
Virginia's Veterinarian Workforce: 2019

Healthcare Workforce Data Center

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More than 3,500 veterinarians voluntarily participated in this survey. Without their efforts, the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Veterinary Medicine express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Veterinarian Workforce: At a Glance:

The Workforce

Licenses:	4,551
Virginia's Workforce:	3,401
FTEs:	3,082

Background

Rural Childhood:	29%
HS Diploma in VA:	37%
Prof. Degree in VA:	34%

Current Employment

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

Survey Response Rate

All Licenses:	78%
Renewing Practitioners:	84%

Education

DVM/VMD:	83%
Bachelor of Science:	60%

Job Turnover

Switched Jobs:	6%
Employed Over 2 Yrs:	65%

Demographics

Female:	71%
Diversity Index:	21%
Median Age:	45

Finances

Median Inc.:	\$90k-\$100k
Health Insurance:	52%
Under 40 w/ Ed Debt:	74%

Time Allocation

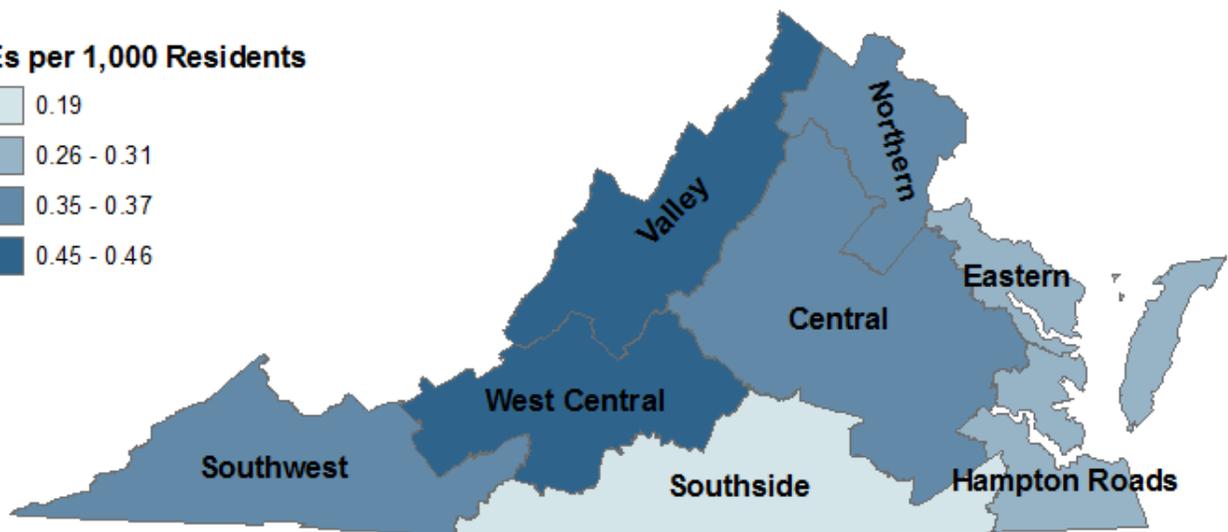
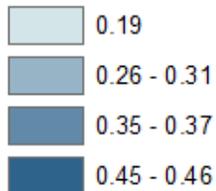
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	86%

Source: Va. Healthcare Workforce Data Center

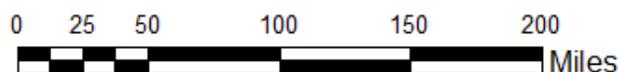
Full-Time Equivalency Units Provided by Veterinarians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



This report contains the results of the 2019 Veterinarian Survey. More than 3,500 veterinarians voluntarily took part 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 78% of the 4,551 veterinarians licensed in the state and 84% of renewing practitioners.

The HWDC estimates that 3,401 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 3,082 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

More than 70% of all veterinarians are female, including 85% of those veterinarians who are under the age of 40. In a random encounter between two veterinarians, there is a 21% 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. Nearly 30% of veterinarians grew up in rural areas, and 18% of these professionals currently work in non-metro areas of the state. In total, 10% of all veterinarians currently work in non-metro areas of the state.

Nearly all veterinarians are employed in the profession, and only 1% have experienced involuntary unemployment at some point in the past year. More than two-thirds of all veterinarians hold one full-time job, while 16% hold multiple positions at the same time. In addition, nearly two-thirds of veterinarians have worked at their primary work location for at least two years. Nearly 90% of veterinarians work at either a group practice or a solo practice/partnership.

The typical veterinarian earns between \$90,000 and \$100,000 per year. In addition, 70% of veterinarians receive at least one employer-sponsored benefit, including 52% who have access to health insurance. Meanwhile, 45% of all veterinarians hold education debt, and the median debt burden among these professionals is between \$110,000 and \$120,000. More than 90% of veterinarians are satisfied with their current work situation, including 57% who indicate 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 veterinarian workforce has barely changed over the past two years. The number of licensed veterinarians in Virginia has increased by 2% (4,551 vs. 4,470), and 2019 licensees were considerably more likely to respond to the survey (78% vs. 71%). The size of Virginia's veterinarian workforce has also increased (3,401 vs. 3,322), but the number of FTEs provided by this workforce fell by 1% (3,082 vs. 3,119).

Virginia's veterinarians are slightly more likely to be female (71% vs. 70%) as well as to be under the age of 40 (38% vs. 36%). In addition, the diversity index among veterinarians increased (21% vs. 20%); this increase was even slightly larger among veterinarians who are under the age of 40 (28% vs. 26%). Virginia's veterinarians are more likely to have received either their high school or professional degree in the state (47% vs. 46%).

Veterinarians are more likely to be employed in the profession (96% vs. 95%), hold two or more positions at the same time (16% vs. 14%), and work between 40 and 49 hours per work (38% vs. 37%). At the same time, the rate of underemployment has fallen (1% vs. 2%) as well as the percentage of veterinarians who have worked at their primary work site for at least two years (65% vs. 67%).

Although there was no change in the median annual income for Virginia's veterinarians, those veterinarians who were compensated with either an hourly wage or a salary at their primary work location were slightly more likely to receive at least one employer-sponsored benefit (79% vs. 78%). However, the percentage of veterinarians who indicate that they are satisfied with their current work situation has fallen (91% vs. 92%). This decline is even larger among those veterinarians who indicated that they are "very satisfied" (57% vs. 59%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	3,979	87%
New Licensees	287	6%
Non-Renewals	285	6%
All Licensees	4,551	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing veterinarians, 84% submitted a survey. These respondents represent 78% of all veterinarians who held a license at some point in the past year.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	114	239	68%
30 to 34	143	458	76%
35 to 39	129	470	79%
40 to 44	119	463	80%
45 to 49	91	399	81%
50 to 54	97	367	79%
55 to 59	92	371	80%
60 and Over	233	766	77%
Total	1,018	3,533	78%
New Licenses			
Issued in Past Year	140	147	51%
Metro Status			
Non-Metro	80	262	77%
Metro	615	2,280	79%
Not in Virginia	322	991	75%

Source: Va. Healthcare Workforce Data Center

Definitions

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

Response Rates	
Completed Surveys	3,533
Response Rate, All Licensees	78%
Response Rate, Renewals	84%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinarians

Number: 4,551
 New: 6%
 Not Renewed: 6%

Response Rates

All Licensees: 78%
 Renewing Practitioners: 84%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Veterinarian Workforce: 3,401
 FTEs: 3,082

Utilization Ratios

Licensees in VA Workforce: 75%
 Licensees per FTE: 1.48
 Workers per FTE: 1.10

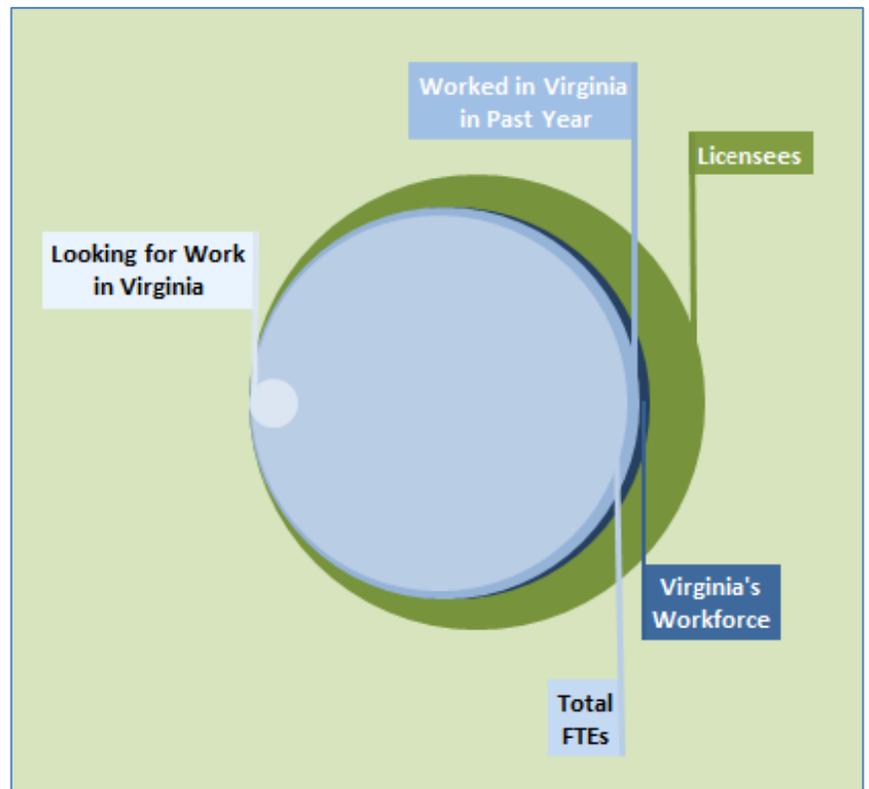
Source: Va. Healthcare Workforce Data Center

Veterinarian Workforce		
Status	#	%
Worked in Virginia in Past Year	3,349	98%
Looking for Work in Virginia	51	1%
Virginia's Workforce	3,401	100%
Total FTEs	3,082	
Licensees	4,551	

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.



