
Virginia's Veterinary Technician Workforce: 2019

Healthcare Workforce Data Center

January 2020

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/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/>

More than 2,100 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

Rajana Siva, MBA
Data Analyst

Christopher Coyle
Research Assistant

Virginia Board of Veterinary Medicine

President

Tregel Cockburn, DVM
Sterling

Vice-President

Mary Yancey Spencer, Esquire
Richmond

Secretary

Autumn Halsey, LVT
Marion

Members

Ellen G. Hillyer, MPH, DVM
Richmond

Steven B. Karras, DVM
Roanoke

Jeffery Newman, DVM
Alexandria

Bayard A. Rucker, III, DVM
Lebanon

Executive Director

Leslie Knachel

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
2019 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:	2,397
Virginia's Workforce:	2,130
FTEs:	1,716

Background

Rural Childhood:	36%
HS Diploma in VA:	71%
Prof. Degree in VA:	70%

Current Employment

Employed in Prof.:	85%
Hold 1 Full-Time Job:	65%
Satisfied?:	90%

Survey Response Rate

All Licensees:	90%
Renewing Practitioners:	98%

Education

Associate:	89%
Baccalaureate:	9%

Job Turnover

Switched Jobs:	8%
Employed over 2 Yrs.:	60%

Demographics

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

Finances

Median Inc.:	\$30k-\$40k
Retirement Benefits:	60%
Under 40 w/ Ed. Debt:	45%

Time Allocation

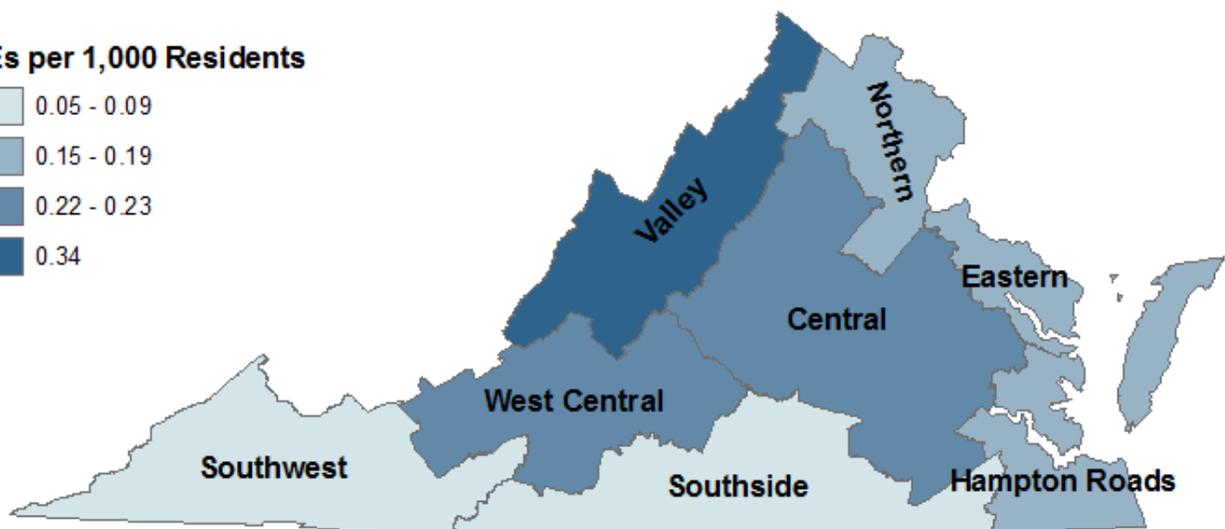
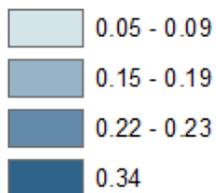
Patient Care:	80%-89%
Administration:	1%-9%
Patient Care Role:	73%

Source: Va. Healthcare Workforce Data Center

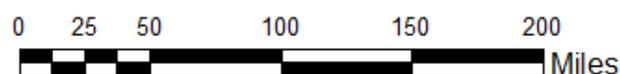
Full-Time Equivalency Units Provided by Veterinary Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2018
Source: U.S. Census Bureau, Population Division



Results in Brief

This report contains the results of the 2019 Veterinary Technician Survey. More than 2,100 veterinary technicians voluntarily took part 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 2,397 veterinary technicians licensed in the state and 98% of renewing practitioners.

The HWDC estimates that 2,130 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 1,716 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

More than 95% of all veterinary technicians are female, and the median age of this workforce is 36. In a random encounter between two veterinary technicians, there is a 19% chance that they would be of different races or ethnicities, a measure known as the diversity index. This is well below the diversity index of 57% for Virginia's population as a whole. More than one-third of all veterinary technicians grew up in rural areas, and 12% of these professionals currently work in non-metro areas of the state. In total, 6% of all veterinary technicians currently work in non-metro areas of the state.

More than four out of every five veterinary technicians are employed in the profession, and only 1% have experienced involuntary unemployment. Nearly two-thirds of all veterinary technicians hold one full-time job, and 43% work between 40 and 49 hours per week. More than half of all veterinary technicians work at a solo practice/partnership, while another 30% are employed at a group practice.

The typical veterinary technician earns between \$30,000 and \$40,000 per year. In addition, 83% of veterinary technicians receive at least one employer-sponsored benefit, including 61% who have access to health insurance. Nine out of every ten veterinary technicians are satisfied with their current work situation, including one-half who indicate 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 3% (2,397 vs. 2,334), and these licensees were more likely to respond to this survey (90% vs. 87%). The size of Virginia's veterinary technician workforce has also increased by 3% (2,130 vs. 2,060), but the number of FTEs provided by this workforce fell by 2% (1,716 vs. 1,745).

Virginia's veterinary technician workforce has become slightly more diverse (19% vs. 18%). At the same time, veterinary technicians have become slightly less likely to have grown up in a rural area (36% vs. 37%), and the workforce as a whole is less likely to work in rural areas of the state (6% vs. 7%).

Veterinary technicians are less likely to be employed in the profession (85% vs. 86%), and they are also less likely to hold one full-time job (65% vs. 67%). Veterinary technicians are more likely to work in the non-profit sector (7% vs. 6%) relative to the for-profit sector (85% vs. 86%). At their primary work location, veterinary technicians are less likely to fill a patient care role (73% vs. 74%).

Although the median annual income of Virginia's veterinary technicians has not changed, these professionals are slightly less likely to receive at least one employer-sponsored benefit (83% vs. 84%). In addition, the percentage of veterinary technicians who indicate that they are satisfied with their current work situation has fallen (90% vs. 92%). A similar decline occurred among those veterinary technicians who indicate that they are "very satisfied" (50% vs. 53%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	2,095	87%
New Licensees	158	7%
Non-Renewals	144	6%
All Licensees	2,397	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing veterinary technicians, 98% submitted a survey. These represent 90% of all veterinary technicians who held a license at some point in the past year.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	71	410	85%
30 to 34	54	458	90%
35 to 39	40	407	91%
40 to 44	31	264	90%
45 to 49	16	208	93%
50 to 54	7	173	96%
55 to 59	10	120	92%
60 and Over	19	109	85%
Total	248	2,149	90%
New Licenses			
Issued in Past Year	69	89	56%
Metro Status			
Non-Metro	19	172	90%
Metro	171	1,777	91%
Not in Virginia	58	199	77%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2019.
- Target Population:** All veterinary technicians who held a Virginia license at some point between January 2019 and December 2019.
- 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 2019.

Response Rates	
Completed Surveys	2,149
Response Rate, All Licensees	90%
Response Rate, Renewals	98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinary Techs.

Number: 2,397
 New: 7%
 Not Renewed: 6%

Response Rates

All Licensees: 90%
 Renewing Practitioners: 98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Veterinary Tech. Workforce: 2,130
 FTEs: 1,716

Utilization Ratios

Licensees in VA Workforce: 89%
 Licensees per FTE: 1.40
 Workers per FTE: 1.24

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 2019 and December 2019 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.

