Licenses Issued	
Veterinarian	16
Veterinary Establishment - Ambulatory	1
Veterinary Establishment - Stationary	4
<b>Total for Veterinary Medicine</b>	<b>21</b>

## News for Veterinary Community

Posted on [Board of Veterinary Medicine Website](#)

- From the Washington Division of the Drug Enforcement Administration: [Lunch & Learn Web-Series: "Empowering DMV Healthcare Professionals"](#) on Thursday, June 24, 2021 at 1:30 p.m. EST
- From Virginia Department of Health: [Potomac Regional Veterinary Coping, Resilience and Challenges \(CRC\) Survey](#) - 6/7/2021
- From Virginia Department of Health: [Seventh Amended Executive Order 72 and Mask Guidance: Update for Veterinarians](#) - 5/21/2021
- [Prescription Monitoring Program Reminder](#) - 4/29/2021
- From Virginia Department of Health: [Virginia Expands COVID-19 Vaccination Workforce](#) which includes Veterinarians - 4/9/2021
- From Virginia Department of Health: [Healthy Pets, Healthy People Materials Available for Veterinarians](#) (while supplies last) - 3/26/2021
- From Virginia Department of Health: [Updated COVID-19 Guidance for Veterinary Hospitals](#) – 3/11/2021
- [Scam Alert](#) - 3/5/2021

**AAVSB Annual Meeting Agenda**  
**September 29, 2021 – October 2, 2021**

**09/29/2021**

1:00 pm - 6:00 pm

**Early Registration Open**

**09/30/2021**

7:00 am - 4:30 pm

**Registration Open**

7:30 am - 9:00 am

**Breakfast for Executive Directors and Registrars**

8:30 am - 3:00 pm

**Executive Director & Registrar Session**

10:00 am - 12:00 pm

**NAVLE(R) Deep Dive Session for Member Board Members (Optional)**

12:00 pm - 1:00 pm

**Lunch to Welcome First-Time Attendees**

1:00 pm - 4:00 pm

**Member Board Member & Counsel Session**

6:30 pm

**Dinner with Future Friends (Optional)**

**10/01/2021**

7:00 am - 8:00 am

**Breakfast**

7:00 am - 8:00 am

**Registration Open**

8:00 am - 9:00 am

**Welcome**

9:00 am - 11:15 am

**Business Session**

11:15 am - 12:00 pm

**Educational Session 1**

12:00 pm - 1:00 pm

**Lunch**

1:00 pm - 3:00 pm

**Educational Session 2**

3:30 pm - 5:00 pm

**Educational Session 3**

5:30 pm - 6:00 pm

**Transportation to the Denver Zoo**

6:00 pm - 9:00 pm

**Friday Night Event at the Denver Zoo**

**10/02/2021**

7:00 am - 8:00 am

**Breakfast**

<b>Business Session</b>	9:00 am - 10:45 am
<b>Educational Session 4</b>	11:15 am - 12:15 pm
<b>Lunch</b>	12:15 pm - 1:15 pm
<b>Educational Session 5</b>	1:15 pm - 3:45 pm
<b>Top Legal Cases</b>	3:45 pm - 4:45 pm
<b>Installation of the 2021-2022 AAVSB Board of Directors</b>	4:45 pm - 5:00 pm
<b>Closing Remarks &amp; Adjournment</b>	5:00 pm - 5:15 pm