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/HealthcareW
 orkforceDataCenter/](https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/)

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	38	14%	238	86%	276	9%
30 to 34	68	16%	349	84%	416	14%
35 to 39	63	15%	346	85%	408	14%
40 to 44	83	22%	290	78%	372	13%
45 to 49	89	28%	224	72%	313	11%
50 to 54	87	31%	192	69%	279	10%
55 to 59	109	38%	181	62%	289	10%
60 and Over	323	58%	238	43%	561	19%
Total	859	30%	2,057	71%	2,915	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Veterinarians		Veterinarians Under 40	
	%	#	%	#	%
White	61%	2,585	89%	927	84%
Black	19%	60	2%	27	2%
Asian	7%	90	3%	48	4%
Other Race	0%	22	1%	8	1%
Two or More Races	3%	67	2%	35	3%
Hispanic	10%	91	3%	53	5%
Total	100%	2,915	100%	1,098	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 38% of veterinarians who are under the age of 40, 85% are female. In addition, the diversity index among these professionals is 28%.

At a Glance:

Gender

% Female: 71%
% Under 40 Female: 85%

Age

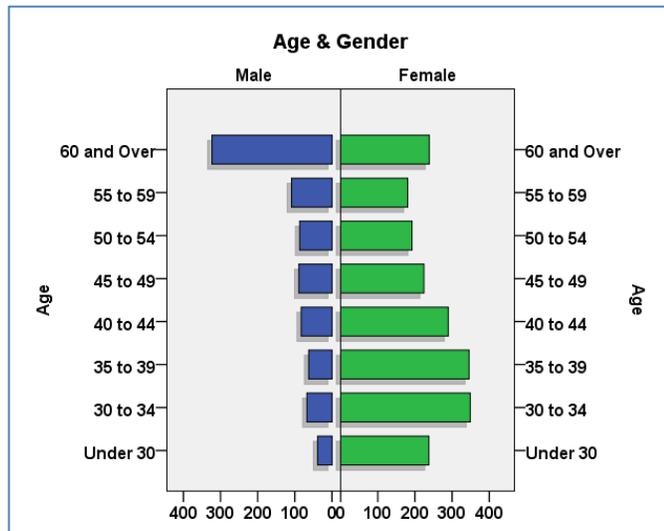
Median Age: 45
% Under 40: 38%
% 55+: 29%

Diversity

Diversity Index: 21%
Under 40 Div. Index: 28%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two veterinarians, there is a 21% 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: 29%

Virginia Background

HS in Virginia: 37%
 Prof. Degree in VA: 34%
 HS or Prof. in VA: 47%

Location Choice

% Rural to Non-Metro: 18%
 % Urban/Suburban to Non-Metro: 6%

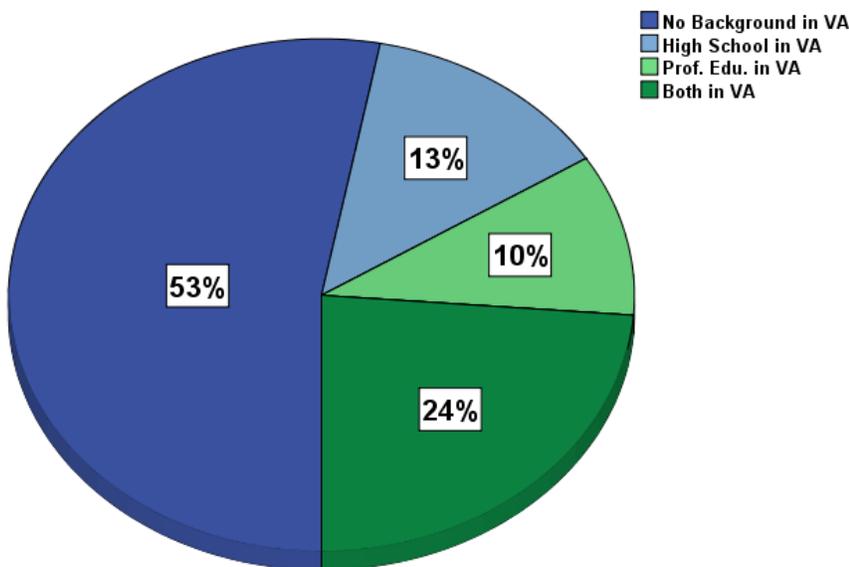
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 Million+	22%	69%	9%
2	Metro, 250,000 to 1 Million	35%	57%	8%
3	Metro, 250,000 or Less	40%	53%	7%
Non-Metro Counties				
4	Urban Pop. 20,000+, Metro Adjacent	58%	42%	0%
6	Urban Pop., 2,500-19,999, Metro Adjacent	48%	44%	8%
7	Urban Pop., 2,500-19,999, Non-Adjacent	66%	32%	2%
8	Rural, Metro Adjacent	58%	36%	6%
9	Rural, Non-Adjacent	38%	59%	3%
Overall		29%	63%	8%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Over half of Virginia's veterinarians do not have any educational background in the state. Among the 29% of veterinarians who grew up in a rural area, 18% currently work in non-metro areas of the state. Overall, 10% of veterinarians currently work in non-metro areas of Virginia.

Top Ten States for Veterinarian Recruitment

Rank	All Veterinarians			
	High School	#	Professional School	#
1	Virginia	1,059	Virginia	969
2	Maryland	230	Outside U.S./Canada	310
3	New York	165	Georgia	167
4	Outside U.S./Canada	126	Alabama	149
5	Pennsylvania	124	Ohio	134
6	New Jersey	109	Pennsylvania	126
7	North Carolina	93	North Carolina	110
8	California	85	Tennessee	107
9	Ohio	80	New York	87
10	Florida	70	Michigan	62

Source: Va. Healthcare Workforce Data Center

Among all veterinarians, 37% earned their high school degree in Virginia, and 34% received their initial professional degree in the state.

Among veterinarians who received their initial license in the past five years, 34% earned their high school degree in Virginia, while 30% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	261	Virginia	230
2	Maryland	84	Outside U.S./Canada	126
3	Outside U.S./Canada	40	Alabama	36
4	Pennsylvania	40	North Carolina	34
5	New York	35	Tennessee	34
6	California	35	Pennsylvania	33
7	New Jersey	30	Ohio	25
8	North Carolina	24	Florida	22
9	Florida	20	California	21
10	West Virginia	18	Mississippi	21

Source: Va. Healthcare Workforce Data Center

One-quarter of licensed veterinarians are not part of the state's veterinarian workforce. Among these licensees, 90% worked at some point in the past year, including 83% who currently work as veterinarians.

At a Glance:

Not in VA Workforce

Total:	1,149
% of Licensees:	25%
Federal/Military:	12%
Va. Border State/D.C.:	23%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Education		
Degree	#	% of Workforce
Bachelor of Science	2,048	60%
Other Bachelor's Degree	358	11%
Graduate Certificate	68	2%
Master's Degree	397	12%
PhD	73	2%
DVM/VMD	2,830	83%

Source: Va. Healthcare Workforce Data Center

Nearly half of all veterinarians carry education debt, including 74% of those who are under the age of 40. For those with education debt, their median debt burden is between \$110,000 and \$120,000.

At a Glance:

Education
 DVM/VMD: 83%
 Bachelor of Science: 60%

Educational Debt
 Carry Debt: 45%
 Under Age 40 w/ Debt: 74%
 Median Debt: \$110k-\$120k

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

Source: Va. Healthcare Workforce Data Center

Other Education/Training		
Residency/Specialty Training	#	%
Surgery	78	2%
Internal Medicine	61	2%
Public Health	55	2%
Canine and Feline Practice	51	1%
Equine Practice	45	1%
Critical Care/Emergency	34	1%
Laboratory Animal Medicine	25	1%
Sports Medicine and Rehabilitation	25	1%
Radiology	21	1%
Oncology	20	1%
Pathology	18	1%
At Least One	499	15%
Other Education	#	%
Preventative Medicine	289	8%
Theriogenology	73	2%
Other	260	8%
At Least One	557	16%

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Veterinarians		Veterinarians Under 40	
	#	%	#	%
None	1,373	55%	256	26%
Less than \$20,000	81	3%	37	4%
\$20,000-\$39,999	91	4%	24	2%
\$40,000-\$59,999	106	4%	38	4%
\$60,000-\$79,999	107	4%	46	5%
\$80,000-\$99,999	99	4%	53	5%
\$100,000-\$119,999	85	3%	54	6%
\$120,000-\$139,999	51	2%	41	4%
\$140,000-\$159,999	64	3%	51	5%
\$160,000-\$179,999	36	1%	28	3%
\$180,000-\$199,999	63	3%	56	6%
\$200,000 or More	330	13%	291	30%
Total	2,486	100%	977	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 96%
 Involuntarily Unemployed: 0%

Positions Held

1 Full-Time: 69%
 2 or More Positions: 16%

Weekly Hours:

40 to 49: 38%
 60 or More: 11%
 Less than 30: 12%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	4	< 1%
Employed in a Veterinary-Related Capacity	2,738	96%
Employed, NOT in a Veterinary-Related Capacity	39	1%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	0	0%
Voluntarily Unemployed	33	1%
Retired	49	2%
Total	2,863	100%

Source: Va. Healthcare Workforce Data Center

Among all veterinarians, 96% are currently employed in the profession. In addition, 69% currently hold one full-time job, while 16% hold multiple positions at the same time.