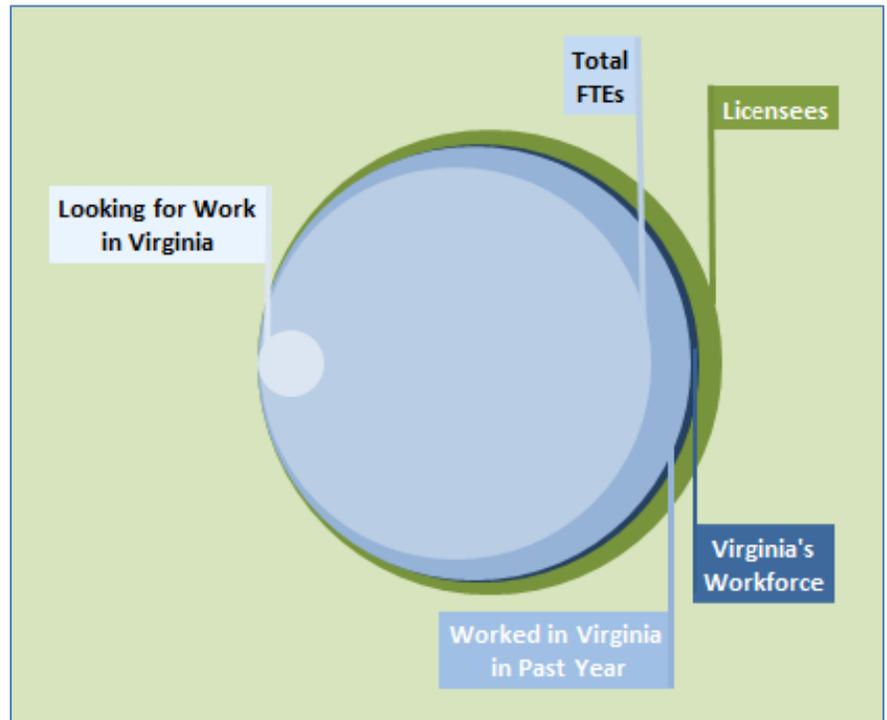
Virginia's Veterinary Technician Workforce

Status	#	%
Worked in Virginia in Past Year	2,083	98%
Looking for Work in Virginia	47	2%
Virginia's Workforce	2,130	100%
Total FTEs	1,716	
Licensees	2,397	

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:

<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	13	3%	357	97%	370	22%
30 to 34	15	4%	366	96%	381	23%
35 to 39	11	4%	279	96%	290	18%
40 to 44	9	5%	187	96%	195	12%
45 to 49	9	6%	135	94%	143	9%
50 to 54	3	3%	114	97%	117	7%
55 to 59	4	5%	77	95%	81	5%
60 and Over	3	4%	71	97%	74	4%
Total	66	4%	1,584	96%	1,650	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Veterinary Technicians		Vet. Tech. Under 40	
	%	#	%	#	%
White	61%	1,485	90%	921	88%
Black	19%	30	2%	24	2%
Asian	7%	18	1%	11	1%
Other Race	0%	9	1%	4	0%
Two or More Races	3%	46	3%	32	3%
Hispanic	10%	66	4%	51	5%
Total	100%	1,654	100%	1,043	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2018.

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 among these professionals is 22%.

At a Glance:

Gender

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

Age

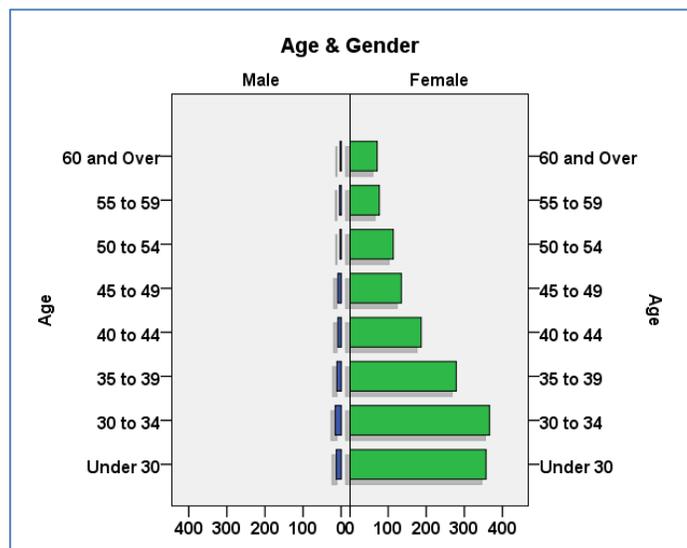
Median Age: 36
% Under 40: 63%
% 55+: 9%

Diversity

Diversity Index: 19%
Under 40 Div. Index: 22%

Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 8%
 Rural Childhood: 36%

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%

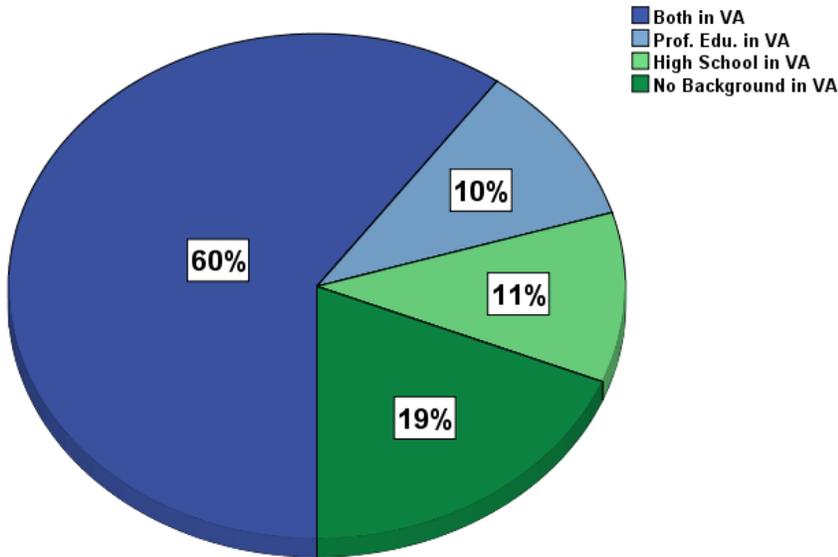
Source: Va. Healthcare Workforce Data Center

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%	65%	8%
2	Metro, 250,000 to 1 Million	51%	39%	10%
3	Metro, 250,000 or Less	53%	41%	5%
Non-Metro Counties				
4	Urban Pop. 20,000+, Metro Adjacent	60%	0%	40%
6	Urban Pop., 2,500-19,999, Metro Adjacent	71%	24%	5%
7	Urban Pop., 2,500-19,999, Non-Adjacent	83%	8%	8%
8	Rural, Metro Adjacent	74%	22%	4%
9	Rural, Non-Adjacent	50%	42%	8%
Overall		36%	56%	8%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Among the 36% of veterinary technicians who grew up in a rural area, 12% currently work in non-metro areas of the state. Overall, 6% of veterinary technicians currently work in non-metro areas of Virginia.

Top Ten States for Veterinary Technician Recruitment

Rank	All Veterinary Technician			
	High School	#	Professional School	#
1	Virginia	1,169	Virginia	1,142
2	New York	63	Pennsylvania	77
3	Pennsylvania	62	Texas	50
4	Maryland	38	Colorado	44
5	Florida	26	New York	39
6	West Virginia	22	Florida	33
7	New Jersey	21	New Mexico	31
8	Ohio	19	North Carolina	22
9	North Carolina	18	Tennessee	15
10	California	17	California	15

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 60% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	413	Virginia	372
2	New York	29	Pennsylvania	48
3	Pennsylvania	26	Texas	27
4	Maryland	13	New Mexico	25
5	Florida	13	Colorado	19
6	New Jersey	10	New York	18
7	California	10	Florida	16
8	Texas	9	California	11
9	Ohio	8	Ohio	9
10	Illinois	7	Arizona	9

Source: Va. Healthcare Workforce Data Center

More than 10% of Virginia's licensees were not a part of the state's veterinary technician workforce. Among these licensees, 85% worked at some point in the past year, and 57% currently work as veterinary technicians.

At a Glance:

Not in VA Workforce

Total:	267
% of Licensees:	11%
Federal/Military:	4%
Va. Border State/D.C.:	18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate Degree	1,448	89%
Baccalaureate Degree	153	9%
Other	25	2%
Total	1,627	100%

Source: Va. Healthcare Workforce Data Center

More than one-third of veterinary technicians carry education debt, including 45% of those under the age of 40. For those with education debt, their median debt burden is between \$10,000 and \$20,000.

