
Virginia's Veterinarian Workforce: 2020

Healthcare Workforce Data Center

January 2021

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More than 3,700 veterinarians voluntarily participated in this survey. Without their efforts, the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Veterinary Medicine express our sincerest appreciation for your ongoing cooperation.

Thank You!

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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
2020 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 Veterinarian Workforce: At a Glance:

The Workforce

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

Background

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

Current Employment

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

Survey Response Rate

All Licensees:	80%
Renewing Practitioners:	88%

Education

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

Job Turnover

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

Demographics

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

Finances

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

Time Allocation

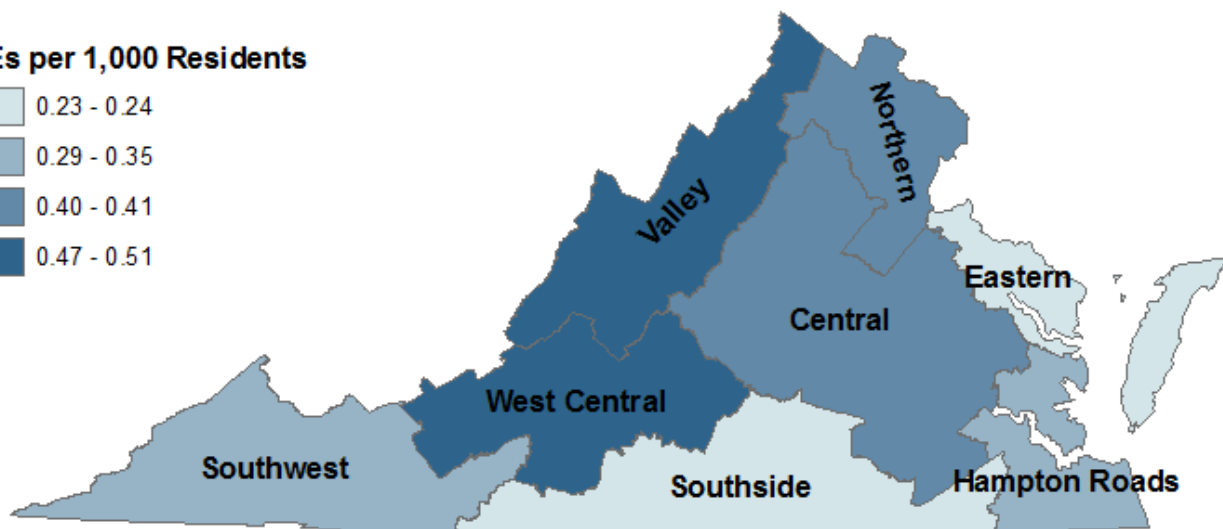
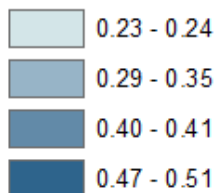
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	87%

Source: Va. Healthcare Workforce Data Center

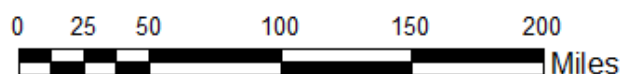
Full-Time Equivalency Units Provided by Veterinarians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



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



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

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

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

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

Summary of Trends

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

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

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

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

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

Definitions

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

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinarians

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

Response Rates

All Licensees: 80%
 Renewing Practitioners: 88%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Veterinarian Workforce: 3,483
 FTEs: 3,403

Utilization Ratios

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

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

Definitions

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



Source: Va. Healthcare Workforce Data Center

Weighting is used to estimate the figures in this report.

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

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

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Veterinarians		Veterinarians Under 40	
	%	#	%	#	%
White	61%	2,499	88%	930	84%
Black	19%	65	2%	28	3%
Hispanic	10%	104	4%	61	6%
Asian	7%	83	3%	48	4%
Two or More Races	3%	64	2%	39	4%
Other Race	0%	19	1%	1	0%
Total	100%	2,834	100%	1,107	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, 2019.

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

Gender

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

Age

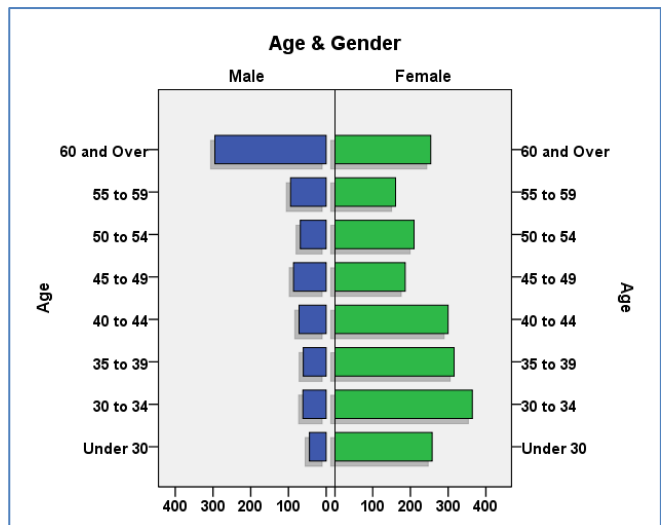
Median Age: 45
% Under 40: 39%
% 55+: 28%