Current Positions		
Positions	#	%
No Positions	82	3%
One Part-Time Position	340	12%
Two Part-Time Positions	122	4%
One Full-Time Position	1,947	69%
One Full-Time Position & One Part-Time Position	216	8%
Two Full-Time Positions	26	1%
More than Two Positions	74	3%
Total	2,807	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	82	3%
1 to 9 Hours	70	3%
10 to 19 Hours	100	4%
20 to 29 Hours	177	6%
30 to 39 Hours	581	21%
40 to 49 Hours	1,067	38%
50 to 59 Hours	400	14%
60 to 69 Hours	212	8%
70 to 79 Hours	63	2%
80 or More Hours	42	2%
Total	2,794	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	17	1%
Less than \$40,000	205	9%
\$40,000-\$59,999	200	9%
\$60,000-\$79,999	315	14%
\$80,000-\$99,999	447	20%
\$100,000-\$119,999	400	18%
\$120,000-\$139,999	230	11%
\$140,000-\$159,999	118	5%
\$160,000-\$179,999	64	3%
\$180,000-\$199,999	59	3%
\$200,000 or More	134	6%
Total	2,191	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
Median Income: \$90k-\$100k

Benefits
Health Insurance: 52%
Retirement: 48%

Satisfaction
Satisfied: 91%
Very Satisfied: 57%

Source: Va. Healthcare Workforce Data Center

The typical veterinarian earned between \$90,000 and \$100,000 in the past year. Among veterinarians who were compensated at their primary work location with either a salary or an hourly wage, nearly 80% received at least one employer-sponsored benefit, including 59% who had access to health insurance.

Job Satisfaction		
Level	#	%
Very Satisfied	1,602	57%
Somewhat Satisfied	945	34%
Somewhat Dissatisfied	199	7%
Very Dissatisfied	43	2%
Total	2,789	100%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	1,544	56%	66%
Health Insurance	1,436	52%	59%
Retirement	1,326	48%	56%
Paid Sick Leave	1,039	38%	44%
Dental Insurance	1,034	38%	45%
Group Life Insurance	656	24%	28%
Signing/Retention Bonus	199	7%	9%
Received At Least One Benefit	1,915	70%	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?	515	15%
Switch Employers or Practices?	203	6%
Experience Voluntary Unemployment?	148	4%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	50	1%
Experience Involuntary Unemployment?	26	1%
Experienced At Least One	780	23%

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 2.8% during the same time period.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	46	2%	35	6%
Less than 6 Months	214	8%	76	13%
6 Months to 1 Year	204	7%	80	14%
1 to 2 Years	495	18%	96	17%
3 to 5 Years	530	19%	123	22%
6 to 10 Years	364	13%	62	11%
More than 10 Years	871	32%	98	17%
Subtotal	2,724	100%	570	100%
Did Not Have Location	61		2,794	
Item Missing	616		37	
Total	3,401		3,401	

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 1%

Turnover & Tenure

Switched Jobs: 6%
New Location: 21%
Over 2 Years: 65%
Over 2 Yrs., 2nd Location: 50%

Employment Type

Salary/Commission: 71%
Business/Practice Income: 16%

Source: Va. Healthcare Workforce Data Center

Among all veterinarians, 65% have worked at their primary work location for at least two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	1,612	71%
Business/Practice Income	363	16%
Hourly Wage	226	10%
By Contract/Per Diem	70	3%
Unpaid	13	1%
Subtotal	2,284	100%
Did Not Have Location	61	
Item Missing	1,055	

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:	36%
Top 3 Regions:	72%
Lowest Region:	1%

Locations

2 or More (Past Year):	22%
2 or More (Now*):	19%

Source: Va. Healthcare Workforce Data Center

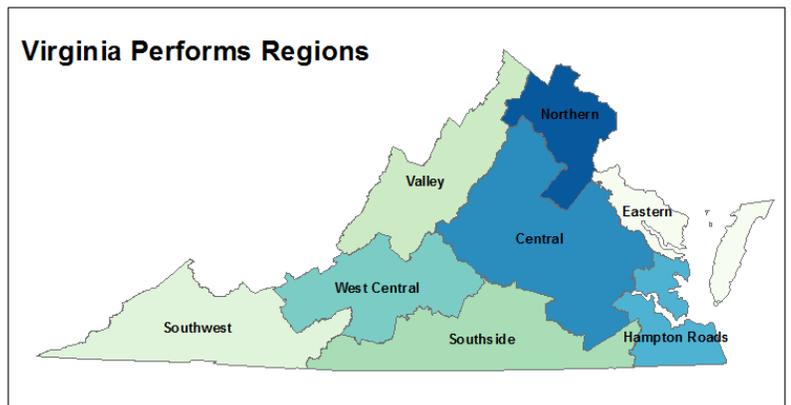
More than one-third of all veterinarians work in Northern Virginia, the most of any region in the state. Along with Central Virginia and Hampton Roads, these three regions employ 72% of all veterinarians in the state.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Northern	970	36%	189	32%
Central	572	21%	85	14%
Hampton Roads	420	15%	97	16%
West Central	287	11%	47	8%
Valley	196	7%	49	8%
Southwest	117	4%	20	3%
Southside	55	2%	14	2%
Eastern	40	1%	12	2%
Virginia Border State/D.C.	23	1%	21	4%
Other U.S. State	31	1%	61	10%
Outside of the U.S.	1	0%	1	0%
Total	2,712	100%	596	100%
Item Missing	628		12	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



While 19% of veterinarians currently have multiple work locations, 22% have had multiple work locations over the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	51	2%	78	3%
1	2,111	76%	2,153	78%
2	347	13%	309	11%
3	154	6%	164	6%
4	41	2%	26	1%
5	15	1%	11	0%
6 or More	48	2%	27	1%
Total	2,767	100%	2,767	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	2,356	91%	493	88%
Non-Profit	95	4%	39	7%
State/Local Government	63	2%	13	2%
Veterans Administration	1	0%	1	0%
U.S. Military	19	1%	5	1%
Other Federal Government	41	2%	7	1%
Total	2,575	100%	558	100%
Did Not Have Location	61		2,794	
Item Missing	764		50	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

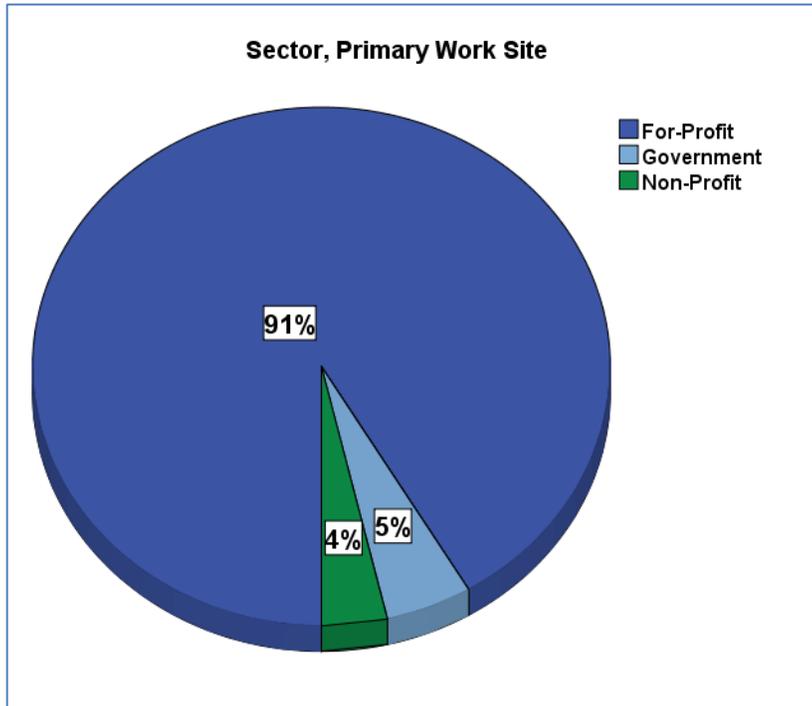
Sector

For Profit:	91%
Federal:	2%

Top Establishments

Group Practice:	46%
Solo Practice:	42%
Veterinary Edu. Program:	2%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