At a Glance:

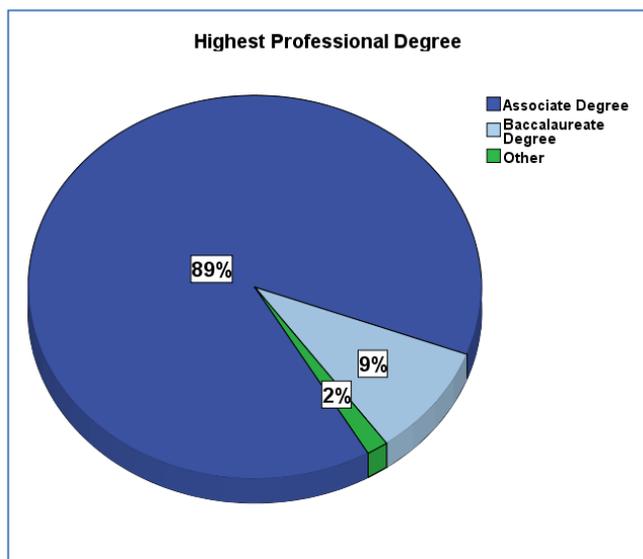
Education

Associate: 89%
Baccalaureate: 9%

Educational Debt

Carry Debt: 34%
Under Age 40 w/ Debt: 45%
Median Debt: \$10k-\$20k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Certifications		
Certification	#	%
Veterinary Emergency and Critical Care Technicians	13	1%
Veterinary Technicians in Anesthesia and Analgesia	8	0%
Veterinary Dental Technicians	6	0%
Laboratory Animal Veterinary Technicians and Nurses	5	0%
At Least One Certification	42	2%

Source: Va. Healthcare Workforce Data Center

Amount Carried	All Vet. Tech.		Veterinary Tech. Under 40	
	#	%	#	%
None	915	66%	491	55%
Less than \$10,000	129	9%	112	13%
\$10,000-\$19,999	116	8%	106	12%
\$20,000-\$29,999	73	5%	60	7%
\$30,000-\$39,999	42	3%	37	4%
\$40,000-\$49,999	45	3%	35	4%
\$50,000-\$59,999	20	1%	16	2%
\$60,000-\$69,999	13	1%	11	1%
\$70,000-\$79,999	7	1%	6	1%
\$80,000-\$89,999	5	0%	5	1%
\$90,000-\$99,999	2	0%	2	0%
\$100,000 or More	15	1%	13	1%
Total	1,382	100%	893	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 85%
 Involuntarily Unemployed: 1%

Positions Held

1 Full-Time: 65%
 2 or More Positions: 15%

Weekly Hours:

40 to 49: 43%
 60 or More: 3%
 Less than 30: 13%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	3	< 1%
Employed in a Veterinary Technician-Related Capacity	1,397	85%
Employed, NOT in a Veterinary Technician-Related Capacity	141	9%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	9	1%
Voluntarily Unemployed	80	5%
Retired	13	1%
Total	1,643	100%

Source: Va. Healthcare Workforce Data Center

Among all veterinary technicians, 85% are currently employed in the profession, while 1% are involuntarily unemployed. Nearly two-thirds currently hold one full-time job, while 15% hold multiple positions at the same time.

Current Positions		
Positions	#	%
No Positions	102	6%
One Part-Time Position	218	13%
Two Part-Time Positions	40	2%
One Full-Time Position	1,060	65%
One Full-Time Position & One Part-Time Position	185	11%
Two Full-Time Positions	8	0%
More than Two Positions	18	1%
Total	1,631	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	102	6%
1 to 9 Hours	42	3%
10 to 19 Hours	68	4%
20 to 29 Hours	97	6%
30 to 39 Hours	476	29%
40 to 49 Hours	692	43%
50 to 59 Hours	89	6%
60 to 69 Hours	31	2%
70 to 79 Hours	14	1%
80 or More Hours	7	0%
Total	1,618	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	25	2%
Less than \$20,000	142	12%
\$20,000-\$29,999	197	16%
\$30,000-\$39,999	384	31%
\$40,000-\$49,999	300	24%
\$50,000-\$59,999	116	9%
\$60,000 or More	75	6%
Total	1,238	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	803	50%
Somewhat Satisfied	640	40%
Somewhat Dissatisfied	116	7%
Very Dissatisfied	38	2%
Total	1,596	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Health Insurance: 61%
Retirement: 60%

Satisfaction
Satisfied: 90%
Very Satisfied: 50%

Source: Va. Healthcare Workforce Data Center

The typical veterinary technician earns between \$30,000 and \$40,000 per year. Among veterinary technicians who are compensated at their primary work location with either a salary or an hourly wage, 59% receive health insurance and 58% have access to a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	1,081	77%	74%
Health Insurance	850	61%	59%
Retirement	845	60%	58%
Paid Sick Leave	718	51%	49%
Dental Insurance	678	49%	47%
Group Life Insurance	392	28%	28%
Signing/Retention Bonus	77	6%	6%
At Least One Benefit	1,157	83%	79%

*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 . . . ?	#	%
Work Two or More Positions at the Same Time?	324	15%
Switch Employers or Practices?	181	8%
Experience Voluntary Unemployment?	123	6%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	38	2%
Experience Involuntary Unemployment?	24	1%
Experienced At Least One	549	26%

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 2.8% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	62	4%	30	9%
Less than 6 Months	121	8%	58	18%
6 Months to 1 Year	136	9%	45	14%
1 to 2 Years	286	19%	63	19%
3 to 5 Years	373	24%	56	17%
6 to 10 Years	239	16%	36	11%
More than 10 Years	315	21%	37	11%
Subtotal	1,533	100%	327	100%
Did Not Have Location	80		1,756	
Item Missing	517		46	
Total	2,130		2,130	

Source: Va. Healthcare Workforce Data Center

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: 8%
New Location: 23%
Over 2 Years: 60%
Over 2 Yrs., 2nd Location: 39%

Employment Type

Hourly Wage: 80%
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	80%
Salary/ Commission	219	18%
Business/Practice Income	10	1%
By Contract/Per Diem	10	1%
Unpaid	9	1%
Subtotal	1,238	100%
Did Not Have Location	80	
Item Missing	812	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fluctuated from a low of 2.4% to a high of 3.2%. At the time of publication, the unemployment rate from November 2019 was still preliminary, and the unemployment rate from December 2019 had not yet been released.

At a Glance:

Concentration

Top Region:	34%
Top 3 Regions:	76%
Lowest Region:	1%

Locations

2 or More (Past Year):	24%
2 or More (Now*):	19%

Source: Va. Healthcare Workforce Data Center

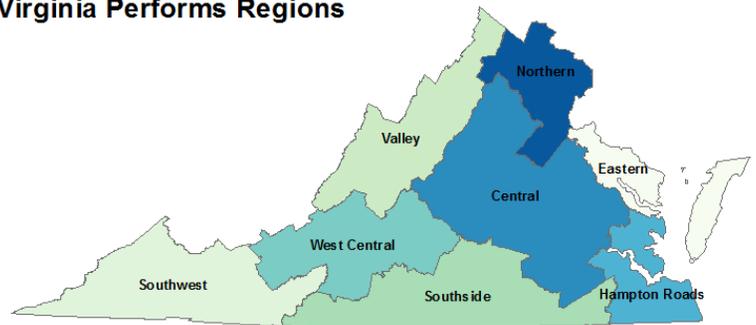
More than one-third of all veterinary technicians work in Northern Virginia, the most of any region in the state. Along with Central Virginia and Hampton Roads, these three regions employ more than three-quarters of the state's veterinary technician workforce.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Northern	520	34%	128	35%
Central	372	24%	78	21%
Hampton Roads	273	18%	70	19%
Valley	154	10%	30	8%
West Central	138	9%	30	8%
Southwest	31	2%	8	2%
Eastern	19	1%	2	1%
Southside	14	1%	1	0%
Virginia Border State/D.C.	6	0%	5	1%
Other U.S. State	7	0%	11	3%
Outside of the U.S.	1	0%	0	0%
Total	1,535	100%	363	100%
Item Missing	514		10	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



While nearly 20% of veterinary technicians currently have multiple work locations, 24% 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	49	3%	100	6%
1	1,157	73%	1,185	75%
2	220	14%	163	10%
3	127	8%	118	8%
4	15	1%	6	0%
5	1	0%	0	0%
6 or More	9	1%	7	0%
Total	1,579	100%	1,579	100%

*At the time of survey completion, Dec. 2019.
Source: Va. Healthcare Workforce Data Center

A Closer Look:

