

**June 3, 2024**  
**Board Room 3**  
**9:00 a.m.**

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

---

**Call to Order – Thomas Massie, Jr., D.V.M., Board President**

**Page 1**

- Welcome
- Emergency Egress Procedures
- Mission Statement

---

**Ordering of Agenda – Dr. Massie**

---

**Public Comment – Dr. Massie**

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

---

**Approval of Minutes – Dr. Massie**

January 25, 2024 – Full Board Meeting

**Pages 2-4**

---

**Agency Director’s Report – Arne Owens, Director**

---

**Legislative/Regulatory Report – Erin Barrett**

**Pages 5-38**

- Review of ongoing regulatory actions (page 5)
- Regulatory Actions
  - Closure of public participation guidelines periodic review (pages 6-16)
  - Interpretation of posting of a license pursuant to 18VAC150-20-30 (pages 17-18)
  - Emergency regulations/Notice of Intended Regulatory Action (NOIRA) for veterinarian traineeships (pages 19-22)
  - Emergency regulations/NOIRA for regulation of satellite offices (pages 23-38)

---

**Discussion**

**Pages 39-127**

- **2023 Healthcare Workforce Data Center Reports – Dr. Yetty Shobo/Barbara Hodgdon**
  - Veterinarians (pages 39-68)
  - Veterinary Technicians (pages 69-98)
- Veterinarian Shortage Study Workgroup update – **Kelli Moss**
- MD/DC/VA Licensing reciprocity agreement update – **Ms. Moss**
- Equine Dental Providers of America Certification Process – **Ms. Moss** (pages 99-127)

---

**Board Counsel’s Report – Laura Booberg**

---

**President’s Report – Dr. Massie**

---

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

---

**Staff Reports**

- Acting Executive Director’s Report – **Ms. Moss**
  - Statistics (page 128)

- 
- Email Notifications
  - Outreach Information
  - American Association of Veterinary State Boards 2024 update
  - Licensing update
  - Discipline Report
  - Staff Update
- 

**New Business – Dr. Massie**

---

**Next Meeting – Dr. Massie/Ms. Moss**

- October 21, 2024 - Next full board meeting
- 

**Meeting Adjournment – Dr. Massie**

---

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

# MISSION STATEMENT

---

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

### **Call to Order**

The January 25, 2024, Virginia Board of Veterinary Medicine (Board) meeting was called to order at 9:02 a.m. at the Department of Health Professions (DHP), Perimeter Center, 9960 Mayland Drive, 2<sup>nd</sup> Floor, Board Room 3, Henrico, Virginia 23233.

### **Presiding Officer**

Thomas B. Massie, Jr., DVM, President

### **Members Present**

Richard G. Bailey, DVM

Patricia Seeger, LVT

### **Members Attending Electronically**

The following board members were approved by the President of the Board to participate electronically due to personal travel conflicts that prevented travel to the Richmond office for the meeting:

Tregel Cockburn, DVM, Secretary

Jeffery B. Newman, DVM, Vice-President

Steve Karras, DVM

### **Members Not in Attendance**

Steve Linas, OD, Citizen Member

### **Staff Present**

Leslie L. Knachel, Executive Director

Kelli Moss, Deputy Executive Director

Matt Novak, Policy & Economic Analyst DHP

Laura Jackson, Board Administrator

Heather Pote, Senior Discipline Case Specialist

Annette Kelley, Deputy Executive Director

Kelly Gottschalk, Veterinary Review Coordinator

Taryn Singleton, LVT, Discipline Case Specialist

### **Public Present**

Talya George, Virginia Veterinary Medical Association (VVMA)

Charlie Broaddus, State Veterinarian, Virginia Department of Agriculture and Consumer Services

## **Establishment of Quorum**

With three members in attendance and three members participating via electronic communication, a quorum was established.

## **Introductions**

Dr. Massie congratulated Dr. Newman on his reappointment to serve another four years and Ms. Seeger on her appointment to succeed Ms. Halsey.

## **Ordering of Agenda**

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

## **Public Comment**

No public comment was provided.

## **Approval of Minutes**

Dr. Massie opened the floor to any additions or corrections regarding the draft minutes from the October 26, 2023, Full Board meeting. Hearing no additions or corrections, the minutes were approved as presented.

## **Agency Director's Report**

Mr. Owens was at the General Assembly and unable to attend.

## **Legislative/Regulatory Report**

Mr. Novak provided the report on legislative and regulatory activity.

## **Board Counsel's Report**

Ms. Booberg was not able to due to a scheduling conflict.

## **President's Report**

Dr. Massie had no information to report to the Board.

## **Board of Health Professions' Report**

Dr. Karras had no information to report to the Board.

## **Staff Reports**

- Ms. Knachel provided updates on licensure statistics and outreach activities. Introduction of Annette Kelley, Deputy Executive Director for the Board of Pharmacy. Ms. Kelley will be working with the Board 20 hours per week.
- Ms. Moss provided an update on open and closed discipline cases.

**New Business**

There was no new business to report.

**Next Meeting**

The next full board meeting is scheduled for March 11, 2024.

**Adjournment**

With no objection, Dr. Massie adjourned the meeting at 10:34 AM.

---

Board President

---

Leslie L. Knachel, MPH  
Executive Director

**Board of Veterinary Medicine**  
**Current Regulatory Actions**  
**As of May 28, 2024**

**In the Governor’s Office**

None.

**In the Secretary’s Office**

VAC	Stage	Subject Matter	Submitted from agency	Time in current location	Notes
18VAC150-20	NOIRA	Implementation of 2022 Periodic Review	10/13/2022	581 days	Intended changes as a result of periodic review, including significant reduction actions
18VAC150-21	Fast-track	Regulatory amendments to allow agency subordinates to hear credentials cases	10/27/2023	139 days	Adapts regulation regarding agency subordinates to legislative changes

**In the Department of Planning and Budget**

None.

**In the Office of the Attorney General**

None.

**Recently effective or awaiting publication**

VAC	Stage	Subject Matter	Publication date	Effective date/ next steps
18VAC150-20	NOIRA	Reduction of requirements for licensure by endorsement	6/17/2024	Public comment period 6/17/2024 – 7/17/2024; Board will vote on proposed action at next meeting after the close of public comment period.

**Agenda Item: Completion of periodic review of public participation guidelines contained in 18VAC150-11**

**Included in your agenda packet:**

- Town Hall summary page showing no comments on periodic review
- 18VAC150-11

**Staff Note:** Agencies are required to conduct periodic reviews of regulatory chapters every four years. Although this particular chapter is only changed when the Department of Planning and Budget provides new model language, the Board was still required to conduct a periodic review. Now that the review is complete, the Board should not initiate any changes, but retain as is until DPB amends the model regulations.

**Action Needed:**

- Motion to retain 18VAC150-11 as is.





**Agency** Department of Health Professions

**Board** Board of Veterinary Medicine

**Chapter** Public participation guidelines [18 VAC 150 - 11]

**Edit Review**

Review 2484

## Periodic Review of this Chapter

Includes a Small Business Impact Review

**Date Filed:** 10/26/2023

### Notice of Periodic Review

Pursuant to Executive Order 19 (2022) and §§ 2.2-4007.1 and 2.2-4017 of the Code of Virginia, this regulation is undergoing a periodic review.

The review of this regulation will be guided by the principles in Executive Order 19  
<https://TownHall.Virginia.Gov/EO-19-Development-and-Review-of-State-Agency-Regulations.pdf>.

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

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

Contact Information	
<b>Name / Title:</b>	Leslie L. Knachel / <i>Executive Director</i>
<b>Address:</b>	9960 Mayland Drive Suite 300 Henrico, VA 23233
<b>Email Address:</b>	<a href="mailto:leslie.knachel@dhp.virginia.gov">leslie.knachel@dhp.virginia.gov</a>
<b>Telephone:</b>	(804)597-4130 FAX: (804)767-1011 TDD: (-)

### Publication of Notice in the Register and Public Comment Period

Published in the Virginia Register on 11/20/2023 [Volume: 40 Issue: 7]

Comment Period begins on the publication date and ended on 12/11/2023

Comments Received: 0

### Review Result

P007

Pending

TH-07 Periodic Review Report of Findings *(not yet submitted)*

ORM Economic Review Form *(not yet submitted)*

**Attorney General Certification**

Submitted to OAG: 10/26/2023

Review Completed: 12/15/2023

Result: Certified

 **Review Memo**

*This periodic review was created by Erin Barrett on 10/26/2023 at 1:26pm*

*Commonwealth of Virginia*



# **PUBLIC PARTICIPATION GUIDELINES**

**VIRGINIA BOARD OF VETERINARY MEDICINE**

**Title of Regulations: 18 VAC 150-11-10 et seq.**

**Statutory Authority: §§ 54.1-2400 and 2.2-4007  
of the *Code of Virginia***

**Revised Date: December 15, 2016**

9960 Mayland Drive, Suite 300  
Richmond, VA 23233-1463

(804) 367-4497 (TEL)  
(804) 527-4471 (FAX)  
email: [vetbd@dhp.virginia.gov](mailto:vetbd@dhp.virginia.gov)

## TABLE OF CONTENTS

Part I Purpose and Definitions .....	3
18VAC150-11-10. Purpose.....	3
18VAC150-11-20. Definitions.....	3
Part II Notification of Interested Persons .....	4
18VAC150-11-30. Notification list.....	4
18VAC150-11-40. Information to be sent to persons on the notification list.....	5
Part III Public Participation Procedures .....	5
18VAC150-11-50. Public comment.....	5
18VAC150-11-60. Petition for rulemaking. ....	5
18VAC150-11-70. Appointment of regulatory advisory panel. ....	6
18VAC150-11-80. Appointment of negotiated rulemaking panel.....	7
18VAC150-11-90. Meetings.....	7
18VAC150-11-100. Public hearings on regulations. ....	7
18VAC150-11-110. Periodic review of regulations. ....	8

## **Part I**

### **Purpose and Definitions**

#### **18VAC150-11-10. Purpose.**

The purpose of this chapter is to promote public involvement in the development, amendment or repeal of the regulations of the Board of Veterinary Medicine. This chapter does not apply to regulations, guidelines, or other documents exempted or excluded from the provisions of the Administrative Process Act (§2.2-4000 et seq. of the Code of Virginia).

#### **18VAC150-11-20. Definitions.**

The following words and terms when used in this chapter shall have the following meanings unless the context clearly indicates otherwise:

"Administrative Process Act" means Chapter 40 (§2.2-4000 et seq.) of Title 2.2 of the Code of Virginia.

"Agency" means the Board of Veterinary Medicine, which is the unit of state government empowered by the agency's basic law to make regulations or decide cases. Actions specified in this chapter may be fulfilled by state employees as delegated by the agency.

"Basic law" means provisions in the Code of Virginia that delineate the basic authority and responsibilities of an agency.

"Commonwealth Calendar" means the electronic calendar for official government meetings open to the public as required by §2.2-3707 C of the Freedom of Information Act.

"Negotiated rulemaking panel" or "NRP" means an ad hoc advisory panel of interested parties established by an agency to consider issues that are controversial with the assistance of a facilitator or mediator, for the purpose of reaching a consensus in the development of a proposed regulatory action.

"Notification list" means a list used to notify persons pursuant to this chapter. Such a list may include an electronic list maintained through the Virginia Regulatory Town Hall or other list maintained by the agency.

"Open meeting" means any scheduled gathering of a unit of state government empowered by an agency's basic law to make regulations or decide cases, which is related to promulgating, amending or repealing a regulation.

"Person" means any individual, corporation, partnership, association, cooperative, limited liability company, trust, joint venture, government, political subdivision, or any other legal or commercial entity and any successor, representative, agent, agency, or instrumentality thereof.

"Public hearing" means a scheduled time at which members or staff of the agency will meet for the purpose of receiving public comment on a regulatory action.

"Regulation" means any statement of general application having the force of law, affecting the rights or conduct of any person, adopted by the agency in accordance with the authority conferred on it by applicable laws.

"Regulatory action" means the promulgation, amendment, or repeal of a regulation by the agency.

"Regulatory advisory panel" or "RAP" means a standing or ad hoc advisory panel of interested parties established by the agency for the purpose of assisting in regulatory actions.

"Town Hall" means the Virginia Regulatory Town Hall, the website operated by the Virginia Department of Planning and Budget at [www.townhall.virginia.gov](http://www.townhall.virginia.gov), which has online public comment forums and displays information about regulatory meetings and regulatory actions under consideration in Virginia and sends this information to registered public users.

"Virginia Register" means the Virginia Register of Regulations, the publication that provides official legal notice of new, amended and repealed regulations of state agencies, which is published under the provisions of Article 6 (§2.2-4031 et seq.) of the Administrative Process Act.

## **Part II**

### **Notification of Interested Persons**

#### **18VAC150-11-30. Notification list.**

A. The agency shall maintain a list of persons who have requested to be notified of regulatory actions being pursued by the agency.

B. Any person may request to be placed on a notification list by registering as a public user on the Town Hall or by making a request to the agency. Any person who requests to be placed on a notification list shall elect to be notified either by electronic means or through a postal carrier.

C. The agency may maintain additional lists for persons who have requested to be informed of specific regulatory issues, proposals, or actions.

D. When electronic mail is returned as undeliverable on multiple occasions at least 24 hours apart, that person may be deleted from the list. A single undeliverable message is insufficient cause to delete the person from the list.

E. When mail delivered by a postal carrier is returned as undeliverable on multiple occasions, that person may be deleted from the list.

F. The agency may periodically request those persons on the notification list to indicate their desire to either continue to be notified electronically, receive documents through a postal carrier, or be deleted from the list.

**18VAC150-11-40. Information to be sent to persons on the notification list.**

A. To persons electing to receive electronic notification or notification through a postal carrier as described in 18VAC150-11-30, the agency shall send the following information:

1. A notice of intended regulatory action (NOIRA).
2. A notice of the comment period on a proposed, a repropoed, or a fast-track regulation and hyperlinks to, or instructions on how to obtain, a copy of the regulation and any supporting documents.
3. A notice soliciting comment on a final regulation when the regulatory process has been extended pursuant to §2.2-4007.06 or 2.2-4013 C of the Code of Virginia.

B. The failure of any person to receive any notice or copies of any documents shall not affect the validity of any regulation or regulatory action.

### **Part III Public Participation Procedures**

**18VAC150-11-50. Public comment.**

A. In considering any nonemergency, nonexempt regulatory action, the agency shall afford interested persons an opportunity to (i) submit data, views, and arguments, either orally or in writing, to the agency; and (ii) be accompanied by and represented by counsel or other representative. Such opportunity to comment shall include an online public comment forum on the Town Hall.

1. To any requesting person, the agency shall provide copies of the statement of basis, purpose, substance, and issues; the economic impact analysis of the proposed or fast-track regulatory action; and the agency's response to public comments received.
2. The agency may begin crafting a regulatory action prior to or during any opportunities it provides to the public to submit comments.

B. The agency shall accept public comments in writing after the publication of a regulatory action in the Virginia Register as follows:

1. For a minimum of 30 calendar days following the publication of the notice of intended regulatory action (NOIRA).
2. For a minimum of 60 calendar days following the publication of a proposed regulation.
3. For a minimum of 30 calendar days following the publication of a repropoed regulation.

4. For a minimum of 30 calendar days following the publication of a final adopted regulation.
5. For a minimum of 30 calendar days following the publication of a fast-track regulation.
6. For a minimum of 21 calendar days following the publication of a notice of periodic review.
7. Not later than 21 calendar days following the publication of a petition for rulemaking.

C. The agency may determine if any of the comment periods listed in subsection B of this section shall be extended.

D. If the Governor finds that one or more changes with substantial impact have been made to a proposed regulation, he may require the agency to provide an additional 30 calendar days to solicit additional public comment on the changes in accordance with § [2.2-4013](#) C of the Code of Virginia.

E. The agency shall send a draft of the agency's summary description of public comment to all public commenters on the proposed regulation at least five days before final adoption of the regulation pursuant to § [2.2-4012](#) E of the Code of Virginia.

#### **18VAC150-11-60. Petition for rulemaking.**

A. As provided in §2.2-4007 of the Code of Virginia, any person may petition the agency to consider a regulatory action.

B. A petition shall include but is not limited to the following information:

1. The petitioner's name and contact information;
2. The substance and purpose of the rulemaking that is requested, including reference to any applicable Virginia Administrative Code sections; and
3. Reference to the legal authority of the agency to take the action requested.

C. The agency shall receive, consider and respond to a petition pursuant to §2.2-4007 and shall have the sole authority to dispose of the petition.

D. The petition shall be posted on the Town Hall and published in the Virginia Register.

E. Nothing in this chapter shall prohibit the agency from receiving information or from proceeding on its own motion for rulemaking.

#### **18VAC150-11-70. Appointment of regulatory advisory panel.**

A. The agency may appoint a regulatory advisory panel (RAP) to provide professional specialization or technical assistance when the agency determines that such expertise is necessary to address a specific regulatory issue or action or when individuals indicate an interest in working with the agency on a specific regulatory issue or action.



B. Any person may request the appointment of a RAP and request to participate in its activities. The agency shall determine when a RAP shall be appointed and the composition of the RAP.

C. A RAP may be dissolved by the agency if:

1. The proposed text of the regulation is posted on the Town Hall, published in the Virginia Register, or such other time as the agency determines is appropriate; or
2. The agency determines that the regulatory action is either exempt or excluded from the requirements of the Administrative Process Act.

**18VAC150-11-80. Appointment of negotiated rulemaking panel.**

A. The agency may appoint a negotiated rulemaking panel (NRP) if a regulatory action is expected to be controversial.

B. A NRP that has been appointed by the agency may be dissolved by the agency when:

1. There is no longer controversy associated with the development of the regulation;
2. The agency determines that the regulatory action is either exempt or excluded from the requirements of the Administrative Process Act; or
3. The agency determines that resolution of a controversy is unlikely.

**18VAC150-11-90. Meetings.**

Notice of any open meeting, including meetings of a RAP or NRP, shall be posted on the Virginia Regulatory Town Hall and Commonwealth Calendar at least seven working days prior to the date of the meeting. The exception to this requirement is any meeting held in accordance with §2.2-3707 D of the Code of Virginia allowing for contemporaneous notice to be provided to participants and the public.

**18VAC150-11-100. Public hearings on regulations.**

A. The agency shall indicate in its notice of intended regulatory action whether it plans to hold a public hearing following the publication of the proposed stage of the regulatory action.

B. The agency may conduct one or more public hearings during the comment period following the publication of a proposed regulatory action.

C. An agency is required to hold a public hearing following the publication of the proposed regulatory action when:

1. The agency's basic law requires the agency to hold a public hearing;
2. The Governor directs the agency to hold a public hearing; or
3. The agency receives requests for a public hearing from at least 25 persons during the public comment period following the publication of the notice of intended regulatory action.

D. Notice of any public hearing shall be posted on the Town Hall and Commonwealth Calendar at least seven working days prior to the date of the hearing. The agency shall also notify those persons who requested a hearing under subdivision C 3 of this section.

**18VAC150-11-110. Periodic review of regulations.**

- A. The agency shall conduct a periodic review of its regulations consistent with:
1. An executive order issued by the Governor pursuant to §2.2-4017 of the Administrative Process Act to receive comment on all existing regulations as to their effectiveness, efficiency, necessity, clarity, and cost of compliance; and
  2. The requirements in §2.2-4007.1 of the Administrative Process Act regarding regulatory flexibility for small businesses.
- B. A periodic review may be conducted separately or in conjunction with other regulatory actions.
- C. Notice of a periodic review shall be posted on the Town Hall and published in the Virginia Register.

**Agenda Item: Consideration of interpretation of posting of license**

**Included in your agenda package:**

- 18VAC150-20-30.

**Staff Note:** Previous interpretation of the following language has been that the original documents received from the Board must be posted. This is onerous and not necessary with the expansion of the internet over the last 20+ years (this language was added in 1998). Other boards of the agency allow posting of a printout from License Lookup to meet regulatory requirements for posting. Staff would like the Board to consider interpreting this language to include a printout of the credential from License Lookup.

All licenses and registrations issued by the board shall be posted in a place conspicuous to the public at the establishment where veterinary services are being provided or available for inspection at the location where an equine dental technician is working.

**Action needed:**

- Motion to interpret 18VAC150-20-30 to be satisfied by the posting of the current listing found under License Lookup for the applicable credential.

Virginia Administrative Code  
Title 18. Professional And Occupational Licensing  
Agency 150. Board of Veterinary Medicine  
Chapter 20. Regulations Governing the Practice of Veterinary Medicine

**Part I. General Provisions**

**18VAC150-20-30. Posting of licenses; accuracy of address.**

A. All licenses and registrations issued by the board shall be posted in a place conspicuous to the public at the establishment where veterinary services are being provided or available for inspection at the location where an equine dental technician is working. Licensees who do relief or temporary work in an establishment shall carry a license with them or post it at the establishment. Ambulatory veterinary practices that do not have an office accessible to the public shall carry their licenses and registrations in their vehicles.

B. It shall be the duty and responsibility of each licensee, registrant, and holder of a registration to operate a veterinary establishment to keep the board apprised at all times of his current address of record and the public address, if different from the address of record. All notices required by law or by this chapter to be mailed to any veterinarian, veterinary technician, registered equine dental technician, or holder of a registration to operate a veterinary establishment shall be validly given when mailed to the address of record furnished to the board pursuant to this regulation. All address changes shall be furnished to the board within 30 days of such change.

**Statutory Authority**

§ 54.1-2400 of the Code of Virginia.

**Historical Notes**

Derived from VR645-01-1 § 1.3, eff. June 10, 1987; amended, Virginia Register Volume 6, Issue 26, eff. October 31, 1990; Volume 15, Issue 5, eff. December 23, 1998; Volume 19, Issue 9, eff. March 1, 2003; Volume 24, Issue 3, eff. November 29, 2007; Volume 25, Issue 25, eff. September 16, 2009; Volume 26, Issue 4, eff. November 25, 2009; Volume 34, Issue 1, eff. October 25, 2017.

**Agenda Item: Emergency regulations to permit practice as a veterinary medicine trainee**

**Included in your agenda package:**

- HB848, which requires the Board to promulgate emergency regulations to provide for limited practice of veterinary medicine as a trainee; and
- Draft emergency regulatory language.

**Staff Note:** Emergency regulations are effective for 18 months from the time the Governor's office approves them. The Board will issue a NOIRA for permanent regulations to replace emergency regulations simultaneously.

**Action needed:**

- Motion to adopt emergency regulations and NOIRA as discussed by the Board to permit practice as a veterinary medicine trainee.

# VIRGINIA ACTS OF ASSEMBLY -- 2024 SESSION

## CHAPTER 307

*An Act to amend the Code of Virginia by adding a section numbered 54.1-3805.3, relating to veterinary medicine; traineeships.*

[H 848]

Approved April 2, 2024

**Be it enacted by the General Assembly of Virginia:**

**1. That the Code of Virginia is amended by adding a section numbered 54.1-3805.3 as follows:**

**§ 54.1-3805.3. Traineeships.**

*The Board may provide for the limited practice of veterinary medicine, as that term is defined by the Board, by a veterinary medicine licensure applicant enrolled in a traineeship program under the direct supervision of a licensed veterinarian.*

**2. That the Board of Veterinary Medicine shall promulgate regulations to implement the provisions of this act to be effective within 280 days of its enactment.**

**Project 7912 - Emergency/NOIRA**

**Board of Veterinary Medicine**

**Limited practice as a veterinarian trainee**

**18VAC150-20-136. Limited practice of veterinary medicine; traineeships.**

A. For purposes of this section:

1. "Limited practice of veterinary medicine" means practice under the direct supervision of a licensed veterinarian.

2. "Veterinarian trainee" means an individual who meets the requirements of subsection

B.

B. An applicant for licensure as a veterinarian may perform the limited practice of veterinary medicine as part of a traineeship under the following conditions:

1. The applicant is a graduate of either:

a. A college or school of veterinary medicine accredited by the AVMA;

b. A graduate of a program which fulfills the educational requirements of the Educational Commission of Foreign Veterinary Graduates of the AVMA; or

c. A graduate of a program which fulfills the educational requirements of the Program for the Assessment of Veterinary Education Equivalence of the AAVSB or any other substantially equivalent credentialing body as determined by the board; and

2. The applicant has not passed the North American Veterinary Licensing Examination in one attempt but has not failed the examination more than twice.

C. A veterinary trainee may practice with the designated title of "Veterinarian Trainee."

D. The veterinarian trainee may perform the limited practice of veterinary medicine for one year following graduation.

E. The licensed veterinarian directly supervising the veterinarian trainee shall hold an unrestricted license to practice veterinary medicine in the Commonwealth.

F. Disclosure and informed consent.

1. When a veterinarian trainee is practicing in the establishment, the supervising veterinarian shall disclose such practice to owners. The disclosure shall be by signage clearly visible to the public or by inclusion on an informed consent form.

2. Prior to allowing a veterinarian trainee to perform surgery on a patient unassisted by a licensed veterinarian, a licensed veterinarian shall receive written informed consent from the owner.

G. Whenever a veterinarian trainee is performing surgery on a patient, either assisted or unassisted, the supervising veterinarian shall be in the operatory during the procedure.

H. A veterinarian supervising a veterinarian trainee remains responsible for the care and treatment of the patient.



**Agenda Item: Emergency regulations to regulate satellite offices**

**Included in your agenda package:**

- SB663, which requires the Board to promulgate emergency regulations to regulate satellite offices; and
- Draft emergency regulatory language to regulate satellite offices.

**Staff Note:** Emergency regulations are effective for 18 months from the time the Governor's office approves them. The Board will issue a NOIRA for permanent regulations to replace emergency regulations simultaneously.

**Action needed:**

- Motion to adopt emergency regulations and NOIRA as discussed by the Board to regulate satellite offices.

# VIRGINIA ACTS OF ASSEMBLY -- 2024 SESSION

## CHAPTER 604

*An Act to amend and reenact § 54.1-3804 of the Code of Virginia, relating to Board of Veterinary Medicine; powers and duties; veterinary satellite offices.*

[S 663]

Approved April 5, 2024

**Be it enacted by the General Assembly of Virginia:**

**1. That § 54.1-3804 of the Code of Virginia is amended and reenacted as follows:**

**§ 54.1-3804. Specific powers of Board.**

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

1. To establish essential requirements and standards for approval of veterinary programs.
  2. To establish and monitor programs for the practical training of qualified students of veterinary medicine or veterinary technology in programs of veterinary medicine or veterinary technology at institutions of higher education.
  3. To regulate, inspect, and register all establishments ~~and~~, premises, *and satellite offices* where veterinary medicine is practiced.
  4. To establish requirements for the licensure of persons engaged in the practice of veterinary medicine, pursuant to § 54.1-3800, as part of a veterinary medical education program accredited by the American Veterinary Medical Association Council on Education and located in the Commonwealth.
- 2. That the Board of Veterinary Medicine shall promulgate regulations to implement the provisions of this act to be effective within 280 days of its enactment.**

**Project 7917 - Emergency/NOIRA**

**Board of Veterinary Medicine**

**Regulation of satellite offices of veterinary establishments**

**18VAC150-20-10. Definitions.**

The following words and terms when used in this chapter shall have the following meanings unless the context clearly indicates otherwise:

"AAVSB" means the American Association of Veterinary State Boards.

"Automatic emergency lighting" is lighting that is powered by battery, generator, or alternate power source other than electrical power, is activated automatically by electrical power failure, and provides sufficient light to complete surgery or to stabilize the animal until surgery can be continued or the animal moved to another establishment.

"AVMA" means the American Veterinary Medical Association.

"Board" means the Virginia Board of Veterinary Medicine.

"Companion animal" means any dog, cat, horse, nonhuman primate, guinea pig, hamster, rabbit not raised for human food or fiber, exotic or native animal, reptile, exotic or native bird, or any feral animal or animal under the care, custody or ownership of a person or any animal that is bought, sold, traded, or bartered by any person. Agricultural animals, game species, or any animals regulated under federal law as research animals shall not be considered companion animals for the purposes of this chapter.