Diversity

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

Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 9%
 Rural Childhood: 30%

Virginia Background

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

Location Choice

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

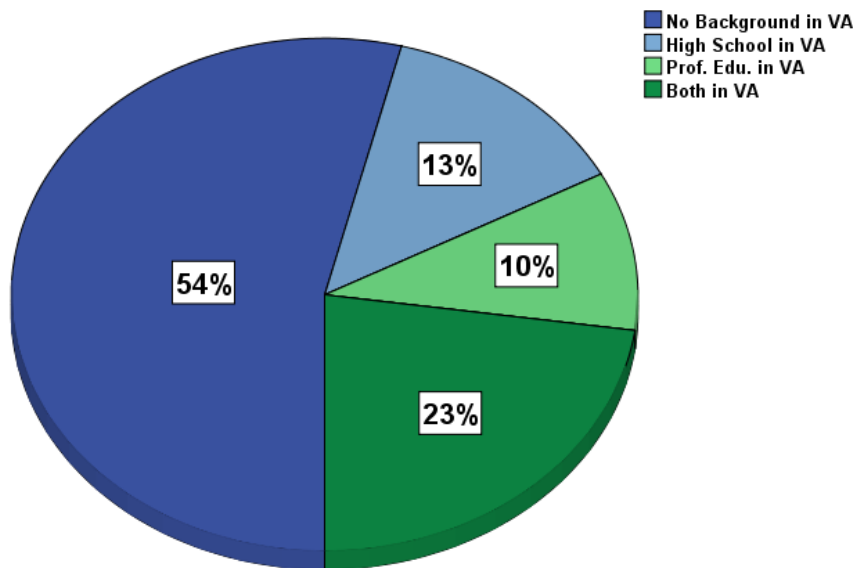
Source: Va. Healthcare Workforce Data Center

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

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

Top Ten States for Veterinarian Recruitment

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

Source: Va. Healthcare Workforce Data Center

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

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

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

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

Not in VA Workforce

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

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

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

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

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

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

Positions Held

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

Weekly Hours:

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

Benefits
Health Insurance: 53%
Retirement: 51%

Satisfaction
Satisfied: 91%
Very Satisfied: 57%

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

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

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 2%
Underemployed: 1%

Turnover & Tenure

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

Employment Type

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

Source: Va. Healthcare Workforce Data Center

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

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

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 between a low of 2.8% and a high of 10.8%. At the time of publication, the unemployment rate from December 2020 was still preliminary.

At a Glance:

Concentration

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

Locations

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

Source: Va. Healthcare Workforce Data Center

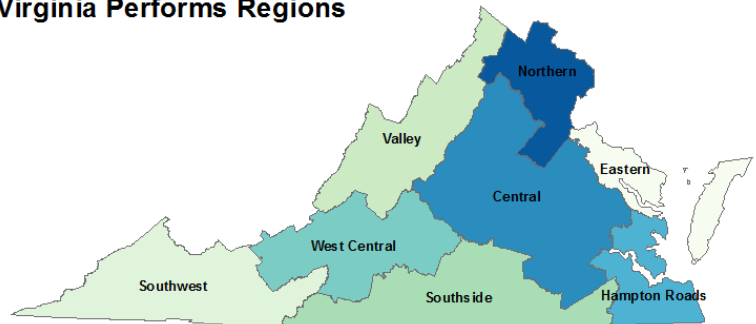
Nearly three-fourths of all veterinarians in the state work in Northern Virginia, Central Virginia, and Hampton Roads.