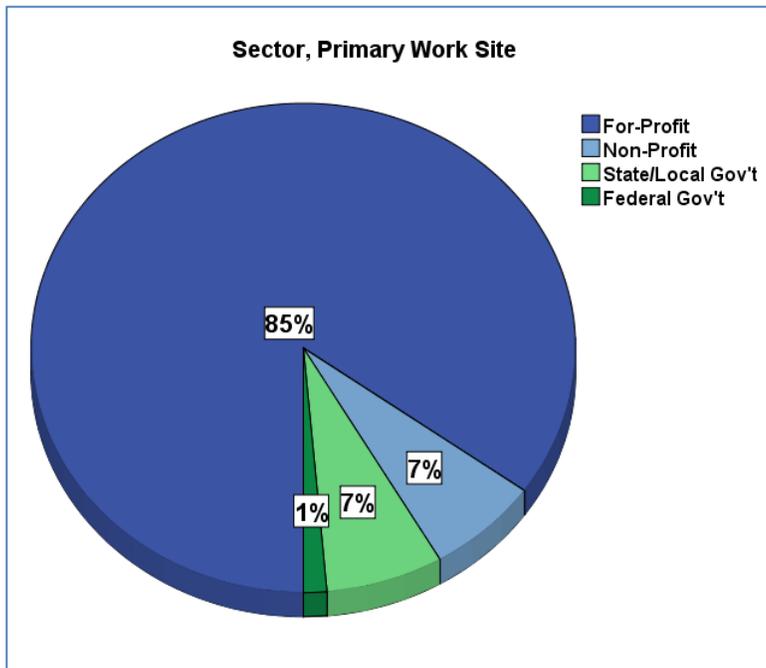
Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,210	85%	270	89%
Non-Profit	96	7%	18	6%
State/Local Government	100	7%	8	3%
Veterans Administration	4	0%	0	0%
U.S. Military	4	0%	2	1%
Other Federal Government	12	1%	4	1%
Total	1,426	100%	302	100%
Did Not Have Location	80		1,756	
Item Missing	625		72	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector	
For Profit:	85%
Federal:	1%
Top Establishments	
Solo Practice:	51%
Group Practice:	30%
Vet. Edu. Program:	1%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

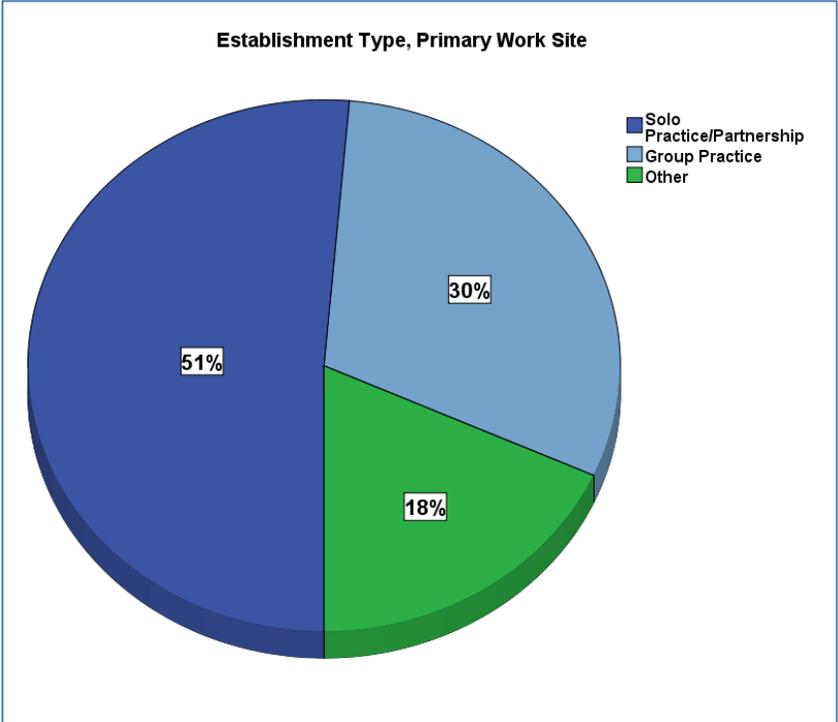
Most veterinary technicians work in for-profit establishments. In addition, 8% work for a governmental organization, and 7% work in the non-profit sector.

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice/Partnership	718	51%	154	51%
Group Practice	425	30%	81	27%
Veterinary Education Program, Community College	11	1%	3	1%
Veterinary Technology Program, Technical School	7	1%	0	0%
Public Health Program	6	0%	6	2%
Supplier Organization	6	0%	2	1%
Other Practice Setting	226	16%	58	19%
Total	1,399	100%	304	100%
Did Not Have a Location	80		1,756	

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, 51% work at a solo practice or partnership and 27% work at a group practice.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

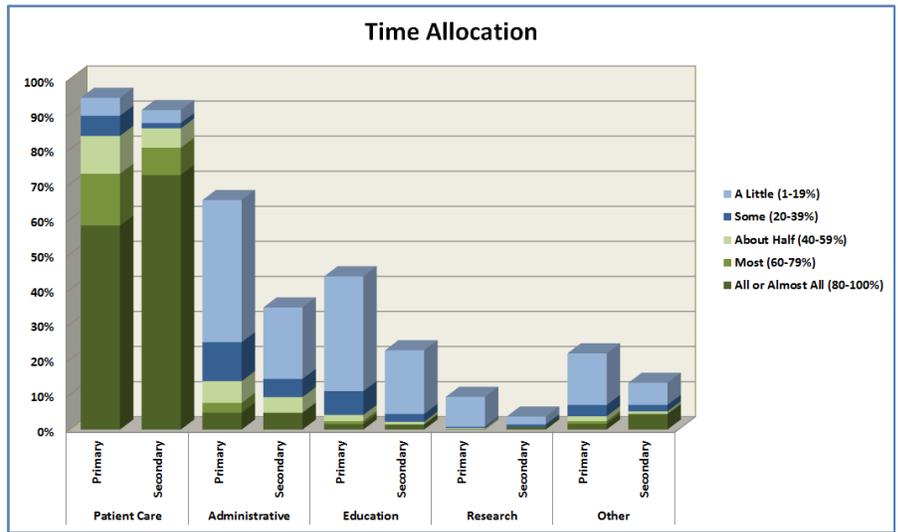
Patient Care: 73%
Administrative: 8%
Education: 2%

Patient Care Vet. Tech.

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



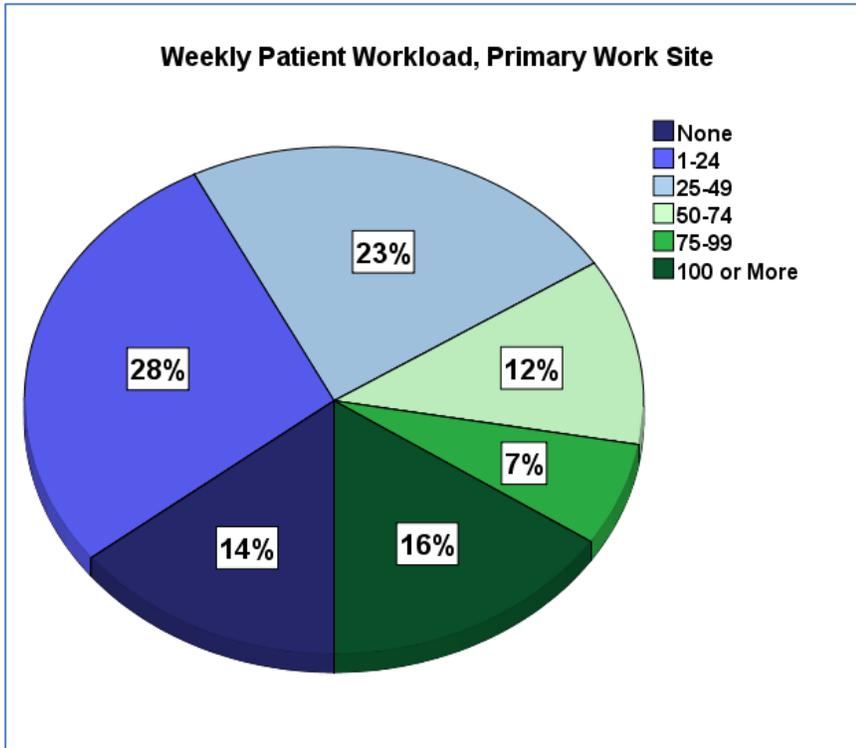
Source: Va. Healthcare Workforce Data Center

