
Virginia's Veterinary Technician Workforce: 2018

Healthcare Workforce Data Center

January 2019

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Henrico, VA 23233
804-367-2115, 804-527-4466(fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

Get a copy of this report from: <https://www.dhp.virginia.gov/hwdc/findings.htm>

More than 2,000 Veterinary Technicians voluntarily participated in this survey. Without their efforts, the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Veterinary Medicine express our sincerest appreciation for your ongoing cooperation.

Thank You!

Virginia Department of Health Professions

David E. Brown, DC
Director

Barbara Allison-Bryan, MD
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Elizabeth Carter, PhD
Director

Yetty Shobo, PhD
Deputy Director

Laura Jackson, MSHSA
Operations Manager

Christopher Coyle
Research Assistant

Virginia Board of Veterinary Medicine

President

Steven B. Karras, DVM
Roanoke

Vice-President

Tregel Cockburn, DVM
Sterling

Secretary

Ellen G. Hillyer, MPH, DVM
Richmond

Members

Autumn Halsey, LVT
Marion

Mark A. Johnson, DVM
Fairfax

Bayard A. Rucker, III, DVM
Lebanon

Mary Yancey Spencer, Esquire
Richmond

Executive Director

Leslie Knachel

Contents

Results in Brief	2
Survey Response Rates	3
The Workforce	4
Demographics	5
Background	6
Education & Certifications	8
Current Employment Situation	9
Employment Quality	10
2018 Labor Market	11
Work Site Distribution	12
Establishment Type	13
Time Allocation	15
Patient Workload	16
Retirement & Future Plans	17
Full-Time Equivalency Units	19
Maps	20
Virginia Performs Regions	20
Area Health Education Center Regions	21
Workforce Investment Areas	22
Health Services Areas	23
Planning Districts	24
Appendices	25
Appendix A: Weights	25

The Veterinary Technician Workforce: At a Glance:

The Workforce

Licensees:	2,334
Virginia's Workforce:	2,060
FTEs:	1,745

Background

Rural Childhood:	37%
HS Diploma in VA:	71%
Prof. Degree in VA:	70%

Current Employment

Employed in Prof.:	86%
Hold 1 Full-time Job:	67%
Satisfied?:	92%

Survey Response Rate

All Licensees:	87%
Renewing Practitioners:	94%

Education

Associate:	89%
Baccalaureate:	9%

Job Turnover

Switched Jobs:	9%
Employed over 2 yrs:	60%

Demographics

Female:	96%
Diversity Index:	18%
Median Age:	36

Finances

Median Inc.:	\$30k-\$40k
Retirement Benefits:	58%
Under 40 w/ Ed debt:	44%

Time Allocation

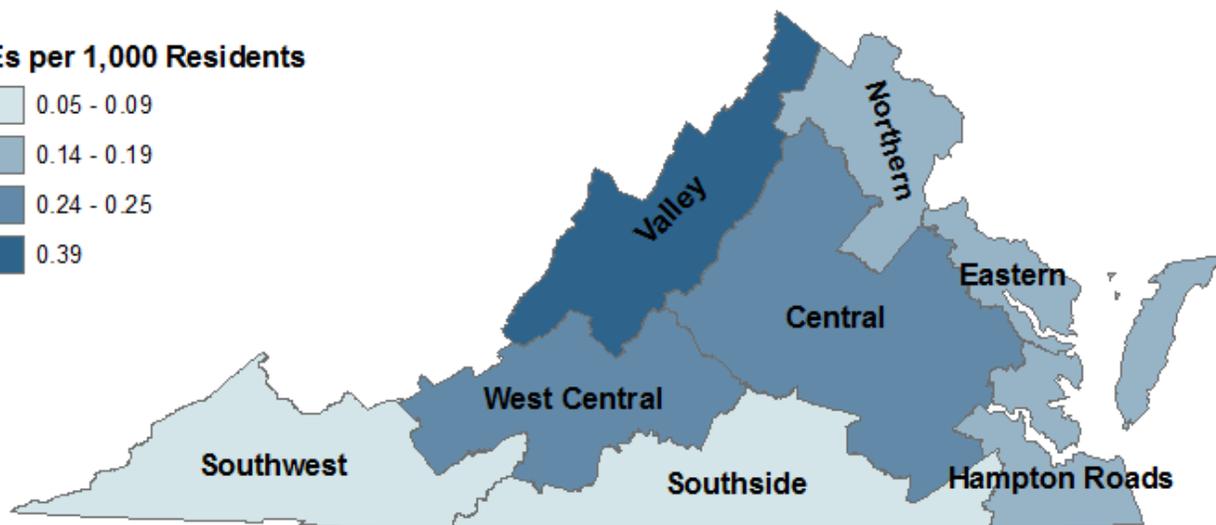
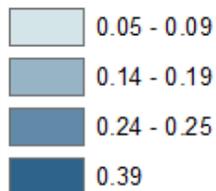
Patient Care:	80%-89%
Administration:	1%-9%
Patient Care Role:	74%

Source: Va. Healthcare Workforce Data Center

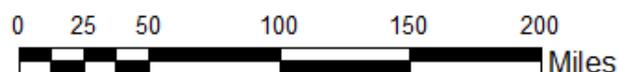
Full Time Equivalency Units Provided by Veterinary Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division



In total, 2,032 veterinary technicians voluntarily took part in the 2018 Veterinary Technician Workforce 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 veterinary technicians. This year was the first time in which the HWDC has administered this survey to veterinary technicians. These survey respondents represent 87% of the 2,334 veterinary technicians who are licensed in the state and 94% of renewing practitioners.

The HWDC estimates that 2,060 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 1,745 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

The median age of Virginia's veterinary technician workforce is 36, and 96% of these professionals are female. In addition, the diversity index of veterinary technicians is 18%, which makes this workforce much less diverse than the state's overall population. Nearly two-thirds of all veterinary technicians are under the age of 40, and 96% of these professionals are also female. Veterinary technicians who are under the age of 40 are slightly more diverse than the overall veterinary technician workforce.

More than one-third of all veterinary technicians grew up in a rural area, but only 12% of these professionals currently work in a non-metro area of the state. Overall, 7% of all veterinary technicians currently work in a non-metro area of Virginia. In addition, 81% of all veterinary technicians have some educational background in the state. Nearly 90% of all veterinary technicians have earned an Associate degree as their highest professional degree, while another 9% have earned a Bachelor's degree. More than one-third of all veterinary technicians carry education debt, including 44% of those who are under the age of 40. The median debt burden is between \$10,000 and \$20,000.

Among all veterinary technicians, 86% are currently employed in the profession. Two-thirds of all veterinary technicians have one full-time job, and 43% work between 40 and 49 hours per week. The median annual income for Virginia's veterinary technician workforce is between \$30,000 and \$40,000, and more than four-fifths of these professionals received this income as an hourly wage. In addition, 84% of these professionals receive at least one employer-sponsored benefit, including 62% who receive health insurance and 58% who have access to a retirement plan. More than 90% of all veterinary technicians are satisfied with their current employment situation, including 53% who indicate they are "very satisfied".

Over the past year, 1% of all veterinary technicians were involuntarily unemployed and 2% were underemployed. While 17% of veterinary technicians began employment at a new primary work location in the past year, another 60% have worked at their primary work location for at least two years. In addition, 24% of Virginia's veterinary technician workforce had multiple work locations during the previous 12 months. Just more than half of all veterinary technicians work at a solo practice or partnership as their primary work location, while another 30% work at a group practice.

The typical veterinary technician spends nearly all of her time performing patient care activities. In fact, nearly three-quarters of all veterinary technicians fulfill a patient care role, meaning that at least 60% of her time is spent treating patients. At their primary work location, the typical veterinary technician treated between 25 and 49 patients per week. Those veterinary technicians who also had a secondary work location treated an additional 1 to 24 patients per week.

More than 60% of all veterinary technicians expect to retire by the age of 65. While 13% of the current veterinary technician workforce expect to retire in the next 10 years, one-half of this workforce expect to be retired by 2048. Over the next two years, 21% of veterinary technicians expect to pursue additional educational opportunities. In addition, another 6% expect to increase their patient care hours.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	1,970	84%
New Licensees	223	10%
Non-Renewals	141	6%
All Licensees	2,334	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing veterinary technicians, 87% submitted a survey. These represent 94% of veterinary technicians who held a license at some point in the past year.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	90	444	83%
30 to 34	48	451	90%
35 to 39	45	364	89%
40 to 44	27	235	90%
45 to 49	37	197	84%
50 to 54	20	135	87%
55 to 59	12	110	90%
60 and Over	23	96	81%
Total	302	2,032	87%
New Licenses			
Issued in Past Year	44	179	80%
Metro Status			
Non-Metro	27	161	86%
Metro	212	1,667	89%
Not in Virginia	63	204	76%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2018.
- Target Population:** All Veterinary Technicians who held a Virginia license at some point between January 2018 and December 2018.
- 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 2018.

Response Rates	
Completed Surveys	2,032
Response Rate, All Licensees	87%
Response Rate, Renewals	94%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinary Techs.