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



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

Number of Work Locations

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

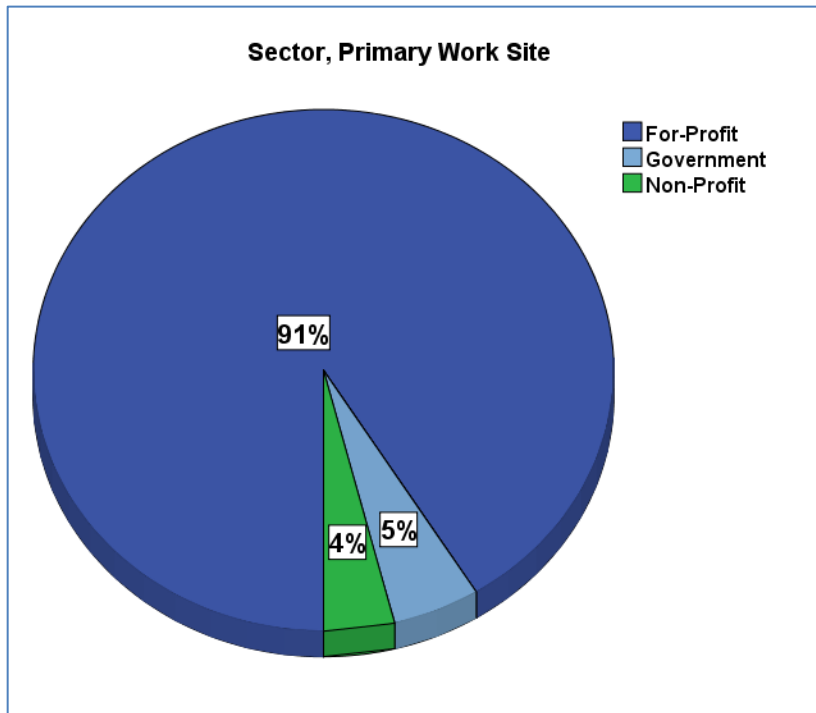
Sector

For-Profit:	91%
Federal:	2%

Top Establishments

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

Source: Va. Healthcare Workforce Data Center



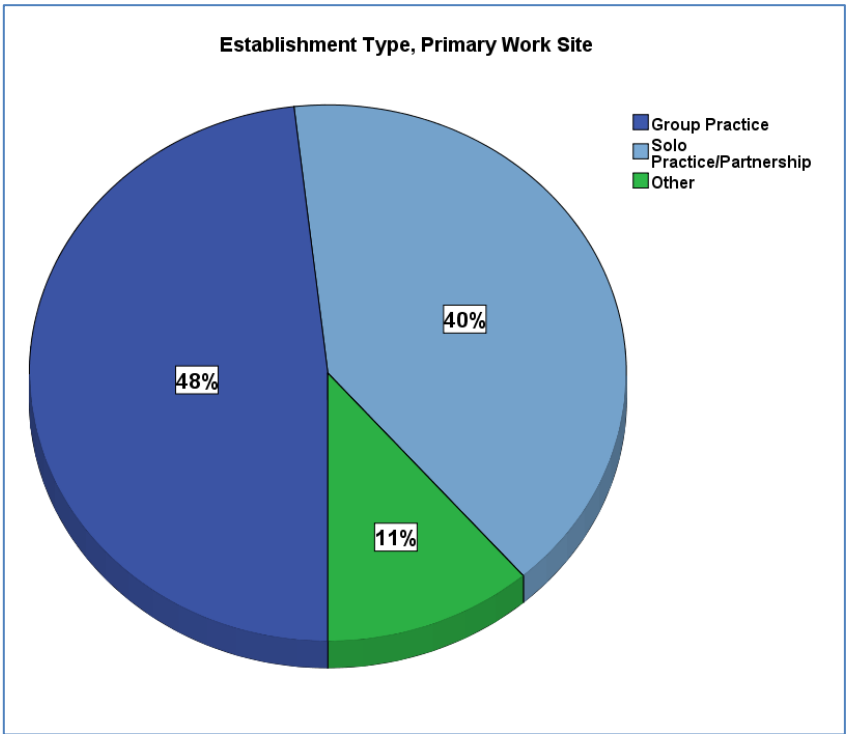
Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

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

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

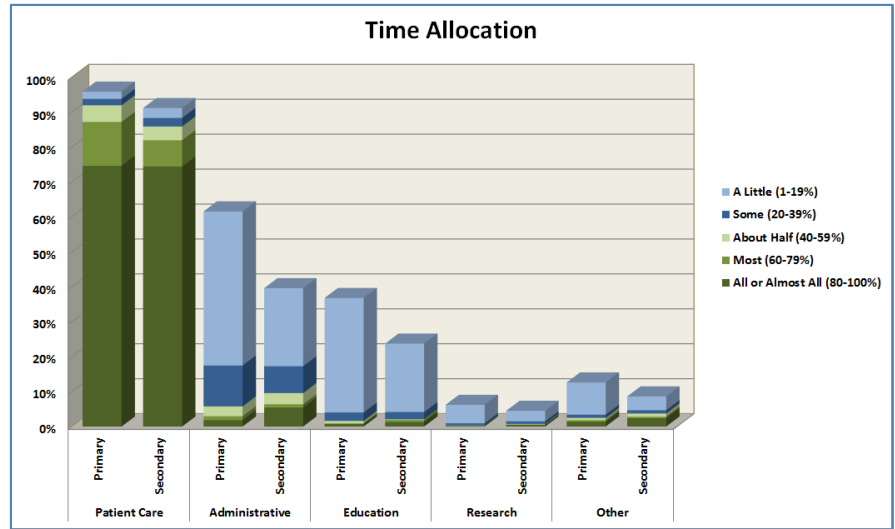
Patient Care: 87%
Administrative: 3%
Education: 1%

Patient Care Veterinarians

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



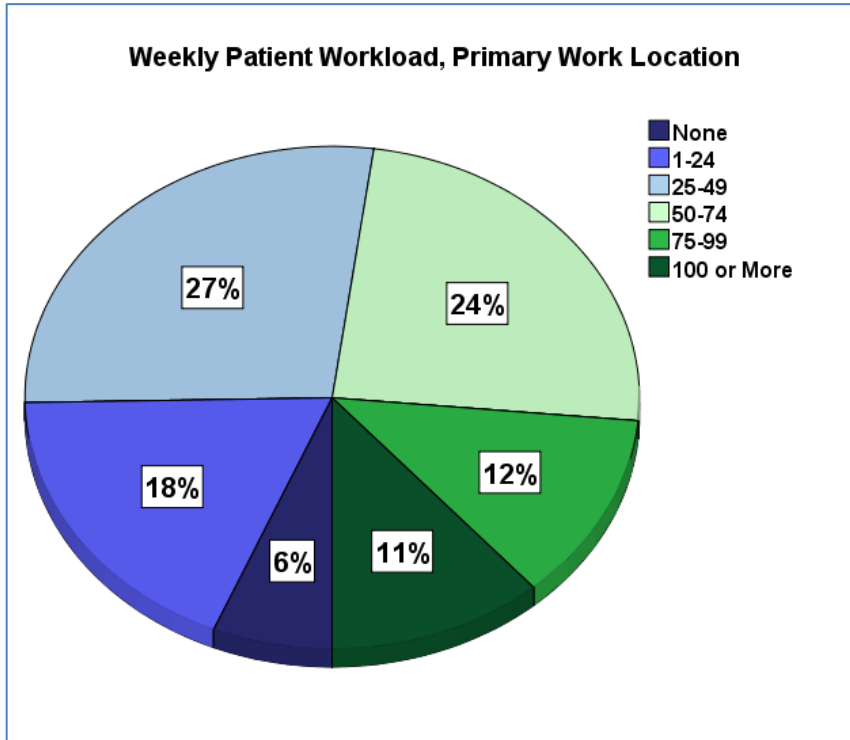
Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

At a Glance:

Patient Workload (Median)