"CVMA" means the Canadian Veterinary Medical Association.

"DEA" means the U.S. Drug Enforcement Administration.

"ICVA" means the International Council for Veterinary Assessment.

"Immediate supervision" means that the licensed veterinarian is immediately available to the licensed veterinary technician or assistant, either electronically or in person, and provides a specific order based on observation and diagnosis of the patient within the last 36 hours.

"Owner" means any person who (i) has a right of property in an animal; (ii) keeps or harbors an animal; (iii) has an animal in his care; or (iv) acts as a custodian of an animal.

"PAVE" means the Program for the Assessment of Veterinary Education Equivalence for veterinary technicians of the American Association of Veterinary State Boards.

"Preceptee" or "extern" means a student who is enrolled and in good standing in an AVMA accredited college of veterinary medicine or AVMA accredited veterinary technology program and who is receiving practical experience under the supervision of a licensed veterinarian or licensed veterinary technician.

"Preceptorship" or "externship" means a formal arrangement between an AVMA accredited college of veterinary medicine or an AVMA accredited veterinary technology program and a veterinarian who is licensed by the board and responsible for the practice of the preceptee. A preceptorship or externship shall be overseen by faculty of the college or program.

"Private animal shelter" means a facility that is used to house or contain animals and that is owned or operated by an incorporated, nonprofit, and nongovernmental entity, including a humane society, animal welfare organization, society for the prevention of cruelty to animals, or any other organization operating for the purpose of finding permanent adoptive homes for animals.

"Professional judgment" includes any decision or conduct in the practice of veterinary medicine, as defined by § 54.1-3800 of the Code of Virginia.

"Public animal shelter" means a facility operated by the Commonwealth, or any locality, for the purpose of impounding or sheltering seized, stray, homeless, abandoned, unwanted, or surrendered animals, or a facility operated for the same purpose under a contract with any locality.

"Satellite office" means a registered location dependent on a registered stationary or ambulatory veterinary establishment.

"Specialist" means a veterinarian who has been awarded and has maintained the status of diplomate of a specialty organization recognized by the American Board of Veterinary Specialties of the American Veterinary Medical Association, or any other organization approved by the board.

"Surgery" means treatment through revision, destruction, incision or other structural alteration of animal tissue. Surgery does not include dental extractions of single-rooted teeth or skin closures performed by a licensed veterinary technician upon a diagnosis and pursuant to direct orders from a veterinarian.

"Veterinarian-in-charge" means a veterinarian who holds an active license in Virginia and who is responsible for maintaining a veterinary establishment within the standards set by this chapter, for complying with federal and state laws and regulations, and for notifying the board of the establishment's closure.

"Veterinary establishment" or "establishment" means any stationary or ambulatory practice, veterinary hospital, animal hospital, or premises wherein or out of which veterinary medicine is being conducted.

"Veterinary technician" means a person licensed by the board as required by § 54.1-3805 of the Code of Virginia.

#### **18VAC150-20-100. Fees.**

The following fees shall be in effect:

Veterinary application for licensure	\$200
Veterinary application for faculty licensure	\$100
Veterinary license renewal (active)	\$175
Veterinary license renewal (inactive)	\$85
Veterinary faculty license renewal	\$75
Veterinary reinstatement of expired license	\$255
Veterinary license late renewal	\$60
Veterinary faculty license late renewal	\$25
Veterinarian reinstatement after disciplinary action	\$450
Veterinary intern/resident license -- initial or renewal	\$25
Veterinary technician application for licensure	\$65
Veterinary technician license renewal	\$50
Veterinary technician license renewal (inactive)	\$25
Veterinary technician license late renewal	\$20
Veterinary technician reinstatement of expired license	\$95
Veterinary technician reinstatement after disciplinary action	\$125
Equine dental technician initial registration	\$100
Equine dental technician registration renewal	\$70
Equine dental technician late renewal	\$25
Equine dental technician reinstatement	\$120
Initial veterinary establishment registration	\$300
Veterinary establishment renewal	\$200
Veterinary establishment late renewal	\$75
Veterinary establishment reinstatement	\$75
Veterinary establishment reinspection	\$300
Veterinary establishment -- change of location	\$300
Veterinary establishment -- change of veterinarian-in-charge	\$40
<u>Veterinary satellite office initial registration</u>	<u>[\$X]</u>
<u>Veterinary satellite office renewal</u>	<u>[\$X]</u>
<u>Veterinary satellite office late renewal</u>	<u>[\$X]</u>
<u>Veterinary satellite office reinstatement</u>	<u>[\$X]</u>

<u>Veterinary satellite office reinspection</u>	<u>\$(X)</u>
<u>Veterinary satellite office change of location</u>	<u>\$(X)</u>
Duplicate license	\$15
Duplicate wall certificate	\$25
Handling fee for returned check or dishonored credit card or debit card	\$50
Licensure verification to another jurisdiction	\$25

**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 18VAC150-20-171. The injection of a microchip for identification purposes shall only be performed in a veterinary establishment, except personnel of public or private animal shelters may inject animals while in their possession.

2. An application for registration must be made to the board 45 days in advance of opening or changing the location of the establishment or requesting a change in the establishment category listed on the registration.

3. Any addition or renovation of a stationary establishment or an ambulatory establishment that involves changes to the structure or composition of a surgery room shall require reinspection by the board and payment of the required fee prior to use.

4. Every veterinary establishment shall register any satellite office pursuant to 18VAC150-20-202.

B. A veterinary establishment will be registered by the board when:

1. It is inspected by the board and is found to meet the standards set forth by 18VAC150-20-190 and 18VAC150-20-200, ~~or including~~ 18VAC150-20-201 and 18VAC150-20-202 where applicable. If, during a new or routine inspection, violations or deficiencies are found necessitating a reinspection, the prescribed reinspection fee will be levied. Failure to pay the fee shall be deemed unprofessional conduct and, until paid, the establishment shall be deemed to be unregistered.
2. A veterinarian currently licensed by and in good standing with the board is registered with the board in writing as veterinarian-in-charge and ensures that the establishment registration fee has been paid.

**18VAC150-20-181. Requirements for veterinarian-in-charge.**

A. The veterinarian-in-charge of a veterinary establishment is responsible for:

1. Regularly being on site as necessary to provide routine oversight to the veterinary establishment and providing routine oversight of satellite offices for patient safety and compliance with law and regulation.
2. Maintaining the facility and satellite offices within the standards set forth by this chapter.
3. Performing the biennial controlled substance inventory and ensuring compliance at the facility and satellite offices with any federal or state law relating to controlled substances as defined in § 54.1-3404 of the Code of Virginia. The performance of the biennial inventory may be delegated to another licensee, provided the veterinarian-in-charge signs the inventory and remains responsible for its content and accuracy.
4. Notifying the board in writing of the closure of the registered facility or any satellite office 10 days prior to closure.



5. Notifying the board immediately if no longer acting as the veterinarian-in-charge.
6. Ensuring the establishment ~~maintains a~~ and satellite offices maintain current and valid ~~registration~~ registrations issued by the board.

B. Upon any change in veterinarian-in-charge, these procedures shall be followed:

1. The veterinarian-in-charge registered with the board remains responsible for the establishment and the stock of controlled substances until a new veterinarian-in-charge is registered or for five days, whichever occurs sooner.
2. An application for a new registration, naming the new veterinarian-in-charge, shall be made five days prior to the change of the veterinarian-in-charge. If no prior notice was given by the previous veterinarian-in-charge, an application for a new registration naming a new veterinarian-in-charge shall be filed as soon as possible, but no more than 10 days, after the change.
3. The previous establishment registration is void on the date of the change of veterinarian-in-charge and shall be returned by the former veterinarian-in-charge to the board five days following the date of change.
4. Prior to the opening of the business, on the date of the change of veterinarian-in-charge, the new veterinarian-in-charge shall take a complete inventory of all Schedules II through V drugs on hand. He shall date and sign the inventory and maintain it on premises for three years. That inventory may be designated as the official biennial controlled substance inventory.

C. Prior to the sale or closure of a veterinary establishment, the veterinarian-in-charge shall:

1. Follow the requirements for transfer of patient records to another location in accordance with § 54.1-2405 of the Code of Virginia; and

2. If there is no transfer of records upon sale or closure of an establishment, the veterinarian-in-charge shall provide to the board information about the location of or access to patient records and the disposition of all scheduled drugs.

**18VAC150-20-185. Renewal of veterinary establishment registrations.**

A. Every veterinary establishment shall be required to renew the registration by January 1 of each year and pay to the board a registration fee as prescribed in 18VAC150-20-100.

B. Failure to renew the an establishment registration or satellite office registration by January 1 of each year shall cause the registration to expire and become invalid. Practicing veterinary medicine in an establishment or out of a satellite office with an expired registration may subject a licensee or registration holder to disciplinary action by the board. The registration may be renewed without reinspection within 30 days of expiration, provided the board receives a properly executed renewal application, renewal fee, and a late fee as prescribed in 18VAC150-20-100.

C. A satellite office registration shall be renewed concurrently with the renewal of the establishment registration or after the renewal of the establishment registration.

~~C.~~ D. Reinstatement of an expired registration after 30 days shall be at the discretion of the board and contingent upon a properly executed reinstatement application and payment of the late fee, the reinspection fee when applicable, the renewal fee and the ~~veterinary establishment registration~~ reinstatement fee. A reinspection is required when an establishment registration is reinstated.

**18VAC150-20-190. Requirements for drug storage, dispensing, destruction, and records for all establishments and satellite offices.**

A. All drugs shall be maintained, administered, dispensed, prescribed, and destroyed in compliance with state and federal laws, which include § 54.1-3303 of the Code of Virginia, the Drug Control Act (§ 54.1-3400 et seq. of the Code of Virginia), applicable parts of the federal

Food, Drug, and Cosmetic Control Act (21 USC § 301 et seq.), the Prescription Drug Marketing Act (21 USC § 301 et seq.), and the Controlled Substances Act (21 USC § 801 et seq.), as well as applicable portions of Title 21 of the Code of Federal Regulations.

B. All repackaged tablets and capsules dispensed for companion animals shall be in approved safety closure containers, except safety caps shall not be required when any person who requests that the medication not have a safety cap or in such cases in which the medication is of such form or size that it cannot be reasonably dispensed in such containers (e.g., topical medications, ophthalmic, or otic). An owner request for nonsafety packaging shall be documented in the patient record.

C. All drugs dispensed for companion animals shall be labeled with the following:

1. Name and address of the facility;
2. First and last name of owner;
3. Animal identification and species;
4. Date dispensed;
5. Directions for use;
6. Name, strength (if more than one dosage form exists), and quantity of the drug; and
7. Name of the prescribing veterinarian.

D. All veterinary establishments and satellite offices shall maintain drugs in a secure manner with precaution taken to prevent theft or diversion. Only the veterinarian, veterinary technician, pharmacist, or pharmacy technician shall have access to Schedules II through V drugs, with the exception provided in subdivision 6 of this subsection.

1. In a stationary establishment or satellite office, the general stock of Schedules II through V drugs shall be stored in a securely locked cabinet or safe that is not easily movable.

2. The establishment or satellite office may also have a working stock of Schedules II through V drugs that shall be kept in (i) a securely locked container, cabinet, or safe when not in use or (ii) direct possession of a veterinarian or veterinary technician. A working stock shall consist of only those drugs that are necessary for use during a normal business day or 24 hours, whichever is less.

3. Whenever the establishment or satellite office is closed, all general and working stock of Schedules II through V drugs and any dispensed prescriptions that were not delivered during normal business hours shall be securely stored as required for the general stock.

4. Prescriptions that have been dispensed and prepared for delivery shall be maintained under lock or in an area that is not readily accessible to the public and may be delivered to an owner by an unlicensed person, as designated by the veterinarian.

5. Whenever a theft or any unusual loss of Schedules II through V drugs is discovered, the veterinarian-in-charge, or in his absence, his designee, shall immediately report such theft or loss to the Board of Veterinary Medicine and the Board of Pharmacy and to the DEA. The report to the boards shall be in writing and sent electronically or by regular mail. The report to the DEA shall be in accordance with 21 CFR 1301.76(b). If the veterinarian-in-charge is unable to determine the exact kind and quantity of the drug loss, he shall immediately take a complete inventory of all Schedules II through V drugs.

6. Access to drugs by unlicensed persons shall be allowed only under the following conditions:

a. An animal is being kept at the establishment outside of the normal hours of operation, and a licensed practitioner is not present in the facility;

b. The drugs are limited to those dispensed to a specific patient; and

c. The drugs are maintained separately from the establishment's general drug stock and kept in such a manner so they are not readily available to the public.

E. Schedules II through V drugs shall be destroyed by (i) transferring the drugs to another entity authorized to possess or provide for proper disposal of such drugs or (ii) destroying the drugs in compliance with applicable local, state, and federal laws and regulations. If Schedules II through V drugs are to be destroyed, a DEA drug destruction form shall be fully completed and used as the record of all drugs to be destroyed. A copy of the destruction form shall be retained at the veterinarian practice site with other inventory records.

F. The drug storage area shall have appropriate provision for temperature control for all drugs and biologics. If drugs requiring refrigeration are maintained at the ~~facility~~ establishment or satellite office, the drugs shall be kept in a refrigerator with the interior thermometer maintained between 36°F and 46°F. If a refrigerated drug is in Schedules II through V, the drug shall be kept in a locked container secured to the refrigerator, or the refrigerator shall be locked. Drugs stored at room temperature shall be maintained between 59°F and 86°F.

G. The stock of drugs shall be reviewed frequently, and expired drugs shall be removed from the working stock of drugs at the expiration date and shall not be administered or dispensed.

H. A distribution record shall be maintained in addition to the patient's record, in chronological order, for the administration and dispensing of all Schedules II through V drugs.

This record is to be maintained for a period of three years from the date of transaction. This distribution record shall include the following:

1. Date of transaction;
2. Drug name, strength, and the amount dispensed, administered, and wasted;
3. Owner and animal identification; and

4. Identification of the veterinarian authorizing the administration or dispensing of the drug.

I. Original invoices for all Schedules II through V drugs received shall be maintained in chronological order on the premises where the stock of drugs is held, and the actual date of receipt shall be noted. All drug records shall be maintained for a period of three years from the date of transaction.

J. A complete and accurate inventory of all Schedules II through V drugs shall be taken, dated, and signed on any date that is within two years of the previous biennial inventory. Drug strength must be specified. This inventory shall indicate if it was made at the opening or closing of business and shall be maintained on the premises where the drugs are held for three years from the date of taking the inventory.

K. Inventories and records, including original invoices, of Schedule II drugs shall be maintained separately from all other records, and the establishment or satellite office shall maintain a continuous inventory of all Schedule II drugs received, administered, or dispensed, with reconciliation at least monthly. Reconciliation requires an explanation noted on the inventory for any difference between the actual physical count and the theoretical count indicated by the distribution record. A continuous inventory shall accurately indicate the physical count of each Schedule II drug in the general and working stocks at the time of performing the inventory.

L. Veterinary establishments and satellite offices shall (i) maintain records of the dispensing of feline buprenorphine and canine butorphanol, (ii) reconcile such records monthly, and (iii) make such records available for inspection upon request.

M. Veterinary establishments or satellite offices in which bulk reconstitution of injectable, bulk compounding, or the prepackaging of drugs is performed shall maintain adequate control records for a period of one year or until the expiration, whichever is greater. The records shall show the name of the drugs used; strength, if any; date repackaged; quantity prepared; initials of the

veterinarian verifying the process; the assigned lot or control number; the manufacturer's or distributor's name and lot or control number; and an expiration date.

N. If a limited stationary or ambulatory practice uses the facilities of another veterinary establishment, the drug distribution log shall clearly reveal whose Schedules II through V drugs were used. If the establishment's drug stock is used, the distribution record shall show that the procedure was performed by a visiting veterinarian who has the patient record. If the visiting veterinarian uses his own stock of drugs, he shall make entries in his own distribution record and in the patient record and shall leave a copy of the patient record at the other establishment.

**18VAC150-20-195. Recordkeeping.**

A. A legible, daily record of each patient treated shall be maintained by the veterinarian at the registered veterinary establishment or readily available for inspection upon request 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.

C. An initial rabies certification for an animal receiving a primary rabies vaccination shall clearly display the following information: "An animal is not considered immunized for at least 28 days after the initial or primary vaccination is administered."

**18VAC150-20-202. Standards for satellite offices of veterinary establishments.**

A. Satellite offices of veterinary establishments shall consist of an ambulatory component of a registered veterinary establishment for which the veterinarian practicing out of the ambulatory component does not return controlled substances to the registered veterinary establishment prior to the close of business.

B. Satellite offices of veterinary establishments shall not exist independently of the registered veterinary establishment.



**DRAFT**

---

# *Virginia's Veterinarian Workforce: 2023*

---

Healthcare Workforce Data Center

February 2024

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

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

Get a copy of this report from:

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

*More than 4,000 veterinarians voluntarily participated in this survey. Without their efforts, the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Veterinary Medicine express our sincerest appreciation for their ongoing cooperation.*

***Thank You!***

***Virginia Department of Health Professions***

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

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

*Healthcare Workforce Data Center Staff:*

**Yetty Shobo, PhD**  
*Director*

**Barbara Hodgdon, PhD**  
*Deputy Director*

**Rajana Siva, MBA**  
*Data Analyst*

**Christopher Coyle, BA**  
*Research Assistant*

# Virginia Board of Veterinary Medicine

## ***President***

Thomas B. Massie, Jr., DVM  
*Washington*

## ***Vice-President***

Jeffery Newman, DVM  
*Alexandria*

## ***Secretary***

Tregel Cockburn, DVM  
*Sterling*

## ***Members***

Richard G. Bailey, DVM  
*Fincastle*

Steven B. Karras, DVM  
*Roanoke*

Steven A. Linas, OD  
*Richmond*

Patricia Seeger, LVT, BBA  
*Hampton*

## ***Executive Director***

Leslie L. Knachel

# Contents

---

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

# The Veterinarian Workforce: At a Glance:

## The Workforce

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

## Background

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

## Current Employment

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

## Survey Response Rate

All Licenses:	85%
Renewing Practitioners:	92%

## Education

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

## Job Turnover

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

## Demographics

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

## Finances

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

## Time Allocation

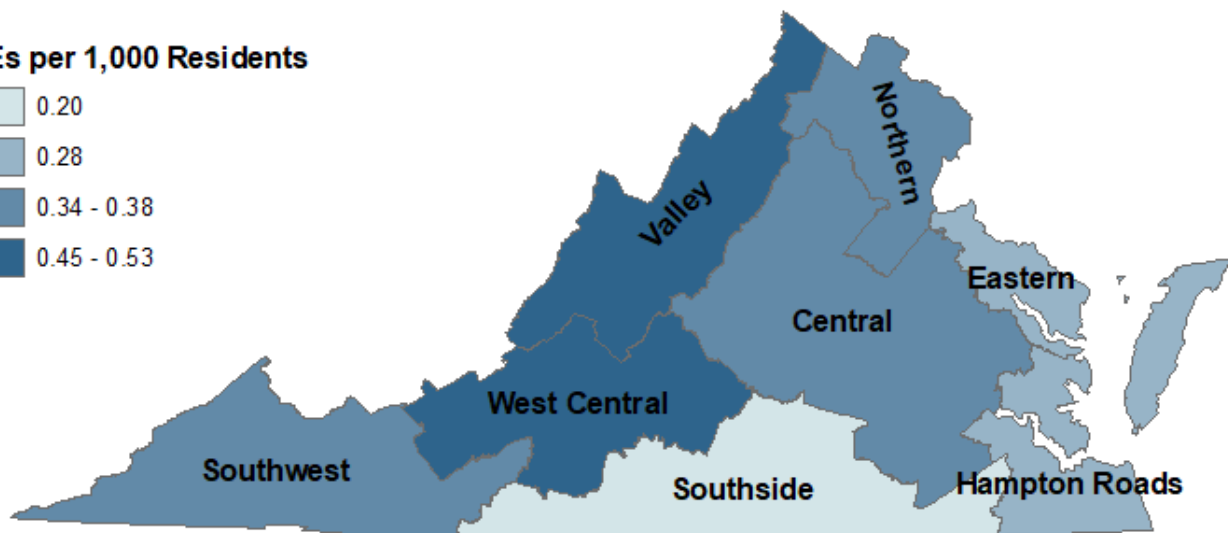
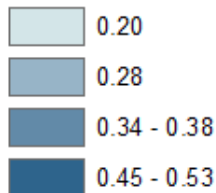
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	85%

Source: Va. Healthcare Workforce Data Center

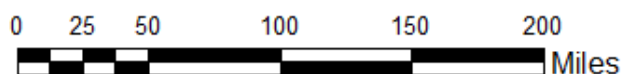
## Full-Time Equivalency Units Provided by Veterinarians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



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



This report contains the results of the 2023 Veterinarian Workforce survey. There were 4,328 veterinarians who voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every December for veterinarians. These survey respondents represent 85% of the 5,086 veterinarians licensed in the state and 92% of renewing practitioners.

The HWDC estimates that 3,750 veterinarians participated in Virginia's workforce during the survey period, which is defined as those veterinarians who worked at least a portion of the year in the state or who live in the state and intend to return to work as a veterinarian at some point in the future. During the past year, Virginia's veterinarian workforce provided 3,342 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

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

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

## Summary of Trends

---

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

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

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

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

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2023.
- Target Population:** All veterinarians who held a Virginia license at some point between January 2023 and December 2023.
- Survey Population:** The survey was available to veterinarians who renewed their licenses online. It was not available to those who did not renew, including some veterinarians newly licensed in 2023.

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinarians

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

Response Rates

All Licensees: 85%  
 Renewing Practitioners: 92%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Veterinarian Workforce: 3,750  
 FTEs: 3,342

### Utilization Ratios

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

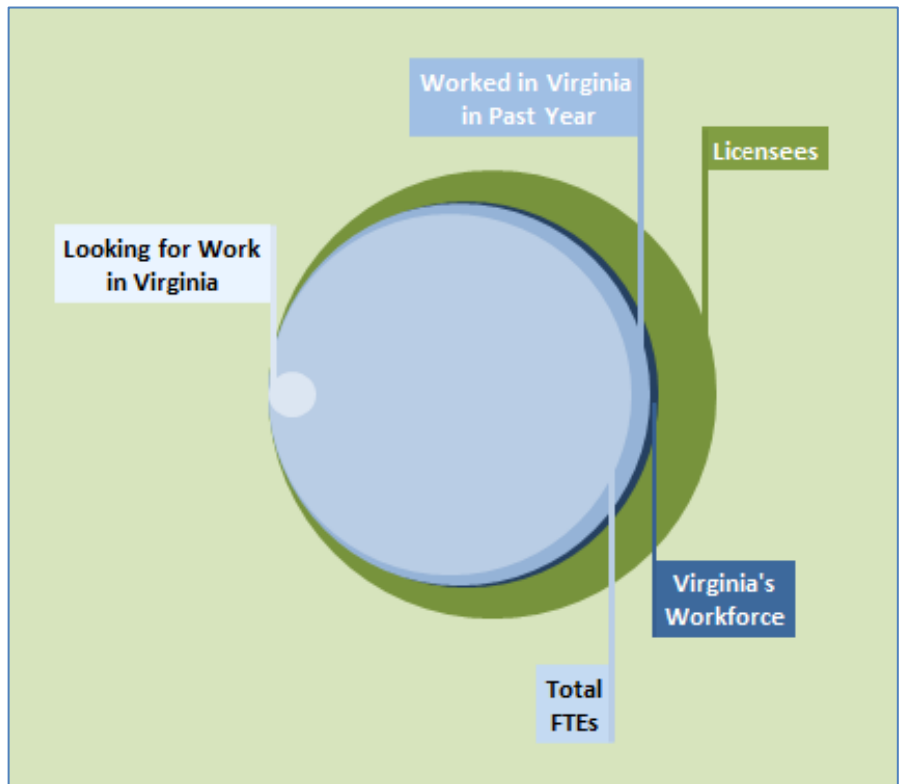
Source: Va. Healthcare Workforce Data Center

## Definitions

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

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

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

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

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

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



A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

**Gender**

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

**Age**

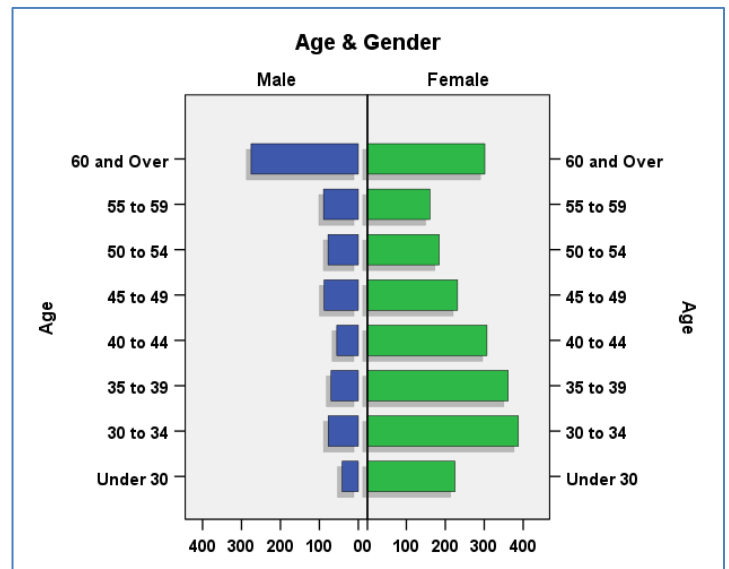
Median Age: 45  
% Under 40: 40%  
% 55 and Over: 28%

**Diversity**

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

Source: Va. Healthcare Workforce Data Center

In a random encounter between two veterinarians, there is a 23% chance that they would be of different races or ethnicities (a measure known as the diversity index).



Source: Va. Healthcare Workforce Data Center

P047

## At a Glance:

### Childhood

Urban Childhood: 9%  
 Rural Childhood: 28%

### Virginia Background

HS in Virginia: 37%  
 Prof. Degree in VA: 33%  
 HS or Prof. Edu. in VA: 46%

### Location Choice

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

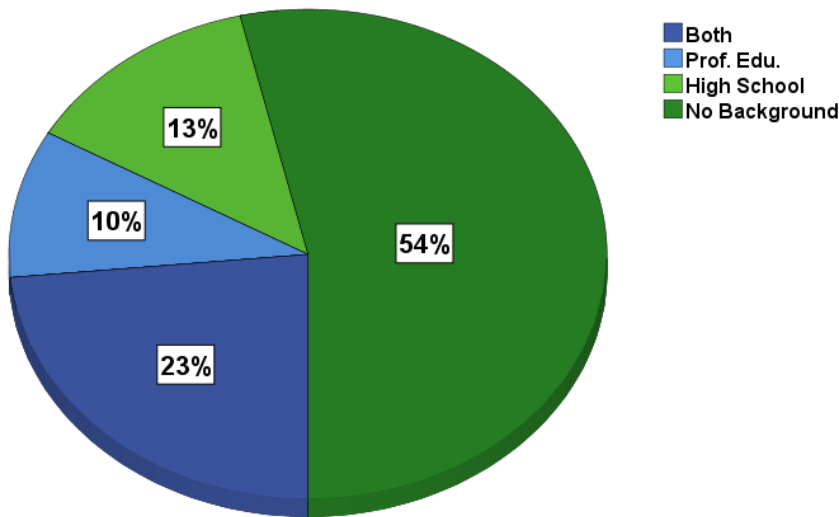
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

### Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

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

## Top Ten States for Veterinarian Recruitment

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

Source: Va. Healthcare Workforce Data Center

*Among all veterinarians, 37% received their high school degree in Virginia, and 33% received their initial professional degree in the state.*

*Among veterinarians who obtained their initial license in the past five years, 34% received their high school degree in Virginia, while 26% received their initial professional degree in the state.*

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

Source: Va. Healthcare Workforce Data Center

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

### At a Glance:

#### Not in VA Workforce

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

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

## At a Glance:

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

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

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

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

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

### Positions Held

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

### Weekly Hours

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Earnings**

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

**Benefits**

Health Insurance: 53%

Retirement: 55%

**Satisfaction**

Satisfied: 92%

Very Satisfied: 56%

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

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

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

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

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

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

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 1%

**Turnover & Tenure**

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

**Employment Type**

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

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

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

## At a Glance:

### Concentration

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

### Locations

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

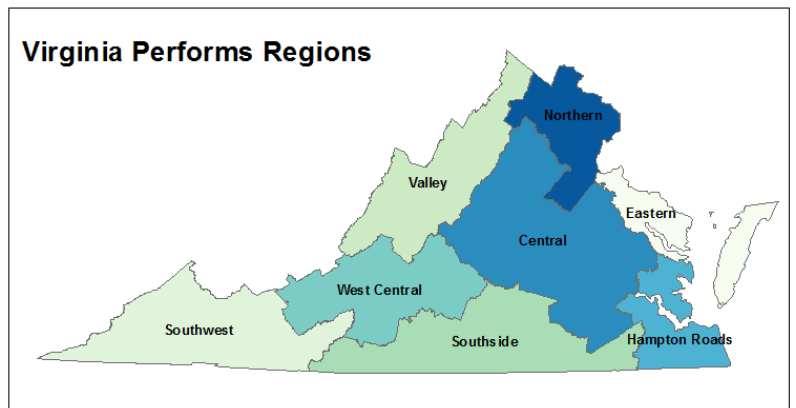
Source: Va. Healthcare Workforce Data Center

Nearly three out of every four veterinarians in the state work in Northern Virginia, Central Virginia, and Hampton Roads.