Number: 2,334
 New: 10%
 Not Renewed: 6%

Response Rates

All Licensees: 87%
 Renewing Practitioners: 94%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Veterinary Tech. Workforce: 2,060
 FTEs: 1,745

Utilization Ratios

Licensees in VA Workforce: 88%
 Licensees per FTE: 1.34
 Workers per FTE: 1.18

Source: Va. Healthcare Workforce Data Center

Definitions

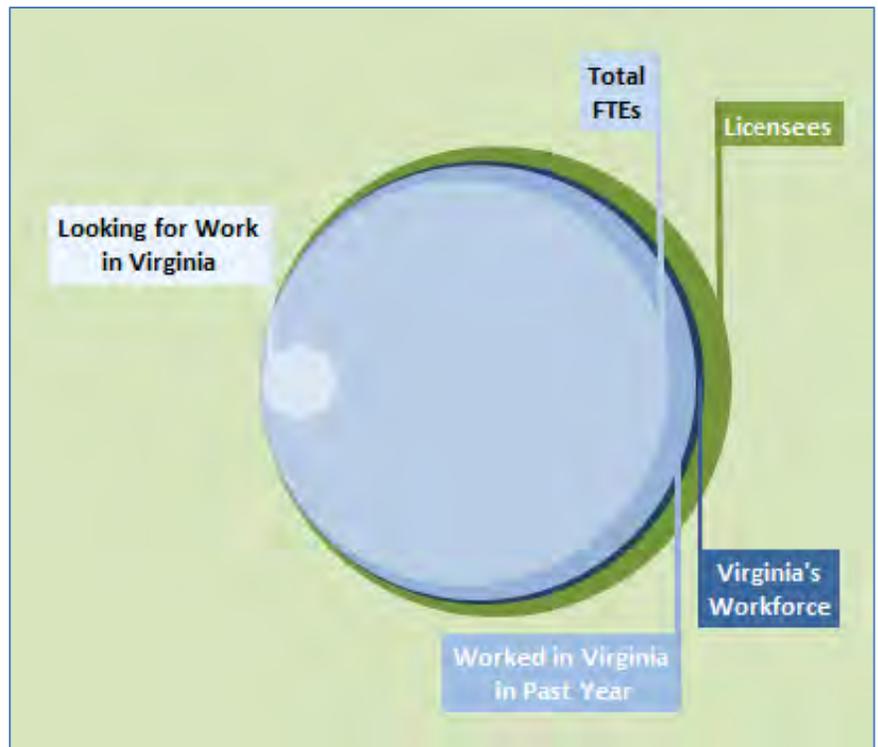
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between January 2018 and December 2018 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 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.

Virginia's Veterinary Technician Workforce		
Status	#	%
Worked in Virginia in Past Year	2,001	97%
Looking for Work in Virginia	58	3%
Virginia's Workforce	2,060	100%
Total FTEs	1,745	
Licensees	2,334	

Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	16	4%	394	96%	410	25%
30 to 34	12	3%	363	97%	375	22%
35 to 39	11	4%	258	96%	269	16%
40 to 44	9	5%	174	95%	183	11%
45 to 49	5	3%	158	97%	162	10%
50 to 54	2	2%	110	98%	112	7%
55 to 59	7	8%	79	92%	86	5%
60 +	1	2%	71	98%	72	4%
Total	63	4%	1,606	96%	1,669	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Veterinary Technicians		Vet. Tech. Under 40	
	%	#	%	#	%
White	62%	1,516	91%	939	89%
Black	19%	23	1%	19	2%
Asian	6%	14	1%	10	1%
Other Race	1%	10	1%	9	1%
Two or more races	3%	38	2%	23	2%
Hispanic	9%	74	4%	56	5%
Total	100%	1,675	100%	1,056	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2017.

Source: Va. Healthcare Workforce Data Center

Among the 63% of veterinary technicians who are under the age of 40, 96% are female. In addition, the diversity index of these professionals is 21%.

At a Glance:

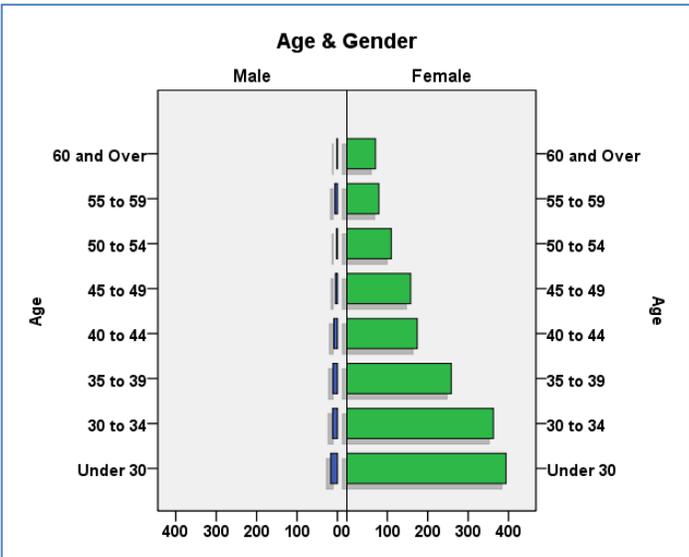
Gender
 % Female: 96%
 % Under 40 Female: 96%

Age
 Median Age: 36
 % Under 40: 63%
 % 55+: 9%

Diversity
 Diversity Index: 18%
 Under 40 Div. Index: 21%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two veterinary technicians, there is an 18% chance they would be of a different race/ethnicity (a measure known as the Diversity Index).



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 9%
 Rural Childhood: 37%

Virginia Background

HS in Virginia: 71%
 Prof. in VA: 70%
 HS or Prof. in VA: 81%

Location Choice

% Rural to Non-Metro: 12%
 % Urban/Suburban to Non-Metro: 3%

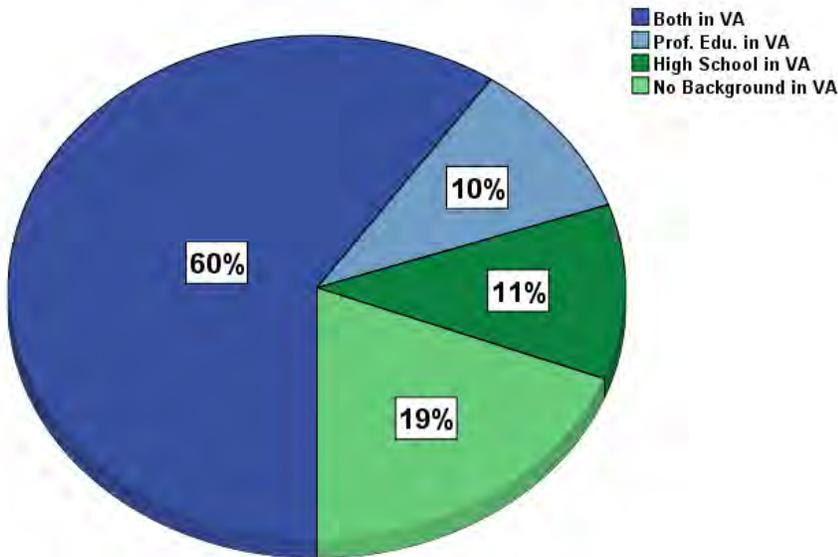
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 Million+	27%	63%	10%
2	Metro, 250,000 to 1 Million	60%	37%	4%
3	Metro, 250,000 or Less	54%	40%	7%
Non-Metro Counties				
4	Urban Pop 20,000+, Metro Adjacent	60%	0%	40%
6	Urban Pop, 2,500-19,999, Metro Adjacent	63%	33%	4%
7	Urban Pop, 2,500-19,999, Non-Adjacent	82%	18%	0%
8	Rural, Metro Adjacent	80%	20%	0%
9	Rural, Non-Adjacent	60%	30%	10%
Overall		37%	54%	9%

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, 12% currently work in non-metro areas of the state. Overall, 7% of veterinary technicians currently work in non-metro areas of Virginia.

Top Ten States for Veterinary Technician Recruitment

Rank	All Veterinary Technician			
	High School	#	Professional School	#
1	Virginia	1,182	Virginia	1,147
2	New York	63	Pennsylvania	71
3	Pennsylvania	53	Texas	60
4	Maryland	45	Colorado	43
5	Florida	28	New York	42
6	West Virginia	26	Florida	37
7	Outside U.S./Canada	18	North Carolina	32
8	New Jersey	18	New Mexico	24
9	North Carolina	18	Maryland	14
10	California	16	California	14

Source: Va. Healthcare Workforce Data Center

Among all veterinary technicians, 71% earned their high school degree in Virginia, and 70% received their initial professional degree in the state.

Among veterinary technicians who received their initial license in the past five years, 66% earned their high school degree in Virginia, while 62% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	442	Virginia	411
2	New York	25	Pennsylvania	43
3	Pennsylvania	24	Texas	32
4	Florida	19	New Mexico	20
5	Maryland	12	Florida	19
6	New Jersey	11	New York	17
7	Outside U.S./Canada	10	Colorado	14
8	Massachusetts	10	North Carolina	12
9	North Carolina	9	California	11
10	West Virginia	9	Arizona	8

Source: Va. Healthcare Workforce Data Center

There were 12% of Virginia's licensees who were not part of the state's veterinary technician workforce. Among these licensees, 85% worked at some point in the past year, and 63% currently work as veterinary technicians.