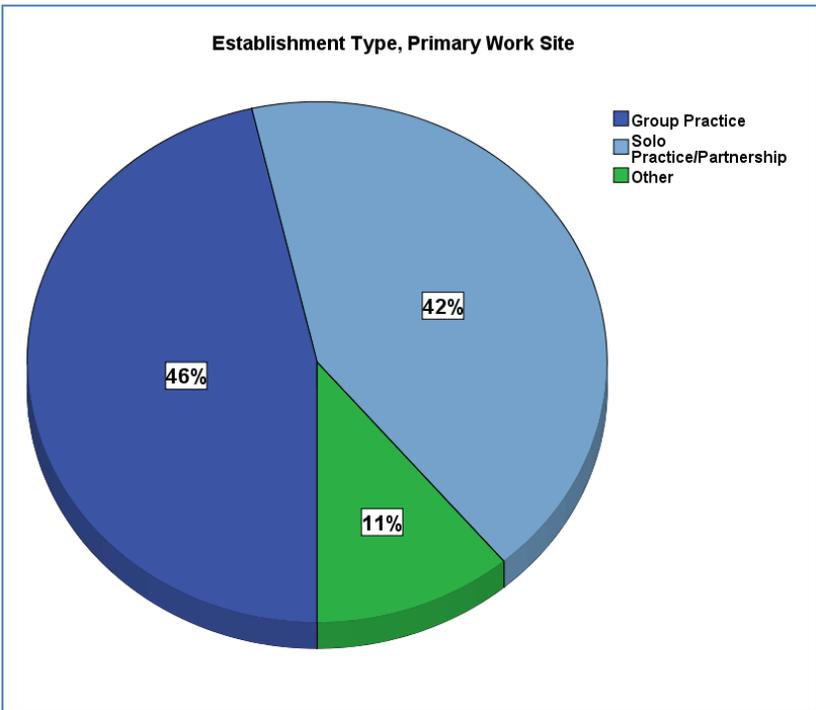
More than 90% of veterinarians work in for-profit establishments. Another 5% work for the government and 4% work in the non-profit sector.

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Group Practice	1,148	46%	236	44%
Solo Practice/Partnership	1,051	42%	196	37%
Veterinary Education Program	40	2%	11	2%
Public Health Program	38	2%	7	1%
Supplier Organization	10	0%	7	1%
Non-Veterinary Education Program	9	0%	6	1%
Veterinary Technology Education Program	9	0%	1	0%
Other Practice Setting	170	7%	71	13%
Total	2,475	100%	535	100%
Did Not Have a Location	61		2,794	

Source: Va. Healthcare Workforce Data Center

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

Among those veterinarians who also have a secondary work location, 44% work at a group practice and 37% work at a solo practice/partnership.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

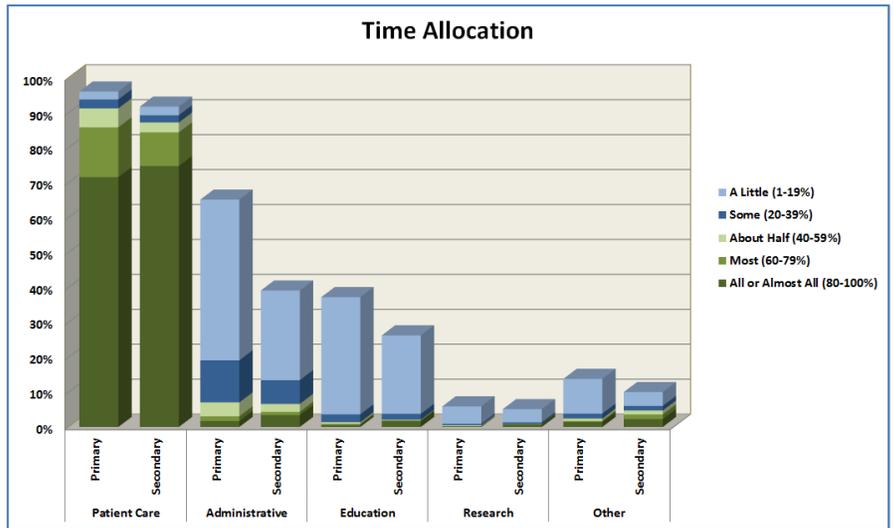
Patient Care: 86%
Administrative: 3%
Education: 1%

Patient Care Veterinarians

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



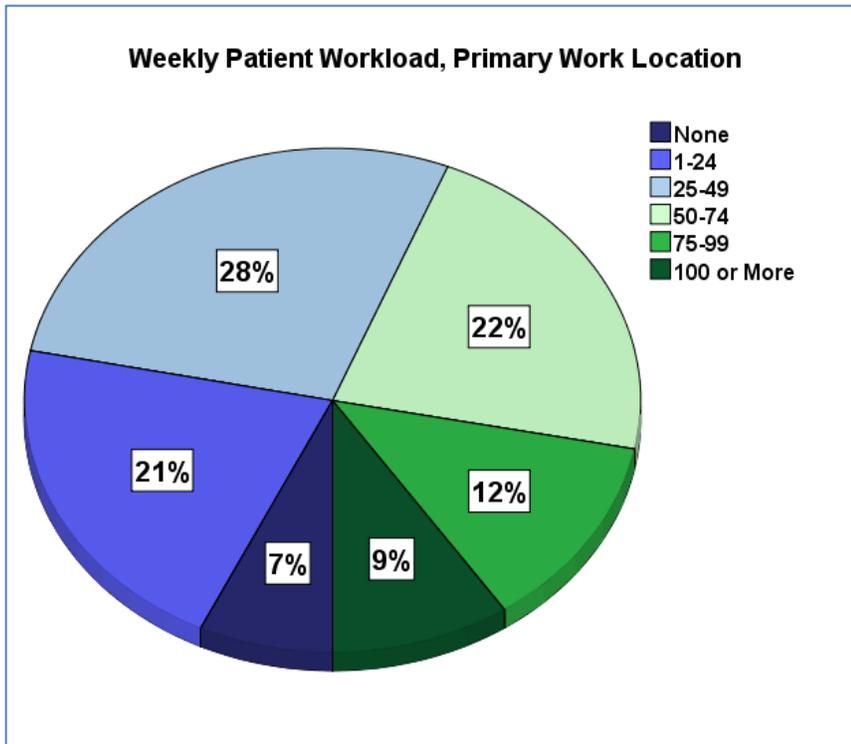
Source: Va. Healthcare Workforce Data Center

A typical veterinarian spends most of her time treating patients. In particular, 86% 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	
	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%)	72%	75%	2%	3%	1%	2%	0%	1%	1%	2%
Most (60-79%)	14%	10%	1%	1%	0%	0%	0%	0%	0%	1%
About Half (40-59%)	5%	3%	4%	2%	1%	0%	0%	0%	1%	1%
Some (20-39%)	3%	2%	12%	7%	2%	2%	0%	0%	1%	1%
A Little (1-19%)	2%	2%	46%	26%	34%	22%	5%	4%	10%	4%
None (0%)	4%	8%	35%	61%	63%	74%	94%	95%	86%	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 typical veterinarian treated between 25 and 49 patients per week at her primary work location. For veterinarians who also had a secondary work location, the median workload was between 1 and 24 patients per week.

# of Patients Per Week	Primary		Secondary	
	#	%	#	%
None	180	7%	69	13%
1-24	540	21%	265	48%
25-49	713	28%	116	21%
50-74	561	22%	72	13%
75-99	319	12%	10	2%
100-124	125	5%	9	2%
125-149	54	2%	8	1%
150-174	12	0%	1	0%
175-199	9	0%	0	0%
200 or More	41	2%	1	0%
Total	2,554	100%	551	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All Veterinarians		Veterinarians 50 and Over	
	#	%	#	%
Under Age 50	57	2%	-	-
50 to 54	78	3%	7	1%
55 to 59	225	9%	46	5%
60 to 64	522	22%	170	19%
65 to 69	749	31%	287	32%
70 to 74	358	15%	177	20%
75 to 79	103	4%	54	6%
80 or Over	54	2%	27	3%
I Do Not Intend to Retire	242	10%	123	14%
Total	2,388	100%	891	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Veterinarians

Under 65: 37%
Under 60: 15%

Veterinarians 50 and Over

Under 65: 25%
Under 60: 6%

Time Until Retirement

Within 2 Years: 6%
Within 10 Years: 20%
Half the Workforce: By 2044

Source: Va. Healthcare Workforce Data Center

Nearly four out of every ten veterinarians expect to retire by the age of 65. Among veterinarians who are already at least age 50, one-quarter still expect to retire by age 65.

Within the next two years, 9% of Virginia's veterinarians plan to pursue additional educational opportunities, and 6% plan to increase their patient care hours.