A typical veterinary technician spends most of her time treating patients. In particular, 73% of veterinary technicians fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Research		Other	
	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%)	58%	72%	5%	5%	2%	1%	0%	1%	2%	4%
Most (60-79%)	15%	8%	3%	0%	1%	0%	0%	0%	1%	0%
About Half (40-59%)	11%	6%	6%	4%	2%	1%	0%	0%	1%	1%
Some (20-39%)	6%	1%	11%	5%	7%	2%	0%	1%	3%	2%
A Little (1-19%)	5%	4%	40%	20%	33%	18%	9%	2%	15%	6%
None (0%)	5%	9%	35%	65%	56%	77%	91%	96%	78%	86%

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 treats between 25 and 49 patients per week at her primary work location. 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	
	#	%	#	%
None	204	14%	71	23%
1-24	400	28%	118	39%
25-49	331	23%	56	18%
50-74	169	12%	28	9%
75-99	94	7%	8	3%
100-124	84	6%	7	2%
125-149	27	2%	1	0%
150-174	38	3%	5	2%
175-199	14	1%	1	0%
200 or More	58	4%	8	3%
Total	1,419	100%	303	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Vet. Tech.		Vet. Tech. 50 and Over	
	#	%	#	%
Under Age 50	276	21%	-	-
50 to 54	137	10%	9	5%
55 to 59	142	11%	22	11%
60 to 64	276	21%	54	28%
65 to 69	246	19%	62	32%
70 to 74	59	4%	18	9%
75 to 79	12	1%	0	0%
80 or Over	14	1%	1	1%
I Do Not Intend to Retire	166	13%	26	14%
Total	1,328	100%	192	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Veterinary Technicians

Under 65: 63%

Under 60: 42%

Veterinary Tech. 50 and Over

Under 65: 44%

Under 60: 16%

Time Until Retirement

Within 2 Years: 3%

Within 10 Years: 12%

Half the Workforce: By 2044

Source: Va. Healthcare Workforce Data Center

More than 60% of all veterinary technicians expect to retire by the age of 65. Among veterinary technicians who are already at least age 50, 44% still expect to retire by age 65.

Within the next two years, nearly 20% of Virginia's veterinary technicians expect to pursue additional educational opportunities, and 5% expect to increase their patient care hours.

Future Plans

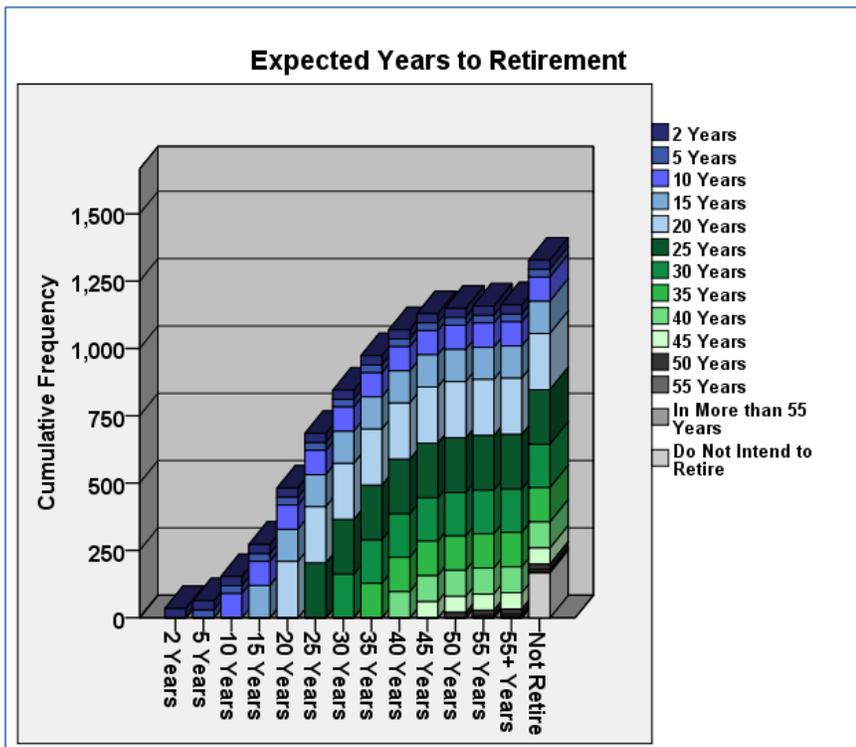
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	138	6%
Decrease Patient Care Hours	110	5%
Leave Virginia	71	3%
Decrease Teaching Hours	19	1%
Increase Participation		
Pursue Additional Education	404	19%
Increase Patient Care Hours	110	5%
Increase Teaching Hours	91	4%
Return to Virginia's Workforce	10	0%

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, 12% plan to do so within the next decade. More than half of the current workforce expect to retire by 2044.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	34	3%	3%
5 Years	29	2%	5%
10 Years	90	7%	12%
15 Years	119	9%	20%
20 Years	209	16%	36%
25 Years	203	15%	52%
30 Years	161	12%	64%
35 Years	128	10%	73%
40 Years	97	7%	81%
45 Years	60	5%	85%
50 Years	20	2%	87%
55 Years	8	1%	87%
In More Than 55 Years	5	0%	88%
Do Not Intend to Retire	166	13%	100%
Total	1,328	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2039. Retirement will peak at 16% of the current workforce around the same time before declining to under 10% of the current workforce again by 2059.

At a Glance:

FTEs

Total: 1,716
 FTEs/1,000 Residents²: 0.201
 Average: 0.84

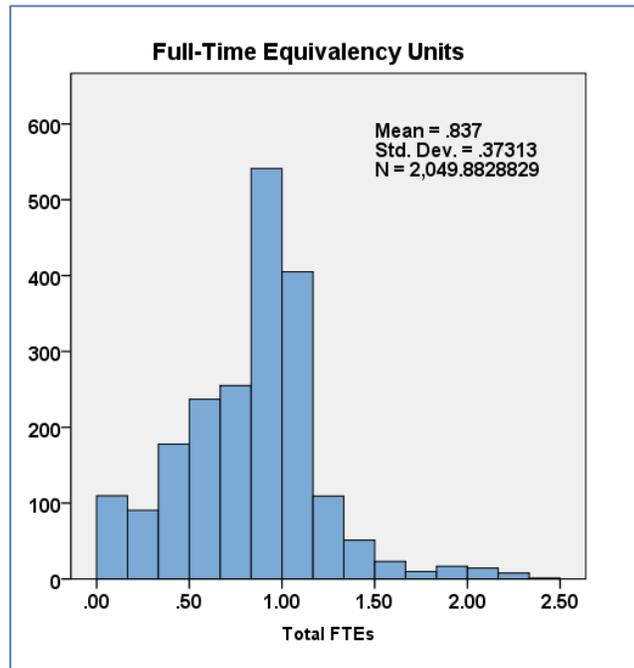
Age & Gender Effect

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:

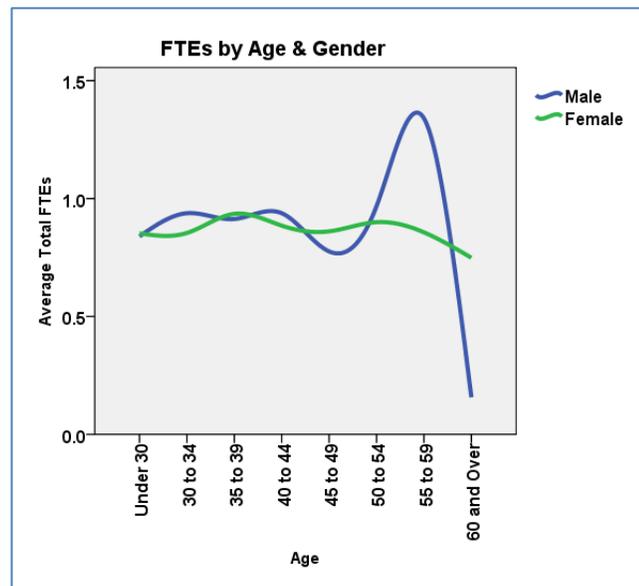


Source: Va. Healthcare Workforce Data Center

The typical veterinary technician provided 0.91 FTEs in the past year, or approximately 36 hours per week for 50 weeks. Although FTEs appear to vary by age, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.81	0.83
30 to 34	0.76	0.83
35 to 39	0.93	0.91
40 to 44	0.90	0.93
45 to 49	0.80	0.66
50 to 54	0.86	0.80
55 to 59	0.85	0.76
60 and Over	0.81	0.96
Gender		
Male	0.89	0.96
Female	0.87	0.94