At a Glance:

Not in VA Workforce

Total:	275
% of Licensees:	12%
Federal/Military:	3%
Va Border State/DC:	19%

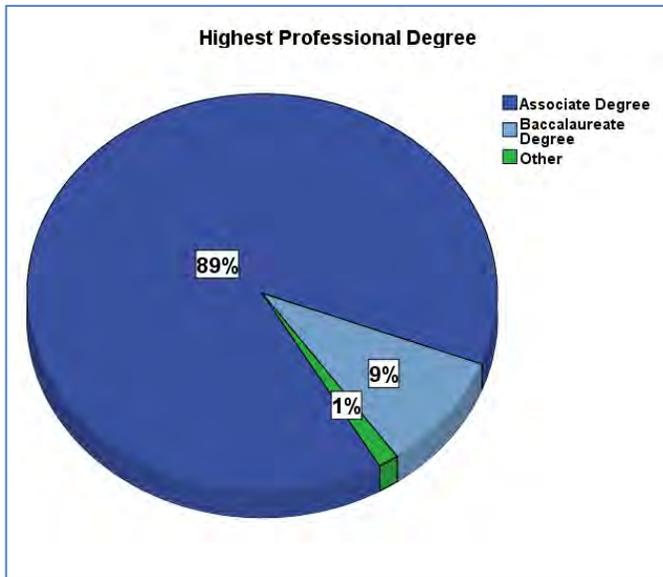
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate Degree	1,465	89%
Baccalaureate Degree	156	9%
Other	23	1%
Total	1,644	100%

Source: Va. Healthcare Workforce Data Center

More than one-third of veterinary technicians carry education debt, including 44% of those under the age of 40. For those with education debt, their median debt burden is between \$10,000 and \$20,000.



Source: Va. Healthcare Workforce Data Center

Certifications		
Certification	#	%
Veterinary Emergency and Critical Care Technicians	17	1%
Veterinary Dental Technicians	9	0%
Veterinary Technicians in Anesthesia and Analgesia	7	0%
Internal Medicine for Veterinary Technicians	6	0%
At Least One Certification	43	2%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education

Associate: 89%
Baccalaureate: 9%

Educational Debt

Carry debt: 35%
Under age 40 w/ debt: 44%
Median debt: \$10k-\$20k

Source: Va. Healthcare Workforce Data Center

Amount Carried	All Vet. Tech.		Veterinary Tech. under 40	
	#	%	#	%
None	903	65%	502	56%
Less than \$10,000	134	10%	112	12%
\$10,000-\$19,999	108	8%	92	10%
\$20,000-\$29,999	69	5%	65	7%
\$30,000-\$39,999	56	4%	44	5%
\$40,000-\$49,999	42	3%	32	4%
\$50,000-\$59,999	17	1%	16	2%
\$60,000-\$69,999	15	1%	11	1%
\$70,000-\$79,999	9	1%	5	1%
\$80,000-\$89,999	7	1%	6	1%
\$90,000-\$99,999	5	0%	5	1%
\$100,000 or More	15	1%	10	1%
Total	1,381	100%	900	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 86%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-time: 67%
 2 or More Positions: 14%

Weekly Hours:

40 to 49: 43%
 60 or more: 3%
 Less than 30: 10%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	2	< 1%
Employed in a Veterinary Technician-Related Capacity	1,418	86%
Employed, NOT in a Veterinary Technician-Related Capacity	123	8%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	6	< 1%
Voluntarily Unemployed	91	6%
Retired	12	1%
Total	1,652	100%

Source: Va. Healthcare Workforce Data Center

Among all veterinary technicians, 86% are currently employed in the profession, and less than 1% are involuntarily unemployed. In addition, 67% currently hold one full-time job, while 14% hold multiple positions simultaneously.

Current Positions		
Positions	#	%
No Positions	109	7%
One Part-Time Position	208	13%
Two Part-Time Positions	43	3%
One Full-Time Position	1,100	67%
One Full-Time Position & One Part-Time Position	168	10%
Two Full-Time Positions	7	0%
More than Two Positions	7	0%
Total	1,642	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	109	7%
1 to 9 Hours	39	2%
10 to 19 Hours	48	3%
20 to 29 Hours	78	5%
30 to 39 Hours	520	32%
40 to 49 Hours	691	43%
50 to 59 Hours	91	6%
60 to 69 Hours	28	2%
70 to 79 Hours	8	0%
80 or More Hours	5	0%
Total	1,617	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	22	2%
Less than \$20,000	143	11%
\$20,000-\$29,999	235	19%
\$30,000-\$39,999	417	33%
\$40,000-\$49,999	262	21%
\$50,000-\$59,999	103	8%
\$60,000 or More	68	6%
Total	1,250	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Health Insurance: 62%
Retirement: 58%

Satisfaction
Satisfied: 92%
Very Satisfied: 53%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	855	53%
Somewhat Satisfied	634	39%
Somewhat Dissatisfied	107	7%
Very Dissatisfied	21	1%
Total	1,616	100%

Source: Va. Healthcare Workforce Data Center

The typical veterinary technician made between \$30,000 and \$40,000 in the past year. Among veterinary technicians who were compensated at their primary work location with either a salary or an hourly wage, 60% received health insurance and 56% had access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	1,105	78%	75%
Health Insurance	873	62%	60%
Retirement	823	58%	56%
Paid Sick Leave	713	50%	48%
Dental Insurance	689	49%	47%
Group Life Insurance	395	28%	27%
Signing/Retention Bonus	55	4%	4%
Received At Least One Benefit	1,185	84%	80%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In The Past Year Did You . . . ?	#	%
Experience Involuntary Unemployment?	29	1%
Experience Voluntary Unemployment?	139	7%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	50	2%
Work Two or More Positions at the Same Time?	292	14%
Switch Employers or Practices?	194	9%
Experienced At Least One	552	27%

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 3.0% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	57	4%	33	9%
Less than 6 Months	131	8%	66	18%
6 Months to 1 Year	138	9%	47	13%
1 to 2 Years	291	19%	59	16%
3 to 5 Years	354	23%	76	21%
6 to 10 Years	242	16%	44	12%
More than 10 Years	334	22%	38	10%
Subtotal	1,546	100%	365	100%
Did Not Have Location	90		1,668	
Item Missing	424		27	
Total	2,060		2,060	

Source: Va. Healthcare Workforce Data Center

More than 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: 2%

Turnover & Tenure

Switched Jobs: 9%
New Location: 25%
Over 2 years: 60%
Over 2 yrs, 2nd location: 43%

Employment Type

Hourly Wage: 81%
Salary/Commission: 18%

Source: Va. Healthcare Workforce Data Center

Among all veterinary technicians, 60% have worked at their primary work location for at least two years.

Employment Type		
Primary Work Site	#	%
Hourly Wage	990	81%
Salary/ Commission	220	18%
Business/Practice Income	7	1%
By Contract/Per Diem	6	0%
Unpaid	4	0%
Subtotal	1,227	100%
Did Not Have Location	90	
Item Missing	743	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fell from 3.7% in January 2018 to 2.6% in December 2018. The unemployment rate from December 2018 was still preliminary at the time of publication.

At a Glance:

Concentration

Top Region:	32%
Top 3 Regions:	74%
Lowest Region:	1%

Locations

2 or More (Past Year):	24%
2 or More (Now*):	20%

Source: Va. Healthcare Workforce Data Center

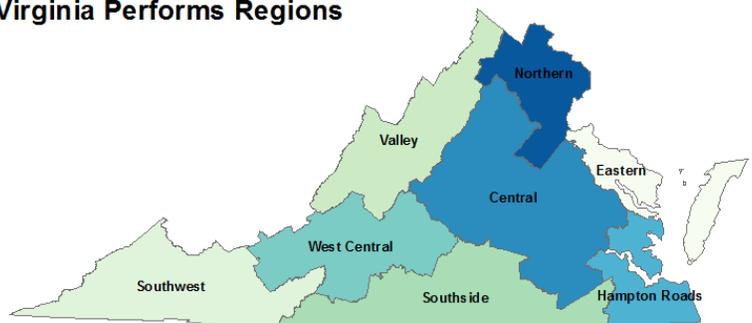
Nearly one-third of all veterinary technicians work in Northern Virginia, the most of any region in the state. Along with Central Virginia and Hampton Roads, these three regions employ 74% of the state's veterinary technician workforce.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	384	25%	92	24%
Eastern	15	1%	5	1%
Hampton Roads	261	17%	77	20%
Northern	492	32%	112	30%
Southside	20	1%	2	1%
Southwest	32	2%	1	0%
Valley	167	11%	38	10%
West Central	145	9%	34	9%
Virginia Border State/DC	7	0%	3	1%
Other US State	12	1%	12	3%
Outside of the US	1	0%	0	0%
Total	1,536	100%	376	100%
Item Missing	434		15	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



While one in five veterinary technicians currently have multiple work location, nearly one-quarter of all veterinary technicians have had multiple work location over the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	57	4%	109	7%
1	1,161	72%	1,167	73%
2	262	16%	230	14%
3	114	7%	96	6%
4	5	0%	1	0%
5	1	0%	1	0%
6 or More	4	0%	1	0%
Total	1,606	100%	1,606	100%

*At the time of survey completion, Dec. 2018.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,215	86%	285	90%
Non-Profit	88	6%	18	6%
State/Local Government	100	7%	14	4%
Veterans Administration	1	0%	0	0%
U.S. Military	2	0%	0	0%
Other Federal Government	12	1%	1	0%
Total	1,418	100%	318	100%
Did Not Have Location	90		1,668	
Item Missing	552		73	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