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

Source: Va. Healthcare Workforce Data Center

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

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

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Veterinarians

Under 65: 39%
Under 60: 15%

Veterinarians 50 and Over

Under 65: 27%
Under 60: 6%

Time Until Retirement

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

Source: Va. Healthcare Workforce Data Center

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

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

Future Plans

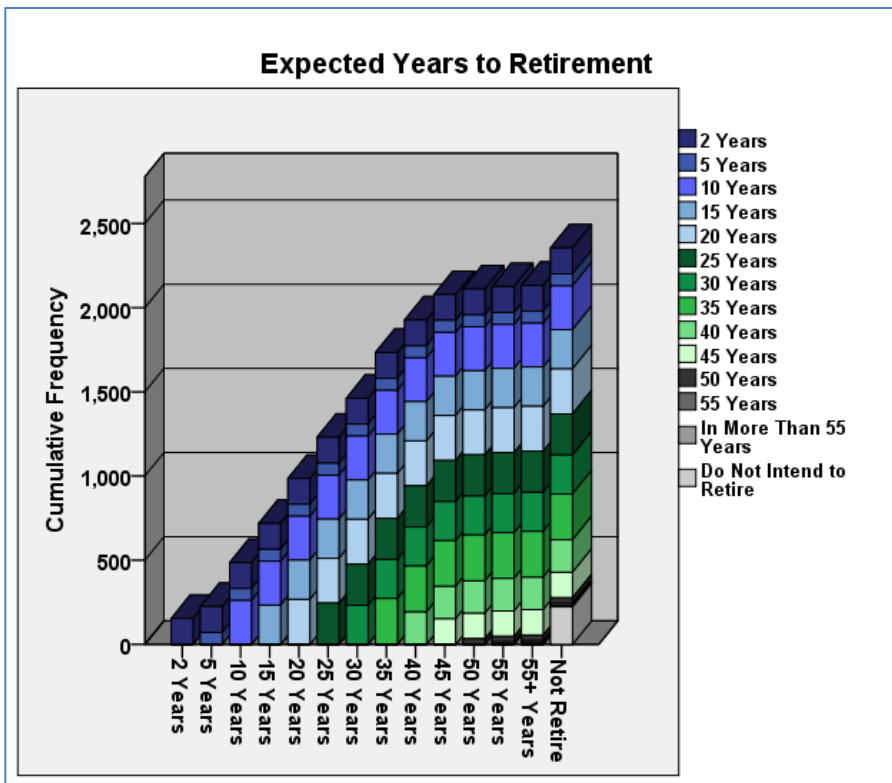
Two-Year Plans:	#	%
Decrease Participation		
Decrease Patient Care Hours	373	11%
Leave Virginia	120	3%
Leave Profession	54	2%
Decrease Teaching Hours	10	0%
Increase Participation		
Pursue Additional Education	275	8%
Increase Patient Care Hours	193	6%
Increase Teaching Hours	111	3%
Return to Virginia's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

Source: Va. Healthcare Workforce Data Center

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

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	154	7%	7%
5 Years	71	3%	10%
10 Years	260	11%	21%
15 Years	233	10%	30%
20 Years	267	11%	42%
25 Years	244	10%	52%
30 Years	232	10%	62%
35 Years	272	12%	74%
40 Years	193	8%	82%
45 Years	151	6%	88%
50 Years	33	1%	90%
55 Years	14	1%	90%
In More Than 55 Years	8	0%	91%
Do Not Intend to Retire	222	9%	100%
Total	2,355	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 2030. Retirement will peak at 12% of the current workforce in 2055 before declining to under 10% of the current workforce again around 2060.

At a Glance:

FTEs

Total: 3,403
 FTEs/1,000 Residents²: 0.399
 Average: 0.99

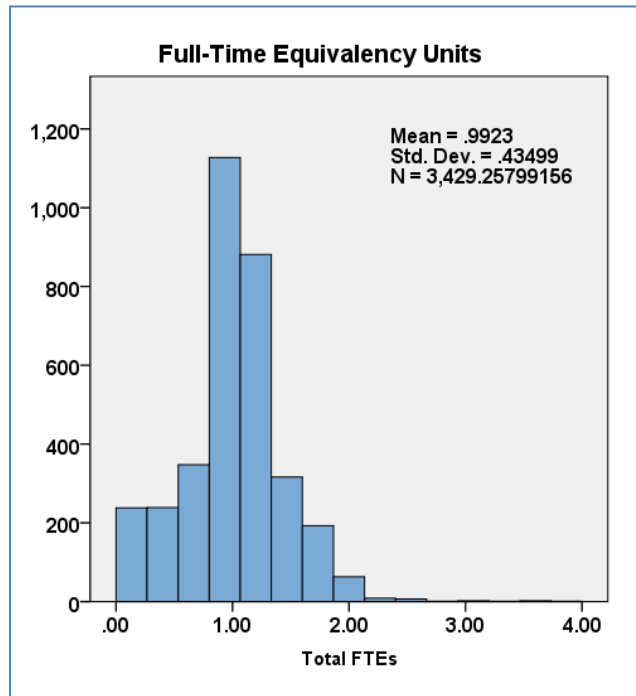
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