## A Closer Look:

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

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

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

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

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

Source: Va. Healthcare Workforce Data Center



**A Closer Look:**

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

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

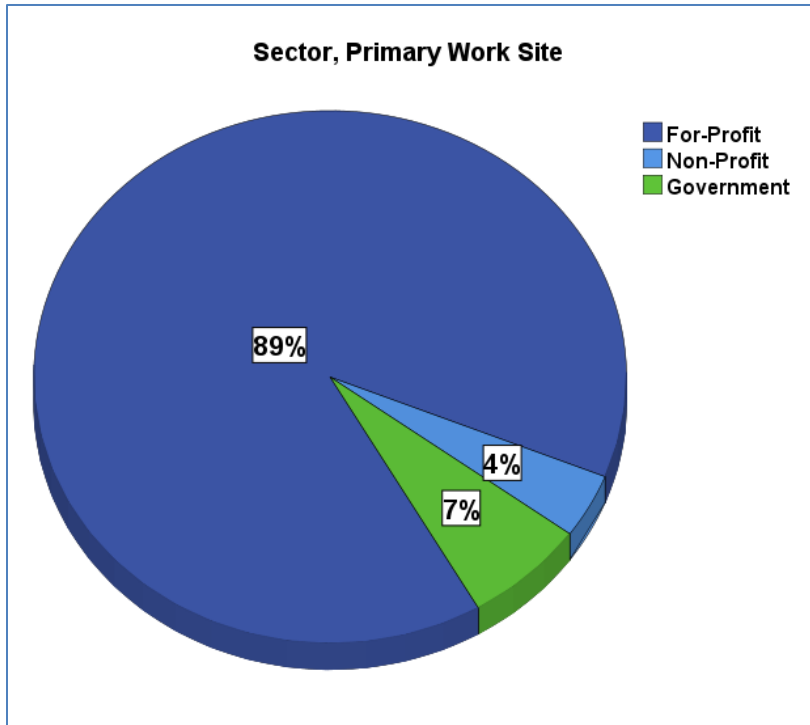
**Sector**

For-Profit:	89%
Federal:	3%

**Top Establishments**

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

Source: Va. Healthcare Workforce Data Center



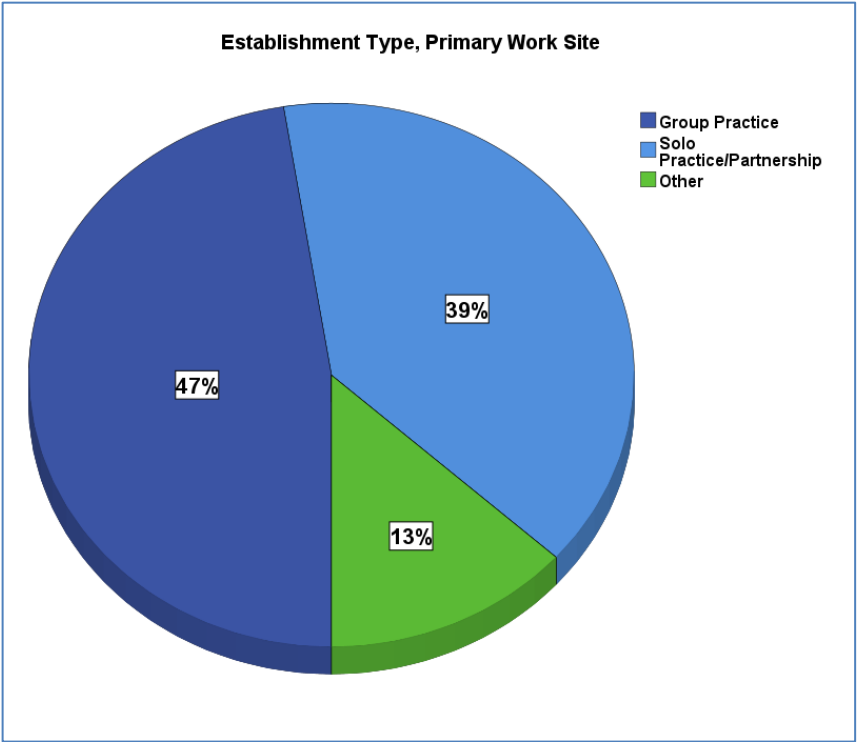
Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

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

## At a Glance: (Primary Locations)

### Languages Offered

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

### Means of Communication

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

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

## Means of Language Communication

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

Source: Va. Healthcare Workforce Data Center

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

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

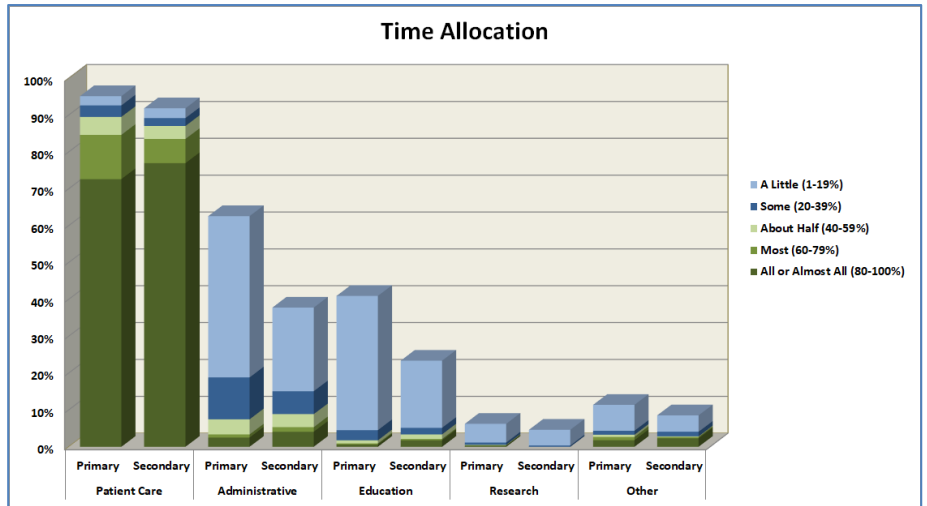
Patient Care: 85%  
Administration: 3%  
Education: 1%

### Patient Care Veterinarians

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



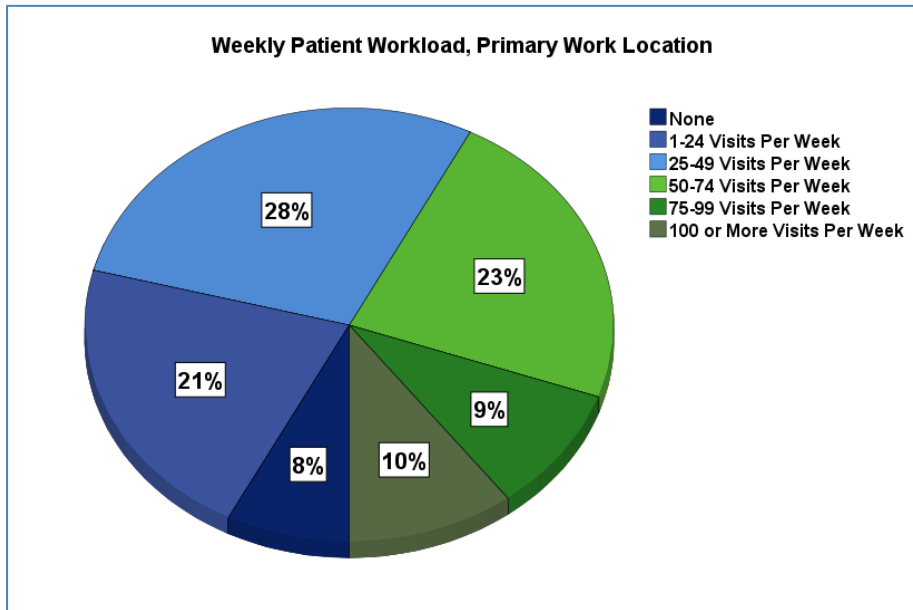
Source: Va. Healthcare Workforce Data Center

*Veterinarians spend most of their time treating patients. In fact, 85% of veterinarians fill a patient care role, defined as spending 60% or more of their time on patient care activities.*

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Research		Other	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	73%	77%	3%	4%	1%	2%	0%	0%	2%	2%
<b>Most (60-79%)</b>	12%	7%	1%	1%	0%	0%	0%	0%	1%	0%
<b>About Half (40-59%)</b>	5%	4%	4%	4%	1%	1%	0%	0%	1%	0%
<b>Some (20-39%)</b>	3%	2%	11%	6%	3%	2%	1%	0%	1%	1%
<b>A Little (1-19%)</b>	3%	3%	44%	23%	36%	18%	5%	4%	7%	4%
<b>None (0%)</b>	5%	8%	37%	62%	59%	77%	94%	95%	89%	91%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Patient Workload (Median)

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

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

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

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Veterinarians**

Under 65: 41%  
Under 60: 19%

**Veterinarians 50 and Over**

Under 65: 25%  
Under 60: 7%

**Time Until Retirement**

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

Source: Va. Healthcare Workforce Data Center

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

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

**Future Plans**

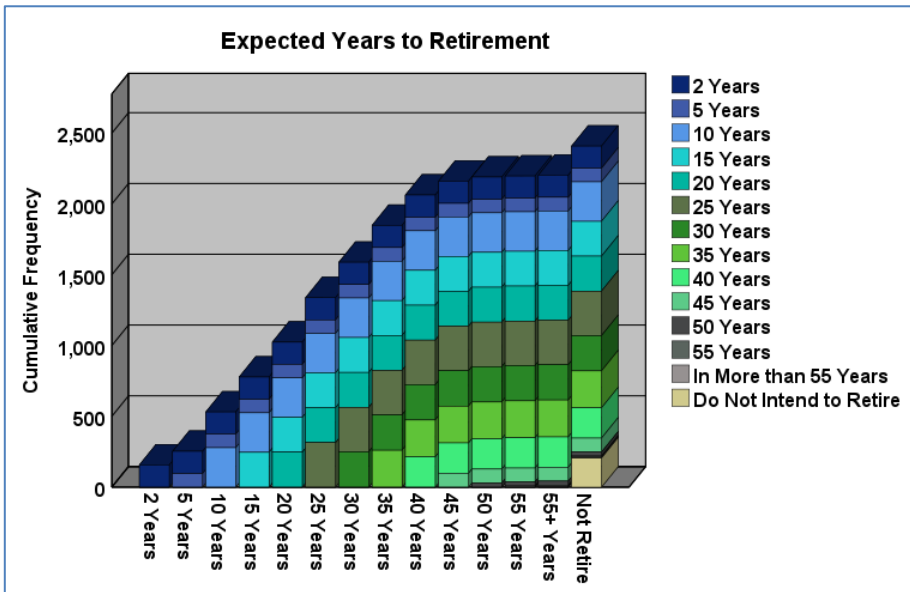
Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	58	2%
<b>Leave Virginia</b>	103	3%
<b>Decrease Patient Care Hours</b>	357	10%
<b>Decrease Teaching Hours</b>	17	0%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	207	6%
<b>Increase Teaching Hours</b>	113	3%
<b>Pursue Additional Education</b>	278	7%
<b>Return to the Workforce</b>	14	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectations to age, we can estimate the maximum years to retirement for veterinarians. While only 7% of veterinarians expect to retire in the next two years, 22% plan to retire within the next decade. More than half of the current workforce expect to retire by 2048.

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

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2033. Retirement will peak at 13% of the current workforce around 2048 before declining to under 10% of the current workforce again around 2063.

## At a Glance:

### FTEs

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

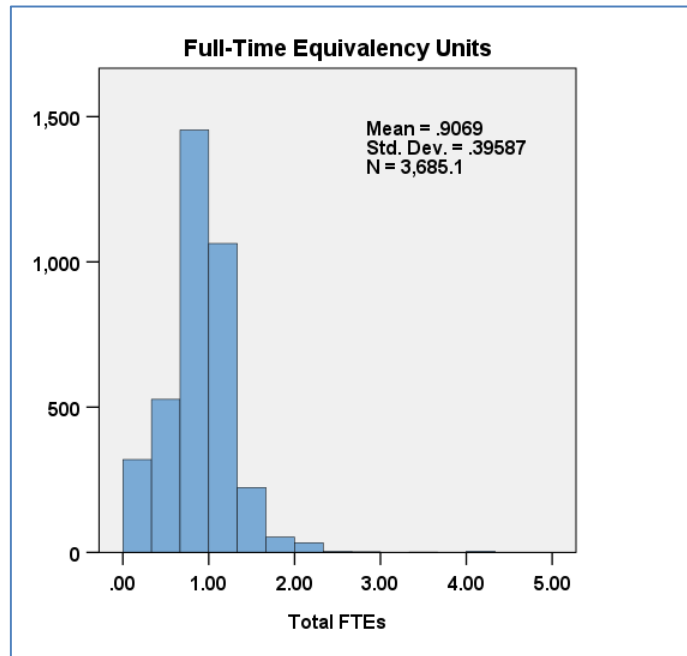
### Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

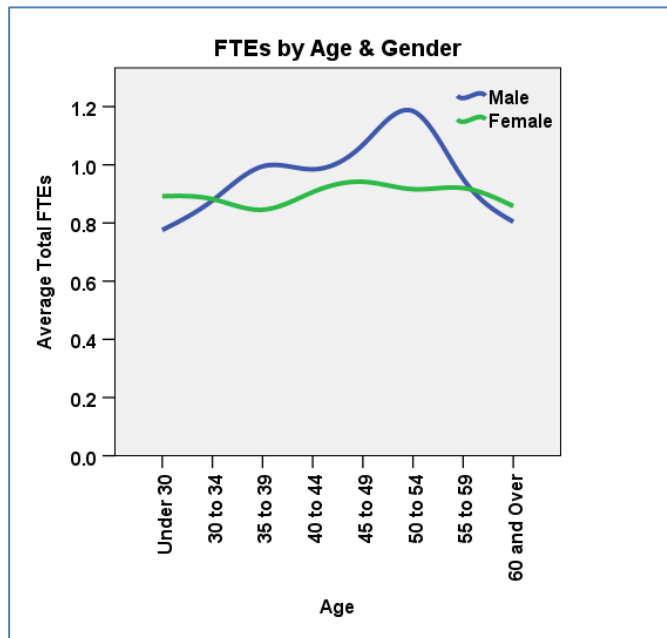


Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

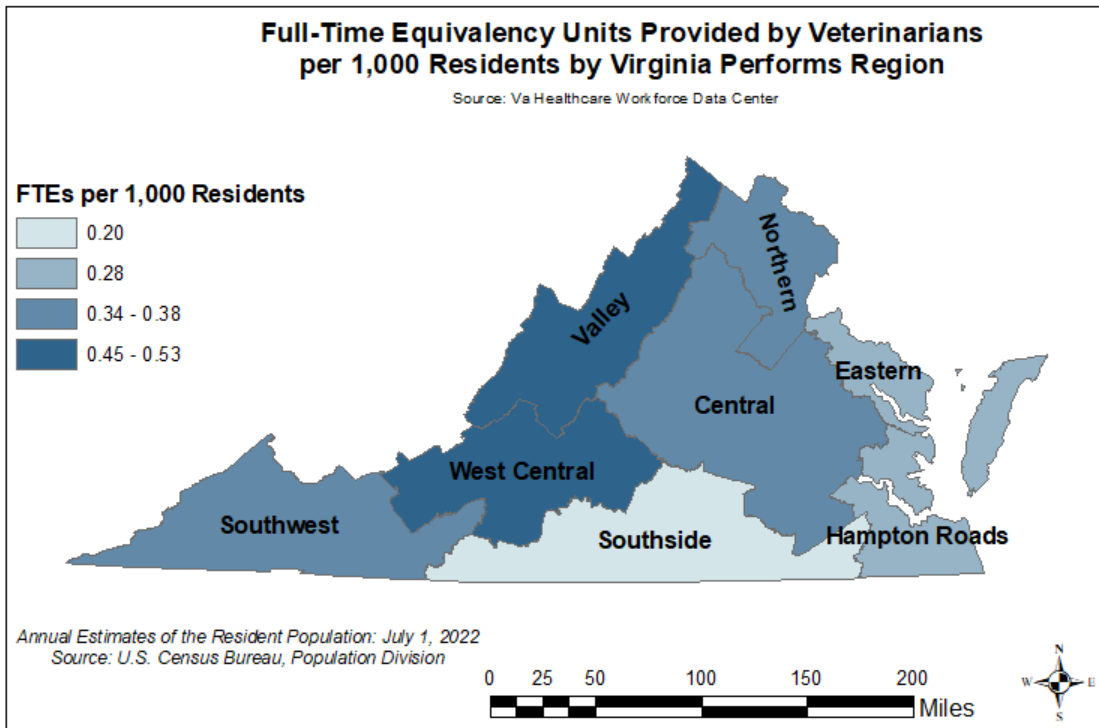
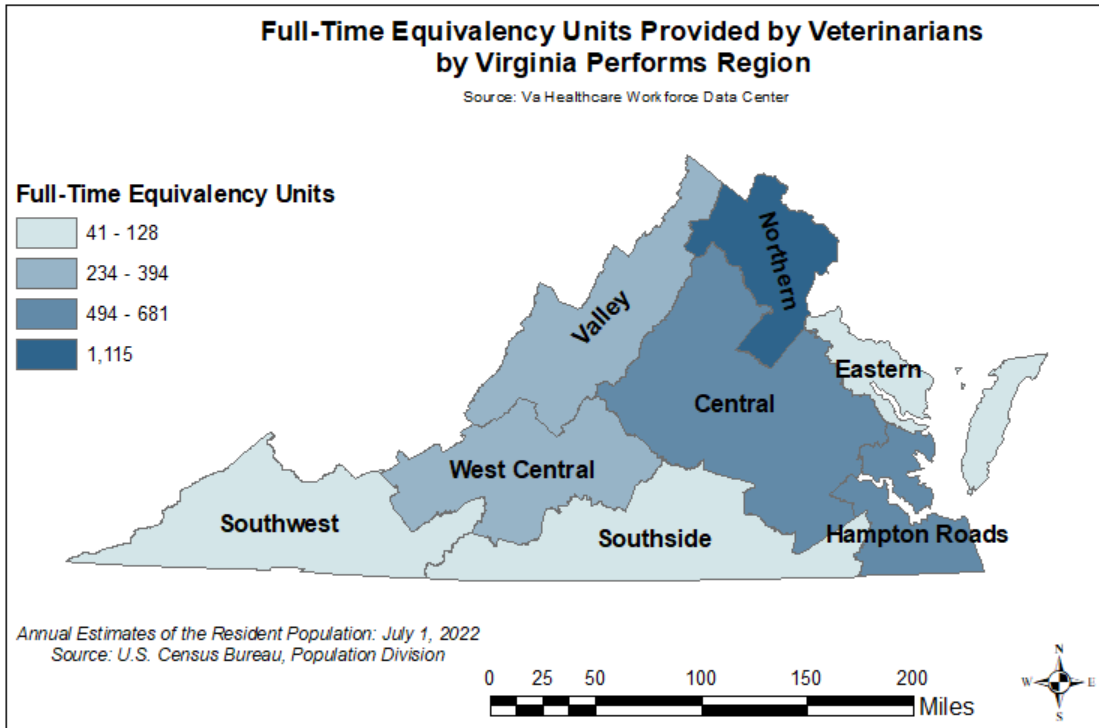


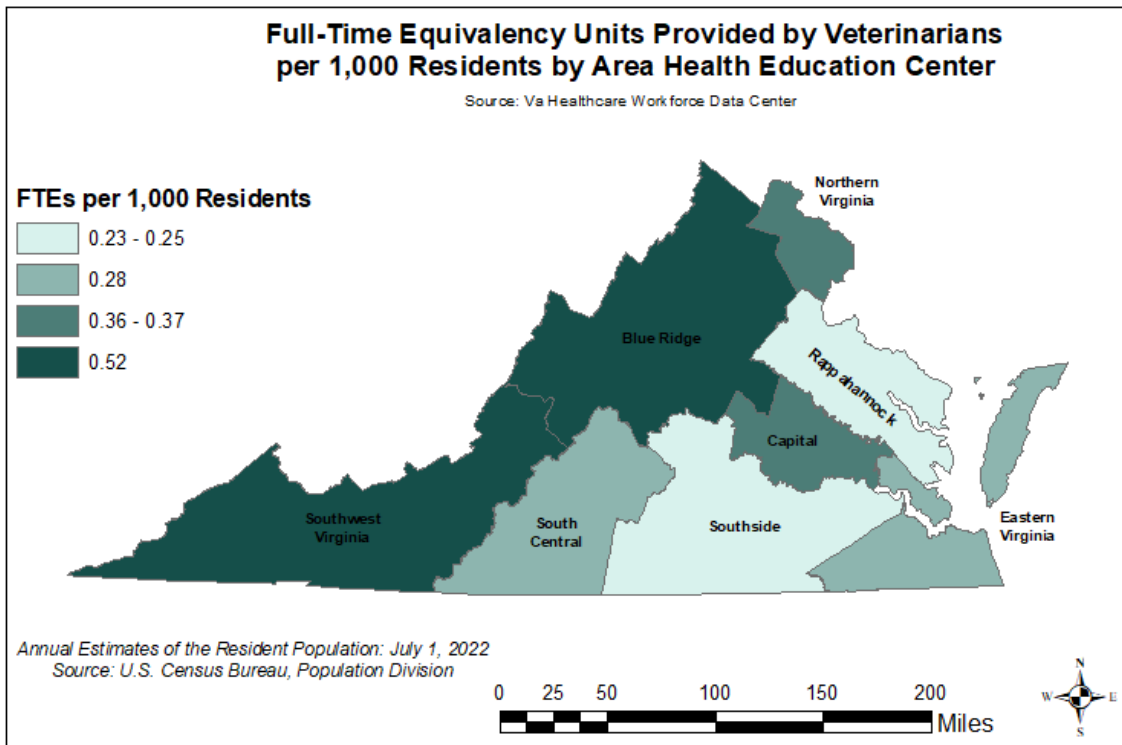
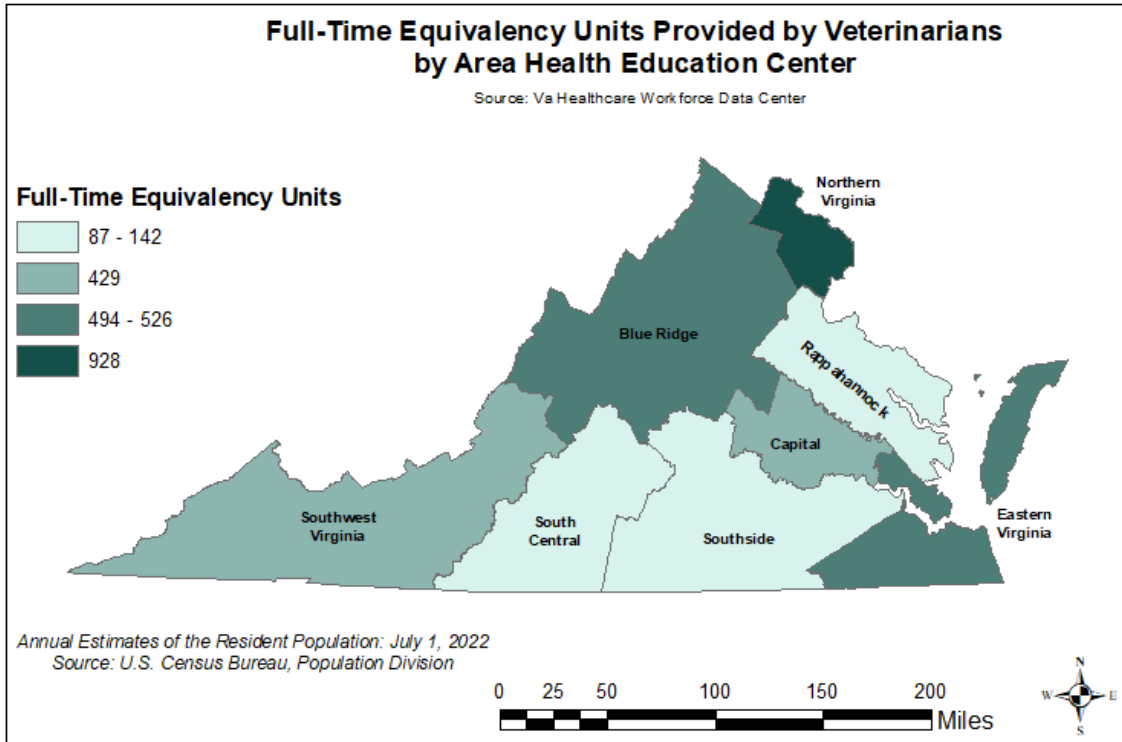
Source: Va. Healthcare Workforce Data Center

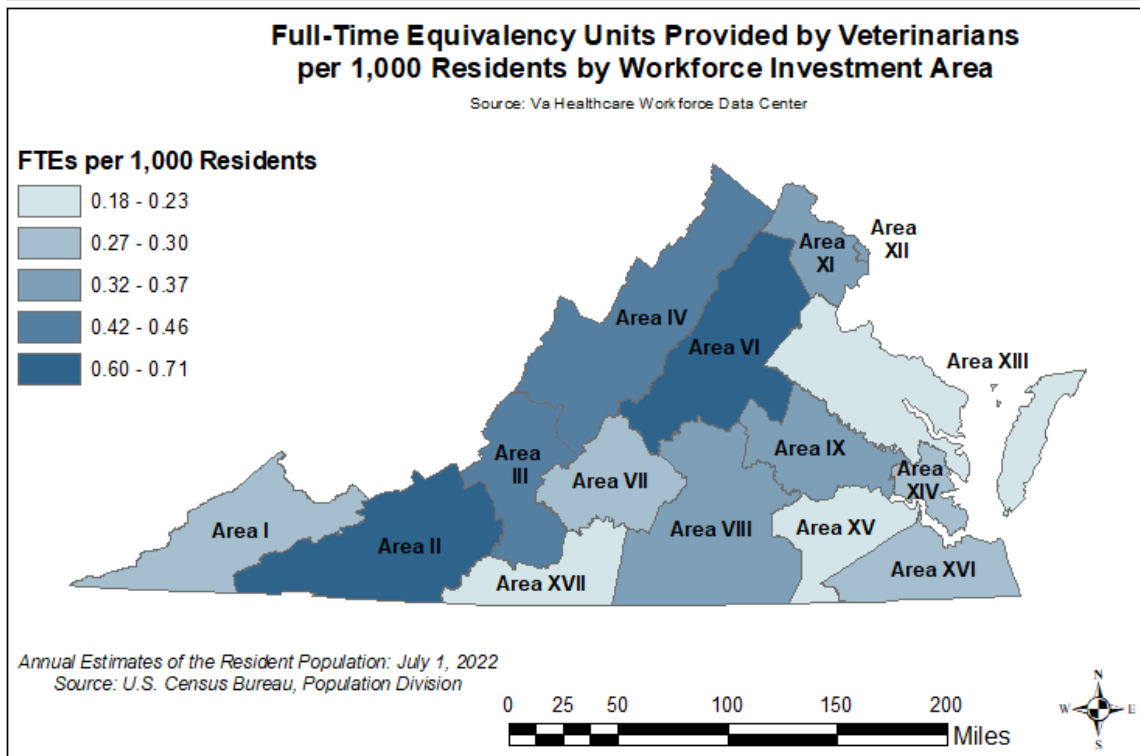
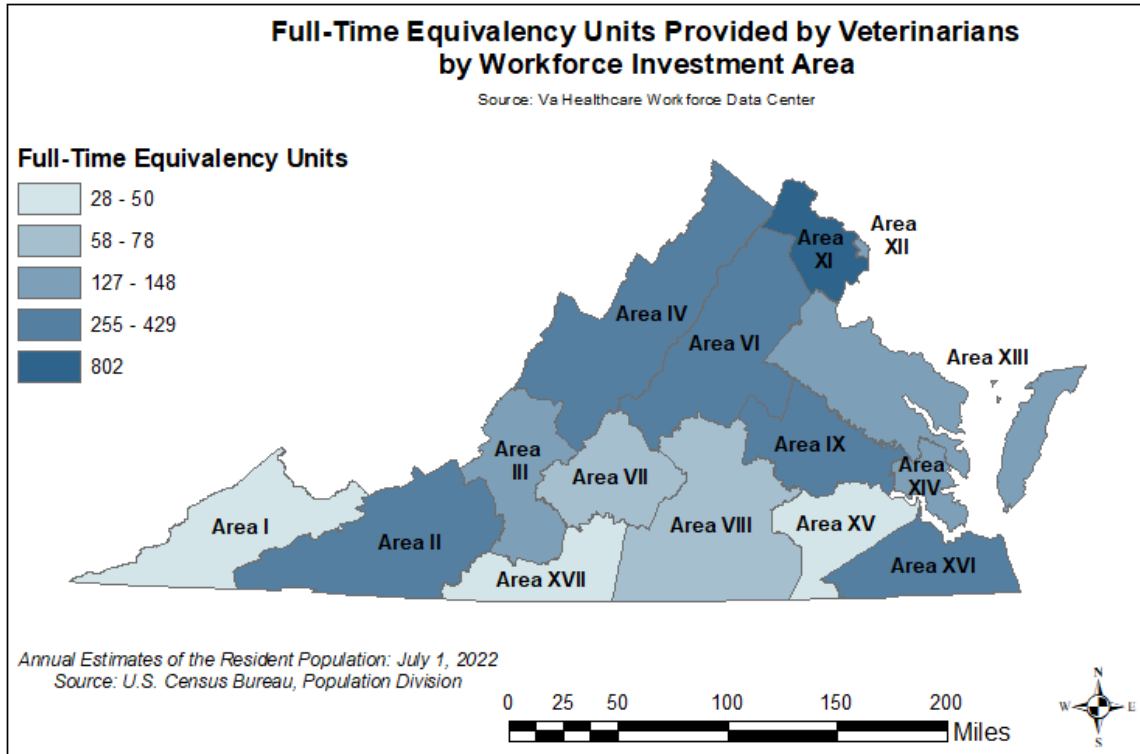
<sup>2</sup> Number of residents in 2022 was used as the denominator.