Future Plans

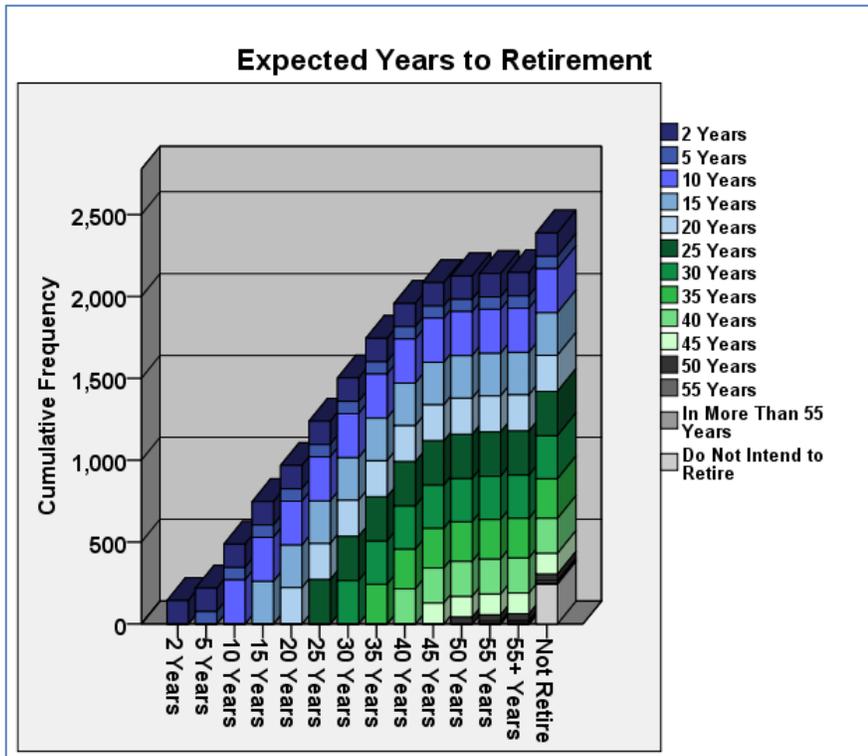
Two-Year Plans:	#	%
Decrease Participation		
Decrease Patient Care Hours	375	11%
Leave Virginia	121	4%
Leave Profession	51	1%
Decrease Teaching Hours	14	0%
Increase Participation		
Pursue Additional Education	290	9%
Increase Patient Care Hours	216	6%
Increase Teaching Hours	101	3%
Return to Virginia's Workforce	10	0%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectations to age, we can estimate the maximum years to retirement for veterinarians. While only 6% of veterinarians expect to retire in the next two years, 20% plan to retire 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	143	6%	6%
5 Years	75	3%	9%
10 Years	269	11%	20%
15 Years	260	11%	31%
20 Years	221	9%	41%
25 Years	270	11%	52%
30 Years	264	11%	63%
35 Years	242	10%	73%
40 Years	214	9%	82%
45 Years	127	5%	87%
50 Years	41	2%	89%
55 Years	14	1%	90%
In More Than 55 Years	7	0%	90%
Do Not Intend to Retire	242	10%	100%
Total	2,388	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 2029. Retirement will peak at 11% of the current workforce in 2044 before declining to under 10% of the current workforce around 2059.

At a Glance:

FTEs

Total: 3,082
 FTEs/1,000 Residents²: 0.362
 Average: 0.92

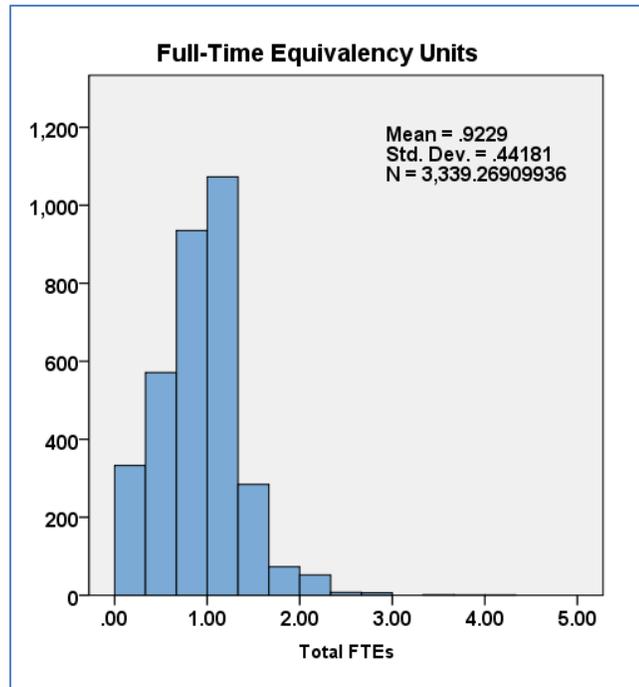
Age & Gender Effect

Age, Partial Eta²: Small
 Gender, Partial Eta²: Small

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

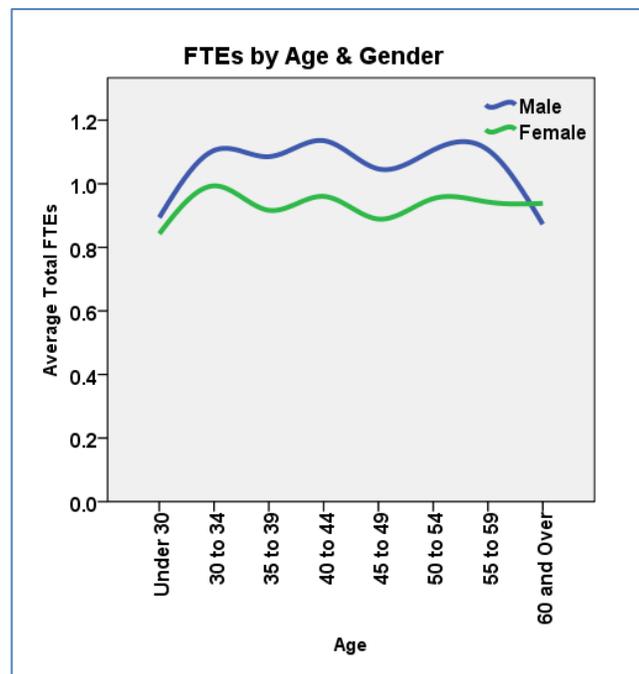


Source: Va. Healthcare Workforce Data Center

The typical 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.³

Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.85	0.88
30 to 34	1.03	1.05
35 to 39	0.92	0.92
40 to 44	0.88	0.97
45 to 49	0.87	0.89
50 to 54	0.96	0.93
55 to 59	1.03	1.09
60 and Over	0.87	0.78
Gender		
Male	1.01	1.03
Female	0.93	0.96

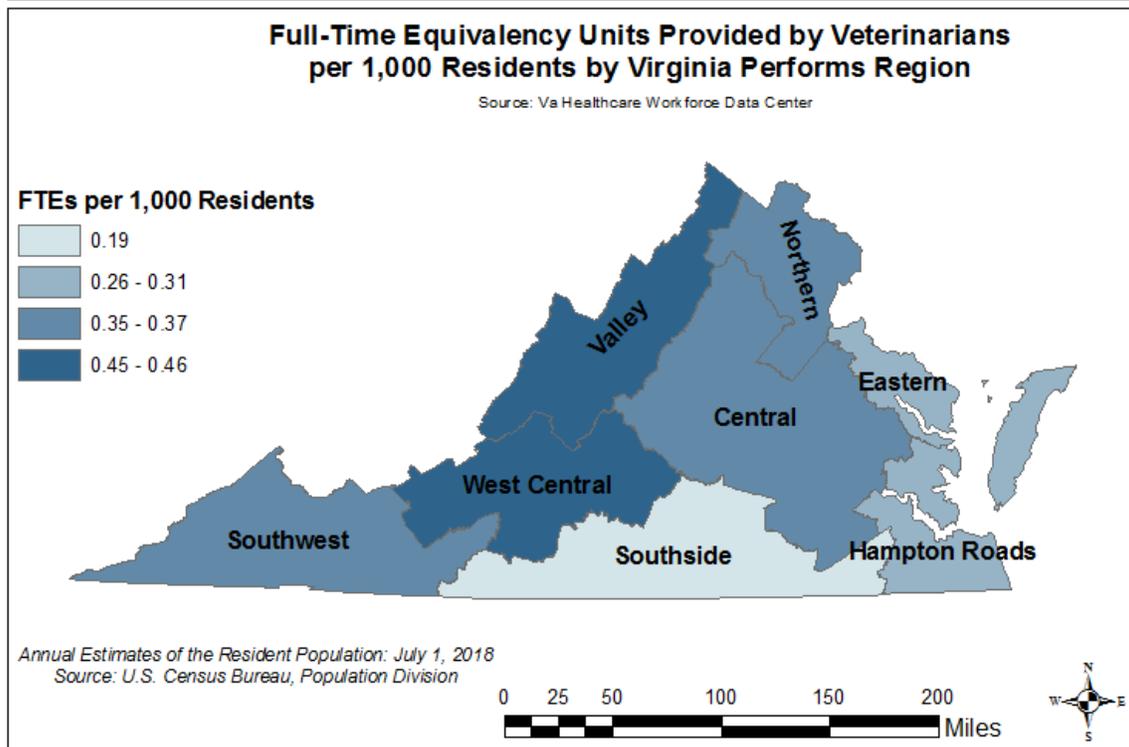
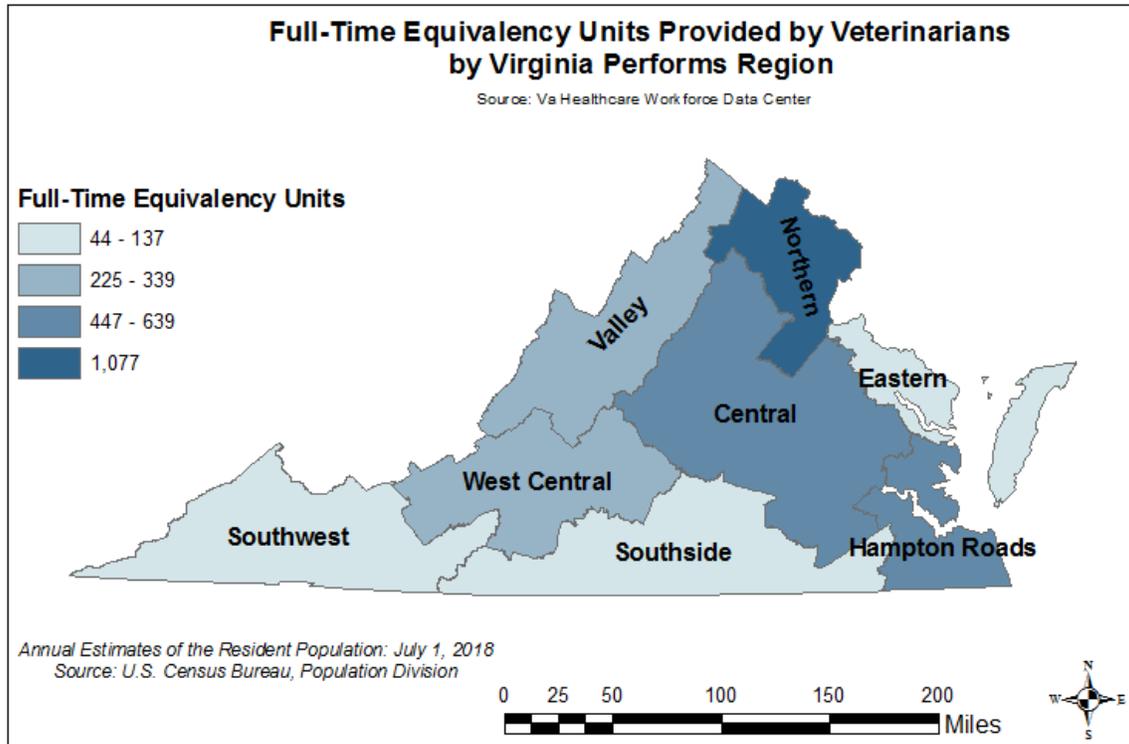
Source: Va. Healthcare Workforce Data Center