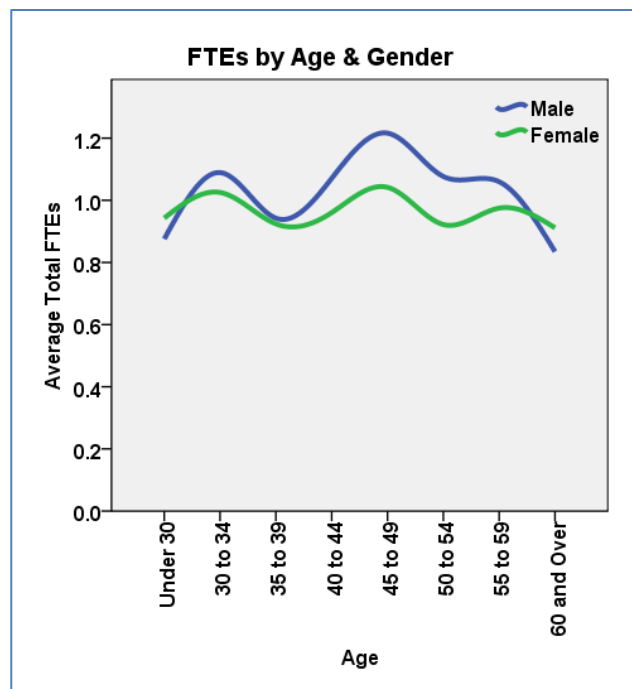


Source: Va. Healthcare Workforce Data Center

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

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

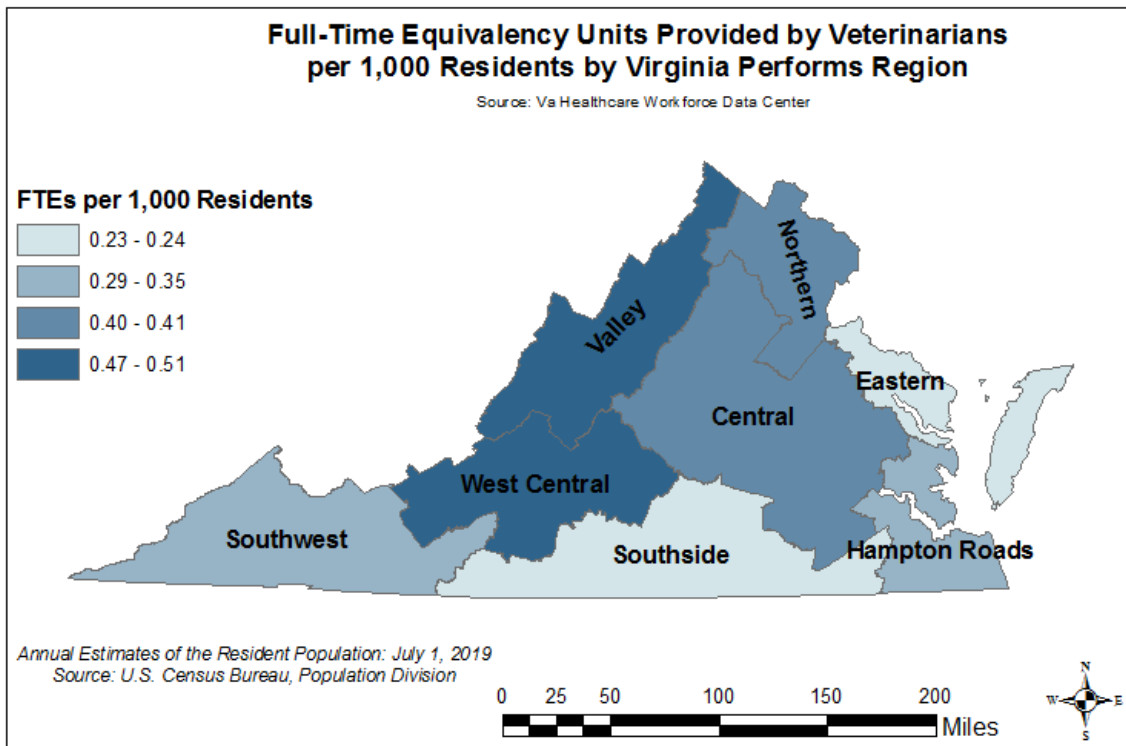
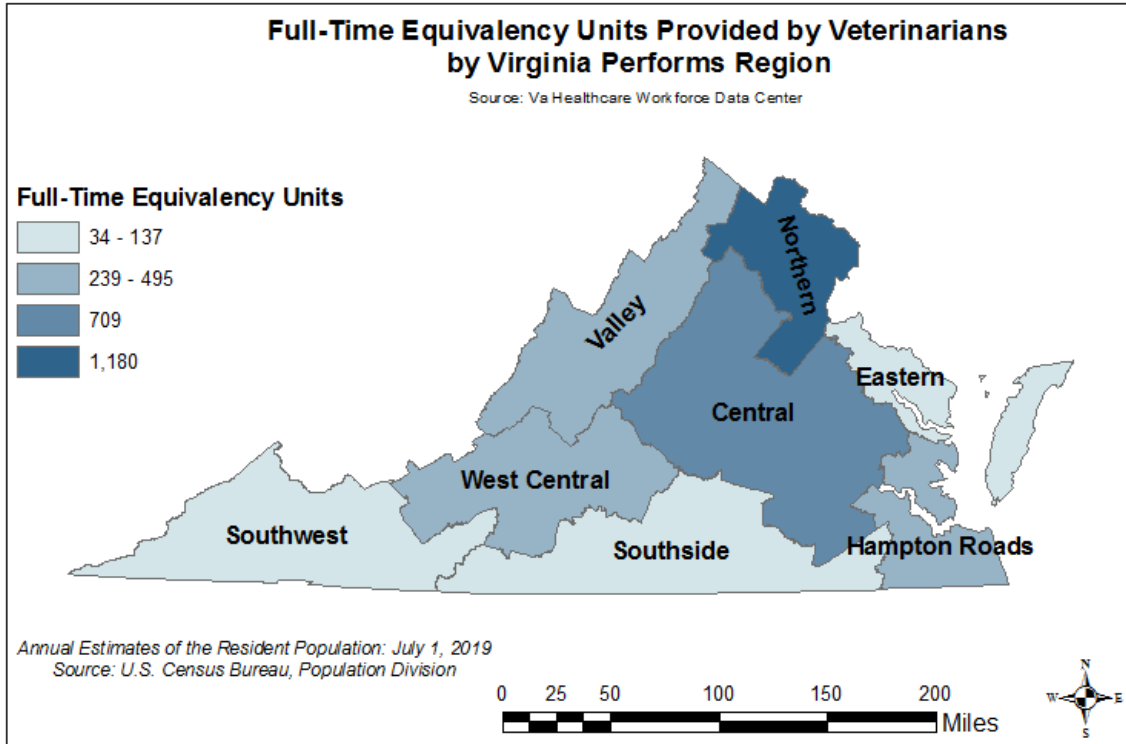
Source: Va. Healthcare Workforce Data Center