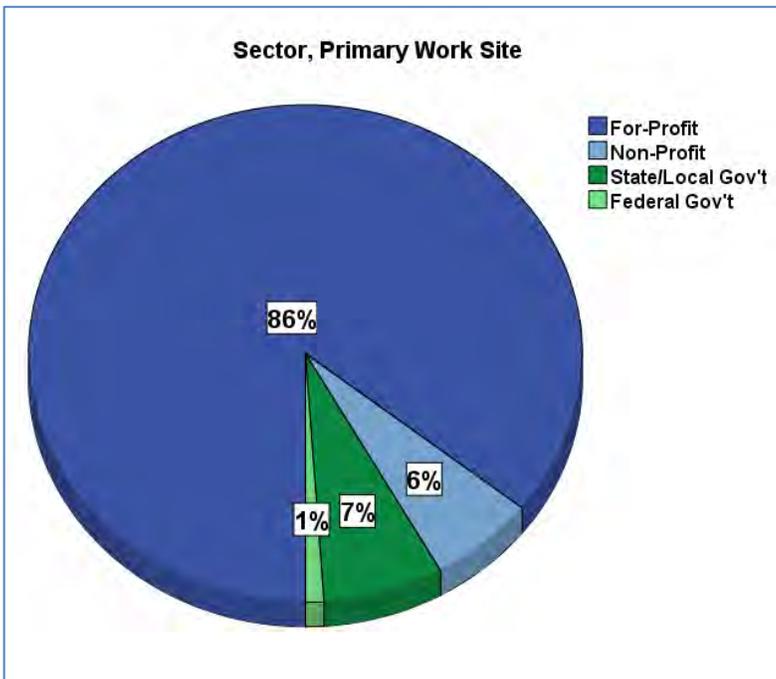
Sector

For Profit:	86%
Federal:	1%

Top Establishments

Solo Practice:	52%
Group Practice:	30%
Public Health Program:	1%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

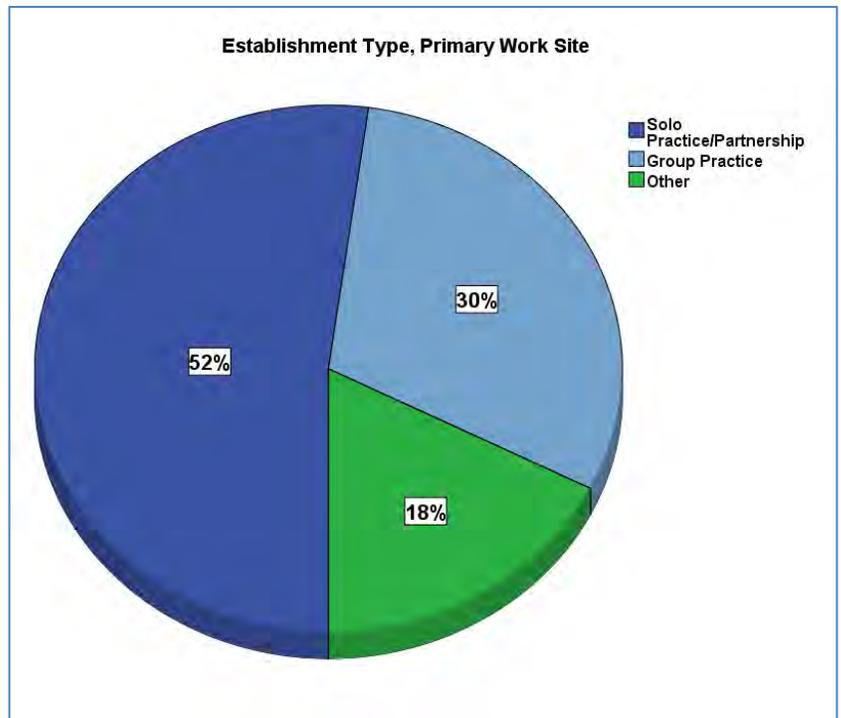
Most veterinary technicians work in for-profit establishments. In addition, 7% work for state/local governments, and 6% work in the non-profit sector.

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice/Partnership	720	52%	172	56%
Group Practice	418	30%	87	28%
Public Health Program	11	1%	2	1%
Veterinary Education Program, Community College	9	1%	3	1%
Supplier Organization	7	1%	2	1%
Veterinary Technology Program, Technical School	7	1%	0	0%
Other	208	15%	43	14%
Total	1,380	100%	309	100%
Did Not Have Location	90		1,668	

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 30% work at a group practice.

Among those veterinary technicians who also have a secondary work location, 56% work at a solo practice or partnership and 28% work at a group practice.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

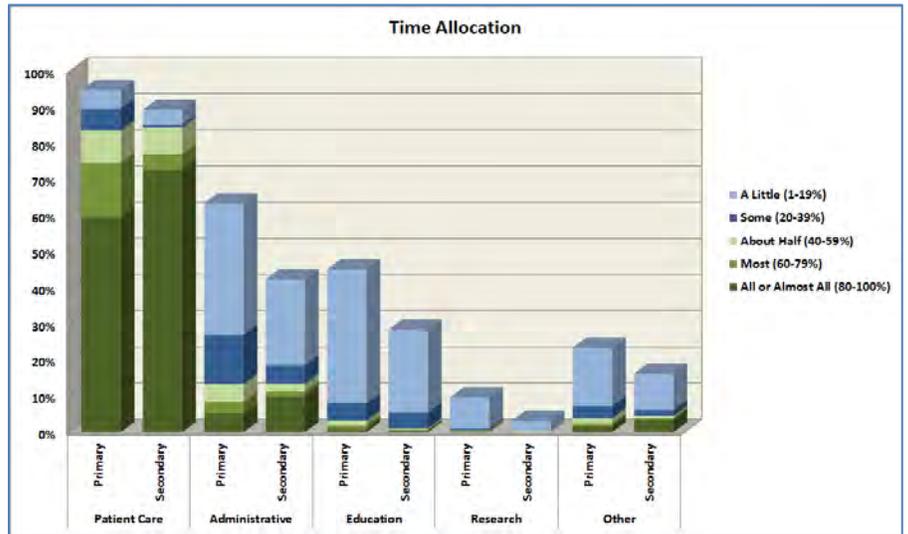
Patient Care: 74%
Administrative: 8%
Education: 2%

Patient Care Vet. Tech.

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



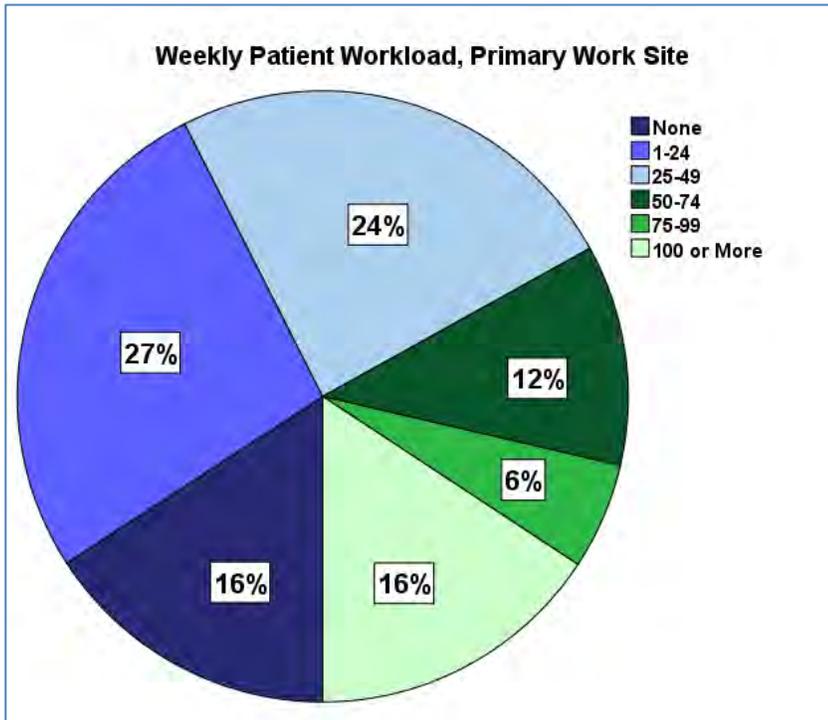
Source: Va. Healthcare Workforce Data Center

A typical veterinary technician spends most of her time treating patients. In particular, 74% 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	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	59%	73%	5%	10%	1%	0%	0%	0%	2%	3%
Most (60-79%)	15%	4%	3%	1%	1%	0%	0%	0%	1%	0%
About Half (40-59%)	9%	8%	5%	2%	1%	0%	0%	0%	2%	1%
Some (20-39%)	6%	1%	14%	5%	5%	4%	0%	0%	3%	2%
A Little (1-19%)	5%	4%	36%	24%	37%	23%	9%	3%	16%	10%
None (0%)	5%	11%	37%	57%	55%	72%	90%	97%	77%	83%

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 typical veterinary technician treated between 25 and 49 patients per week at her primary work location. For veterinary technicians who also had a secondary work location, the median workload was between 1 and 24 patients per week.

# of Patients Per Week	Patient Care Visits			
	Primary		Secondary	
	#	%	#	%
None	222	16%	77	25%
1-24	375	27%	115	37%
25-49	343	24%	51	16%
50-74	164	12%	23	7%
75-99	79	6%	9	3%
100-124	73	5%	10	3%
125-149	34	2%	9	3%
150-174	31	2%	6	2%
175-199	15	1%	3	1%
200 or More	68	5%	9	3%
Total	1,404	100%	312	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Vet. Tech.		Vet. Tech. over 50	
	#	%	#	%
Under Age 50	223	17%	-	-
50 to 54	136	10%	8	4%
55 to 59	173	13%	30	15%
60 to 64	279	21%	61	30%
65 to 69	256	19%	59	29%
70 to 74	74	6%	17	8%
75 to 79	11	1%	1	0%
80 or over	16	1%	3	1%
I Do Not Intend to Retire	163	12%	22	11%
Total	1,333	100%	201	100%

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: 49%

Under 60: 19%

Time until Retirement

Within 2 years: 3%

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 already at least age 50, nearly half still expect to retire by age 65.