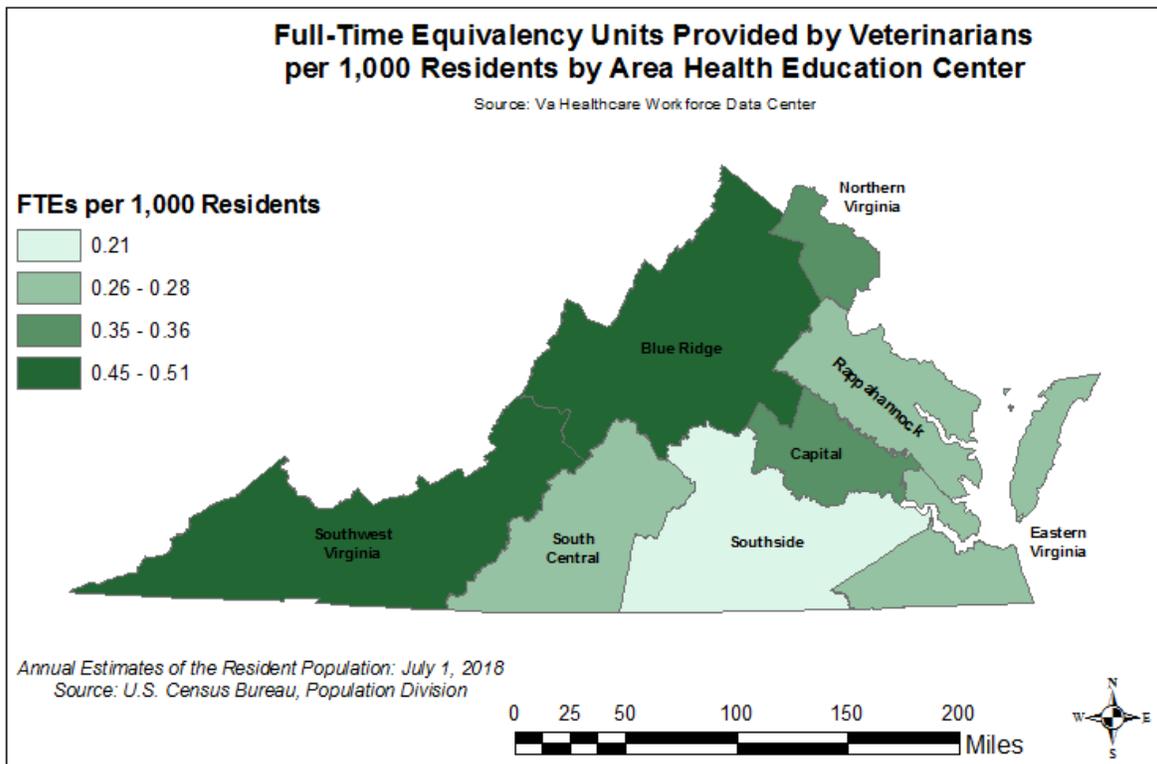
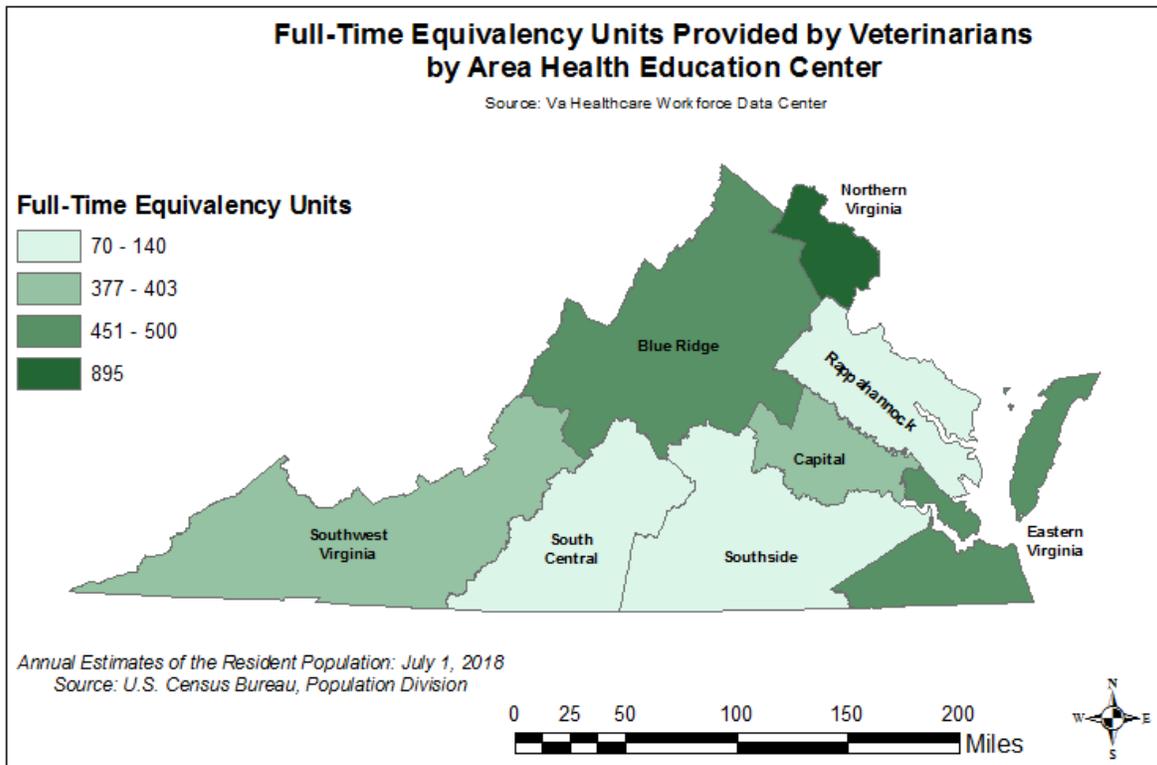