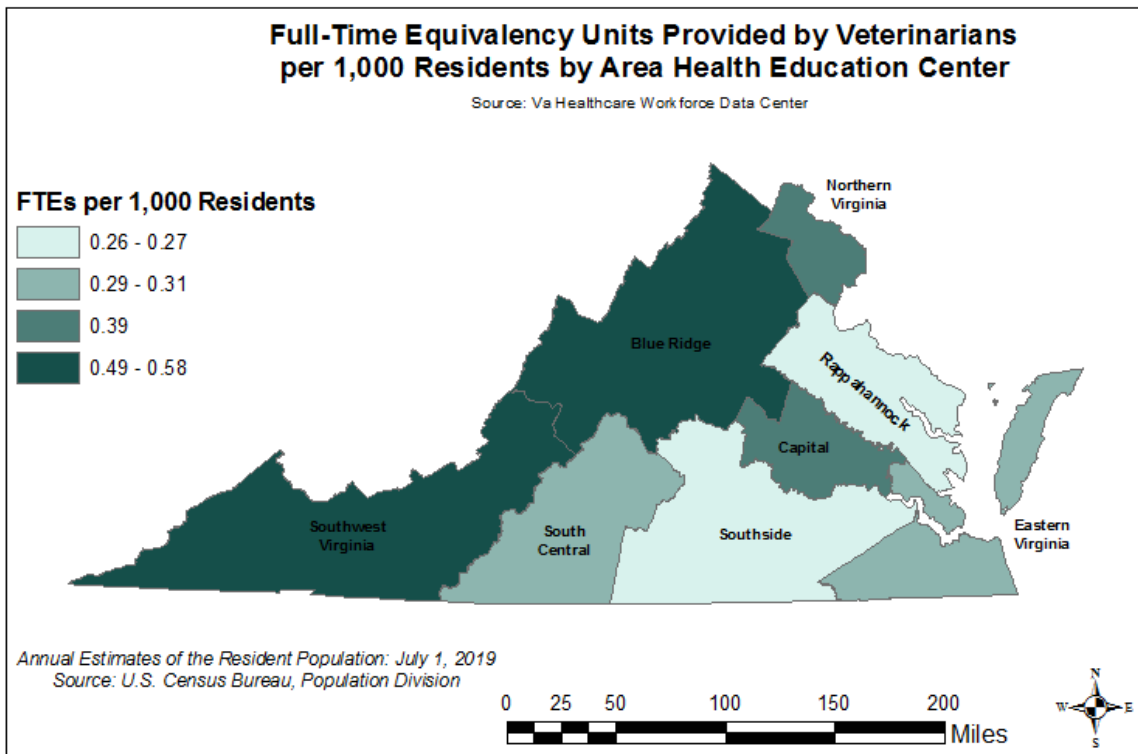
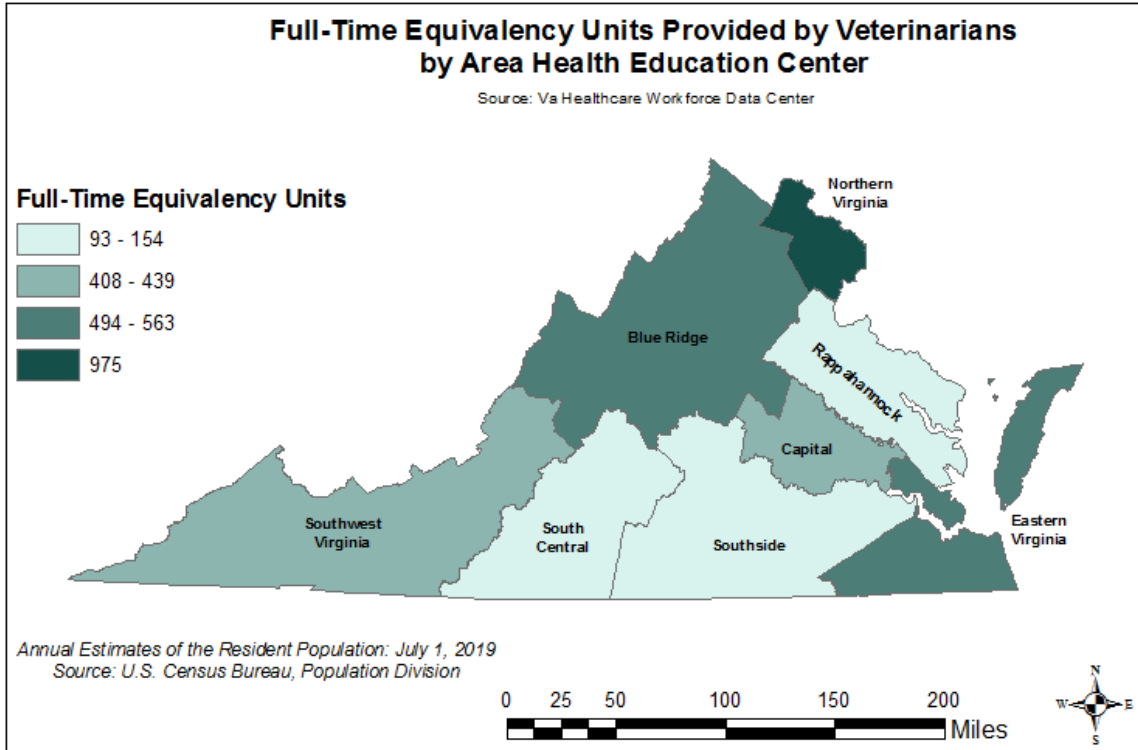