Within the next two years, 21% of Virginia's veterinary technicians plan on pursuing additional educational opportunities, and 6% plan to increase their patient care hours.

Future Plans

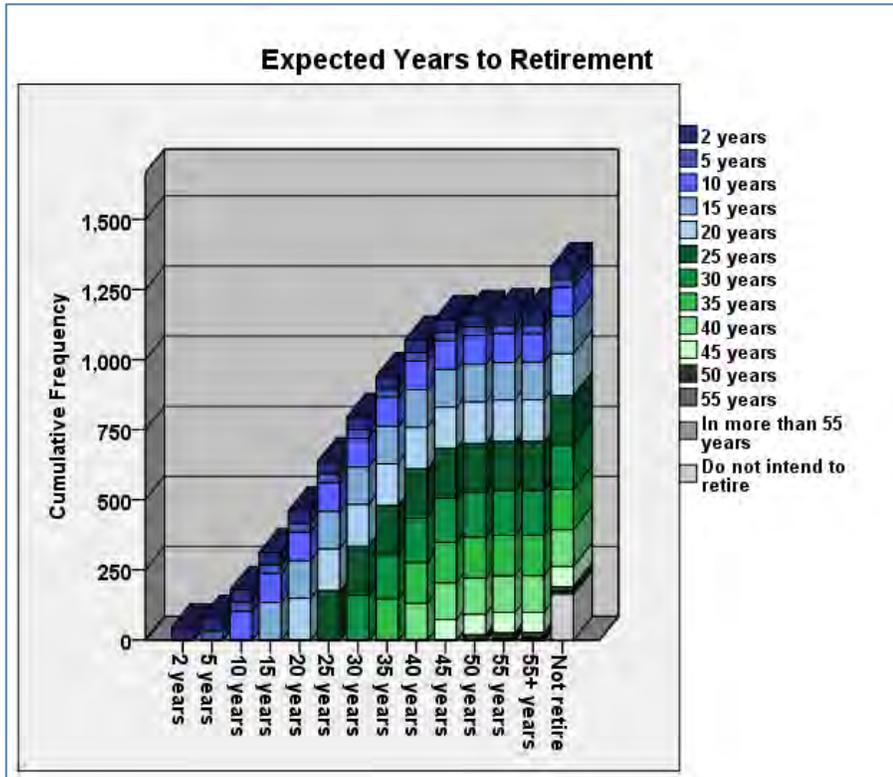
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	116	6%
Leave Virginia	76	4%
Decrease Patient Care Hours	98	5%
Decrease Teaching Hours	10	0%
Increase Participation		
Increase Patient Care Hours	117	6%
Increase Teaching Hours	86	4%
Pursue Additional Education	423	21%
Return to Virginia's Workforce	17	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 3% of veterinary technicians expect to retire in the next two years, 13% plan on retiring 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	45	3%	3%
5 Years	31	2%	6%
10 Years	102	8%	13%
15 Years	134	10%	23%
20 Years	149	11%	35%
25 Years	176	13%	48%
30 Years	159	12%	60%
35 Years	145	11%	71%
40 Years	130	10%	80%
45 Years	72	5%	86%
50 Years	18	1%	87%
55 Years	7	1%	88%
In More Than 55 Years	1	0%	88%
Do Not Intend to Retire	163	12%	100%
Total	1,333	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2033. Retirement will peak at 13% of the current workforce in 2043 before declining to under 10% of the current workforce again around 2063.

At a Glance:

FTEs

Total: 1,745
 FTEs/1,000 Residents²: 0.206
 Average: 0.89

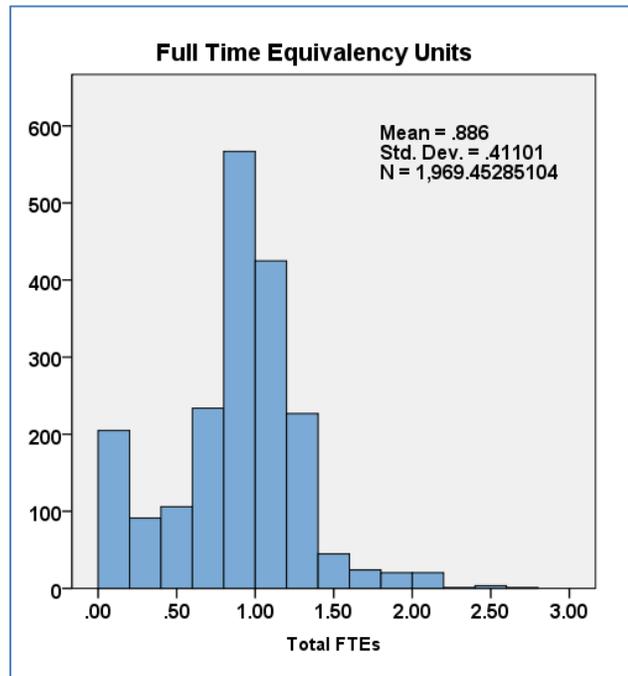
Age & Gender Effect

Age, Partial Eta²: Small
 Gender, Partial Eta²: None

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

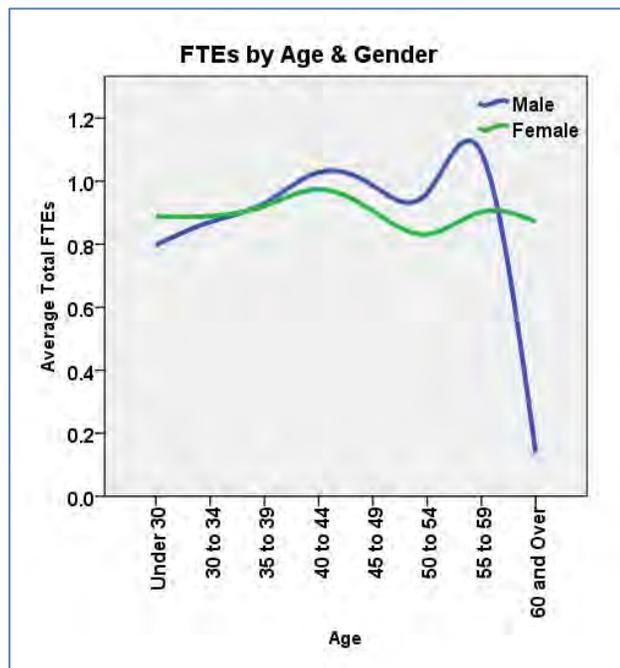


Source: Va. Healthcare Workforce Data Center

The typical veterinary technician provided 0.94 FTEs in the past year, or approximately 38 hours per week for 50 weeks. Statistical tests did not indicate that FTEs vary by age or gender.