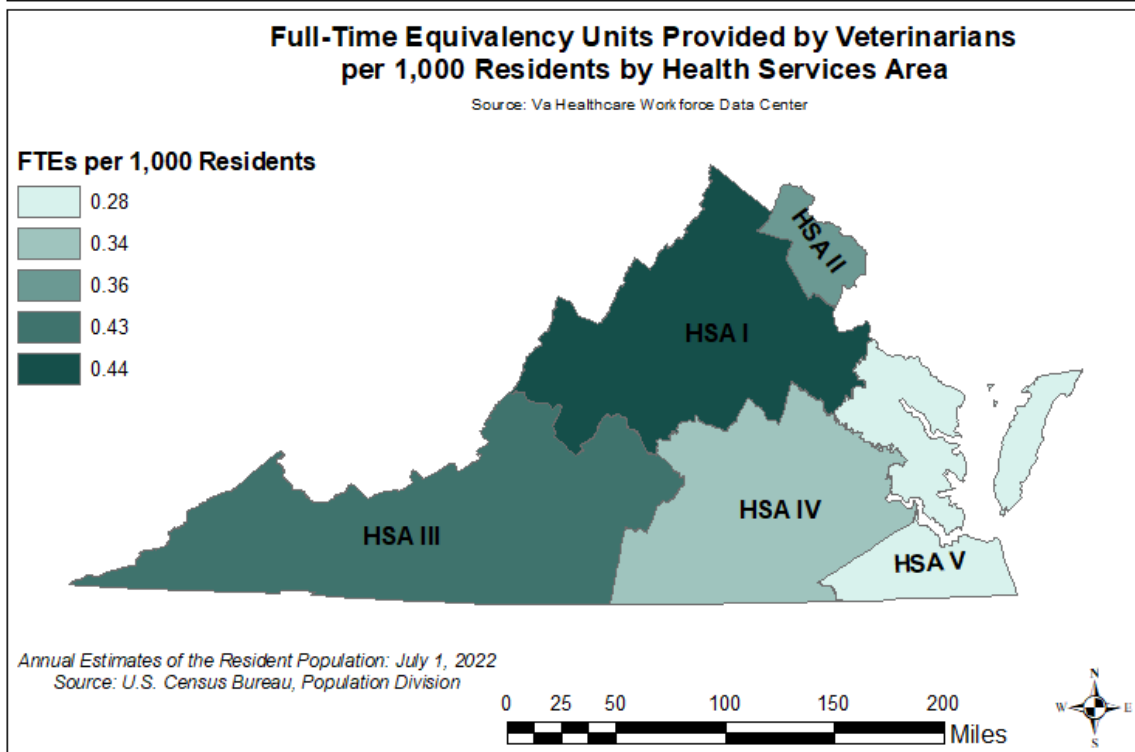
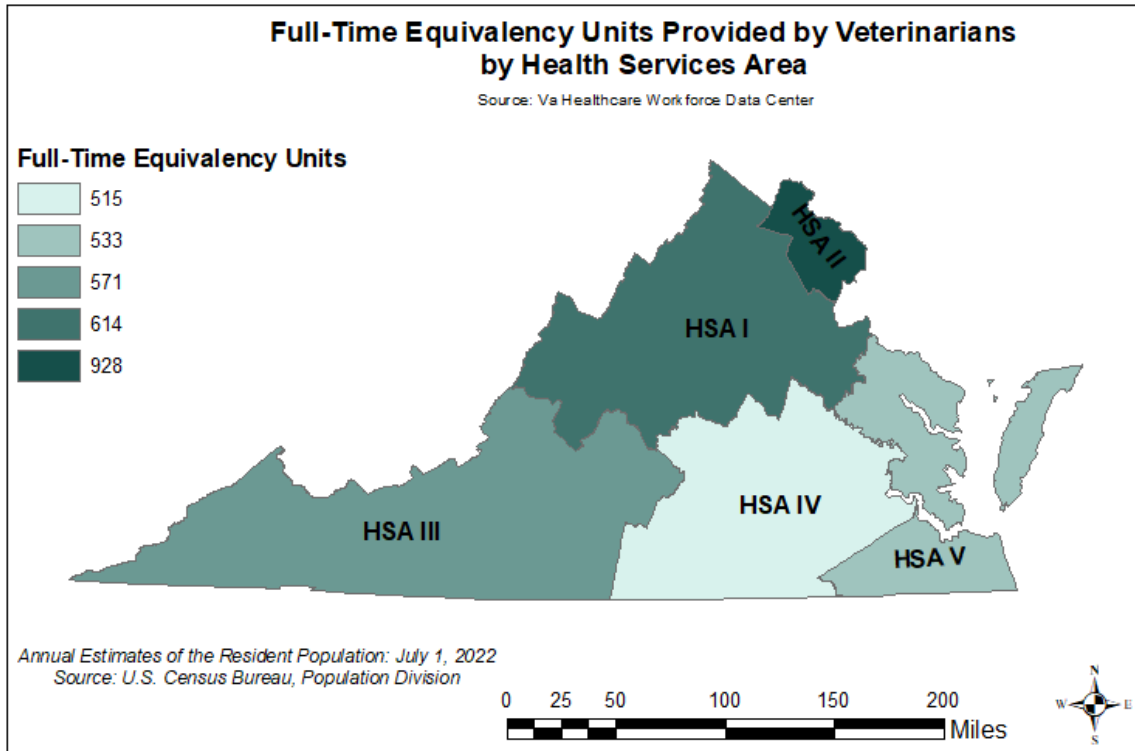
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction Effect were significant).

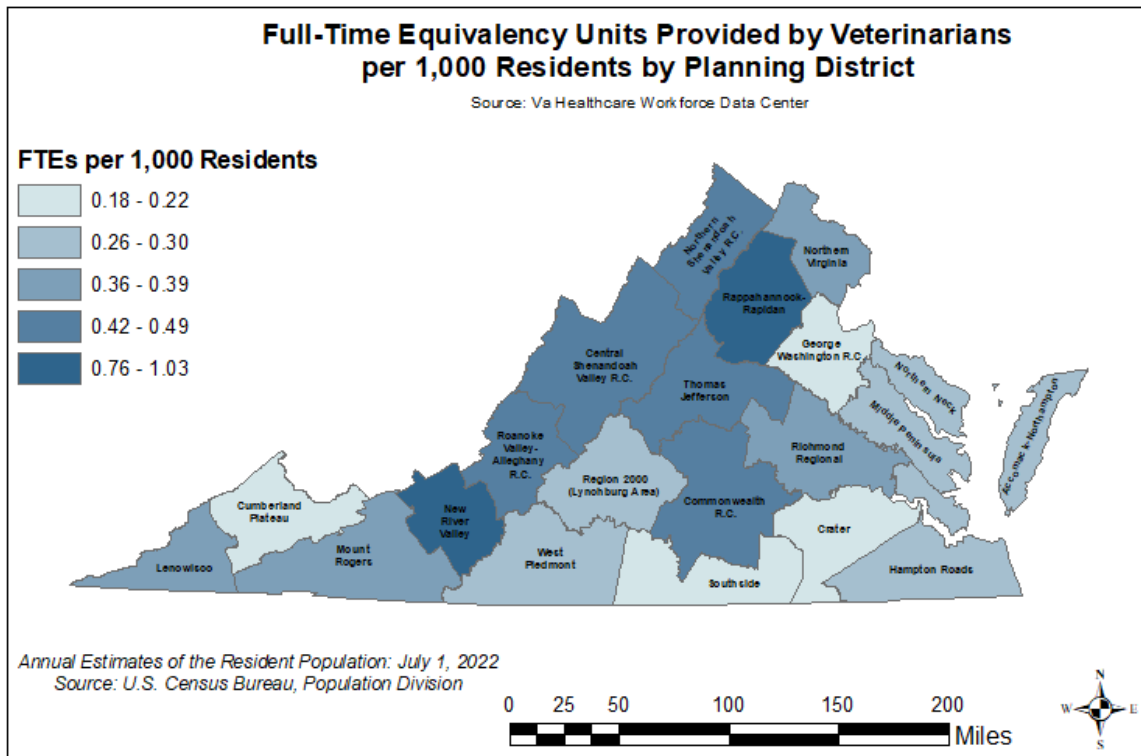
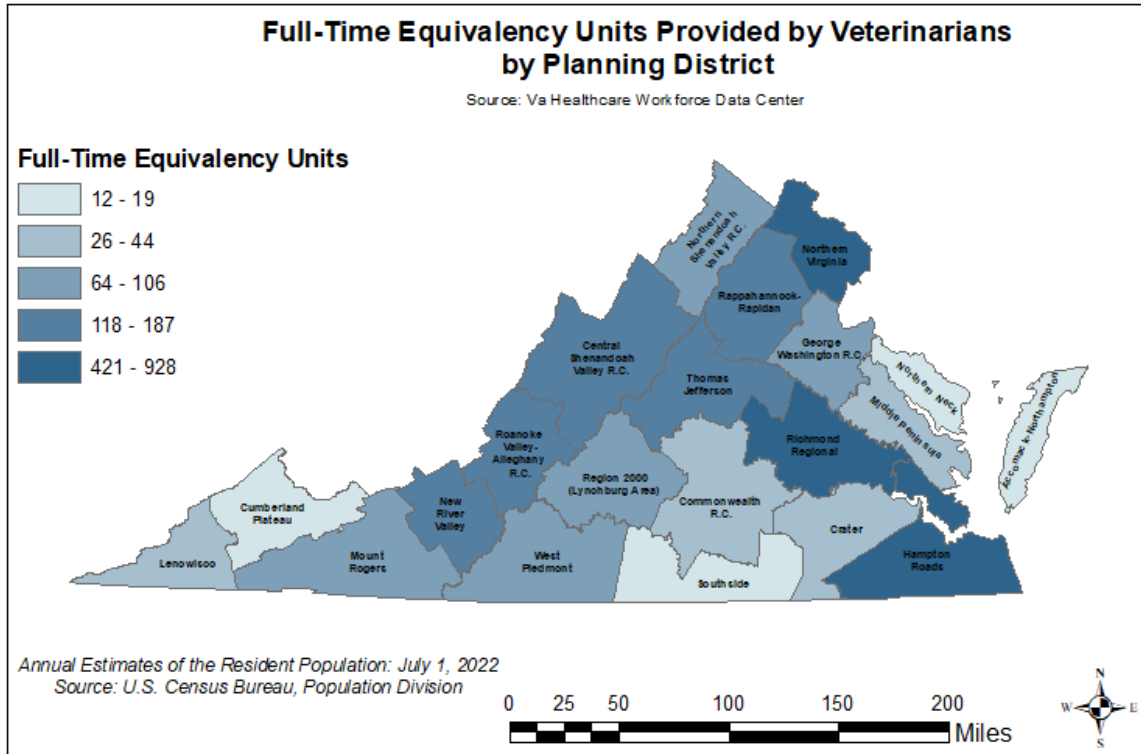












## Appendices

### Appendix A: Weights

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

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

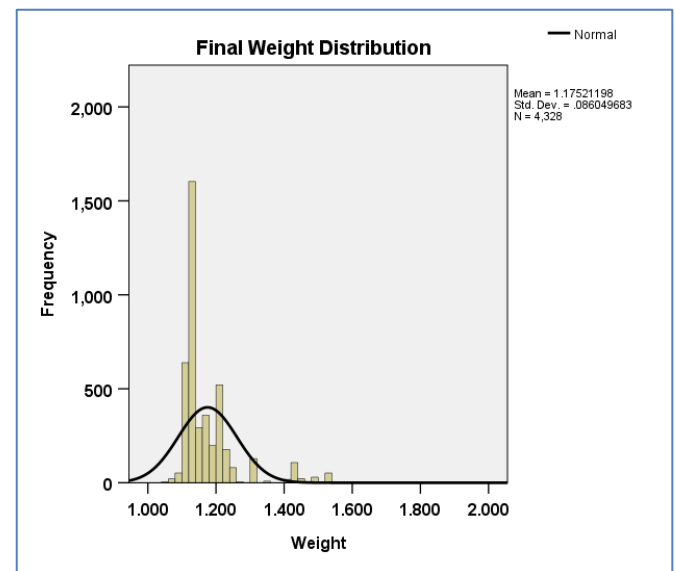
See the Methods section on the HWDC website for details on HWDC methods:

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

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

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

**Overall Response Rate: 0.850963**



Source: Va. Healthcare Workforce Data Center

**DRAFT**

---

# *Virginia's Veterinary Technician Workforce: 2023*

---

Healthcare Workforce Data Center

February 2024

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

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

Get a copy of this report from:

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

*Nearly 2,500 Veterinary Technicians voluntarily participated in this survey. Without their efforts, the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Veterinary Medicine express our sincerest appreciation for their ongoing cooperation.*

***Thank You!***

***Virginia Department of Health Professions***

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

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

*Healthcare Workforce Data Center Staff:*

**Yetty Shobo, PhD**  
*Director*

**Barbara Hodgdon, PhD**  
*Deputy Director*

**Rajana Siva, MBA**  
*Data Analyst*

**Christopher Coyle, BA**  
*Research Assistant*



# Virginia Board of Veterinary Medicine

## ***President***

Thomas B. Massie, Jr., DVM  
*Washington*

## ***Vice-President***

Jeffery Newman, DVM  
*Alexandria*

## ***Secretary***

Tregel Cockburn, DVM  
*Sterling*

## ***Members***

Richard G. Bailey, DVM  
*Fincastle*

Steven B. Karras, DVM  
*Roanoke*

Steven A. Linas, OD  
*Richmond*

Patricia Seeger, LVT, BBA  
*Hampton*

## ***Executive Director***

Leslie L. Knachel

## Contents

---

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

# The Veterinary Technician Workforce At a Glance:

## The Workforce

Licensees:	2,745
Virginia's Workforce:	2,409
FTEs:	1,859

## 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?:	91%

## Survey Response Rate

All Licensees:	90%
Renewing Practitioners:	99%

## Education

Associate:	89%
Baccalaureate:	9%

## Job Turnover

Switched Jobs:	8%
Employed Over 2 Yrs.:	57%

## Demographics

Female:	95%
Diversity Index:	22%
Median Age:	37

## Finances

Median Income:	\$40k-\$50k
Retirement Benefits:	65%
Under 40 w/ Ed. Debt:	40%

## Time Allocation

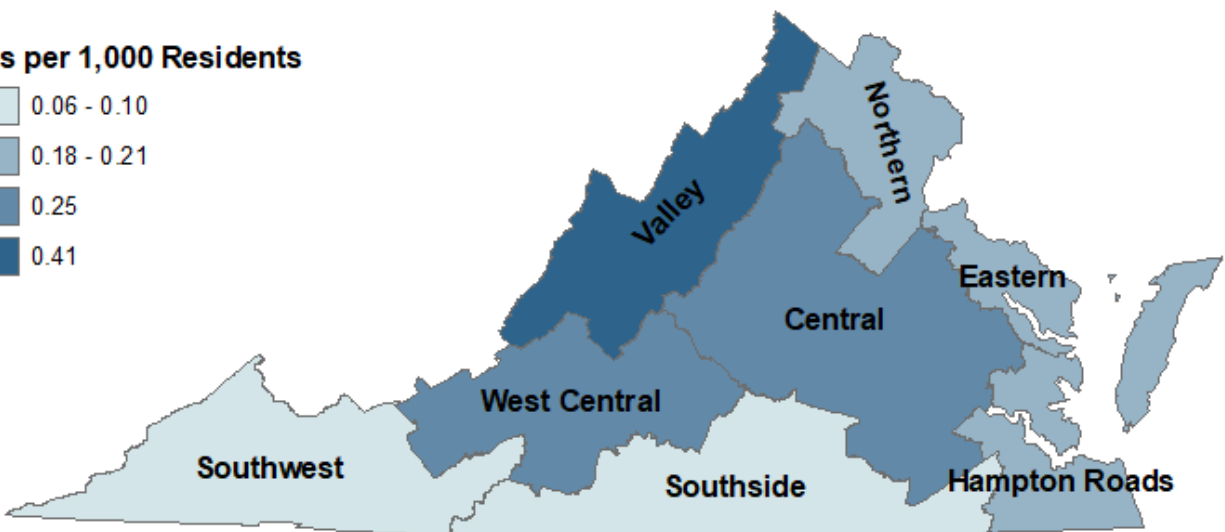
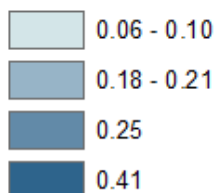
Patient Care:	80%-89%
Administration:	1%-9%
Patient Care Role:	71%

Source: Va. Healthcare Workforce Data Center

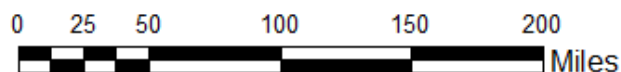
## Full-Time Equivalency Units Provided by Veterinary Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



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



This report contains the results of the 2023 Veterinary Technician Workforce survey. In total, 2,467 veterinary technicians voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers this survey during the license renewal process, which takes place every December for veterinary technicians. These survey respondents represent 90% of the 2,745 veterinary technicians who are licensed in the state and 99% of renewing practitioners.

The HWDC estimates that 2,409 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 1,859 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

The percentage of all veterinary technicians who are female is 95%, and the median age of this workforce is 37. In a random encounter between two veterinary technicians, there is a 22% chance that they would be of different races or ethnicities, a measure known as the diversity index. This diversity index increases to 25% for those veterinary technicians who are under the age of 40. For Virginia's overall population, the comparable diversity index is 60%. More than one-third of all veterinary technicians grew up in a rural area, and 13% of veterinary technicians who grew up in a rural area currently work in a non-metro area of Virginia. In total, 6% of all veterinary technicians currently work in a non-metro area of the state.

Among all veterinary technicians, 85% are currently employed in the profession, 67% hold one full-time position, and 39% work between 40 and 49 hours per week. More than nine out of every ten veterinary technicians work in the private sector, including 86% who work in the for-profit sector. The median annual income for this workforce is between \$40,000 and \$50,000, and 79% receive this income in the form of an hourly wage. At the same time, 31% of veterinary technicians carry education debt, and the median outstanding balance among those with education debt is between \$20,000 and \$30,000. More than nine out of every ten veterinary technicians indicated that they are satisfied with their current work situation, including 49% who indicated that they are "very satisfied."

## Summary of Trends

---

In this section, all statistics for the current year are compared to the 2018 veterinary technician workforce. The number of licensed veterinary technicians in Virginia has increased by 18% (2,745 vs. 2,334). In addition, the size of Virginia's veterinary technician workforce has increased by 17% (2,409 vs. 2,060), and the number of FTEs provided by this workforce has grown by 7% (1,859 vs. 1,745). Virginia's renewing veterinary technicians are more likely to respond to this survey (99% vs. 94%).

While the overall percentage of veterinary technicians who are female has fallen slightly (95% vs. 96%), the median age of this workforce has risen (37 vs. 36). The diversity index of Virginia's veterinary technicians has increased (22% vs. 18%), a trend that has also occurred among veterinary technicians who are under the age of 40 (25% vs. 21%). The percentage of all veterinary technicians who work in a non-metro area of the state has fallen slightly (6% vs. 7%).

Veterinary technicians are slightly less likely to be employed in the profession (85% vs. 86%). At the same time, veterinary technicians are relatively more likely to work between 30 and 39 hours per week (35% vs. 32%) than to work between 40 and 49 hours per week (39% vs. 43%). Veterinary technicians are less likely to have been employed at their primary work location for more than two years (57% vs. 60%). Veterinary technicians are more likely to be employed in a solo practice/partnership (53% vs. 52%) than in a group practice (29% vs. 30%). The median annual income of Virginia's veterinary technician workforce has increased (\$40k-\$50k vs. \$30k-\$40k). Although veterinary technicians are less likely to carry education debt (31% vs. 35%), the median outstanding balance among those with education debt has increased (\$20k-\$30k vs. \$10k-\$20k). Veterinary technicians are less likely to indicate that they are satisfied with their current work situation (91% vs. 92%), including those who indicated that they are "very satisfied" (49% vs. 53%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	2,382	87%
New Licensees	191	7%
Non-Renewals	172	6%
<b>All Licensees</b>	<b>2,745</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all renewing veterinary technicians, 99% submitted a survey. These represent 90% of the 2,745 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	80	394	83%
30 to 34	63	489	89%
35 to 39	45	487	92%
40 to 44	30	367	92%
45 to 49	19	232	92%
50 to 54	11	201	95%
55 to 59	12	126	91%
60 and Over	18	171	91%
<b>Total</b>	<b>278</b>	<b>2,467</b>	<b>90%</b>
<b>New Licenses</b>			
Issued in Past Year	92	99	52%
<b>Metro Status</b>			
Non-Metro	15	191	93%
Metro	195	1,964	91%
Not in Virginia	68	311	82%

Source: Va. Healthcare Workforce Data Center

Definitions

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

Response Rates	
Completed Surveys	<b>2,467</b>
Response Rate, All Licensees	<b>90%</b>
Response Rate, Renewals	<b>99%</b>

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinary Tech.