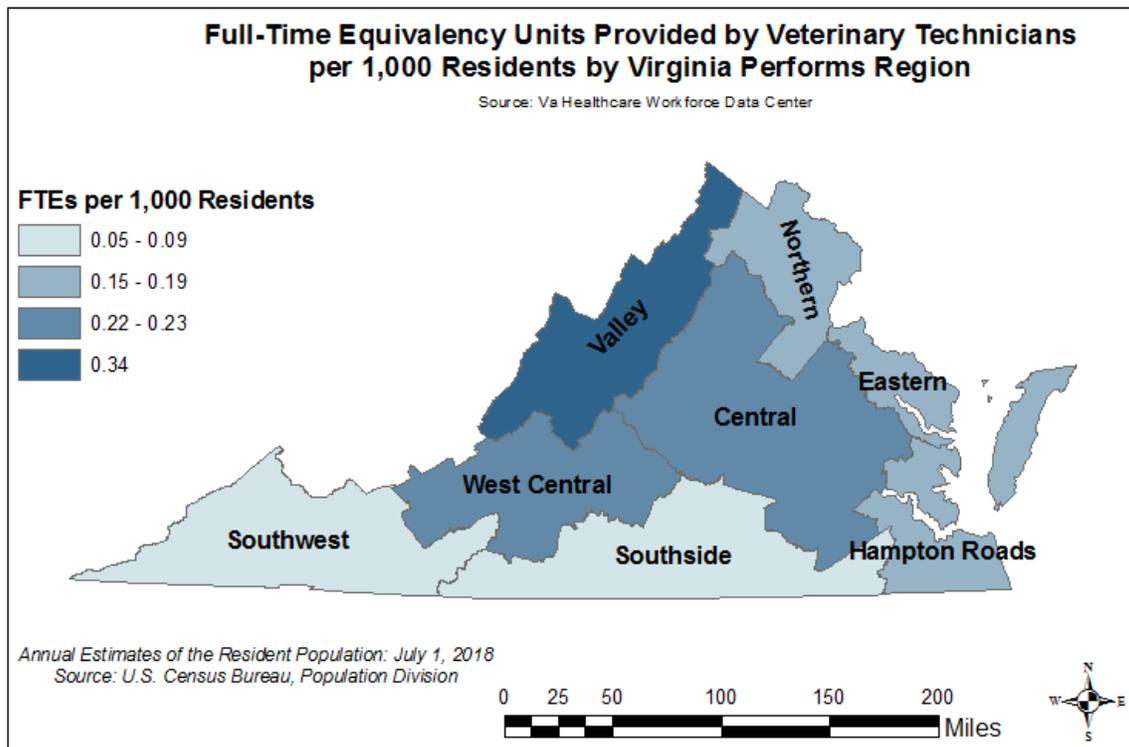
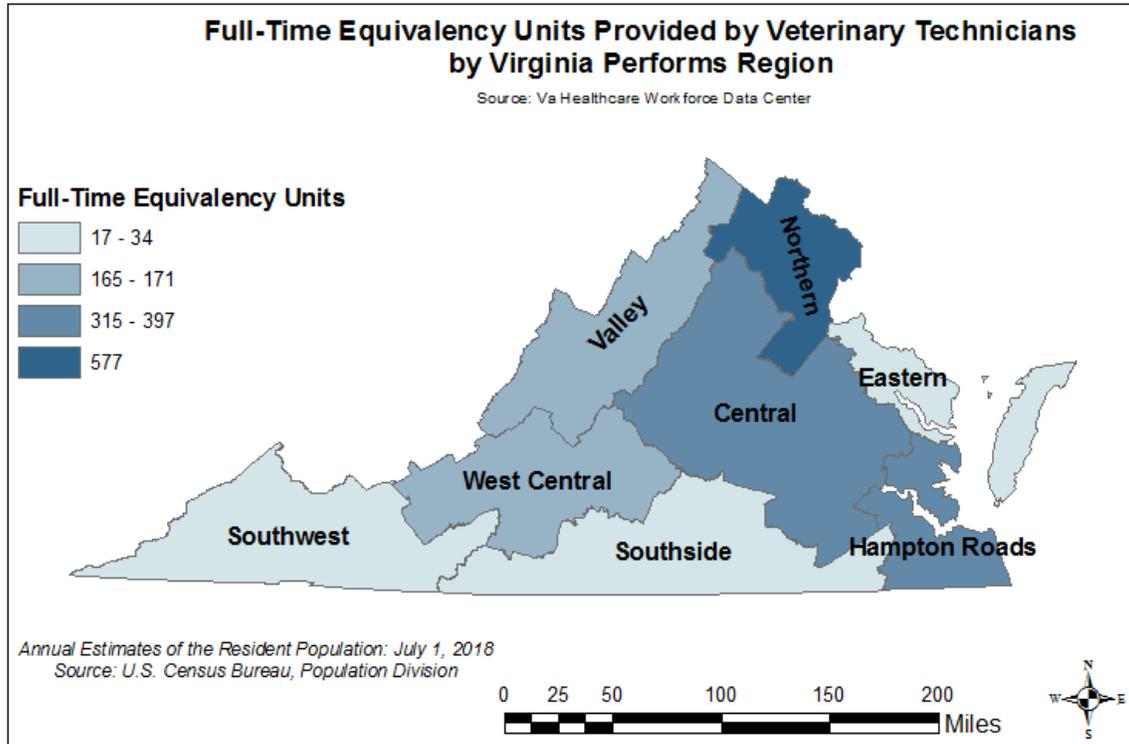
Source: Va. Healthcare Workforce Data Center

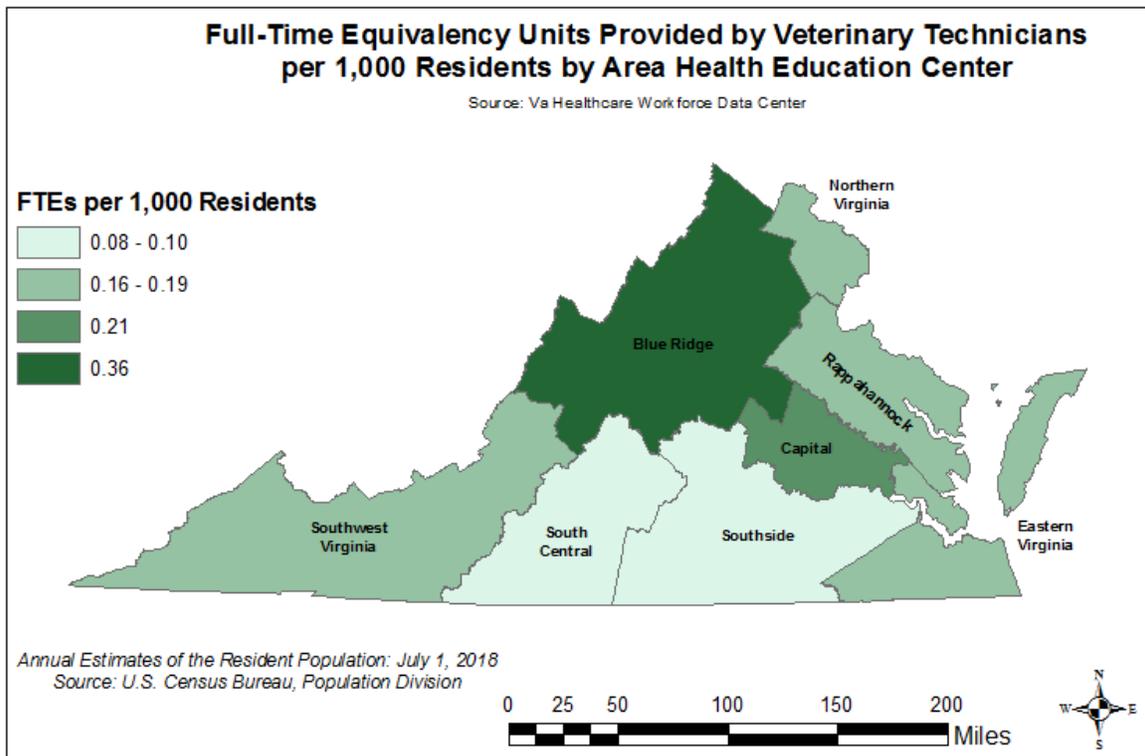
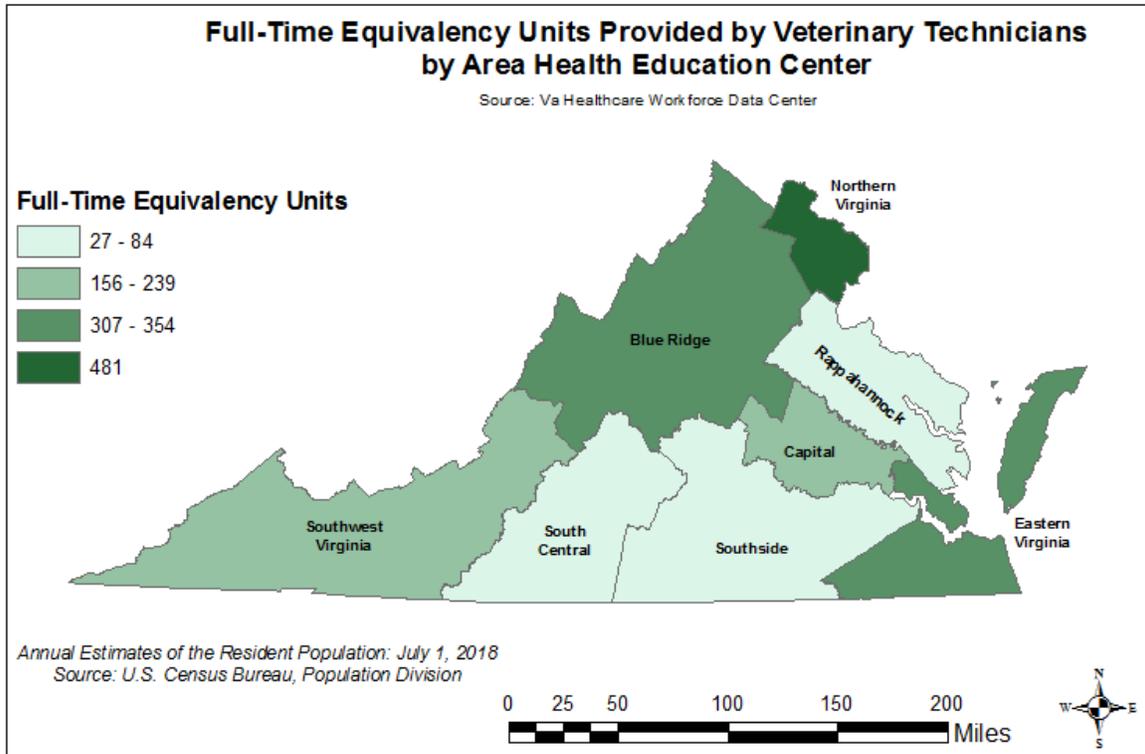