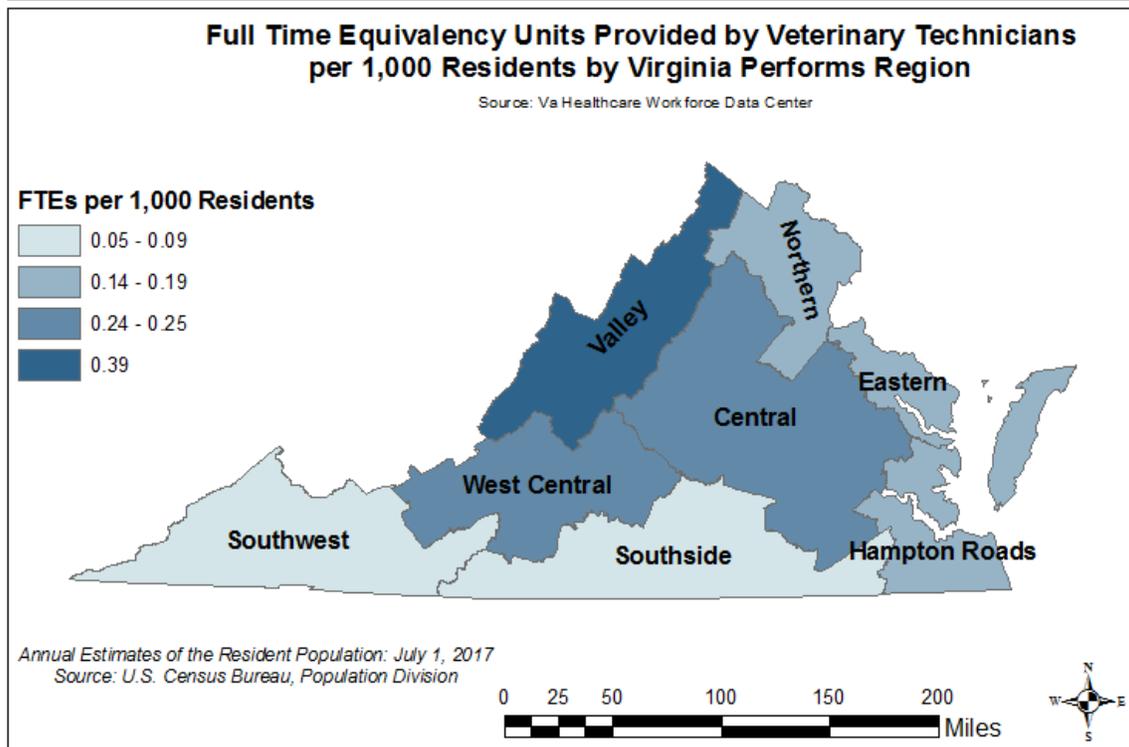
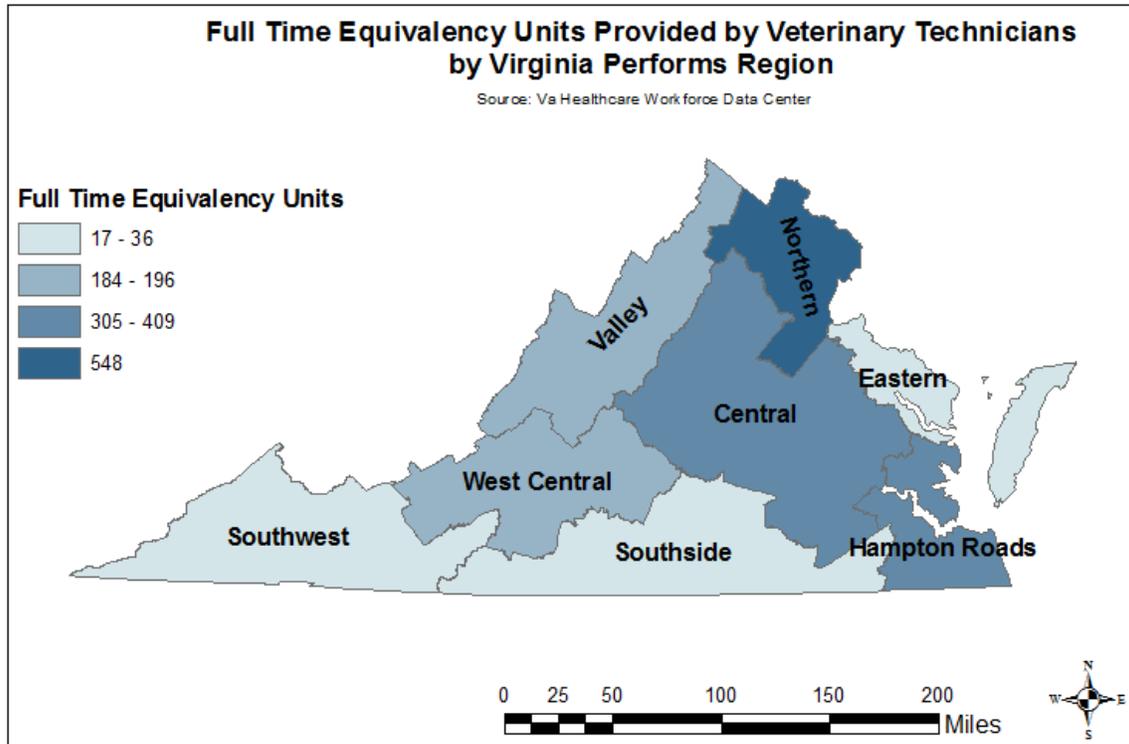
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.76	0.87
30 to 34	0.88	0.91
35 to 39	1.02	1.07
40 to 44	0.97	0.94
45 to 49	0.88	0.83
50 to 54	0.83	0.80
55 to 59	0.98	0.99
60 and Over	0.88	0.96
Gender		
Male	0.90	0.96
Female	0.90	0.96

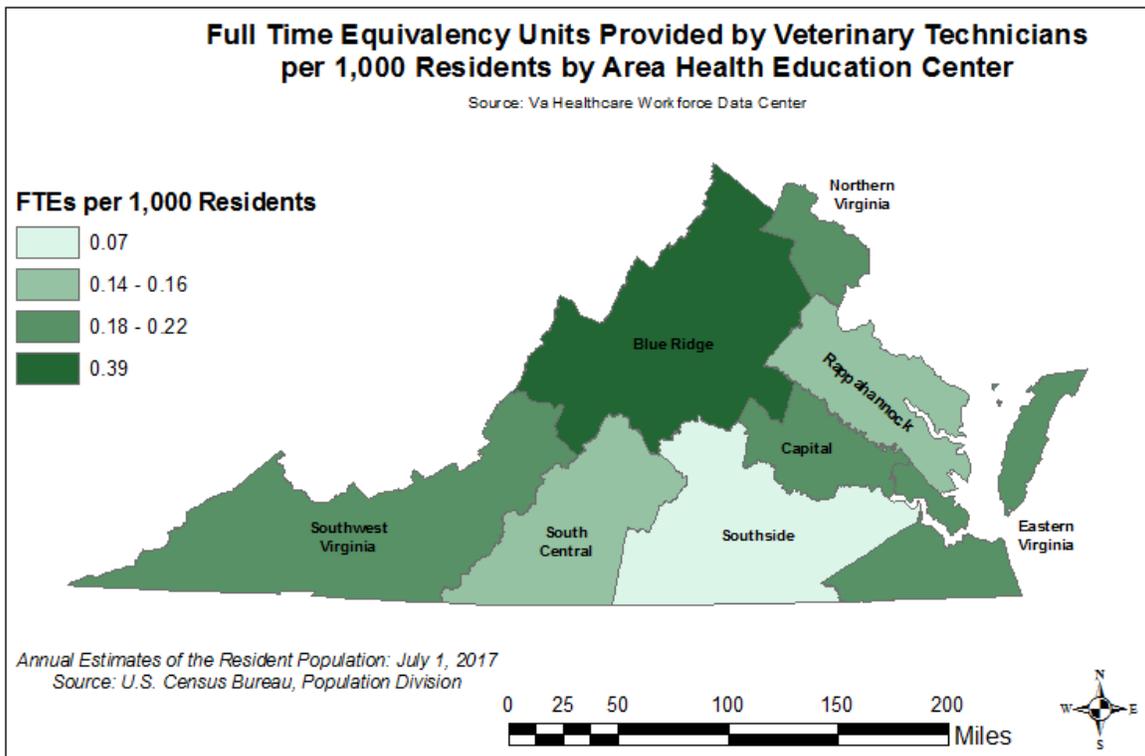
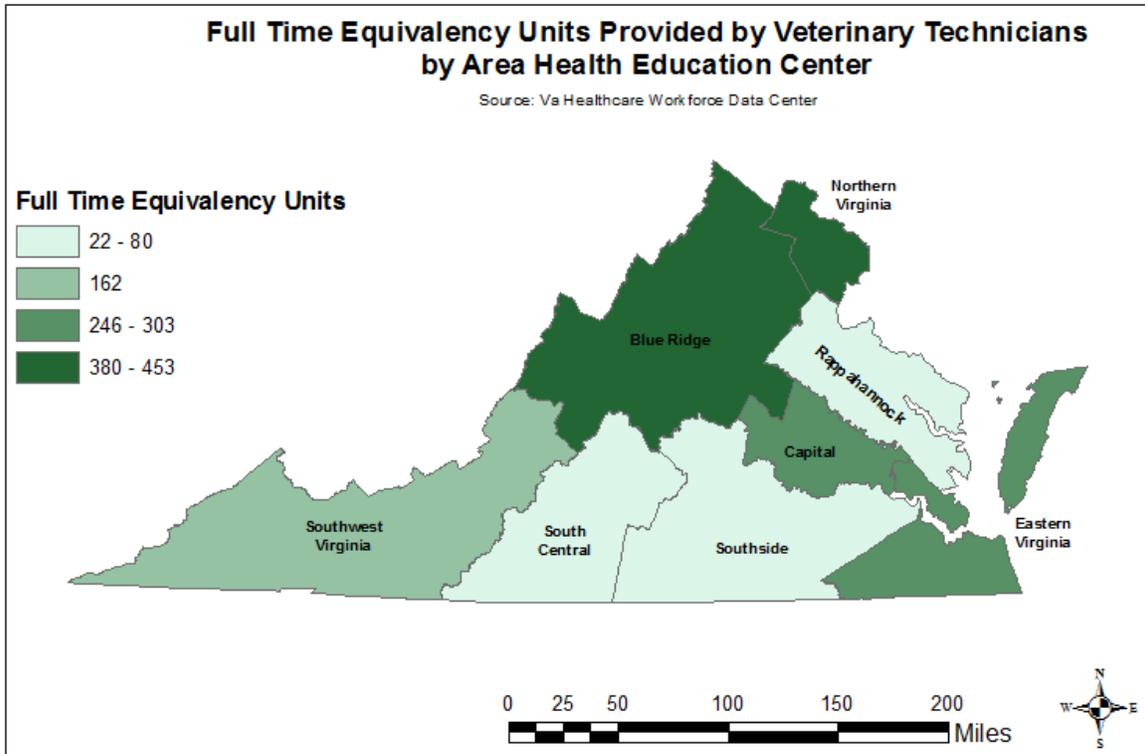
Source: Va. Healthcare Workforce Data Center