Number: 2,745  
 New: 7%  
 Not Renewed: 6%

Response Rates

All Licensees: 90%  
 Renewing Practitioners: 99%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Veterinary Tech. Workforce: 2,409  
 FTEs: 1,859

### Utilization Ratios

Licensees in VA Workforce: 88%  
 Licensees per FTE: 1.48  
 Workers per FTE: 1.30

Source: Va. Healthcare Workforce Data Center

## Definitions

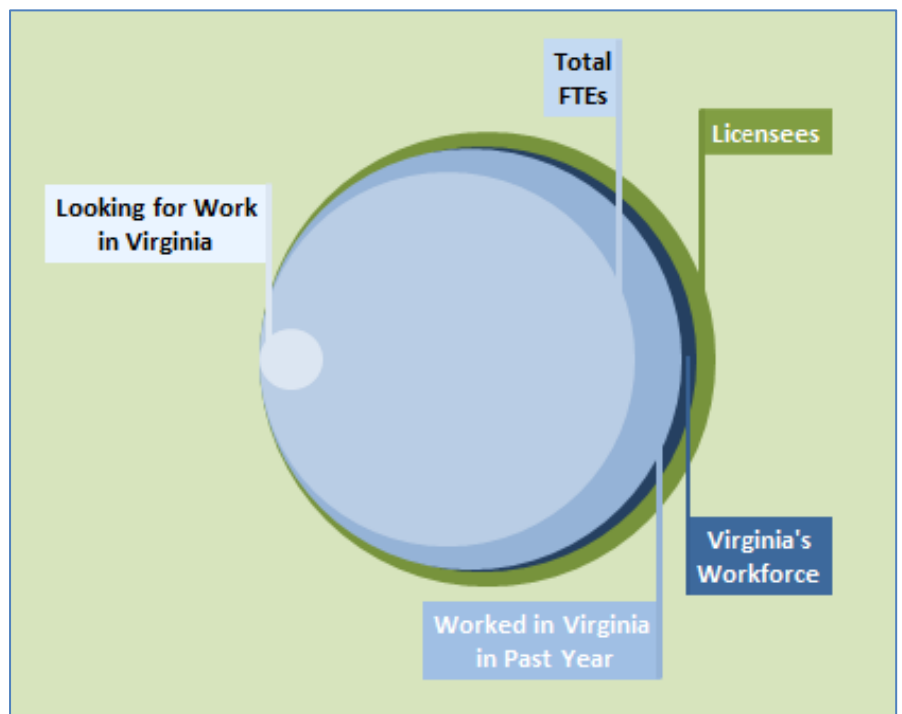
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between January 2023 and December 2023 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for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

### Veterinary Technician Workforce

Status	#	%
Worked in Virginia in Past Year	2,357	98%
Looking for Work in Virginia	52	2%
Virginia's Workforce	2,409	100%
Total FTEs	1,859	
Licensees	2,745	

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	18	6%	304	95%	321	19%
30 to 34	19	5%	368	95%	387	22%
35 to 39	15	5%	321	95%	336	19%
40 to 44	9	4%	221	96%	230	13%
45 to 49	7	5%	143	95%	151	9%
50 to 54	8	7%	115	93%	123	7%
55 to 59	0	0%	76	100%	76	4%
60 and Over	7	6%	104	94%	111	6%
<b>Total</b>	<b>84</b>	<b>5%</b>	<b>1,651</b>	<b>95%</b>	<b>1,735</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Veterinary Technicians		Vet. Tech. Under 40	
	%	#	%	#	%
White	59%	1,547	88%	907	86%
Black	18%	33	2%	24	2%
Asian	7%	12	1%	10	1%
Other Race	1%	12	1%	4	0%
Two or More Races	5%	55	3%	39	4%
Hispanic	10%	92	5%	68	6%
<b>Total</b>	<b>100%</b>	<b>1,751</b>	<b>100%</b>	<b>1,052</b>	<b>100%</b>

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Gender**

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

**Age**

Median Age: 37  
% Under 40: 60%  
% 55 and Over: 11%

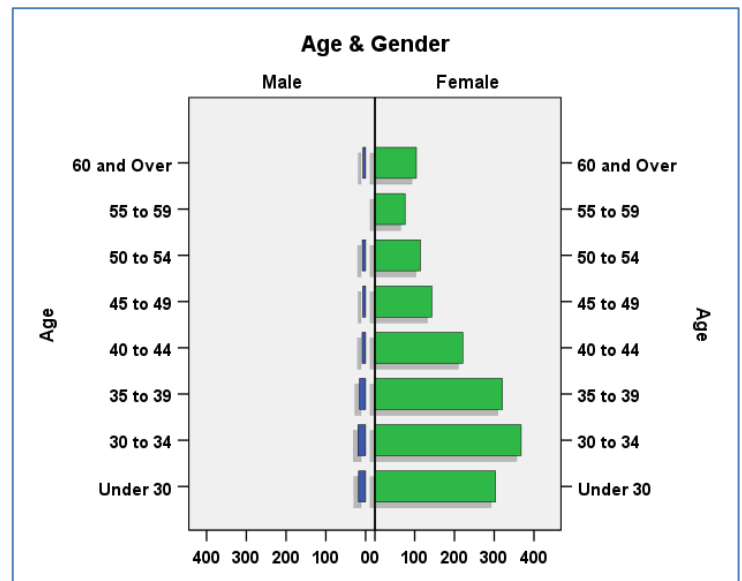
**Diversity**

Diversity Index: 22%  
Under 40 Div. Index: 25%

Source: Va. Healthcare Workforce Data Center

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

*Among the 60% of veterinary technicians who are under the age of 40, 95% are female. In addition, the diversity index among veterinary technicians who are under the age of 40 is 25%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 7%  
 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: 13%  
 % Urban/Suburban to Non-Metro: 3%

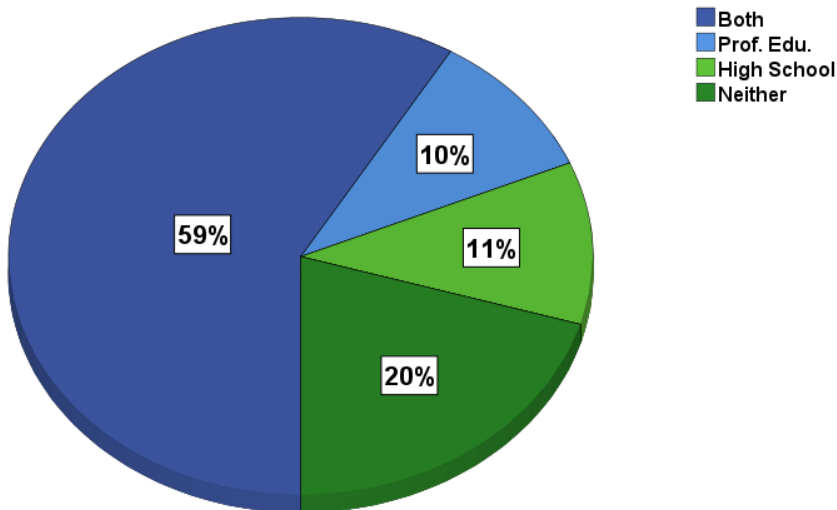
Source: Va. Healthcare Workforce Data Center

## 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+	28%	65%	8%
2	Metro, 250,000 to 1 Million	52%	46%	2%
3	Metro, 250,000 or Less	52%	42%	6%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	50%	17%	33%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	75%	21%	5%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	87%	7%	7%
8	Rural, Metro Adjacent	93%	7%	0%
9	Rural, Non-Adjacent	22%	78%	0%
<b>Overall</b>		<b>37%</b>	<b>57%</b>	<b>7%</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, 13% currently work in a non-metro area of the state. In total, 6% of all veterinary technicians currently work in a non-metro area of Virginia.*



## Top Ten States for Veterinary Technician Recruitment

Rank	All Veterinary Technicians			
	High School	#	Professional School	#
1	Virginia	1,210	Virginia	1,182
2	Pennsylvania	57	Pennsylvania	78
3	New York	54	Texas	65
4	Maryland	42	Colorado	43
5	North Carolina	28	New York	41
6	Florida	28	New Mexico	30
7	Ohio	26	Florida	30
8	West Virginia	26	North Carolina	27
9	California	23	California	22
10	New Jersey	21	Tennessee	21

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

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	327	Virginia	322
2	New York	23	Pennsylvania	27
3	Pennsylvania	18	Texas	20
4	North Carolina	16	California	16
5	Maryland	15	New York	16
6	California	14	Florida	15
7	Florida	13	Colorado	14
8	New Jersey	13	Tennessee	12
9	Ohio	12	North Carolina	12
10	Tennessee	9	Ohio	10

Source: Va. Healthcare Workforce Data Center

*Among all veterinary technicians who held a license, 12% did not participate in the state's veterinary technician workforce. Among these licensees, 86% worked at some point in the past year, including 60% who currently work as veterinary technicians.*

### At a Glance:

#### Not in VA Workforce

Total:	336
% of Licensees:	12%
Federal/Military:	5%
VA Border State/DC:	14%

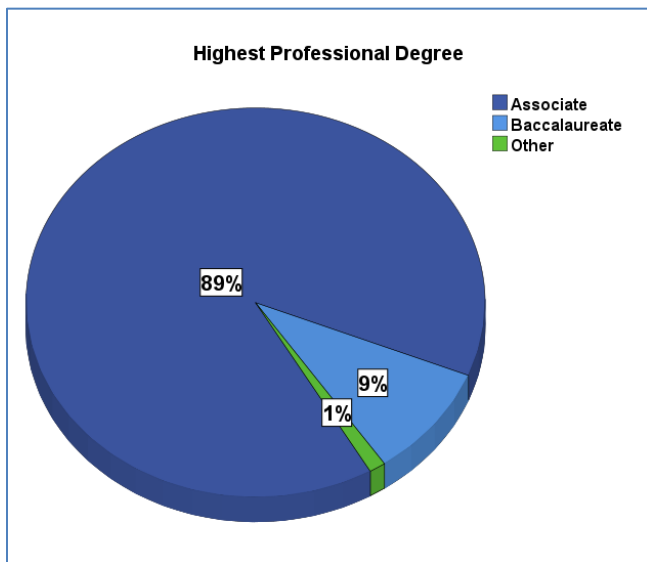
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate Degree	1,528	89%
Baccalaureate Degree	161	9%
Other	20	1%
<b>Total</b>	<b>1,709</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Nearly one-third of all veterinary technicians carry education debt, including 40% of those who are under the age of 40. For those with education debt, the median outstanding balance is between \$20,000 and \$30,000.



Source: Va. Healthcare Workforce Data Center

Certifications		
Certification	#	%
Veterinary Emergency and Critical Care Technicians	14	1%
Veterinary Technicians in Anesthesia and Analgesia	10	0%
Internal Medicine for Veterinary Technicians	8	0%
Laboratory Animal Veterinary Technicians and Nurses	7	0%
Veterinary Dental Technicians	6	0%
<b>At Least One Certification</b>	<b>46</b>	<b>2%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Education Debt**  
 Carry Debt: 31%  
 Under Age 40 w/ Debt: 40%  
 Median Debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

Amount Carried	All Vet. Tech.		Veterinary Tech. Under 40	
	#	%	#	%
None	979	69%	523	60%
Less than \$10,000	120	8%	94	11%
\$10,000-\$19,999	102	7%	87	10%
\$20,000-\$29,999	84	6%	63	7%
\$30,000-\$39,999	38	3%	30	3%
\$40,000-\$49,999	32	2%	25	3%
\$50,000-\$59,999	28	2%	22	3%
\$60,000-\$69,999	12	1%	8	1%
\$70,000-\$79,999	10	1%	9	1%
\$80,000-\$89,999	7	0%	3	0%
\$90,000-\$99,999	2	0%	0	0%
\$100,000 or More	14	1%	8	1%
<b>Total</b>	<b>1,428</b>	<b>100%</b>	<b>872</b>	<b>100%</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: 15%

### Weekly Hours:

40 to 49: 39%  
 60 or More: 3%  
 Less than 30: 12%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	< 1%
Employed in a Veterinary Technician-Related Capacity	1,467	85%
Employed, NOT in a Veterinary Technician-Related Capacity	143	8%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	6	< 1%
Voluntarily Unemployed	81	5%
Retired	23	1%
<b>Total</b>	<b>1,722</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 39% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	110	6%
One Part-Time Position	208	12%
Two Part-Time Positions	40	2%
One Full-Time Position	1,135	67%
One Full-Time Position & One Part-Time Position	184	11%
Two Full-Time Positions	9	1%
More than Two Positions	17	1%
<b>Total</b>	<b>1,703</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	110	7%
1 to 9 Hours	33	2%
10 to 19 Hours	75	4%
20 to 29 Hours	93	6%
30 to 39 Hours	581	35%
40 to 49 Hours	650	39%
50 to 59 Hours	85	5%
60 to 69 Hours	24	1%
70 to 79 Hours	11	1%
80 or More Hours	8	0%
<b>Total</b>	<b>1,670</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	27	2%
Less than \$20,000	122	9%
\$20,000-\$29,999	107	8%
\$30,000-\$39,999	237	18%
\$40,000-\$49,999	310	24%
\$50,000-\$59,999	260	20%
\$60,000 or More	246	19%
<b>Total</b>	<b>1,309</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	831	49%
Somewhat Satisfied	699	42%
Somewhat Dissatisfied	121	7%
Very Dissatisfied	32	2%
<b>Total</b>	<b>1,684</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Benefits**  
Health Insurance: 61%  
Retirement: 65%

**Satisfaction**  
Satisfied: 91%  
Very Satisfied: 49%

Source: Va. Healthcare Workforce Data Center

*The typical veterinary technician earns between \$40,000 and \$50,000 per year. In addition, 84% of all veterinary technicians receive at least one employer-sponsored benefit, including 61% who have access to health insurance.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	1,136	77%	76%
Retirement	957	65%	64%
Health Insurance	899	61%	60%
Dental Insurance	802	55%	54%
Paid Sick Leave	734	50%	50%
Group Life Insurance	446	30%	30%
Signing/Retention Bonus	185	13%	13%
<b>At Least One Benefit</b>	<b>1,226</b>	<b>84%</b>	<b>81%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	32	1%
Experience Voluntary Unemployment?	112	5%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	62	3%
Work Two or More Positions at the Same Time?	322	13%
Switch Employers or Practices?	196	8%
<b>Experience At Least One?</b>	<b>581</b>	<b>24%</b>

Source: Va. Healthcare Workforce Data Center

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

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at This Location</b>	67	4%	29	9%
<b>Less than 6 Months</b>	118	7%	50	16%
<b>6 Months to 1 Year</b>	176	11%	49	15%
<b>1 to 2 Years</b>	328	20%	61	19%
<b>3 to 5 Years</b>	339	21%	60	19%
<b>6 to 10 Years</b>	265	17%	34	11%
<b>More than 10 Years</b>	310	19%	35	11%
<b>Subtotal</b>	<b>1,602</b>	<b>100%</b>	<b>317</b>	<b>100%</b>
<b>Did Not Have Location</b>	92		2,061	
<b>Item Missing</b>	715		30	
<b>Total</b>	<b>2,409</b>		<b>2,409</b>	

Source: Va. Healthcare Workforce Data Center

*Nearly four out of every five veterinary technicians receive an hourly wage at their primary work location.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 3%

**Turnover & Tenure**

Switched Jobs: 8%  
New Location: 25%  
Over 2 Years: 57%  
Over 2 Yrs., 2<sup>nd</sup> Location: 41%

**Employment Type**

Hourly Wage: 79%  
Salary/Commission: 18%

Source: Va. Healthcare Workforce Data Center

*Among all veterinary technicians, 57% have worked at their primary work location for more than two years.*

Employment Type		
Primary Work Site	#	%
<b>Salary/Commission</b>	209	18%
<b>Hourly Wage</b>	914	79%
<b>By Contract/Per Diem</b>	8	1%
<b>Business/Practice Income</b>	8	1%
<b>Unpaid</b>	16	1%
<b>Subtotal</b>	<b>1,153</b>	<b>100%</b>
<b>Did Not Have Location</b>	92	
<b>Item Missing</b>	1,164	

Source: Va. Healthcare Workforce Data Center

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

## At a Glance:

### Concentration

Top Region:	31%
Top 3 Regions:	76%
Lowest Region:	1%

### Locations

2 or More (Past Year):	21%
2 or More (Now*):	17%

Source: Va. Healthcare Workforce Data Center

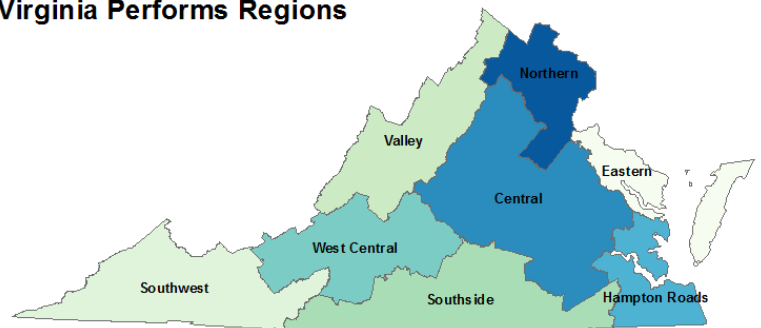
More than three out of every four veterinary technicians work in Northern Virginia, Central Virginia, and Hampton Roads.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	377	24%	75	22%
Eastern	20	1%	3	1%
Hampton Roads	329	21%	78	23%
Northern	498	31%	96	28%
Southside	18	1%	3	1%
Southwest	40	3%	3	1%
Valley	150	9%	28	8%
West Central	142	9%	35	10%
Virginia Border State/D.C.	7	0%	6	2%
Other U.S. State	12	1%	14	4%
Outside of the U.S.	0	0%	0	0%
<b>Total</b>	<b>1,593</b>	<b>100%</b>	<b>341</b>	<b>100%</b>
Item Missing	725		5	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

While 17% of veterinary technicians currently have multiple work locations, 21% of all veterinary technicians have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	54	3%	111	7%
1	1,254	76%	1,259	76%
2	229	14%	195	12%
3	93	6%	83	5%
4	13	1%	6	0%
5	7	0%	0	0%
6 or More	5	0%	2	0%
<b>Total</b>	<b>1,656</b>	<b>100%</b>	<b>1,656</b>	<b>100%</b>

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,292	86%	250	86%
<b>Non-Profit</b>	83	6%	24	8%
<b>State/Local Government</b>	108	7%	15	5%
<b>Veterans Administration</b>	3	0%	0	0%
<b>U.S. Military</b>	3	0%	1	0%
<b>Other Federal Government</b>	7	0%	1	0%
<b>Total</b>	<b>1,496</b>	<b>100%</b>	<b>291</b>	<b>100%</b>
<b>Did Not Have Location</b>	92		2,061	
<b>Item Missing</b>	822		56	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

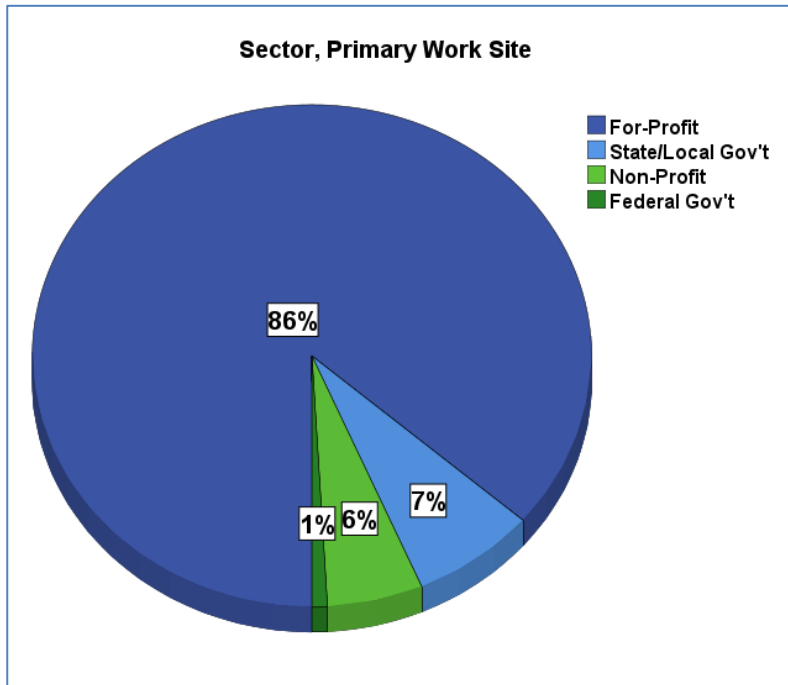
**Sector**

For-Profit:	86%
Federal:	1%

**Top Establishments**

Solo Practice:	53%
Group Practice:	29%
Public Health Program:	1%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

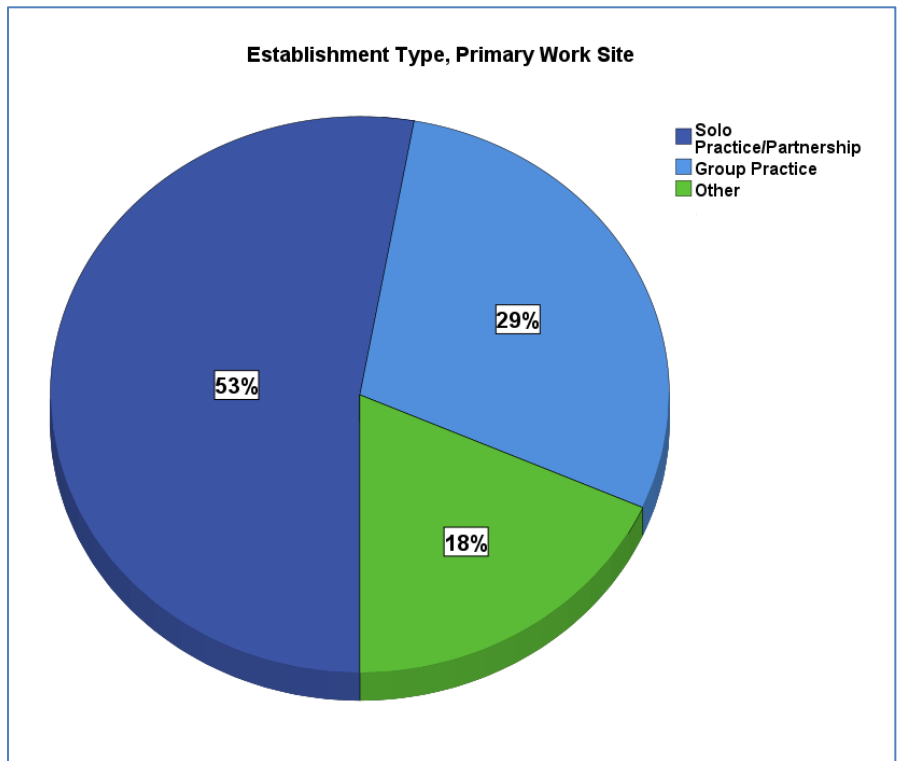
*More than nine out of every ten veterinary technicians work in the private sector, including 86% who are employed in the for-profit sector.*

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice/Partnership	783	53%	147	51%
Group Practice	427	29%	82	29%
Public Health Program	20	1%	4	1%
Veterinary Education Program, Community College	16	1%	3	1%
Supplier Organization	9	1%	2	1%
Veterinary Technology Program, Technical School	6	0%	3	1%
Other Practice Setting	222	15%	45	16%
<b>Total</b>	<b>1,483</b>	<b>100%</b>	<b>286</b>	<b>100%</b>
Did Not Have a Location	92		2,061	

Source: Va. Healthcare Workforce Data Center

*More than half of all veterinary technicians work at a solo practice or partnership as their primary work location, while another 29% work at a group practice.*

*Among those veterinary technicians who also have a secondary work location, 51% work at a solo practice or partnership, and 29% work at a group practice.*



Source: Va. Healthcare Workforce Data Center



## At a Glance: (Primary Locations)

### Languages Offered

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

### Means of Communication

Other Staff Member:	84%
Virtual Translation:	20%
Respondent:	10%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	422	18%
French	44	2%
Chinese	37	2%
Korean	32	1%
Arabic	29	1%
Vietnamese	25	1%
Hindi	18	1%
Persian	15	1%
Amharic, Somali, or Other Afro-Asiatic Languages	13	1%
Tagalog/Filipino	11	0%
Pashto	10	0%
Urdu	9	0%
Others	53	2%
<b>At Least One Language</b>	<b>440</b>	<b>18%</b>

Source: Va. Healthcare Workforce Data Center

Nearly one-fifth of all veterinary technicians are employed at a primary work location that offers Spanish language services for patients.

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

## Means of Language Communication

Provision	#	% of Workforce with Language Services
Other Staff Member is Proficient	369	84%
Virtual Translation Service	86	20%
Respondent is Proficient	46	10%
Onsite Translation Service	27	6%
Other	15	3%

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

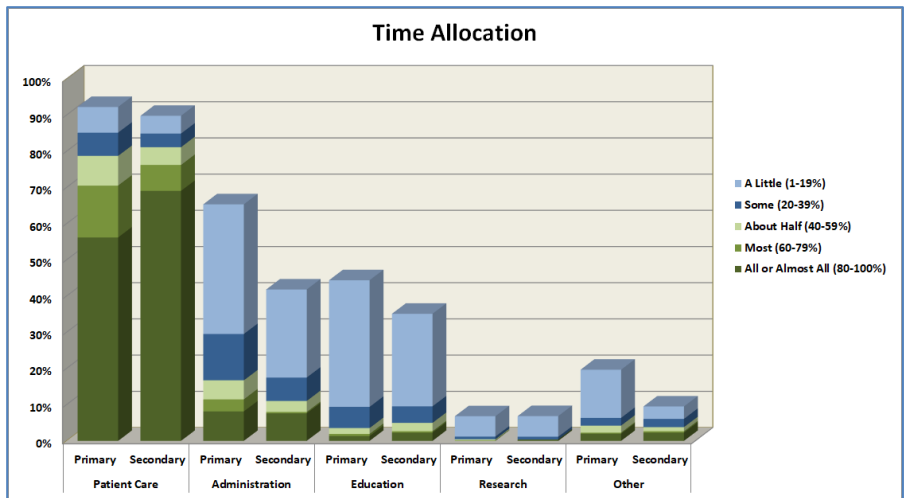
Patient Care: 71%  
Administration: 11%  
Education: 2%

### Patient Care Vet. Tech.

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



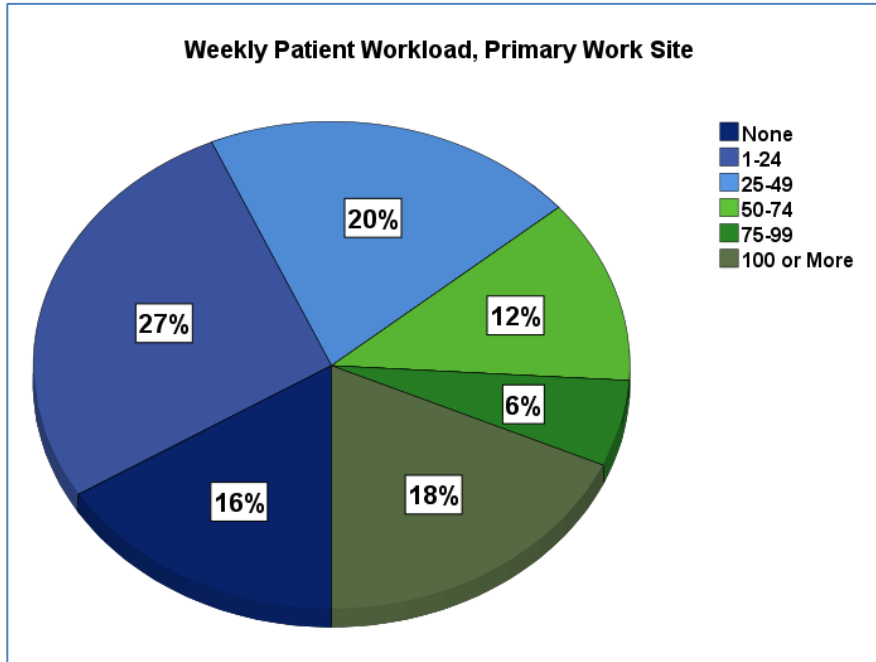
Source: Va. Healthcare Workforce Data Center

*Veterinary technicians spend most of their time treating patients. In fact, 71% 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>	56%	69%	8%	8%	1%	2%	0%	0%	2%	2%
<b>Most (60-79%)</b>	14%	7%	3%	0%	1%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	8%	5%	5%	3%	2%	2%	0%	0%	2%	1%
<b>Some (20-39%)</b>	6%	4%	13%	6%	6%	5%	1%	1%	2%	2%
<b>A Little (1-19%)</b>	7%	5%	36%	24%	35%	25%	6%	6%	13%	3%
<b>None (0%)</b>	8%	10%	35%	58%	56%	64%	93%	93%	80%	90%

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>	239	16%	65	22%
<b>1-24</b>	404	27%	110	38%
<b>25-49</b>	302	20%	49	17%
<b>50-74</b>	181	12%	23	8%
<b>75-99</b>	85	6%	9	3%
<b>100-124</b>	79	5%	15	5%
<b>125-149</b>	50	3%	3	1%
<b>150-174</b>	41	3%	4	1%
<b>175-199</b>	20	1%	1	0%
<b>200 or More</b>	81	5%	12	4%
<b>Total</b>	<b>1,482</b>	<b>100%</b>	<b>291</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>	253	18%	-	-
<b>50 to 54</b>	127	9%	3	1%
<b>55 to 59</b>	175	13%	25	11%
<b>60 to 64</b>	292	21%	73	31%
<b>65 to 69</b>	241	17%	68	29%
<b>70 to 74</b>	84	6%	26	11%
<b>75 to 79</b>	20	1%	8	3%
<b>80 or Over</b>	16	1%	3	1%
<b>I Do Not Intend to Retire</b>	169	12%	27	12%
<b>Total</b>	<b>1,378</b>	<b>100%</b>	<b>233</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Veterinary Technicians**

Under 65: 61%

Under 60: 40%

**Veterinary Tech. 50 and Over**

Under 65: 43%

Under 60: 12%

**Time Until Retirement**

Within 2 Years: 5%

Within 10 Years: 13%

Half the Workforce: By 2048

Source: Va. Healthcare Workforce Data Center

*More than three out of every five veterinary technicians expect to retire by the age of 65. Among veterinary technicians who are age 50 and over, 43% still expect to retire by the age of 65.*

*Within the next two years, 16% of Virginia's veterinary technicians expect to pursue additional educational opportunities, and 4% expect to increase their patient care hours.*