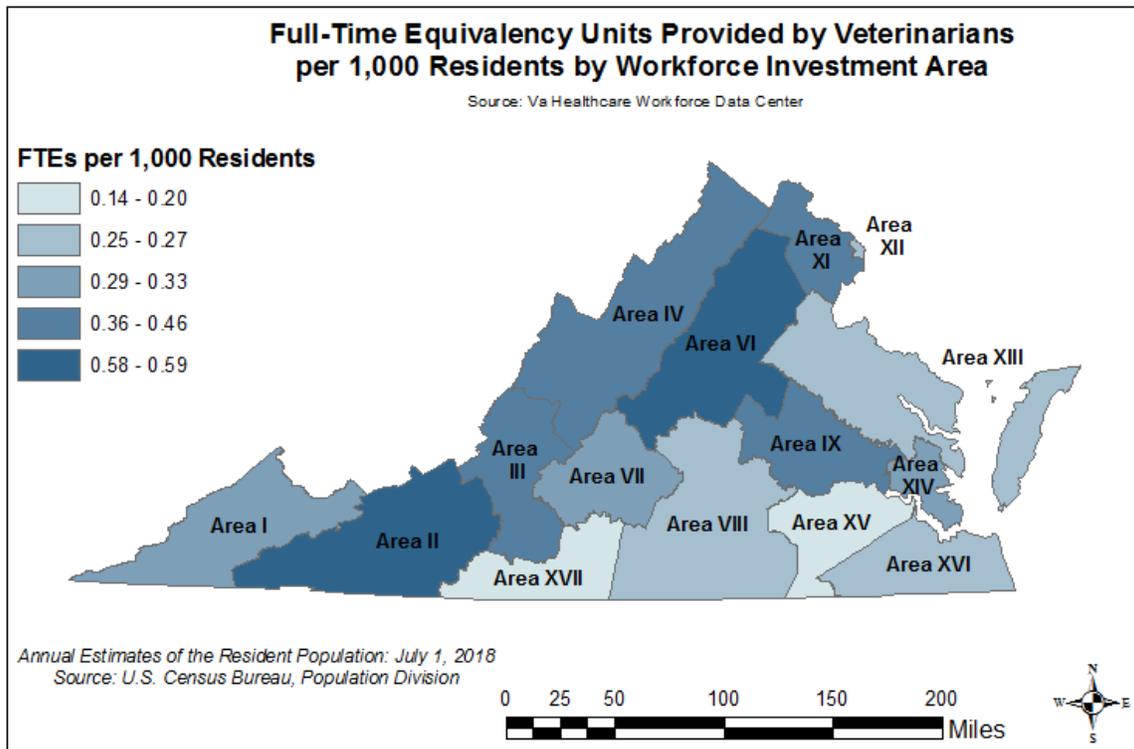
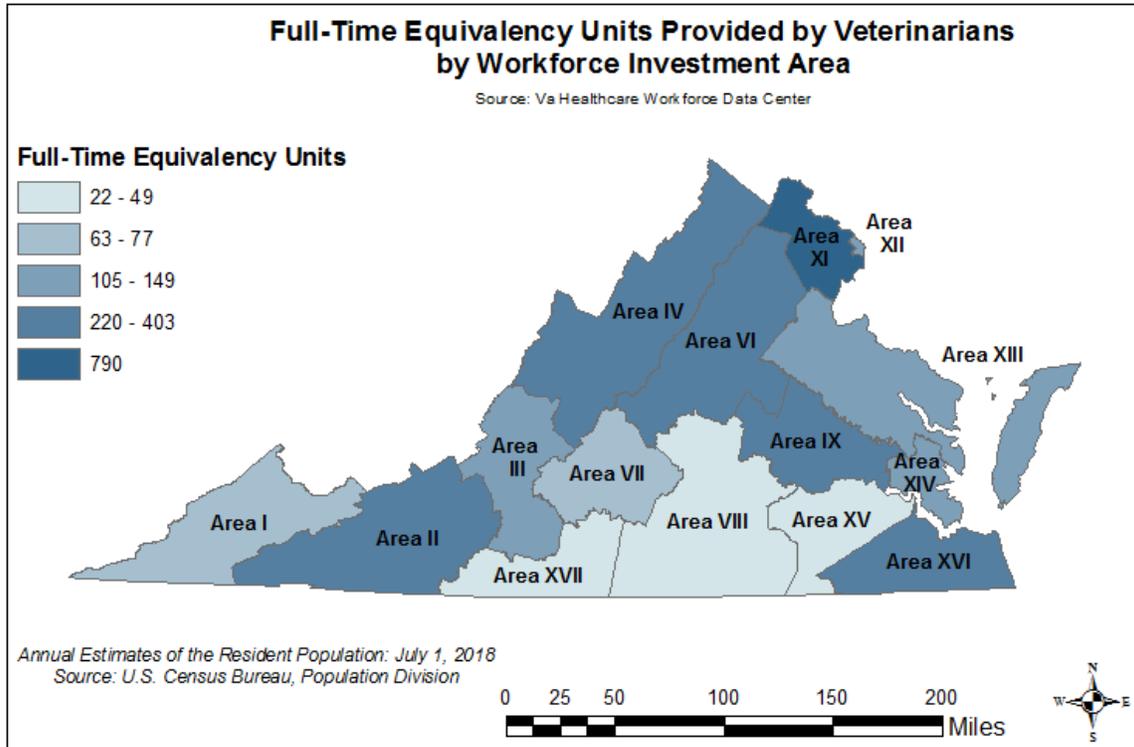
Source: Va. Healthcare Workforce Data Center

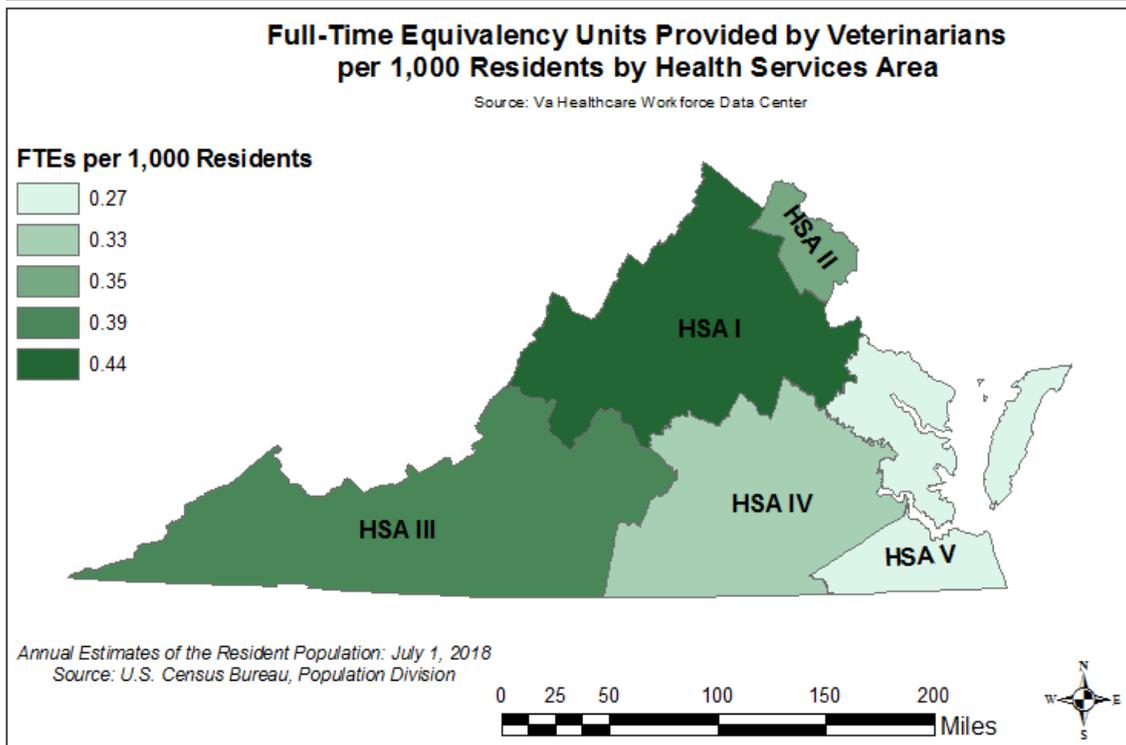
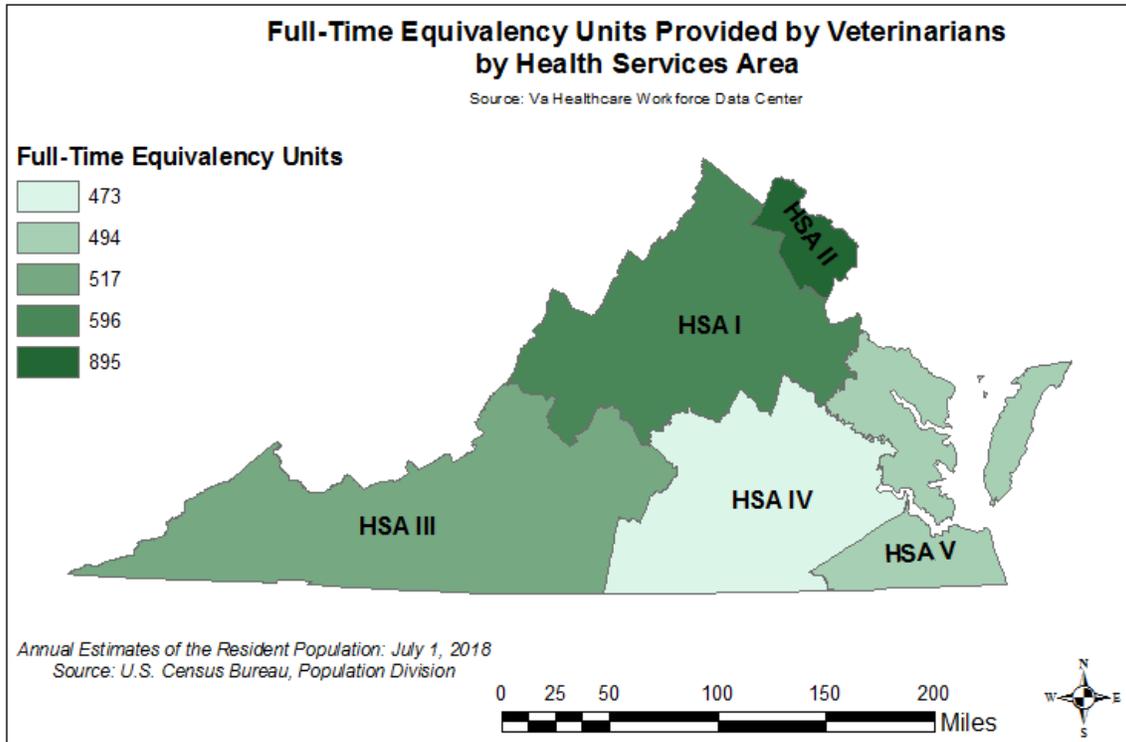
² Number of residents in 2018 was used as the denominator.