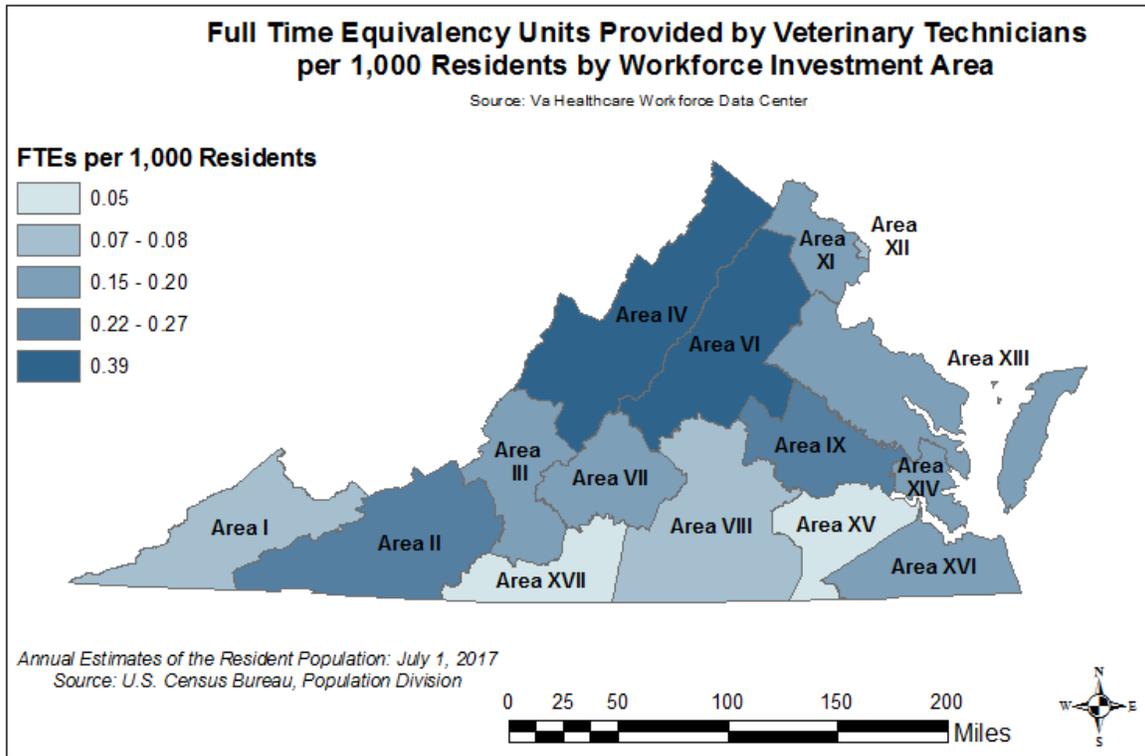
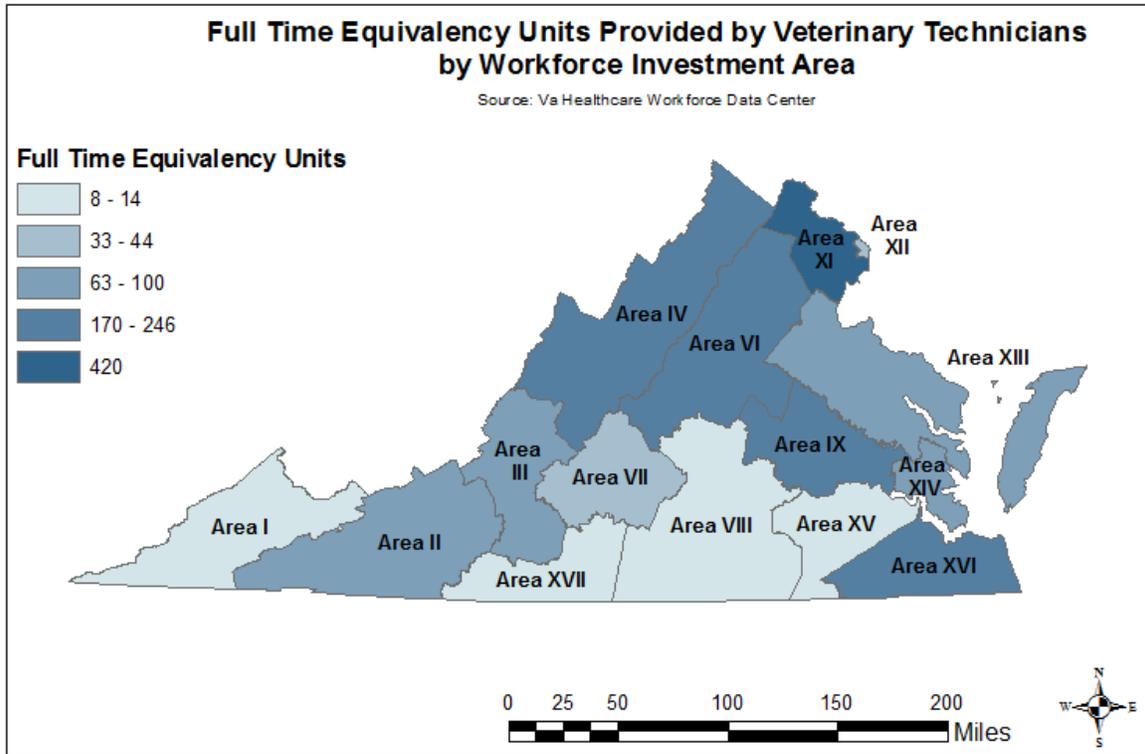


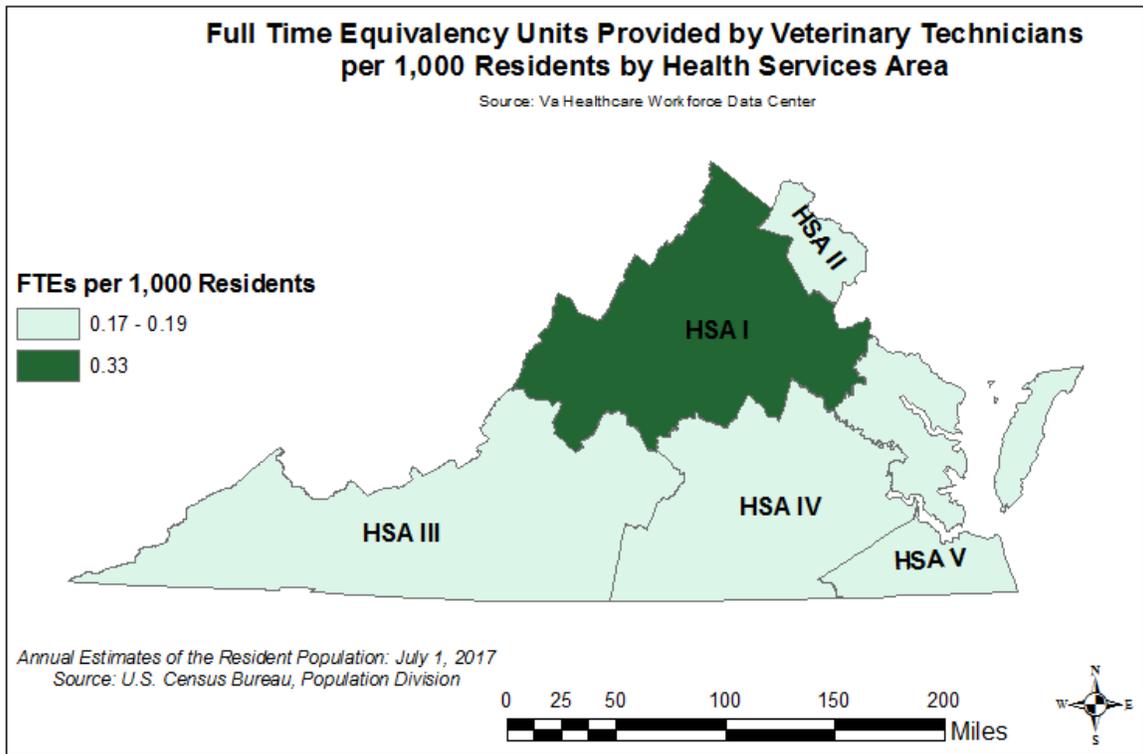
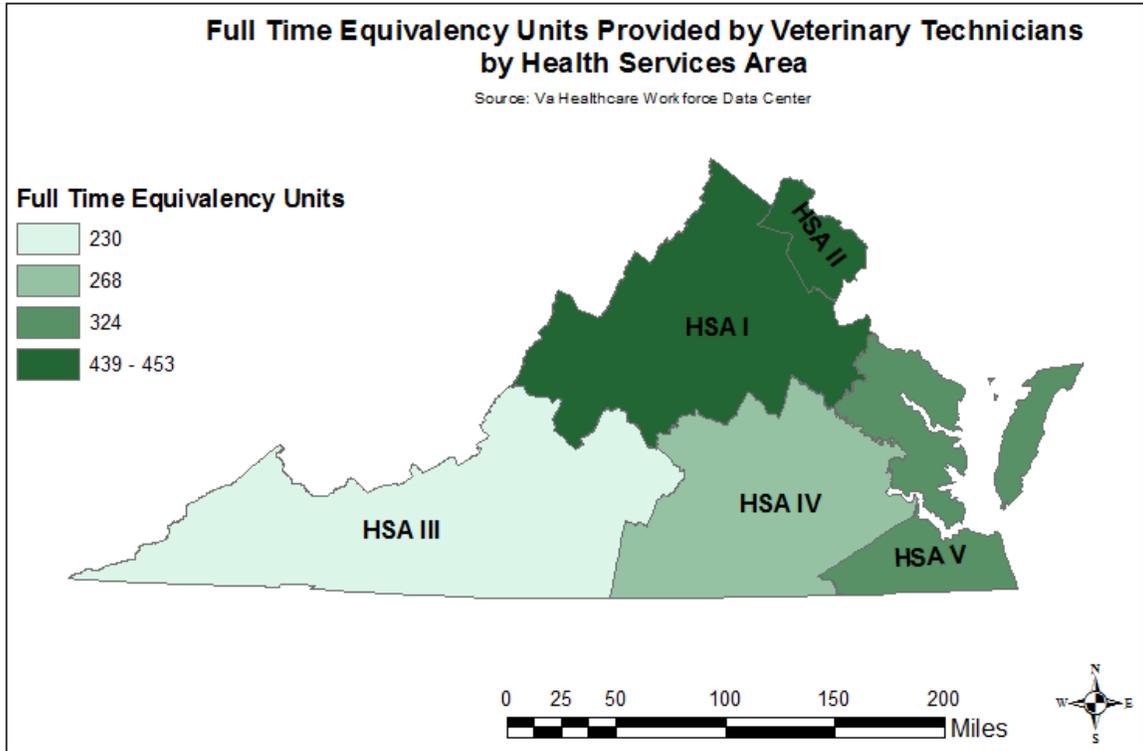
Source: Va. Healthcare Workforce Data Center