**Future Plans**

Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	110	5%
<b>Leave Virginia</b>	74	3%
<b>Decrease Patient Care Hours</b>	138	6%
<b>Decrease Teaching Hours</b>	13	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	108	4%
<b>Increase Teaching Hours</b>	116	5%
<b>Pursue Additional Education</b>	393	16%
<b>Return to the Workforce</b>	16	1%

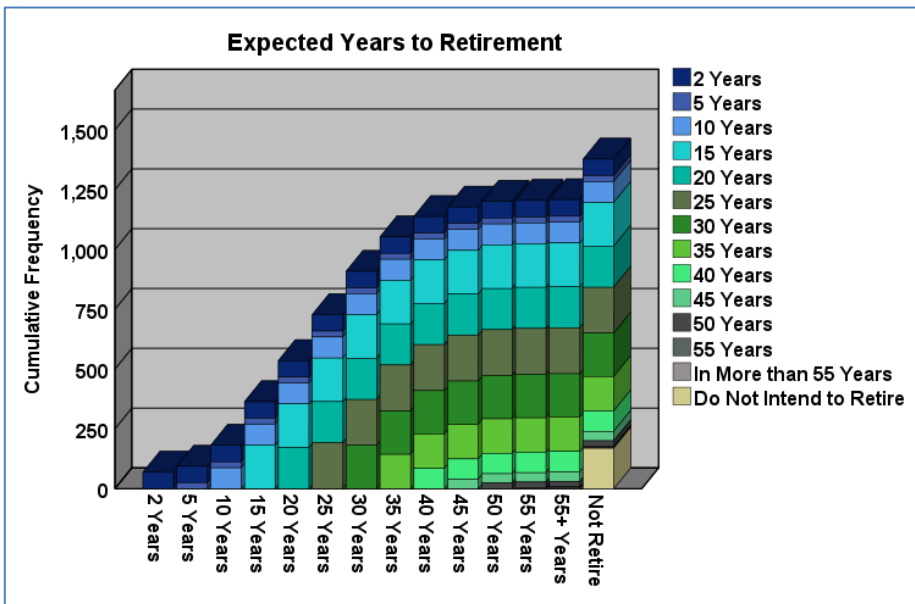
Source: Va. Healthcare Workforce Data Center

*By comparing retirement expectations to age, we can estimate the maximum years to retirement for veterinary technicians. While only 5% of veterinary technicians expect to retire in the next two years, 13% plan to do so within the next decade. More than half of the current workforce expect to retire by 2048.*

### Time to Retirement

Expect to Retire Within . . .	#	%	Cumulative %
2 Years	69	5%	5%
5 Years	25	2%	7%
10 Years	87	6%	13%
15 Years	182	13%	26%
20 Years	172	12%	39%
25 Years	192	14%	53%
30 Years	181	13%	66%
35 Years	144	10%	76%
40 Years	85	6%	83%
45 Years	40	3%	85%
50 Years	23	2%	87%
55 Years	5	0%	87%
In More than 55 Years	3	0%	88%
Do Not Intend to Retire	169	12%	100%
<b>Total</b>	<b>1,378</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2038. Retirement will peak at 14% of the current workforce around 2048 before declining to under 10% of the current workforce again by 2063.*

## At a Glance:

### FTEs

Total: 1,859  
 FTEs/1,000 Residents<sup>2</sup>: 0.214  
 Average: 0.80

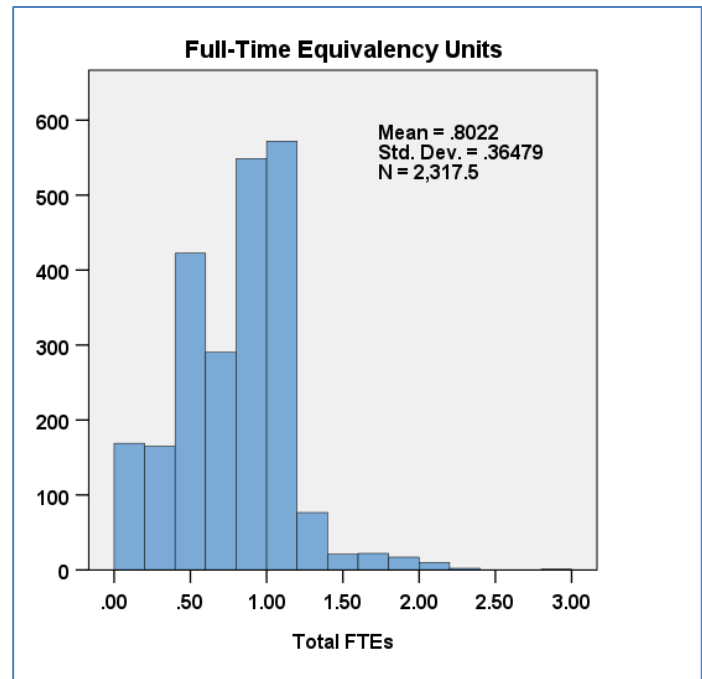
### Age & Gender Effect

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

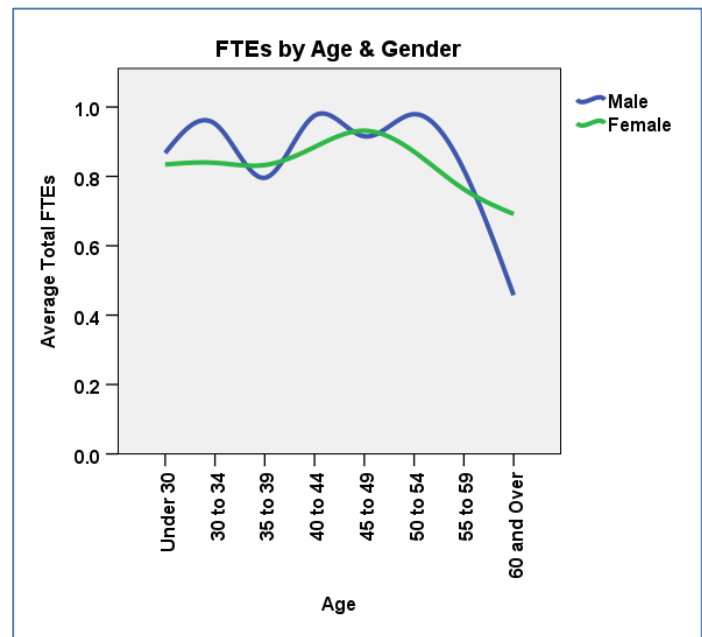


Source: Va. Healthcare Workforce Data Center

*The typical veterinary technician provided 0.87 FTEs in the past year, or approximately 35 hours per week for 50 weeks. Although FTEs appear to vary by age, statistical tests did not verify that a difference exists.<sup>3</sup>*

Full-Time Equivalency Units		
Age	Average	Median
Under 30	0.83	0.80
30 to 34	0.78	0.81
35 to 39	0.75	0.65
40 to 44	0.95	1.07
45 to 49	0.74	0.81
50 to 54	0.91	0.96
55 to 59	0.90	1.06
60 and Over	0.55	0.43
Gender		
Male	0.87	0.96
Female	0.84	0.93

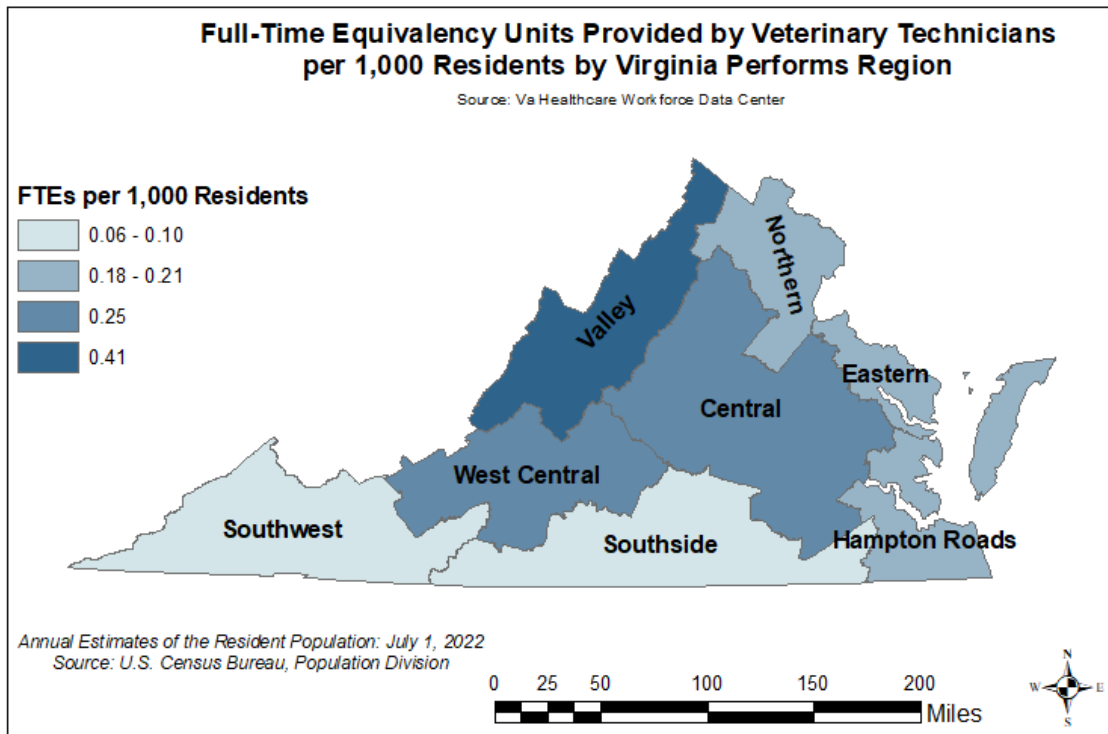
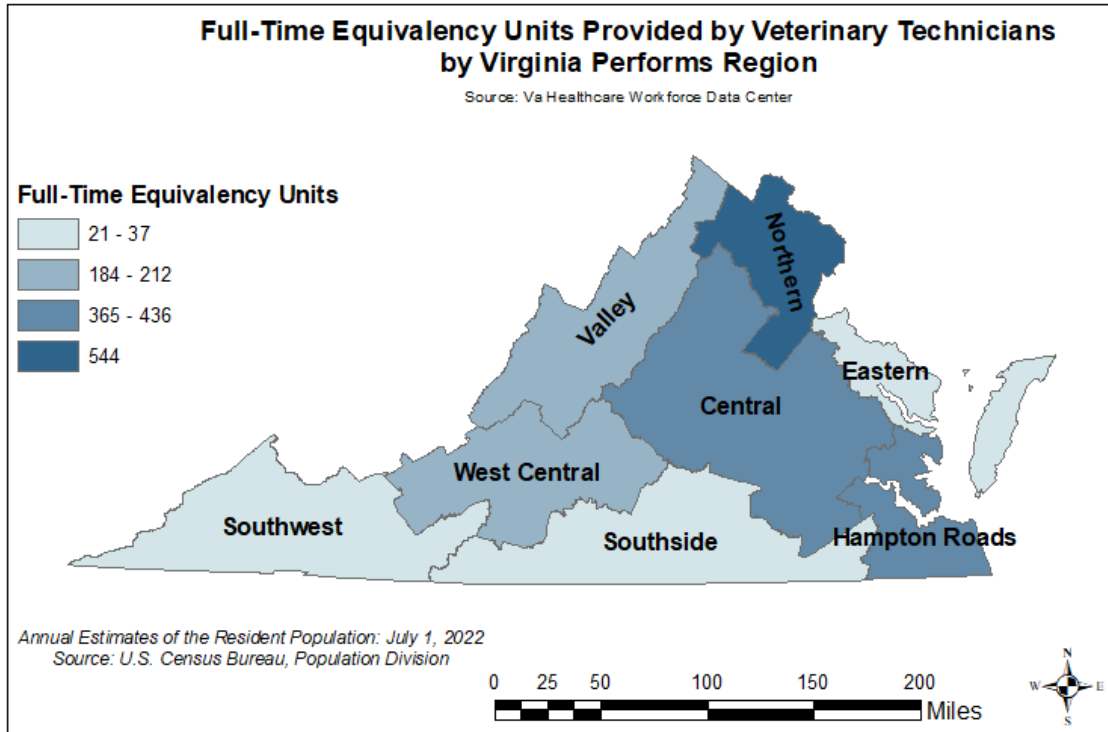
Source: Va. Healthcare Workforce Data Center

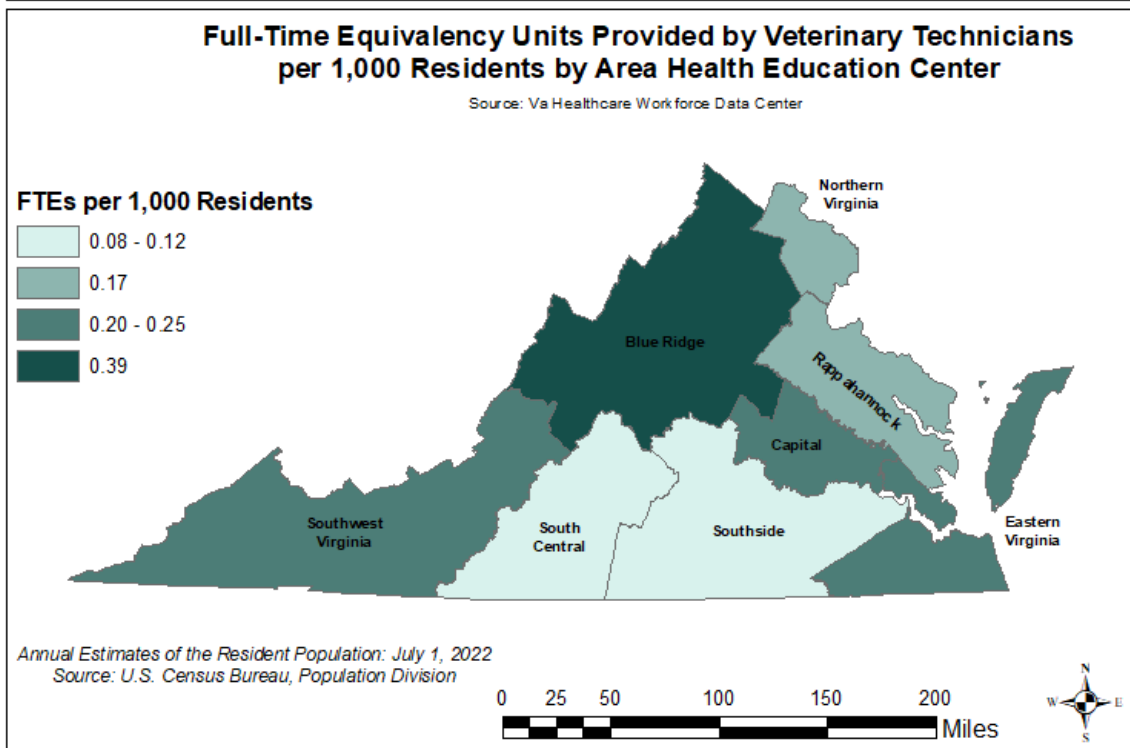
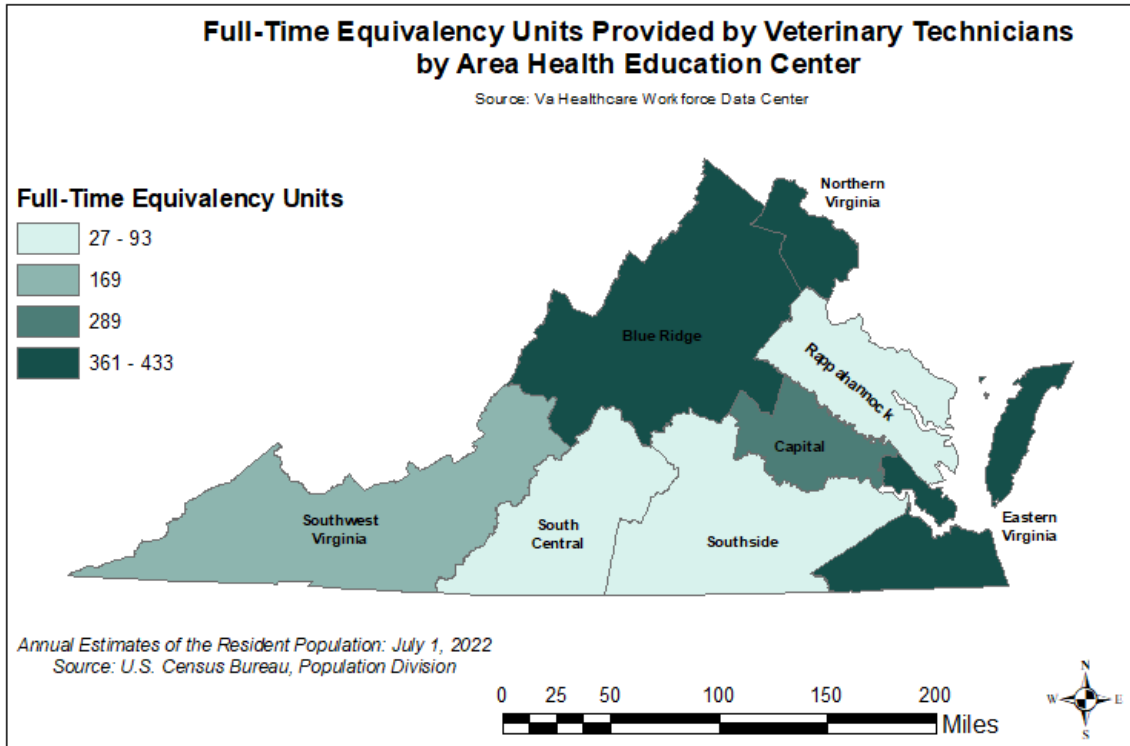


Source: Va. Healthcare Workforce Data Center

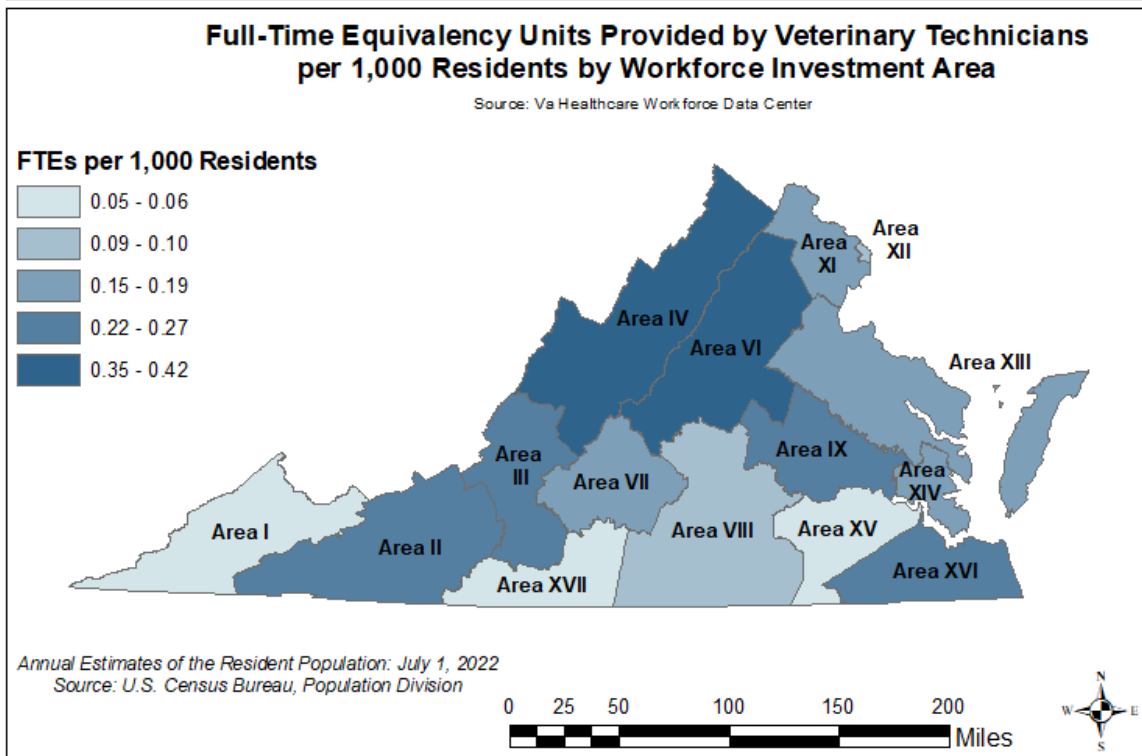
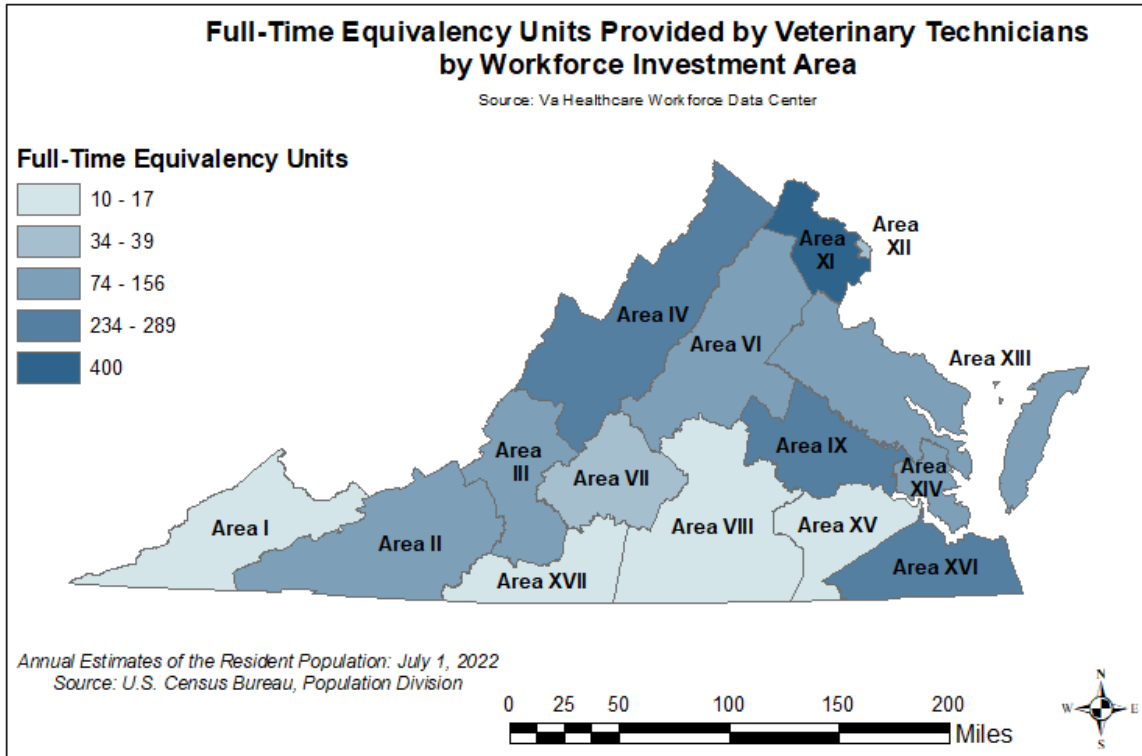
<sup>2</sup> Number of residents in 2022 was used as the denominator.

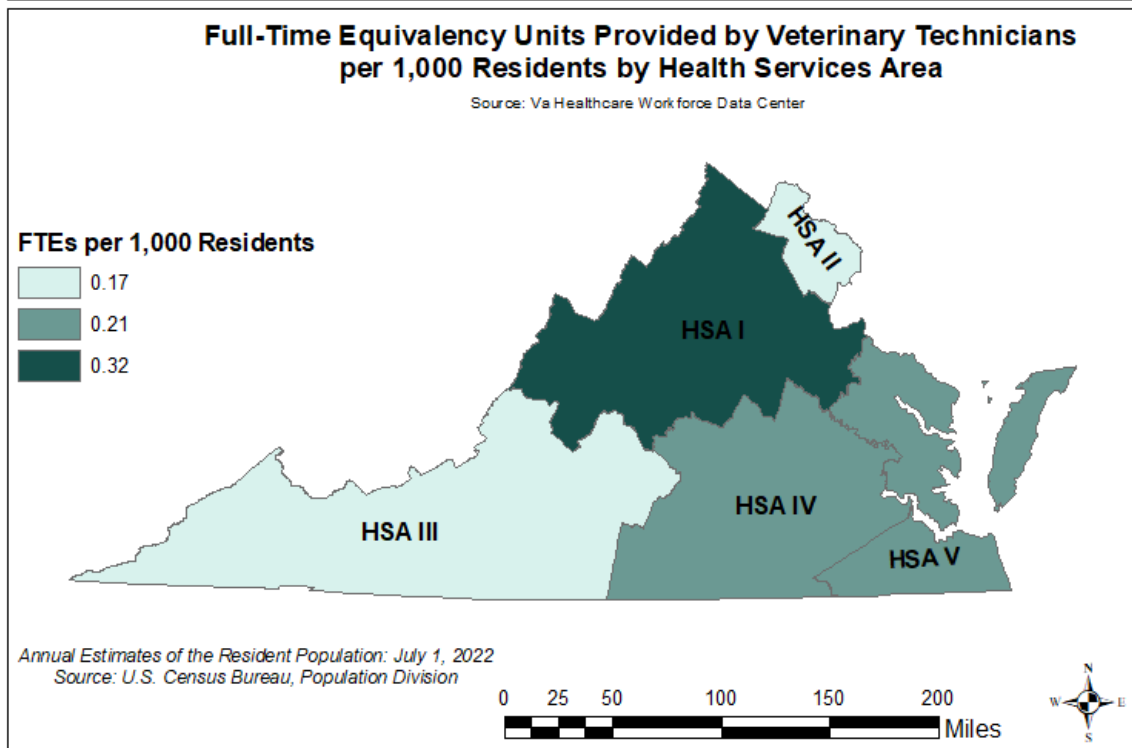
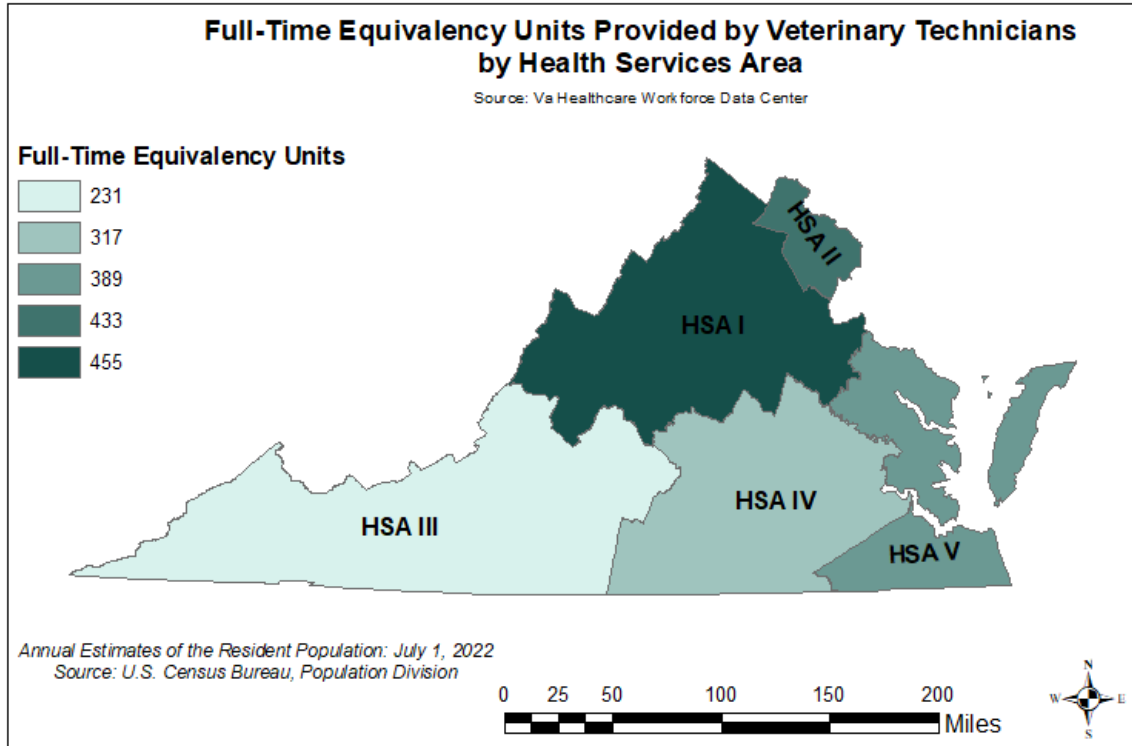
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).













## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	1,575	90.10%	1.110	1.052	1.200
<b>Metro, 250,000 to 1 Million</b>	172	93.02%	1.075	1.019	1.162
<b>Metro, 250,000 or Less</b>	412	93.45%	1.070	1.014	1.157
<b>Urban, Pop. 20,000+, Metro Adj.</b>	9	100.00%	1.000	0.972	1.081
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	109	92.66%	1.079	1.023	1.167
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	20	95.00%	1.053	0.998	1.138
<b>Rural, Metro Adj.</b>	61	90.16%	1.109	1.051	1.199
<b>Rural, Non-Adj.</b>	7	100.00%	1.000	0.948	1.015
<b>Virginia Border State/D.C.</b>	218	83.03%	1.204	1.142	1.302
<b>Other U.S. State</b>	161	80.75%	1.238	1.174	1.339

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	474	83.12%	1.203	1.081	1.339
<b>30 to 34</b>	552	88.59%	1.129	1.015	1.256
<b>35 to 39</b>	532	91.54%	1.092	0.982	1.216
<b>40 to 44</b>	397	92.44%	1.082	0.972	1.204
<b>45 to 49</b>	251	92.43%	1.082	0.972	1.204
<b>50 to 54</b>	212	94.81%	1.055	0.948	1.174
<b>55 to 59</b>	138	91.30%	1.095	0.984	1.219
<b>60 and Over</b>	189	90.48%	1.105	0.993	1.230

Source: Va. Healthcare Workforce Data Center

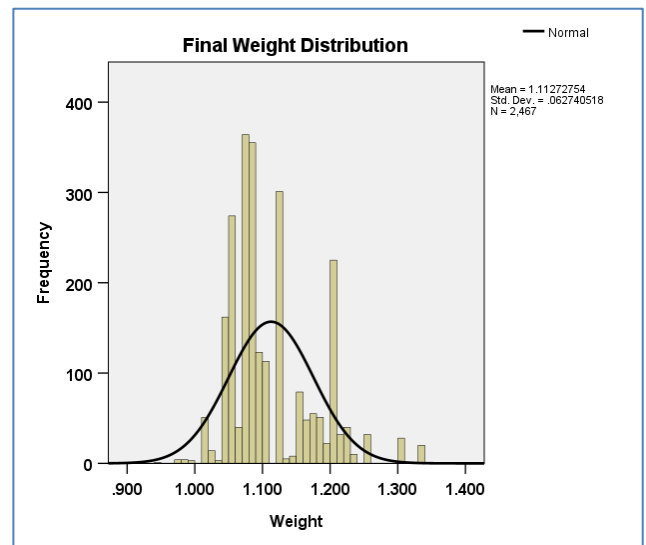
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.898725**



Source: Va. Healthcare Workforce Data Center

## EDPA Entity Status Information for VaBVM

office@edpaonline.org <office@edpaonline.org>

Tue 4/30/2024 5:00 PM

To: Board of Veterinary, yy <vetbd@dhp.virginia.gov>

 1 attachments (2 MB)

Certification Process for Virginia Vet Board.pdf;

Attention To: Leslie Knachel, Thomas Massie Jr, DVM, B.A. Rucker, DVM

Good Afternoon,

First, please allow me to introduce the Equine Dental Providers of America (EDPA). We are a Texas based non-profit corporation and our mission is to certify providers with specialized education in the field of equine dentistry. Our goal is to promote qualified care through proper techniques, resources and continuing education for the betterment and health of the horse.

The Texas Board of Veterinary Medical Examiners (TBVME), the Minnesota Board of Veterinary Medicine, and the Oklahoma State Board of Veterinary Medical Examiners, have recognized the EDPA as an official equine dental provider certification entity. The EDPA also offers continuing education opportunities approved by AAUSB/RACE and the TBVME in order to help equine dental providers maintain their licensure to practice.

On behalf of the EDPA, we are contacting the State of Virginia seeking acceptance as an approved certifying entity. Attached are the official approval notices from the Texas and Minnesota Vet Boards, the application from the Oklahoma Vet Board listing the EDPA as a certifying entity, our complete 3 step process for certification and our Certification Director, Dr. Jay Deluhery's, CV.

If you have any questions, please feel free to contact us or if we need to provide more information to seek approval in the State of Virginia. We greatly appreciate the consideration and look forward to providing certified equine dental providers for the equines and equine owners of your state as well as giving the providers a path to secure their rights to legally practice.

Thank you,

--

Kristina Rector  
EDPA Office Manager & Membership Director  
[office@edpaonline.org](mailto:office@edpaonline.org)  
517-604-1118



To the Virginia Board of Veterinary Medicine,

Thank you for taking the time to review the Equine Dental Providers of America's Certification Process with the hope to be added to your State Approved Certifying Entity list.

The EDPA is a 501(c)(3) Non-Profit Organization and our mission is to certify providers with specialized education in the field of equine dentistry. Our goal is to promote qualified care through proper techniques, resources, continuing education, and working relationships with supporting veterinarians for the betterment and health of the horse. The EDPA is not a school but a source of Continuing Education and Certification once the individual has or is in the process of completing their Equine Dental training.

The EDPA takes pride in our University Style Certification Process that has been approved by the State of Texas, Oklahoma and Minnesota. By using this method of testing, the EDPA follows all of the legal guidelines set forth by the States. Our 3 Step Process allows our Certification Director to really see if the applicant will be able provide the best care for the horse. Our current Certification Director is Dr. Jay Deluhery, DVM, MBA, CJF, EDPA/C.

All of the information on our Certification Process can be found on our website [EDPAonline.org](http://EDPAonline.org) and by navigating to the [Get Certified](#) link under [What We Offer - EDPA Certification](#).

Thank you for your consideration.

## Table of Contents

### Approved Association

1. Texas Certificate of Filing for the Equine Dental Providers of America

### Certifying Entity Approval Letters

2. TBVME Approval Letter
3. MN Approval Letter

### Board granted the acceptance of the EDPA as an additional entity

4. OK Liscence Application - EDPA listed on pg 2

### EDPA Certification Process

5. Overview
6. Pre-Certification Requirements

- a. Forms

- Applicants:

1. Pre-Certification Checklist
2. Pre-Certification Letter for Supervising Veterinarian Requirements
3. Pre-Certification Supervising Veterinarian Evaluation Form
4. Pre-Certification Apprentice Evaluation Form
5. Apprentice Time Reporting Sheet – This is for convenience, something similar can be submitted

- Evaluators:

1. Case Study Evaluation Form
2. Work Log Evaluation Form

7. Written Exam
8. Practical Exam

### Certification Director

9. Jay Deluhery, DVM, MBA, CJF, EDPA/C

Corporations Section  
P.O.Box 13697  
Austin, Texas 78711-3697



Hope Andrade  
Secretary of State

**Office of the Secretary of State**

**CERTIFICATE OF FILING  
OF**

**Equine Dental Providers of America**  
File Number: 801670694

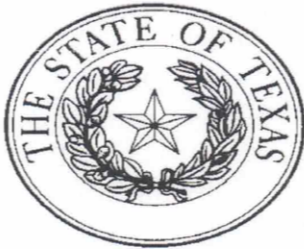
The undersigned, as Secretary of State of Texas, hereby certifies that a Certificate of Formation for the above named Domestic Nonprofit Corporation has been received in this office and has been found to conform to the applicable provisions of law.

ACCORDINGLY, the undersigned, as Secretary of State, and by virtue of the authority vested in the secretary by law, hereby issues this certificate evidencing filing effective on the date shown below.

The issuance of this certificate does not authorize the use of a name in this state in violation of the rights of another under the federal Trademark Act of 1946, the Texas trademark law, the Assumed Business or Professional Name Act, or the common law.

Dated: 10/15/2012

Effective: 10/15/2012



A handwritten signature in cursive script, appearing to read "Hope Andrade".

Hope Andrade  
Secretary of State

Phone: (512) 463-5555  
Prepared by: Lynda Boots

*Come visit us on the internet at <http://www.sos.state.tx.us/>*  
Fax: (512) 463-5709  
TID: 10306

Dial: 7-1-1 for Relay Services  
Document: 447664040002





# TEXAS BOARD OF VETERINARY MEDICAL EXAMINERS

---

March 3, 2014  
VIA REGULAR & CERTIFIED MAIL  
# 91 7199 9991 7030 6305 3623

Carl Mitz  
Equine Dental Providers of America  
2305 South Day Street  
Brenham, Texas 77833

RE: Approval for Equine Dental Provider Certifying Entity

Dear Mr. Mitz:

This is formal notification that the Board met to consider your application for Equine Dental Provider Certifying Entity and this was approved by the Board on February 18, 2014.

Please let me know if you have any further questions or need any further information.

Regards,

A handwritten signature in black ink, appearing to read "Katherine R. Fite", is written over a faint, larger version of the same signature.

Katherine R. Fite  
Katherine R. Fite  
General Counsel

cc: Robin Mingione  
E.D.P.A. Executive Secretary



## Minnesota Board of Veterinary Medicine

2829 University Avenue SE #401 Minneapolis, MN 55414

Phone: 651-201-2844

Fax: 651-201-2842

MN Hearing/Speech Relay: 1-800-627-3529 Email: [vet.med@state.mn.us](mailto:veter.med@state.mn.us)

Website: [mn.gov/boards/veterinary-medicine/](http://mn.gov/boards/veterinary-medicine/)



September 14, 2015

Robin Mingione  
Executive Secretary  
Equine Dental Providers of America  
2305 S. Day Street  
Brenham, TX 77833

Dear Ms. Mingione:

The Equine Dental Providers of America's certification program is now recognized by the Minnesota Board of Veterinary Medicine. This recognition is posted on the Board's website.

Please let me know if you have any additional questions.

Sincerely

A handwritten signature in blue ink, appearing to read "Julia H. Wilson".

Julia H. Wilson, DVM

Julia H. Wilson, DVM  
Diplomate, ACVIM  
Executive Director



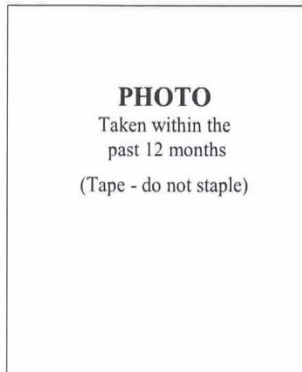
## OKLAHOMA STATE BOARD OF VETERINARY MEDICAL EXAMINERS

2920 N. Lincoln Blvd, Suite C Oklahoma City, OK 73105  
 PH# (405) 522-8831 FAX# (405) 522-8034  
 www.okvetboard.com

### NON VETERINARY EQUINE DENTAL CARE APPLICATION\*

PRINT OR TYPE ANSWERS TO ALL QUESTIONS ON THIS FORM IN FULL

Name: _____				
FIRST	MIDDLE	LAST	MAIDEN	SS#
Address: _____				
NUMBER AND STREET	CITY	STATE	ZIP	EMAIL
HOME PHONE	CELL PHONE	DAY PHONE	DATE OF BIRTH	
Business Name: _____				
Business Location: _____				
NUMBER AND STREET	CITY	STATE	ZIP	PHONE
Are you a US Citizen? <input type="radio"/> YES <input type="radio"/> NO If no, list your I-94 # _____ and Alien Registration # _____				



#### APPLICANT'S AFFIRMATION (Including verification of lawful presence in the United States)

All natural persons fourteen (14) years of age or older and present in the United States, applying for a license with the Oklahoma State Board of Veterinary Medical Examiners are required, by the provisions of 56 O.S. Supp. 2007 § 71, to provide the Oklahoma State Board of Veterinary Medical Examiners with verification of lawful presence by sworn statement. "The undersigned, of lawful age, being first duly sworn, upon oath states, under penalty of perjury, as follows: I am a United States Citizen or I am a qualified alien under the federal Immigration and Naturalization Act, and I am lawfully present in the United States. I have fully read and understand the instructions for application. I hereby certify under oath or by affirmation that I am the person named in the application; that all statements I have made herein are true; that the photograph is a true resemblance of me and was made within the last twelve (12) months; that in consideration of this issuance to me of a certificate in the State of Oklahoma I hereby pledge that I am of good moral character, that I shall abstain from deceptive or fraudulent methods, from immoral, unprofessional and unethical conduct and hereby agree that violation of this pledge shall constitute cause for the revocation of my certification. I further state that I am not omitting any information which might be of value to the Board to determine my qualification or eligibility. I agree that any falsification, omission or withholding of pertinent information or facts, concerning my qualifications as an applicant for certification shall be sufficient to bar me from further consideration for certification by the Oklahoma State Board of Veterinary Medical Examiners. Any such falsification, omission or withholding of pertinent information shall serve as sufficient grounds for fines, revocation, cancellation and/or suspension of my certificate should it be discovered after my certificate is granted. I hereby authorize the Oklahoma State Board of Veterinary Medical Examiners or its successors to release to organizations, individuals or groups, information which is material to this application or any subsequent certification. **I understand and acknowledge that no prescription drugs shall be prescribed, dispensed, or administered without the establishment of a valid client-patient relationship between the equine owner and a licensed veterinarian as defined by the Act and the Rules of the Board and shall only be administered in accordance with the Act.**

Notary  
Seal

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
 Signature of Applicant Date

Sworn before me on this \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_ in the State of  
 Oklahoma, county of \_\_\_\_\_. My commission expires on \_\_\_\_/\_\_\_\_/\_\_\_\_.  
 Notary Public \_\_\_\_\_ Comm# \_\_\_\_\_



## OKLAHOMA STATE BOARD OF VETERINARY MEDICAL EXAMINERS

2920 N. Lincoln Blvd, Suite C Oklahoma City, OK 73105  
PH# (405) 522-8831 FAX# (405) 522-8034  
www.okvetboard.com

### Additional Documents:

To be eligible for the certification you must provide a certificate showing proof of at least eighty (80) hours of training in equine dentistry at the Texas Institute of Equine Dentistry, the Academy of Equine Dentistry, certification as an equine dental technician by the International Association of Equine Dentistry and Equine Dental Providers of America.

### Additional Information:

- The fee is subject to change without notice.
- There is a Return Check Processing Fee of \$35.00, if applicable.
- The application signature must be original. Stamped or initialed signatures are not acceptable.
- All applications are submitted to the Board for approval. Contact the Board office or website for the exact date and time of the scheduled meetings. The Board meetings are open to the public. You are not required to appear in person before the Board in support of your application.
- Keep the Board office informed of your current mailing address at all times. This office can not be responsible for undeliverable or misdirected mail. The Board will, at all times, use the address on the application unless a written change of address is received by this office.
- The Board continuously updates its forms and instructions. It shall be the applicant's responsibility to contact the Board office for current revisions and updated forms.

Mail completed application and training certificate(s) along with a non-refundable fee of \$200.00 to:

O.S.B.V.M.E.  
2920 N Lincoln Blvd Suite C  
Oklahoma City, OK 73105

\* Please note under the authority granted in 59 O.S. § 698.12 (1), certification as a non veterinary equine dental care provider is not mandatory to practice teeth floating on farm animals in the State of Oklahoma.

## **Below, you will find more specifics on our 3 step process**

### Become Certified

Our primary goal is to promote qualified care through proper techniques, resources and continuing education for the betterment and health of the horse.

### EDPA Certification

**The EDPA Certification is a Texas State Veterinary Board approved testing process in order to verify a provider's knowledge and skill of practicing equine dentistry. Before becoming licensed in Texas, applicants who pass Certification may then apply for the state licensing exam. The state licensing exam includes jurisprudence questions related to the Veterinary Licensing Act ([laws](#)), and Licensing Rules ([Chapter 571](#)) and Rules of Professional Conduct ([Chapter 573](#)). The EDPA Certification is also approved by Oklahoma and Minnesota State Veterinary Boards.**

**Pre-Requisites** - The pre-requisites include a "Certificate of Completion" in fields of equine/animal education either as an undergraduate or graduate school, technical school, continuing education, other equine dentistry courses or an apprenticeship under an EDPA Certified Equine Dental Provider or licensed Veterinarian.

**Pre-Certification** - Then the applicant must submit 4 Case Studies of routine dental maintenance performed and evaluated under the direct supervision of a licensed DVM. These case studies must be submitted with before and after photographs, dental charts and [Supervising Vet Evaluation Form](#). All applications are reviewed and approved or denied by a panel of Certified Equine Dental Providers and Licensed Veterinarians in order to move forward with Certification Testing.

**Written Exam** - The applicant must pass a Written Exam covering Equine Dental Anatomy, Terminology, Documentation and Charting, Diseases and Disease Control, Tools and Equipment Use and Safety, and Laws associated with the scope of practice. This test must be passed with a 90% or better to qualify for the next step.

**Practical Exam** - after passing the written exam, the applicant is then eligible to take a Practical Exam. This practice is similar to a university-style test. The Applicant will be required to evaluate 5 equine skulls. Each applicant will have 25 minutes per skull to complete proper charting, assessment of malocclusions and conditions, describe the approach and procedures to address conditions, describe proper tools used to do such, and then document aftercare and recommendations. Applicants must pass with an 80% on the skull testing to achieve certification.

**After successfully passing all 3 steps (below), an applicant is then considered to be an EDPA Certified Equine Dental Provider and may apply to the State for licensure.**

## Pre-Certification Requirements

### **1. The Applicant must fill out the application form and pay the Evaluation Fee.**

\*EDPA Member Evaluation Fee: \$75.00

\*Non-Member Evaluation Fee: \$150.00

### **2. The Applicant must complete either “a” or “b”:**

**A.** Provide a “**Certificate of Completion**” in fields of equine/animal education.

\*This can include undergraduate or graduate school, technical school, continuing education courses, or other equine dentistry courses.

**\*\*NOT ALL Equine Dentistry Schools or Programs are approved sources of education for EDPA Certification! – Contact the office for further information**

#### **B. Apprenticeship**

\*Applicant must complete an apprenticeship under the supervision of a veterinarian or an EDPA Certified equine dental provider. Applicant must provide the EDPA Pre-Certification Apprentice Evaluation Form signed by the referenced supervisor.

### **3. Candidate cannot apply for certification until they have spent at least 80 hours (post dental schooling) in an apprenticeship with a Certified Equine Dental Provider or Veterinarian.**

Your 80 hours can be obtained with more than 1 person.

Mentor(s) MUST provide a Certificate of Completion with the hours listed.

This time can be useful to get your 20 work history log charts.

### **4. Applicant must have references and letters of recommendation for two (2) horse owners as well as two (2) additional veterinarians.**

### **5. Case Studies: Case Studies are representative of a LIVE HORSE PRACTICAL TESTING.**

- Cases must show that you have consistency in your work and understand the scope of your practice.

- All Cases Studies must be obtained legally based on that States Law/ Requirements AND have **ALL** of the Owner’s and Veterinarian’s information included with Signatures.

#### Age Range Requirements:

2 – 10 years old – 1 case

11-20 years old – 1 case

20 + years old –1 case

Any age of your choosing – 1 case

**ALL cases must be submitted with a Chart, EDPA Pre-Certification Supervising Veterinarian Evaluation Form, and required pictures, properly labeled!**

**\*\*\* The Supervising Veterinarian for your photo cases MUST be one of your Veterinarian References**

**Cases are to be submitted in the following order for each horse:**

1.
  1. **Chart** – Applicant must have ALL Case Charts signed by the supervising veterinarian.
  2. **Vet Evaluation Form** –MUST be filled out for EACH horse. The Supervising Vet is to be present and evaluate each and every case and must sign both the evaluation form and chart for that horse. The vet may be contacted by the Director of Certification after the cases are submitted. Here is **EDPA Pre-Certification Requirement Letter to Veterinarians.**
  3. **Pictures:** Can be submitted either with “Before” Pictured LABELED on 1 page and then “After” Pictures LABELLED on the 2<sup>nd</sup> page OR submitted side by side LABELLED: Before and After. There is a sample case study below for reference.  
\*\*\*\*\*Submit ONLY **Clean and Clear** color pictures and only your BEST cases.

**Each Case Study must pass with a 90%**

Cases will be reviewed by 3 evaluators: Certification Director, Veterinarian, and a Certified EDP. The case evaluations, by the team of Evaluators, will be determined by the following categories: Each Case is worth 50 points for a total test of 200 points (4 Cases). Each case study must pass with a 90% or 45/50.

1. Complete and Proper charting with legible writing (5 points)
2. Clear and properly labeled photos (10 points)
3. Assessment of malocclusions and identifiable conditions (15 points)
4. Describe approach and procedure to address conditions (15 points)
5. After Care/Recommendations (5 points)

**5. Applicant MUST provide a Work History Log containing 20 of their past cases (REQUIRED)  
Charts MUST contain the following information:**

- 1)
  - a) Complete and Detailed charts of horses you have done. (Legally performed by state requirements) *\*\*This will show your work consistency.*
  - b) Show your understanding of “everyday seen” cases with different degrees of difficulty
  - c) Contain Sedation notes by the owner or supervising vet with signature
  - d) Chart MUST be signed by your Mentor or Supervising Veterinarian. This shows that they have reviewed your work and passed it. (Signer must be one of your letters of recommendation)
  - e) Have Complete information containing the contact information of the Veterinarian and/or Owner. **The Certification Director MAY call on the owners/vets for case study verification**

**6. Documentation also to include (if applicable):**

Equine Dental Workshops/Shadowing Completions  
Equine-Related Continuing Education

**~~~~From the Office~~~~**

**All of the above information is then submitted to the office via our website or by mail. It is then sent to the Certification Director and the qualified panel.**

**Evaluation Forms are used by our Certification Director and panel to assess the Case Studies and Work Logs.**



## EDPA Pre-Certification Checklist

- \_\_\_\_\_ Paperwork from Dental School – Certificate of Completion           OR
- \_\_\_\_\_ Apprenticeship Form(s) Completed by Supervising Mentor(s)
- \_\_\_\_\_ Apprenticeship Time Reporting Sheets from Mentor(s) – min 80 hours of apprenticeship, post schooling
- \_\_\_\_\_ Letter of Recommendation from 2 Clients
- \_\_\_\_\_ Letter of Recommendation from 2 Veterinarians – 1 MUST be from your case supervising vet/s 4

### **Photographed Case Studies**

\_\_\_\_\_ All Pictures MUST be Visually Clear, Complete Views of ALL Arcades, and Oral Cavity is Clean Pictures that do not show complete arcades will NOT be excepted – Color photos only

- \_\_\_\_\_ 1 Case of Ages 2-10 years old
- \_\_\_\_\_ 1 Case of Ages 11-20 years old
- \_\_\_\_\_ 1 Case of Ages 20 + years old
- \_\_\_\_\_ 1 Case of Age range of your choosing

- \_\_\_\_\_ **ALL**       -- Pictures are Labeled with the Horse's Name and Before or After
- Pictures can be submitted with Before and After side comparison or Separate pages of all Before pictures and all After pictures
- Compare to the Sample Page for the types of picture angles that are required Incisor Views
- Left, Right and Central Open View of 100/200 Arcades Open View of 300 Arcade Open View of 400 Arcade
- \*\*Even if you don't address an area, like incisors, you still need After pictures
- INCOMPLETE PHOTOGRAPHIC CASES WILL NOT BE ACCEPTED – NO EXCEPTIONS!