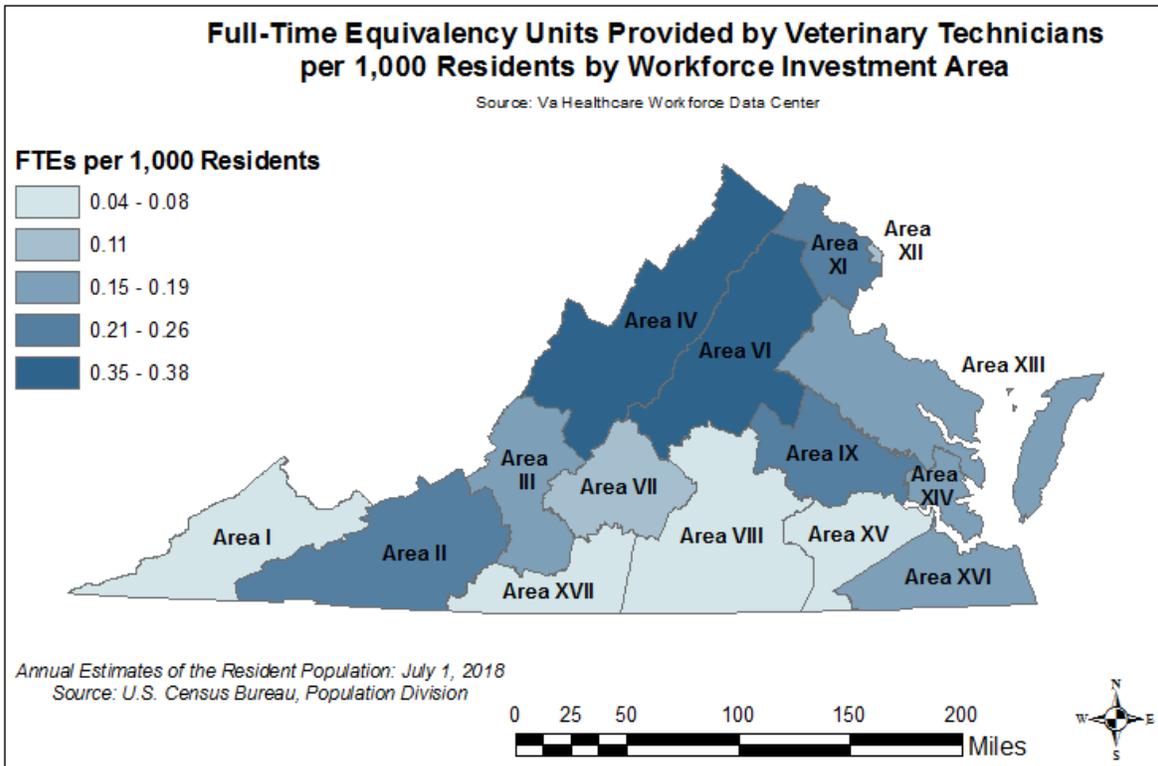
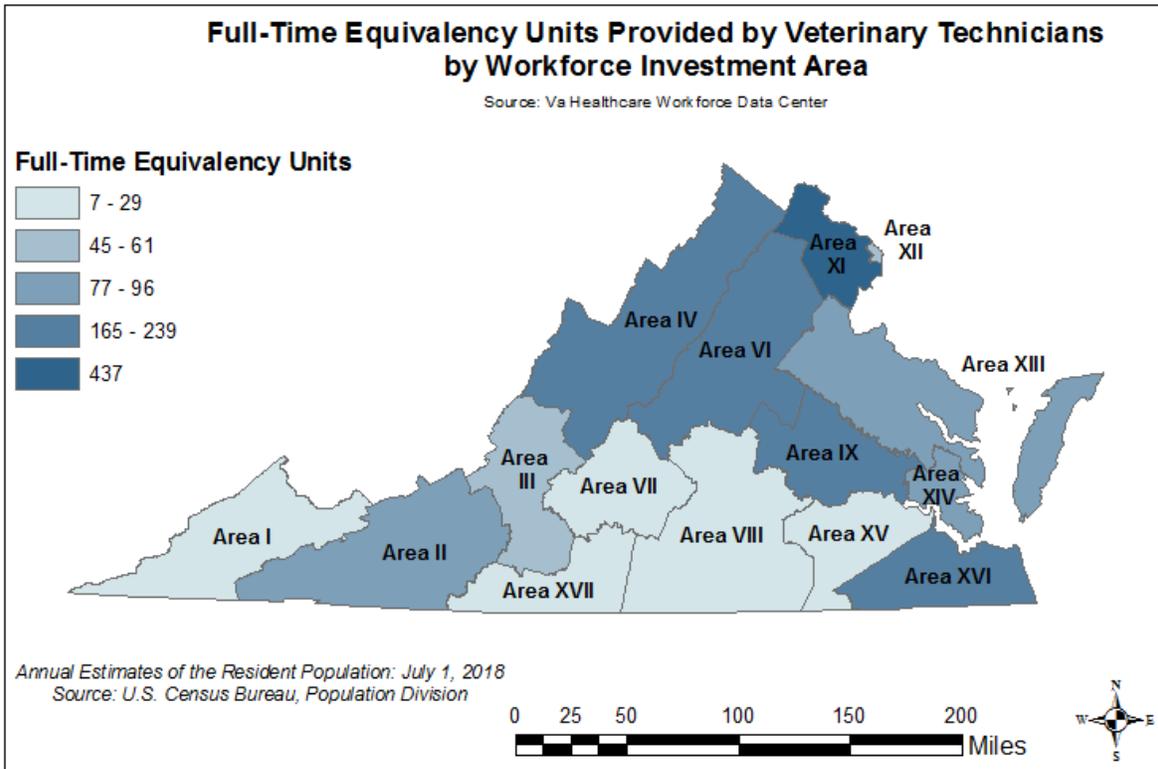
Source: Va. Healthcare Workforce Data Center