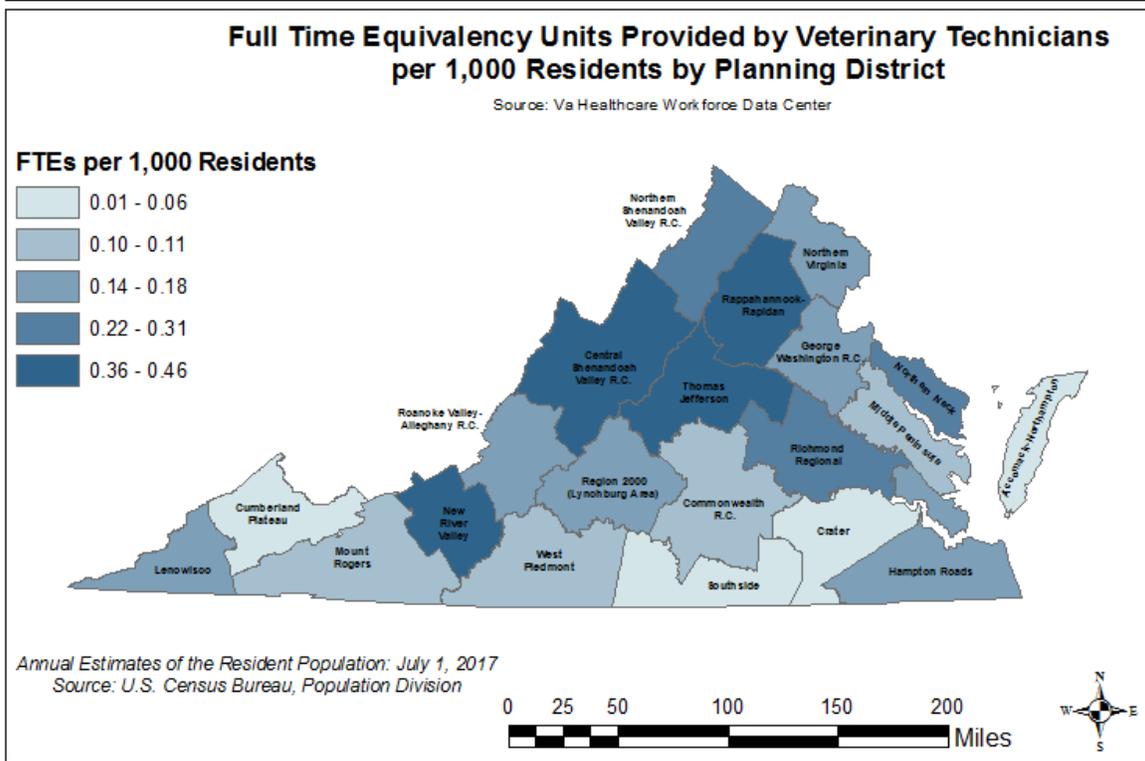
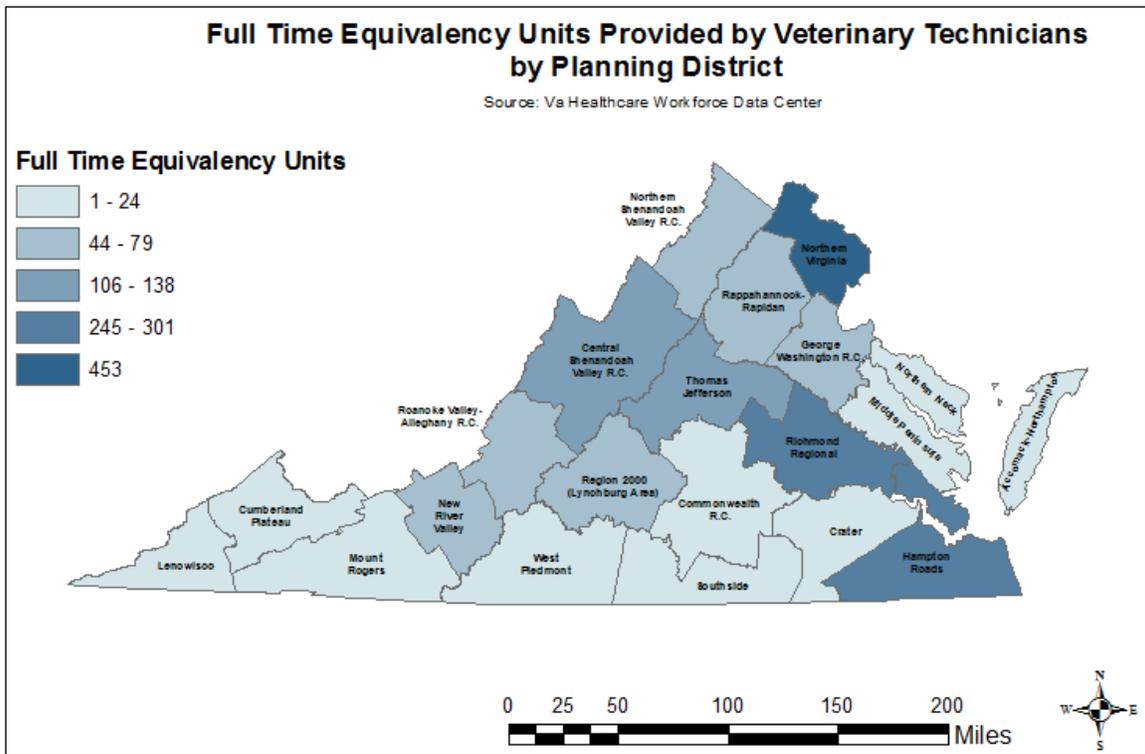
² Number of residents in 2017 was used as the denominator.











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 Million+	1,356	89.09%	1.122517	1.08135	1.21149
Metro, 250,000 to 1 Million	143	86.71%	1.153226	1.11094	1.24463
Metro, 250,000 or Less	380	88.16%	1.134328	1.09273	1.22424
Urban Pop 20,000+, Metro Adj	9	77.78%	1.285714	1.23857	1.34634
Urban Pop 20,000+, Non-Adj	0	NA	NA	NA	NA
Urban Pop, 2,500-19,999, Metro Adj	94	87.23%	1.146341	1.1043	1.2372
Urban Pop, 2,500-19,999, Non-Adj	19	94.74%	1.055556	1.01685	1.13922
Rural, Metro Adj	59	84.75%	1.18	1.13673	1.27353
Rural, Non-Adj	7	57.14%	1.75	1.68583	1.83251
Virginia Border State/DC	157	77.71%	1.286885	1.23969	1.38888
Other US State	110	74.55%	1.341463	1.29227	1.44779

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	534	83.15%	1.202703	1.10533	1.83251
30 to 34	499	90.38%	1.10643	1.01685	1.68583
35 to 39	409	89.00%	1.123626	1.03265	1.31236
40 to 44	262	89.69%	1.114894	1.02463	1.30216
45 to 49	234	84.19%	1.187817	1.09164	1.38733
50 to 54	155	87.10%	1.148148	1.12213	1.341
55 to 59	122	90.16%	1.109091	1.01929	1.68988
60 and Over	119	80.67%	1.239583	1.13922	1.44779

Source: Va. Healthcare Workforce Data Center

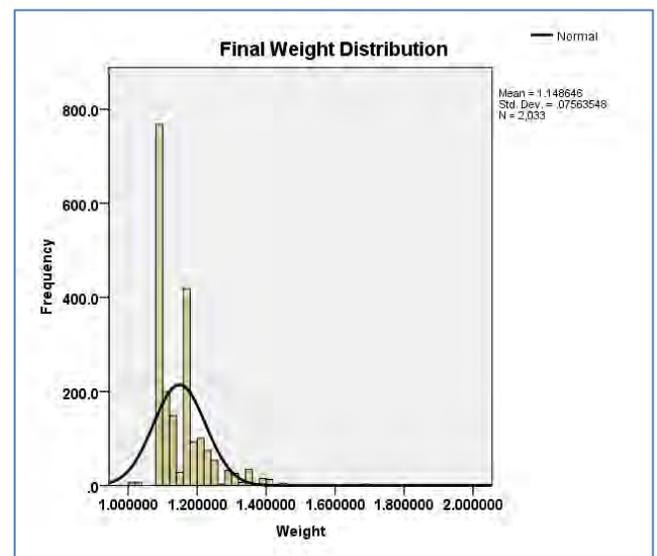
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

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: 0.870664



Source: Va. Healthcare Workforce Data Center