- \_\_\_\_\_ Chart on each horse, completely fill out, with Evaluating Veterinarians Signature on Chart
- \_\_\_\_\_ Supervising Veterinarian Evaluation Form Completely Filled out on EACH Horse and Signed Work History Log Documentation
- \_\_\_\_\_ 20 Charts of Cases of your past work – Complete and Detailed
- \_\_\_\_\_ ALL Charts Contain Sedation Notes from Owner or Supervising Veterinarian Contact information of the Owner and Supervising Veterinarian Signature of Mentor/Vet that have reviewed your work

~~~~~

- \_\_\_\_\_ Application and Payment - \$75.00 (Member) or \$150.00 (Non-Member)
- \_\_\_\_\_ [https://edpaonline.org/get\\_certified/](https://edpaonline.org/get_certified/) - Pre-Certification Forms – Pre-Certification Application
- \_\_\_\_\_ ALL DOCUMENTS MUST BE UPLOADED TO THE PRE-CERTIFICATION APPLICATION ON OUR WEBSITE – If you intend to mail, please contact Kristina at [office@edpaonline.org](mailto:office@edpaonline.org) first.

All Paperwork MUST be submitted by the September 1st Deadline for October Certification

- \_\_\_\_\_ Application for the Miller Scholarship Fund for Non-Veterinarian Applicants Members ONLY – Membership MUST be approved PRIOR to submission (Only 8 Recipients are approved for each testing year) First submitted case basis....





## **EDPA Pre-Certification Letter for Supervising Veterinarian Requirements**

All applicants for EDPA Certification Testing must go through a pre-certification application process. The applicant must submit 4 case studies with supervising veterinary forms for each horse, a work history log containing detailed charts from 24 of their past cases, proof of education or apprenticeship, and copies of all necessary pre-certification items. The EDPA certification evaluation committee will review and either pass or fail the applicant. If the applicant passes pre-certification he or she can sit for the EDPA Certification Written Test. Applicants must pass the written exam by 90% and then they are eligible to take the Practical Exam which involves the written evaluation and charting of 5 test skulls. Again, the applicant must pass the practical test by 80% in order to complete and pass EDPA Certification. This process is approved and accepted by both Texas and Oklahoma State Veterinary Boards.

The EDPA Pre-Certification process basically serves as a practicum for equine dental providers to ensure equine dental knowledge, horse handling skills, safety, tool use and professionalism. It is imperative that the supervising veterinarian for each case study understands the significance of this process for Certification testing. Please review the Supervising Veterinary Form and be prepared to observe and evaluate the applicant on the areas specified. You may provide any additional comments or information necessary to evaluate the applicant. The required 4 case studies are the applicants live horse practical testing. The veterinarians play a crucial role in the equine dental provider profession. The EDPA supports and promotes this working relationship with the utmost respect for laws and welfare of horse and horse owners. For more information or questions regarding the EDPA Certification or Pre-Certification process, please contact one of the following:

Dr. Jay Deluhery – Certification Director

[jayhorsevet@hotmail.com](mailto:jayhorsevet@hotmail.com)

Kristina Rector – Office Manager

[office@edpaonline.org](mailto:office@edpaonline.org)



## EDPA Pre-Certification Supervising Veterinarian Evaluation Form

Please Print - ALL Areas MUST be completed

|                                     |                                                    |                     |    |
|-------------------------------------|----------------------------------------------------|---------------------|----|
| Date:                               | Applicant Name:                                    |                     |    |
| Supervising Veterinarian:           |                                                    |                     |    |
| Vet Clinic Address:                 |                                                    |                     |    |
| Veterinarian Phone #:               |                                                    | Veterinarian Email: |    |
|                                     |                                                    |                     |    |
| Name & Case Study #                 |                                                    |                     |    |
| Horse Owner                         |                                                    | YES                 | NO |
| Approach, Handling<br>Animal Sense  | Confident?                                         |                     |    |
|                                     | Aggressive?                                        |                     |    |
|                                     | Fearful?                                           |                     |    |
|                                     | Agitated?                                          |                     |    |
|                                     | Comfortable?                                       |                     |    |
| Pre-Evaluating<br>Animals Condition | Check or Ask for Vital Signs?                      |                     |    |
|                                     | Identify Proper Condition (Body Score)?            |                     |    |
|                                     | Asked Horse's Activity Level?                      |                     |    |
| Cleanliness and Preparedness        | Sterilized / Clean tools?                          |                     |    |
|                                     |                                                    |                     |    |
| Safety                              | Proper GFI for power tools?                        |                     |    |
|                                     | Proper use of head stand or head ring?             |                     |    |
|                                     | Proper head position while flushing?               |                     |    |
|                                     | Proper eye protection, gloves and lighting source? |                     |    |
|                                     | Any Harm or Trauma Caused?                         |                     |    |
| Appropriate Tool Use                | Appropriate use of tools?                          |                     |    |
|                                     | Proper use of Speculum with adequate resting time? |                     |    |
|                                     | Proper tools necessary not supplied?               |                     |    |
| Professionalism                     | Conduct in barn with clients/agents/trainers?      |                     |    |
|                                     | Communication of post care?                        |                     |    |
| Comments/Recommendations            |                                                    |                     |    |
|                                     |                                                    |                     |    |
| Supervising Veterinarian Signature  |                                                    |                     |    |
| Applicant Signature                 |                                                    |                     |    |



# Equine Dental Providers of America

2305 S. Day Street Brenham, Texas 77833

Return to address above or email: [office@edpaonline.org](mailto:office@edpaonline.org)

Apprentice Evaluation Form to be completed by Supervisor

Date: \_\_\_\_\_

## **1. Applicant Information:**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_

State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone - Cell: \_\_\_\_\_

Home: \_\_\_\_\_

Email: \_\_\_\_\_

## **2. Apprenticeship:**

Supervisor: \_\_\_\_\_

Supervisor Credentials: \_\_\_\_\_

***\*Must be a Veterinarian or EDPA Certified Provider***

Address of Sponsor:  
\_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Period of Apprenticeship: \_\_\_\_\_

Location of Apprenticeship: \_\_\_\_\_

Number of Horses Seen: \_\_\_\_\_

## **Supervisor's Letter of Evaluation:**

*On another page, please give details of the quality of work performed by the apprentice, the type of dental procedures completed, their use of the tools, and skill level achieved. Be sure to include specifics regarding horse handling, communication, knowledge of laws and safety of apprentice.*

# APPRENTICESHIP TIME REPORTING SHEET

For the purpose of reporting mentorship hours for EDPA Certification



## Instructions:

1. Complete one apprentice time reporting sheet for each calendar month. Do **NOT** indicate hours for two months on one sheet.
2. Submit this form along with your completed paperwork for Pre-Certification
3. If you have multiple mentors, please use a separate sheet. This may mean that you are turning in multiple "July" sheets.
4. To Qualify, Mentors **MUST** be a **CERTIFIED** Equine Dental Provider or Veterinarian.

|                                                  |              |
|--------------------------------------------------|--------------|
| <b>CERTIFIED EDP or VETERINARIAN INFORMATION</b> |              |
| Practitioner Name:                               |              |
| Full Street Address:                             |              |
| Phone Number:                                    | Email:       |
| Where did you obtain your Certification:         |              |
| <b>APPRENTICE INFORMATION</b>                    |              |
| Apprentice Name:                                 |              |
| <b>Reporting for the Month of:</b>               | <b>Year:</b> |

| Sun                    | Mon | Tues | Wed | Thurs | Fri | Sat | Week Total |
|------------------------|-----|------|-----|-------|-----|-----|------------|
|                        |     |      |     |       |     |     |            |
|                        |     |      |     |       |     |     |            |
|                        |     |      |     |       |     |     |            |
|                        |     |      |     |       |     |     |            |
|                        |     |      |     |       |     |     |            |
| <b>Total for Month</b> |     |      |     |       |     |     |            |

We hereby certify that the information reported herein reflects the true hours of the apprentice. We understand that any false information may result in the disqualification of the apprentice from EDPA Certification.

\_\_\_\_\_  
Practitioner Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Apprentice Signature

\_\_\_\_\_  
Date



## EDPA Certification Case Evaluation Form

Candidate Name \_\_\_\_\_

Case # \_\_\_\_\_ Horse Name \_\_\_\_\_

1. Did the Candidate **Age** the horse correctly?    Y    N

Comments: \_\_\_\_\_  
\_\_\_\_\_

2. Did the Candidate cause the horse any **Harm or Trauma**?    Y    N

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. Did the Candidate **Balance the Molar Arcades**?    Y    N

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. Did the Candidate **Address all of the Malocclusions**?    Y    N

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

5. Did the Candidate **Balance the Incisors**?    Y    N

Comments: \_\_\_\_\_  
\_\_\_\_\_

6. Did the Candidate **Recognize and Address the Wolf Teeth**?    Y    N

Comments: \_\_\_\_\_

7. Do the Candidate's **Dental Chart and Work Match**?    Y    N

Comments: \_\_\_\_\_  
\_\_\_\_\_

8. Based on **ONLY THIS CASE**: Is this Candidate favorable to continue to the written Certification Testing?

Y    N

Evaluator Name: \_\_\_\_\_ Signature: \_\_\_\_\_



## **Step 2 - Written Exam**

The written tests, there are various versions, are comprised of 80 questions that pertain to the above mentioned topics. The test is multiple choice and on some questions, the applicant may be asked to view a diagram to answer specific questions.

### **Certification Test Guidelines**

**After completion and approval of the EDPA Pre-certification Evaluation, an applicant may apply for the EDPA Equine Dental Provider Certification. The Certification Test will be held annually. Texas resident applicants have first option for certification testing within the deadline set by EDPA.**

**The Applicant must register for the EDPA Certification Test and pay the applicable fee by EDPA posted deadline to be eligible to test in the same year.**

\* EDPA Member Fee- \$500.00

\* Non- Member Fee- \$650.00

**Applicants for Equine Dental Provider (EDP) Certification must pass a written exam and a practical exam for EDPA Certification.**

### **Links provided on the website:**

**EDPA Written Test Resources and Study Guide,  
EDPA Certification Test Guidelines**

**The EDPA Certification Written Test will include questions regarding the following**

- 1.** Anatomy, including musculoskeletal structures, organs of the head and neck
- 2.** Tooth anatomy and morphology
- 3.** Diseases that show up in the mouth so that an (EDP) would know when to refuse to treat and send the case to a vet.
- 4.** Knowledge of tools, function and hazards of equipment and instrumentation used in tooth floating
- 5.** Potential harm and side effects caused by tooth floating, and possible results of poor tooth floating technique.
- 6.** Disease control and sterilization of equipment
- 7.** The limits of the scope of practice for an EDP, including the use of sedation, the requirement of veterinary supervision, and ensuring that a proper veterinary-client-patient relationship is established and maintained
- 8.** Universal terminology
- 9.** Texas law
- 10.** Documentation- Charting

**The applicant has one hour to complete the test and must pass the written test with 90% or above before eligible to move on to the EDPA Practical Exam.**

\*If the applicant fails the written test, the applicant has the opportunity to retake the test the following year (and only the following year) without additional cost.

### **Step 3 – Practical Exam**

The EDPA Practical Exam will follow the EDPA Written Exam and will consist of the following:

#### **EDPA Certification Practical Test Procedure**

\*All Practical Test Applicants must have passed the EDPA Written Test prior with an 90% or better.

All Applicants will be given a Practical Testing Time to be at the approved testing site. The applicant must correctly chart and address the skull's pathology.

The following steps will be followed for the EDPA Certification Practical Test:

- 1.** The skulls to be used will have variable routine dental conditions. There will be a total of 5 skulls to be charted and evaluated by each applicant.
- 2.** Up to 5 Certification Testing Applicants will test at the same time. Each Applicant will have 25 minutes per skull to evaluate. A maximum of 3 testing sessions per day with a total of 15 applicants per day in 3 hour intervals.
- 3.** The Team of Evaluators will access each skull prior to testing. The EDP Evaluators will chart the skull noting the dental issues using the EDPA Certification Evaluator Chart. All Evaluators will compare and agree on the skull pathology and assessment pre-test.
- 4.** After all Pre-test Evaluations are completed. The Evaluators will leave the test area and will not return until all applicants are completed.
- 5.** The Certification Director will be present during the entire Practical Testing process.
- 6.** The Applicants will be assigned a skull to start the testing. The applicant will rotate to the next skull station when directed by the Director. The applicant will have a separate chart per skull. The applicant has 25 minutes per skull station to complete each chart. The total time for the Practical Exam is 2 hours.
- 7.** The Applicant is to chart the skull using the EDPA Certification Test Dental Chart. The applicant must correctly chart the conditions in the skull's oral cavity. The Applicant is to then address the issues in writing with appropriate tool usage and detail all on the appropriate skull chart.
- 8.** When applicant is completed with addressing dental issues, it is expected the applicant will do post evaluation of the skull and after care instructions.
- 9.** The Applicant then must turn in their EDPA Certification Test Dental Charts for all 5 skulls to the Certification Director and leave testing location.
- 10.** When all Applicants are completed (or 2 hour time limit has expired), all applicants must leave the testing site.



**11.** The Team of Evaluators will review each skull chart per applicant comparing the Pre-Evaluation Chart to the Applicant's Test Chart. The Evaluators must determine if the applicant addressed the malocclusions while preserving functionality of the oral cavity, and practicing the policy "to do no harm" by the following standards:

To remove sharp enamel points which cause harm to soft tissue.

To remove malocclusions which interfere with occlusion and lateral excursion, of the molars and incisors.

And to maintain and maximize occlusion of the opposing chewing surfaces

Overall balanced and functional mouth.

**12.** The Evaluators will then score each applicant on the following categories and point scale:

Test= 250 total points with a Pass/Fail Scoring:

The evaluation by the team of Evaluators will be determined by the following categories:

Each Skull is worth 50 points for a total practical test of 250 points (5 skulls).

Proper charting with legible writing (5 points)

Assessment of malocclusions and identifiable conditions (15 points)

Describe approach and procedure to address conditions (15 points)

Describe tools used for approach and procedures (10 points)

After Care/Recommendations (5 points)

The EDPA Certification Applicant must pass the Practical Exam with an 80% or better.

**13.** The Certification Director will award in writing via mail/email within 14 days Certified EDP Certificates to the applicants that passed the EDPA Certification and notify any who failed.

The skulls will be charted by a team of evaluators and the applicants work will be evaluated by the team. The team will consist of the EDPA Director of Certification, one (1) Certified EDPA member and one Texas Licensed DVM and these team members are those which have no conflict of interest associated with the candidate's testing.

\*If the applicant fails the practical test, the applicant has the opportunity to retake the test the following year (and only the following year) without additional cost, unless applicant is a recipient of the Miller Scholarship (applicant will have to pay to retest).

## **Jay Deluhery, DVM, MBA, CJF, EDPA/C**

P.O. Box 6612 Laguna Niguel, CA 92607 (707) 339-6347 [jayhorsevet@hotmail.com](mailto:jayhorsevet@hotmail.com)

### **EDUCATION**

---

## **Collegiate**

### **Master of Business Administration – May 2019**

Colorado State University – Ft. Collins, Colorado

### **Doctor of Veterinary Medicine – May 2010**

Concentration: Equine Track

Virginia/Maryland Regional College of Veterinary Medicine, Virginia Polytechnic Institute and State University (Virginia Tech)- Blacksburg, Virginia

### **Bachelor of Science *cum laude* – May 2006**

Major: Biology

Minor: Chemistry

Henderson State University- Arkadelphia, Arkansas

### **Associate of Science *with distinction* – July 2003**

Riverside Community College- Riverside, California

## **Trade/Technical Schools**

### **Equine Dentistry – Equilibration Module & D500 courses July 2018 and January 2019**

Advanced Equine Dentistry – Nick Moore, DVM

Academy of Equine Dentistry - Glens Ferry, Idaho

### **Equine Podiatry 101 – 2014, and Advanced Module 2019**

Advanced Equine Podiatry/Farriery – Ric Redden, DVM

Equine podiatry instruction for dysfunctional PIII according to Redden methodology.

Versailles, Kentucky

### **Academy of Equine Dentistry (aka World Wide Equine) – 1996**

Equine Dentistry Training-Deb Bennett, PhD and Dale Jeffrey

Completion of D100 and D150 Basic Equine Dentistry and Head/Neck Anatomy Courses

Glens Ferry, Idaho

### **Equissage – 1994**

Training in equine sports massage therapy for equine athletes

Completion/Certification - Equine Sports Massage Therapy Course-Mary Schreiber

Southern Pines, North Carolina (presently in Round Hill, Virginia)

**Oklahoma Horseshoeing School – 1987**

Farrier, horseshoeing and blacksmith education (16 weeks)

Graduated from Advanced Horseshoeing and Blacksmithing School-Jack Roth, DVM  
Purcell, Oklahoma

**Wilderness Guides and Packers School – 1987**

Instruction in the operation of a guided packing service in addition to equine health care

Graduated from Advanced Packing, Outfitting and Guiding Course-Bud Nelson  
Moose Junction/Jackson Hole, Wyoming

## Military Education

**Sea School – 1984**

Special weapon and shipboard security, dignitary protection/escort, honor guard services

Marine Corps Recruit Depot, San Diego, California

**Infantry Training School – 1984**

Marine Corps combat infantry training

Camp Pendleton, California

**Recruit Training – 1983**

Marine Corps Boot Camp and Basic Training

Marine Corps Recruit Depot, San Diego, California

## Externships

- January 2010 – Arkansas Racing Commission: Oaklawn Park, Hot Springs, Arkansas
- November 2009 – Marion DuPont Scott Equine Medical Center: Leesburg, Virginia
- October 2009 – Weatherford Equine Hospital: Weatherford, Texas
- October 2009 – Equine Sports Medicine and Surgery Center: Weatherford, Texas
- September 2009 – Reata Equine Hospital: Weatherford, Texas
- August 2009 – Serenity Equine Hospital, Andrea Floyd, DVM: Specializing in equine podiatry, Evington, Virginia
- July 2009- Marion DuPont Scott Equine Medical Center: Leesburg, Virginia
- June/July 2009 - Rood and Riddle Equine Hospital: Lexington, Kentucky
- December 2008 - Virginia Equine Imaging: The Plains, Virginia
- June 2008 - Arizona Equine Medical and Surgical Centre: Gilbert, Arizona
- 2004 - 2005 (intermittently) David Jolly, DVM: Private practice, Hot Springs, Arkansas

## PROFESSIONAL EXPERIENCE

---

### Work Experience

**SANTA ANITA PARK – THE STRONACH GROUP, Arcadia, California**

**Examination Veterinarian Official: September 2019 – Present**

Emergency on-track veterinary services during live racing and training, pre and post-race and training examinations, and in conjunction with the California Horse Racing Board - supervision of equine regulatory activity at Santa Anita Park and San Luis Rey Downs for Thoroughbred racing

**LOUISIANA STATE RACING COMMISSION, New Orleans, Louisiana**

**State Veterinarian Racetrack Supervisor (Relief): January 2019 – September 2019**

Emergency on-track veterinary services during live racing, pre and post-race inspections, supervision of equine regulatory activity at Louisiana Downs in Bossier City for Quarter Horse and Thoroughbred racing

**PACIFIC COAST EQUINE: Multiple States (CA, FL, LA, AR, NV, MO, KY)**

**Owner: November 2011 - present**

Equine veterinary practice focused exclusively upon equine dentistry and podiatry

**MISSION EQUINE HOSPITAL/MARK SECOR, DVM Inc., San Juan Capistrano, CA**

**Associate Veterinarian: October 2017 – June 2018**

Patient care with emphasis in dentistry and podiatry

**LOUISIANA STATE RACING COMMISSION, New Orleans, Louisiana**

**State Veterinarian Racetrack Supervisor: January 2013 – September 2017**

Emergency on-track veterinary services during live racing, pre and post-race inspections, supervision of equine regulatory activity at The Fairgrounds in New Orleans, and Evangeline Downs in Opelousas for Quarter Horse and Thoroughbred racing

**GULFSTREAM PARK, CALDER RACETRACK, REMINGTON PARK**

**Racetrack Veterinarian: November 2011 – December 2012**

Emergency on-track veterinary services during live racing, pre and post race inspections, supervision of equine regulatory activity

**EQUINE SPORTS MEDICINE and SURGERY, Weatherford, Texas**

**Formal Internship/Associate Racetrack Veterinarian: July 2010 – October 2011**

As a member of a high-volume multi-doctor practice, complete sports medical care to equines involved in racing at numerous racetracks.

**Equine Dental Technician: 1996 - 2001**

As a technician under the direct supervision of Richard Miller, DVM provided advanced equine dental services in the Northern and Southern California areas.

**Professional Farrier Services: 1988 - 2006**

Owner of a farrier practice that provided hoof care to a large clientele in California and Arkansas with a focus on performance and geriatric horses having pathological hoof conditions.

**United States Marine Corps: 1983 - 1987**

A decorated Infantryman serving as a guard member in the Marine Detachment on board the USS Saratoga (CV-60), and then serving as a Fire-team and Squad Leader with 2<sup>nd</sup> Platoon Bravo Company, 1<sup>st</sup> Battalion, 4<sup>th</sup> Marine Regiment, 7<sup>th</sup> Marine Amphibious Brigade at the U.S. Marine Corps Air/Ground Combat Center, 29 Palms, California.

**ADDITIONAL SPECIALIZED TRAINING**

---

- Specialty Farrier Techniques on Gaited Horses – under direction of Paul King, Master Farrier, Oklahoma City, Oklahoma-1992
- Specialty Farrier Techniques in Lameness, Race Plating, and Draft Breeds – under direction of Paul King, and Colin White, Master Farriers, Oklahoma City, Oklahoma-1994
- Horse Ground Breaking and Training Course – under direction of Jack Roth, DVM, Purcell, Oklahoma-1995

**LICENSURE/CERTIFICATIONS**

---

**Licensed Veterinarian in:**

- Arkansas – USDA Accreditation
- **California**
- Florida
- Kentucky
- Louisiana
- Missouri
- Nevada

- **Certified Journeyman Farrier - 1992**

Written, Practical, and Anatomical Examination with display shoes presented and tested in 1992 (Brotherhood of Working Farriers Association, American Association of Professional Farriers)

- **Certified Equine Dentistry - 1998**

Written, Practical, and Anatomical Examination administered/awarded by International Association of Equine Dentistry

## **MEMBERSHIPS**

---

- Northeast Association of Equine Practitioners
- Equine Dental Providers of America (Certified)
- Brotherhood of Working Farrier's Association (Lifetime-Certified Journeyman Farrier)
- America Association of Professional Farriers (Certified Journeyman Farrier)
- American Veterinary Medical Association
- American Association of Equine Practitioners
- American Farrier's Association
- ISELP – International Society of Equine Locomotor Pathology
- California Veterinary Medical Association

## **AWARDS AND HONORS**

---

### **Equine/Veterinary Related**

- Dr. Robert E. Ferneyhough Memorial Award Scholarship - 2010
- AAEP/Equus Foundation Veterinary School Scholarship – 2008
- Nancy Morrisette Memorial Veterinary Scholarship (twice awarded) – 2007, 2008
- Master Farrier's Certificate – 1994 (Oklahoma Horseshoeing School)

### **Military Awards/Medals/Decorations (U.S. Marine Corps)**

- United States Marine Corps Good Conduct Medal
- Armed Forces Expeditionary Medal (Operation El Dorado Canyon – Gulf of Sidra, Libya, 1986)
- Certificate of Commendation (under General A.M. Gray, Fleet Marine Force Atlantic)
- Meritorious Mast - 1986, Capt. S. Westervelt, Mardet, USS Saratoga CV-60
- Meritorious Mast - 1987, Capt. J. Wall, 7<sup>th</sup> MAB, 1<sup>st</sup> Bn, 4<sup>th</sup> Marines. Bravo Co.
- Meritorious Unit Commendation
- Navy Unit Commendation (2 awards)
- Sea Service Deployment Award (2 awards)
- Certificate of Exceptional Physical Fitness (twice awarded)
- Sharp Shooter Badges (M16A2 rifle and .45 caliber pistol)
- Battle "E" Proficiency Award
- Honorably Discharged

## **PRESENTATIONS**

---

- Tongue Lacerations - Equine Dental Providers of America/Annual Meeting, Katy, TX October 2020
- Radiographic Presentation of Laminitis – Virginia Tech, March 2010, Blacksburg, Virginia

- Lead Toxicity in the Bovine – Virginia Tech, February 2010, Blacksburg, Virginia
- Equine Peritonitis – Marion DuPont Scott Equine Medical Center, November 2009, Leesburg Virginia
- Metacarpal II Fractures (review and current research of an associated and treated case) – Marion DuPont Scott Equine Medical Center, July 2009, Leesburg Virginia
- Equine Laminitis (review of specific case) – Virginia Tech, November-2008, Blacksburg, Virginia
- Canine Lymphoma (overview of disease with poster presentation) – Virginia Tech, December-2006, Blacksburg, Virginia
- Equine Internal Parasites – Henderson State University, parasitology class, May-2006
- Glucose Acquisition from Cellulose by Herbivores – Henderson State University, botany class, May-2005

## CONTINUING EDUCATION/CONFERENCES

---

- American Farrier's Association Annual Convention - Reno, Nevada-1988
  - American Farrier's Association Annual Convention - Little Rock, Arkansas-1989
  - Bluegrass Laminitis Symposium - Louisville, Kentucky - 1990, 1991
  - Brotherhood of Working Farrier's Association Lameness Clinic – Lafayette, Georgia-1994
  - American Farrier's Association Annual Convention – Ontario, California-1996
  - Florida Association of Equine Dentistry – CE, Ocala, Florida-1998
  - International Association of Equine Dentistry – CE, Ocala, Florida-1999
  - International Association of Equine Dentistry –CE, Portland, Oregon-2000
  - International Association of Equine Dentistry – CE, Ocala, Florida- 2002
  - International Association of Equine Dentistry – CE, Ft. Worth, Texas-2005
  - Intervet/Schering-Plough Animal Health, "Equine Parasitology: Parasite Control and Resistance" – CE, Weatherford, Texas-Sept. 2009
  - Virginia Veterinary Medical Association Conference – Roanoke, Virginia- February 2010
  - International Association of Equine Dentistry – CE, Las Vegas, Nevada - March 2010
  - Western Veterinary Conference – CE, Las Vegas, Nevada – February 2012
  - American Assoc. of Equine Practitioners – CE, Anaheim, California – December 2012
  - Peterson and Smith Continuing Education Practicum – Ocala, FL – September 2013
  - Equine Podiatry 101 – continuing education, Versailles, KY – August 2014
  - Northeast Assoc. of Equine Practitioners – CE, Pittsburgh, PA – September 2015
  - AAEP FOCUS "Soft Tissue Lameness" – CE, New Orleans, LA – July 2016
  - Equine Dental Providers of America – CE, Katy, TX – October 2016
  - Northeast Assoc. of Equine Practitioners – CE, Norfolk, VA – September 2017
  - VetPD Ultrasound of Distal Equine Limb – CE, Littleton, CO – October 2017
  - Northeast Assoc. of Equine Practitioners – CE, Saratoga Springs, NY – September 2018
  - Rood & Riddle Foundation/Equine Podiatry – CE, Lexington, KY – March 2019
  - Ric Redden Equine Podiatry (Advanced) – CE, Versailles, KY – Sept 2019
  - Equine Dental Providers of America – CE, Katy, TX – October 2020
  - American Association of Equine Practitioners – CE, online, December 2020
-

## CLINICAL INTERESTS

---

- Laminitis/White-line disease/Sheared heels/Quarter cracks of the equine hoof
- Venogram studies of the equine digit
- Prevention/Cause of breakdown injury of the racehorse
- Navicular syndrome, palmar/plantar hoof lameness
- Equine Dental extractions
- General health management of performance/sport horses
- Etiology/Corrections for equine dental malocclusions

## NOTED ACCOMPLISHMENTS and ACTIVITIES

---

- Veterinary Certification Examiner for *Equine Dental Providers of America*
- Past Equine Dentist for 2011 All American -Futurity 3<sup>rd</sup> place recipient "Tee Cos" trained by Paul Jones, 2011 All American Derby Qualifier "Cold Cash 123", and 2011 All American Futurity winner "Ochoa", both trained by Dwayne "Sleepy" Gilbreath.
- Received a Master Farrier's Certificate (mid-1990s) from Oklahoma Horseshoeing School which is the highest achievement of that facility, earned by less than 1 student per year
- As a volunteer member of "*Semper Fi Memorial Honor Detail*" at Riverside National Cemetery, Riverside California, under the direction of the U.S Veterans Administration, participated as a Marine Honor Guard rendering final tributes to over 1200 deceased service personnel over a 5year period
- Selected for one of 10 out of state seats available (for class of 2010), from an applicant pool of nearly 600 to Virginia/Maryland Regional College of Veterinary Medicine at Virginia Tech
- Traveled to most states, all continents but Australia and Antarctica, and have visited over 20 nations
- Shod more than 25,000 horses, most of which required some degree of specialty care and hoof management
- Lifetime experience in animal husbandry, with previous background as both 4-H and FFA chapter president. Have raised and exhibited animals in livestock shows and parades, and have worked chutes in rodeos/roping events
- Over 30 years of experience towards improvement in laminitis and "navicular" (aka- palmar hoof pain) in horses



## **Part VI. Equine Dental Technicians.**

### **18VAC150-20-220. Requirements for registration as an equine dental technician.**

A. A person applying for registration as an equine dental technician shall provide a recommendation from at least two veterinarians licensed in Virginia who attest that at least 50% of their practice is equine, and that they have observed the applicant within the past five years immediately preceding the attestation and can attest to his competency to be registered as an equine dental technician.

B. The qualifications for registration shall include documentation of one of the following:

1. Current certification from the International Association of Equine Dentistry;
2. Completion of a board-approved certification program or training program;
3. Completion of a veterinary technician program that includes equine dentistry in the curriculum;  
or
4. Evidence of equine dental practice for at least five years and proof of 16 hours of continuing education in equine dentistry completed within the five years immediately preceding application for registration.

## Veterinary Medicine Monthly Snapshot for April 2024

Veterinary Medicine closed more cases in April than received. Veterinary Medicine closed 12 patient care cases and 14 non-patient care cases for a total of 26 cases.

| Cases Closed     |           |
|------------------|-----------|
| Patient Care     | 12        |
| Non-Patient Care | 14        |
| <b>Total</b>     | <b>26</b> |

Veterinary Medicine has received 11 patient care cases and 7 non-patient care cases for a total of 18 cases.

| Cases Received   |           |
|------------------|-----------|
| Patient Care     | 11        |
| Non-Patient Care | 7         |
| <b>Total</b>     | <b>18</b> |

As of April 30, 2024, there were 156 patient care cases open and 99 non-patient care cases open for a total of 255 cases.

| Cases Open       |            |
|------------------|------------|
| Patient Care     | 156        |
| Non-Patient Care | 99         |
| <b>Total</b>     | <b>255</b> |

There are 9,063 Veterinary Medicine licensees as of April 30, 2024. The number of current licenses are broken down by profession in the following chart.

| Current Licenses                      |              |
|---------------------------------------|--------------|
| Equine Dental Technician              | 21           |
| Veterinarian                          | 4,940        |
| Veterinary Establishment - Ambulatory | 327          |
| Veterinary Establishment - Stationary | 956          |
| Veterinary Faculty                    | 111          |
| Veterinary Intern/Resident            | 49           |
| Veterinary Technician                 | 2,659        |
| <b>Total for Veterinary Medicine</b>  | <b>9,063</b> |

There are 52 licenses issued for Veterinary Medicine for the month of April. The number of current licenses are broken down by profession in the following chart.

| Licenses Issued                       |           |
|---------------------------------------|-----------|
| Veterinarian                          | 19        |
| Veterinary Establishment - Stationary | 15        |
| Veterinary Faculty                    | 2         |
| Veterinary Intern/Resident            | 1         |
| Veterinary Technician                 | 15        |
| <b>Total for Veterinary Medicine</b>  | <b>52</b> |