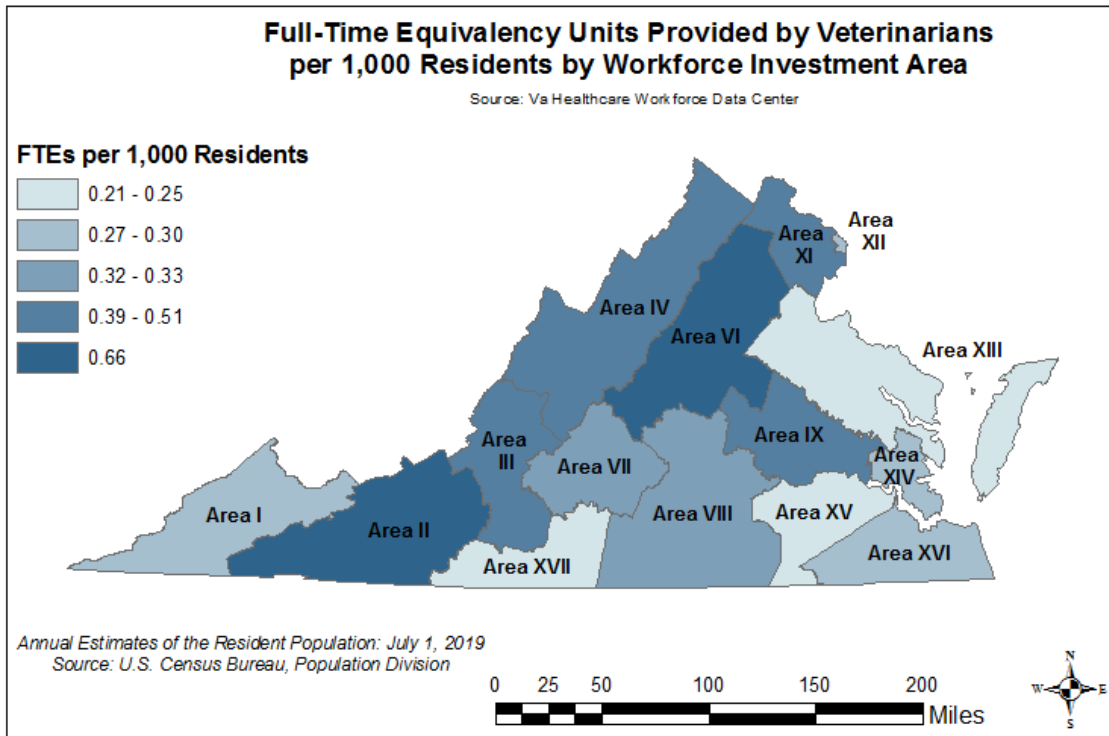
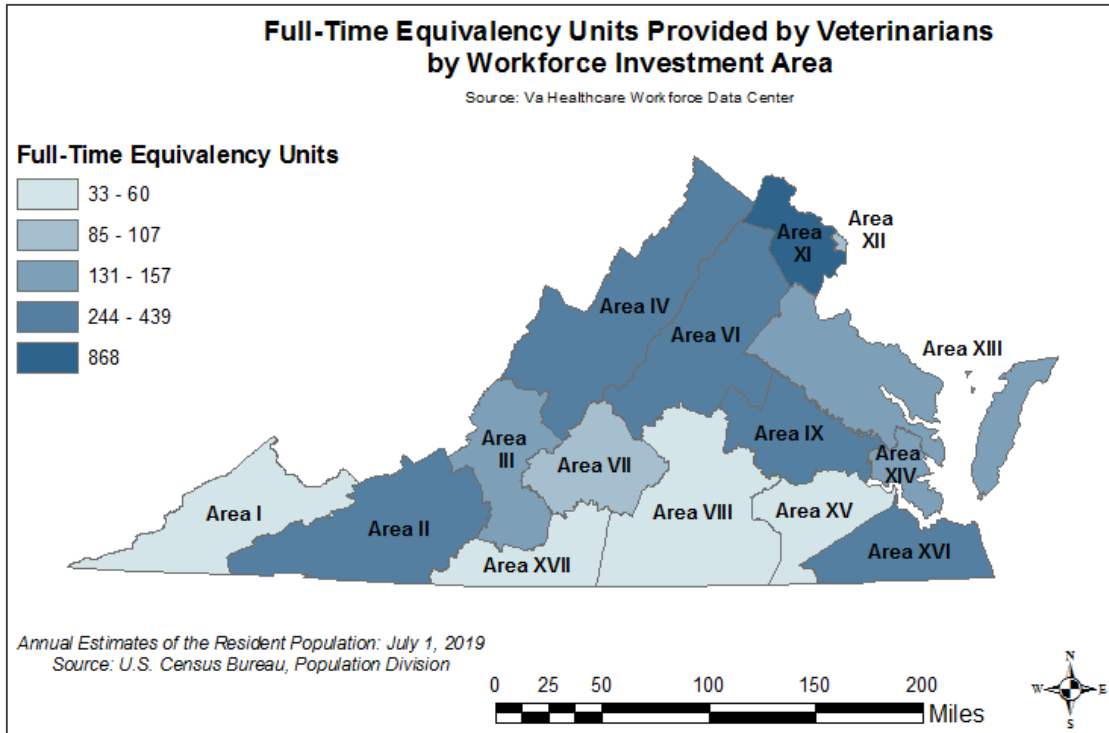
Source: Va. Healthcare Workforce Data Center