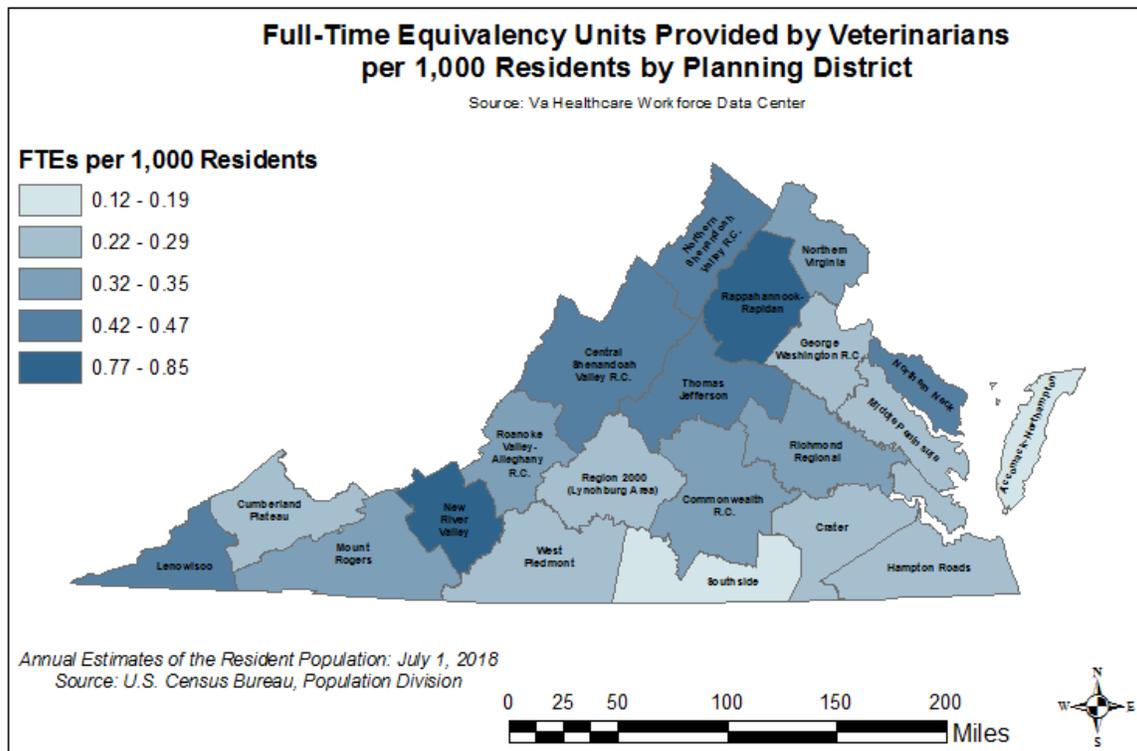
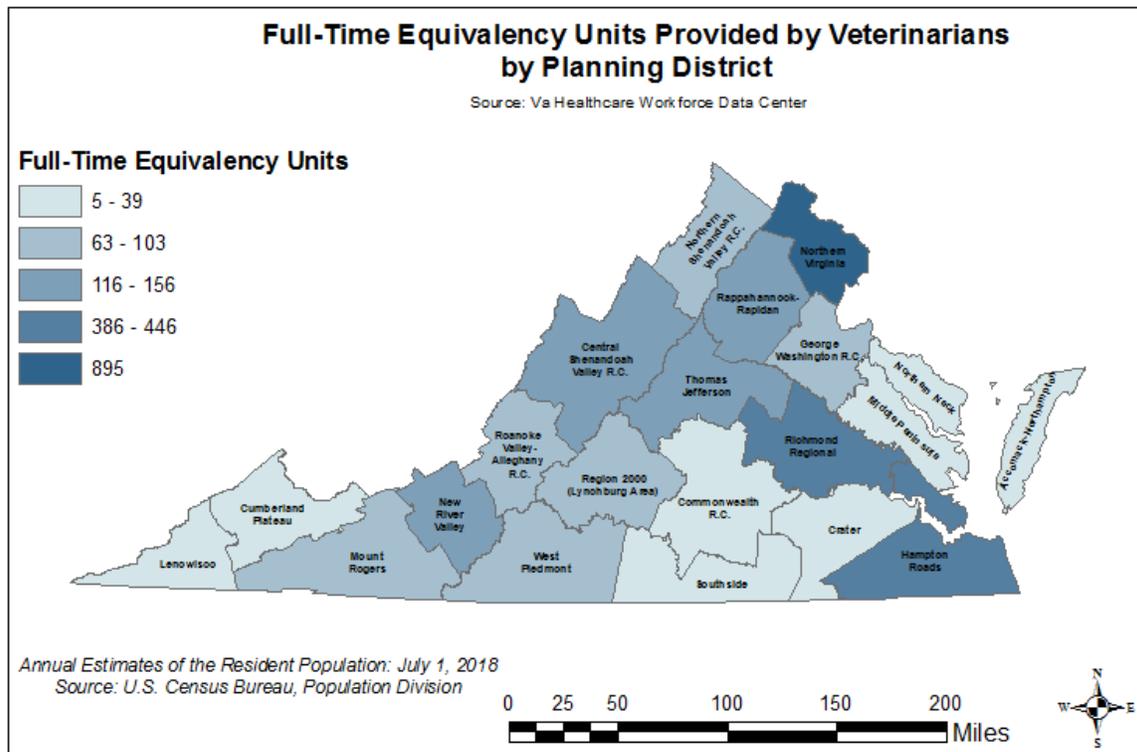
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction Effect were significant).











Appendices

Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 Million+	2,099	78.42%	1.275213	1.21575	1.46216
Metro, 250,000 to 1 Million	230	79.13%	1.263736	1.2048	1.44901
Metro, 250,000 or Less	566	79.86%	1.252212	1.19382	1.43579
Urban Pop 20,000+, Metro Adj.	29	82.76%	1.208333	1.15199	1.38548
Urban Pop 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop, 2,500-19,999, Metro Adj.	154	78.57%	1.272727	1.21338	1.45932
Urban Pop, 2,500-19,999, Non-Adj.	53	83.02%	1.204545	1.14837	1.38114
Rural, Metro Adj.	85	71.76%	1.393443	1.32846	1.59773
Rural, Non-Adj.	21	57.14%	1.75	1.66839	1.78272
Virginia Border State/D.C.	642	77.57%	1.289157	1.22904	1.47815
Other U.S. State	671	73.47%	1.361055	1.29758	1.56059

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	353	67.71%	1.476987	1.38114	1.59773
30 to 34	601	76.21%	1.312227	1.22707	1.78272
35 to 39	599	78.46%	1.274468	1.19176	1.73143
40 to 44	582	79.55%	1.257019	1.17544	1.70772
45 to 49	490	81.43%	1.22807	1.14837	1.66839
50 to 54	464	79.09%	1.264305	1.18226	1.71762
55 to 59	463	80.13%	1.247978	1.16699	1.35
60 and Over	999	76.68%	1.304178	1.21954	1.77179

Source: Va. Healthcare Workforce Data Center

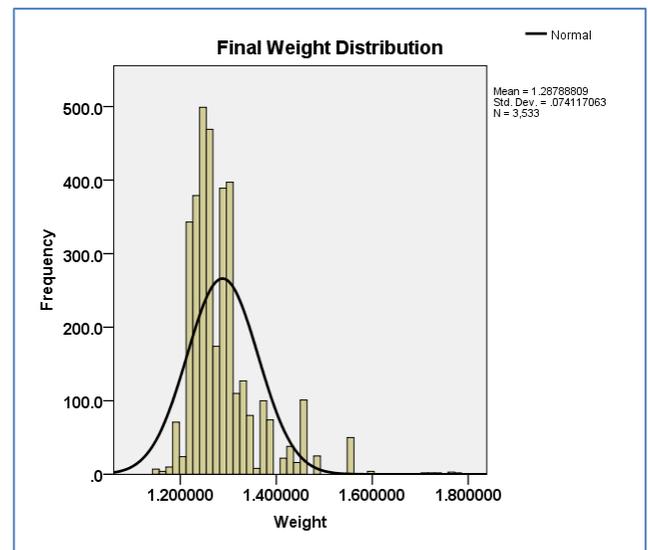
See the Methods section on the HWDC website for details on HWDC Methods:

<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: 0.776313



Source: Va. Healthcare Workforce Data Center