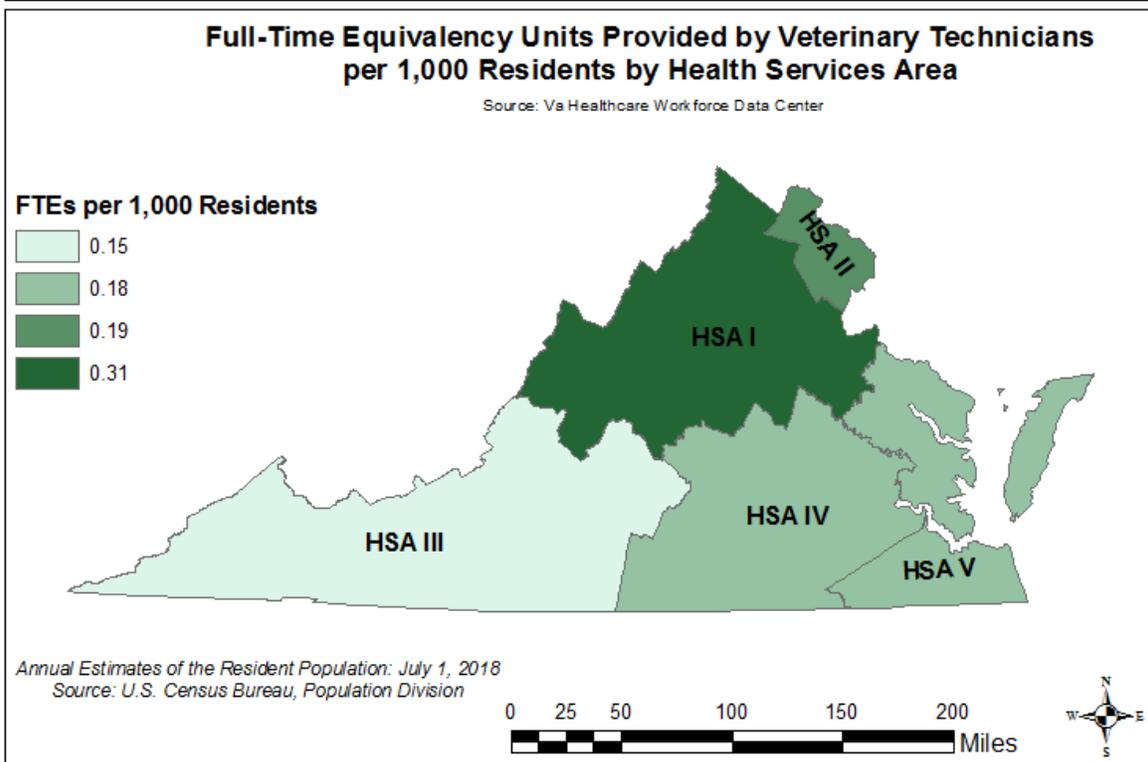
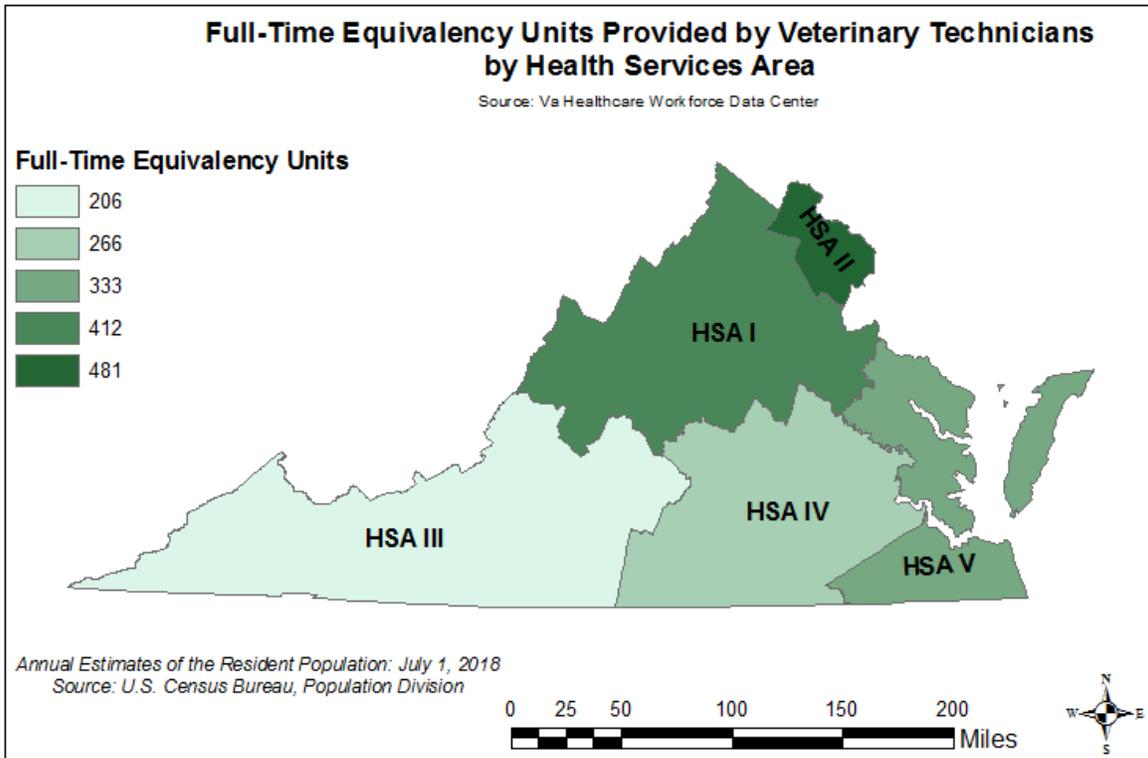
² Number of residents in 2018 was used as the denominator.

³ 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
Metro, 1 Million+	1,414	91.51%	1.092736	1.01932	1.15045
Metro, 250,000 to 1 Million	141	88.65%	1.128	1.05221	1.18758
Metro, 250,000 or Less	393	91.09%	1.097765	1.02401	1.15574
Urban Pop. 20,000+, Metro Adj.	7	100.00%	1	0.93281	1.05179
Urban Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro Adj.	95	90.53%	1.104651	1.03043	1.16299
Urban Pop., 2,500-19,999, Non-Adj.	19	94.74%	1.055556	0.98464	1.1113
Rural, Metro Adj.	63	87.30%	1.145455	1.0685	1.20595
Rural, Non-Adj.	7	85.71%	1.166667	1.13312	1.22709
Virginia Border State/D.C.	154	78.57%	1.272727	1.18722	1.33995
Other U.S. State	103	75.73%	1.320513	1.23179	1.39026

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	481	85.24%	1.173171	1.05179	1.3889
30 to 34	512	89.45%	1.117904	1.00224	1.32347
35 to 39	447	91.05%	1.09828	0.98465	1.30024
40 to 44	295	89.49%	1.117424	1.00181	1.32291
45 to 49	224	92.86%	1.076923	1.01914	1.27496
50 to 54	180	96.11%	1.040462	0.93281	1.23179
55 to 59	130	92.31%	1.083333	0.97125	1.28255
60 and Over	128	85.16%	1.174312	1.1113	1.39026

Source: Va. Healthcare Workforce Data Center

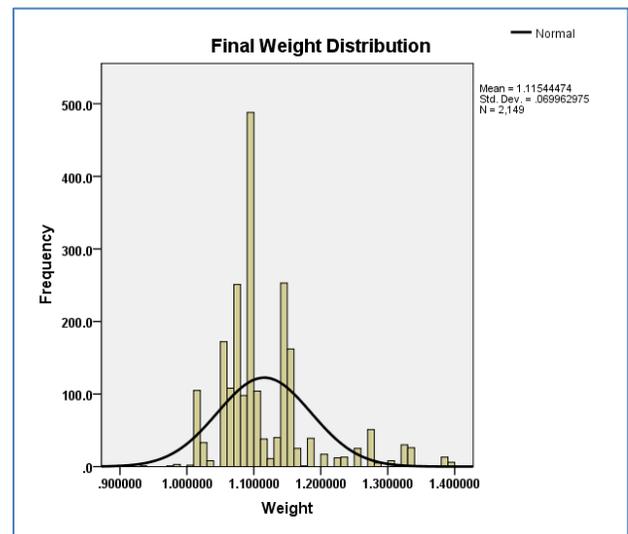
See the Methods section on the HWDC website for details on HWDC Methods:

<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: 0.896537



Source: Va. Healthcare Workforce Data Center