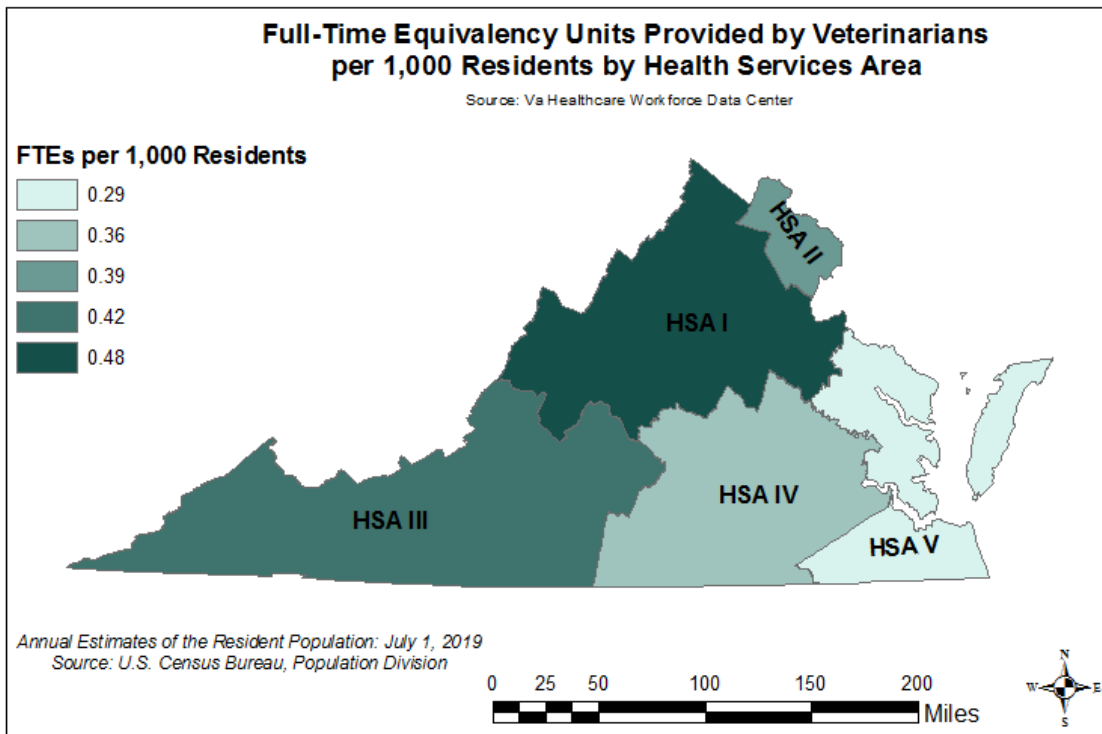
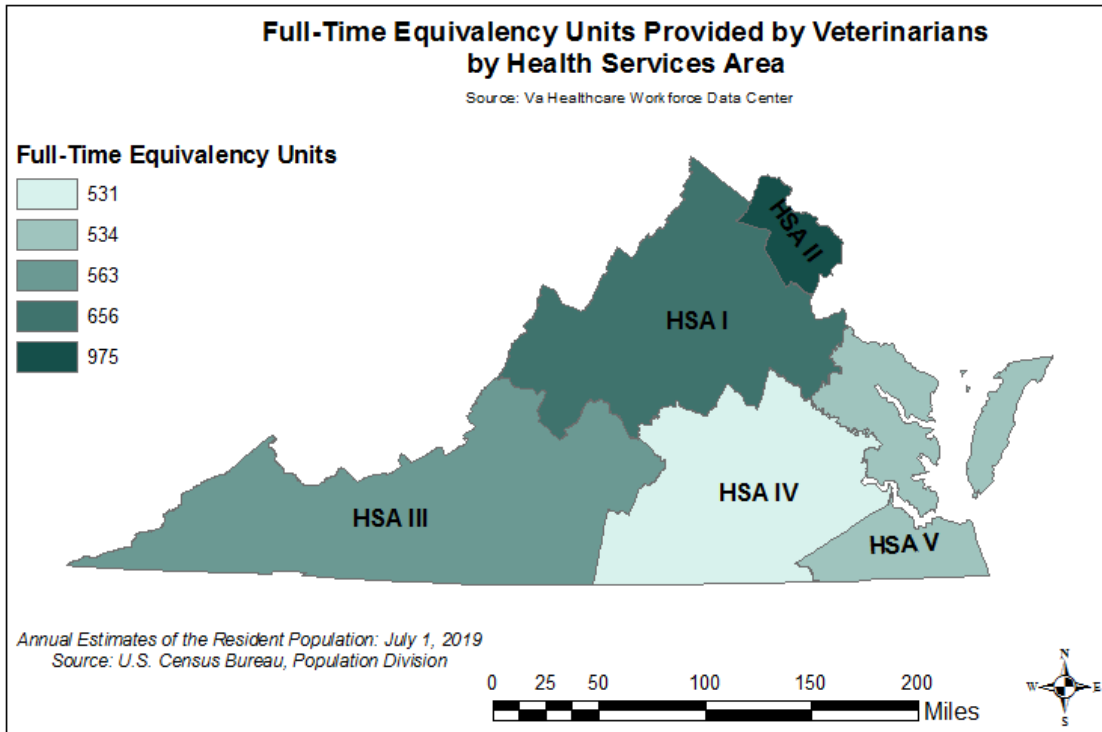
² Number of residents in 2019 was used as the denominator.

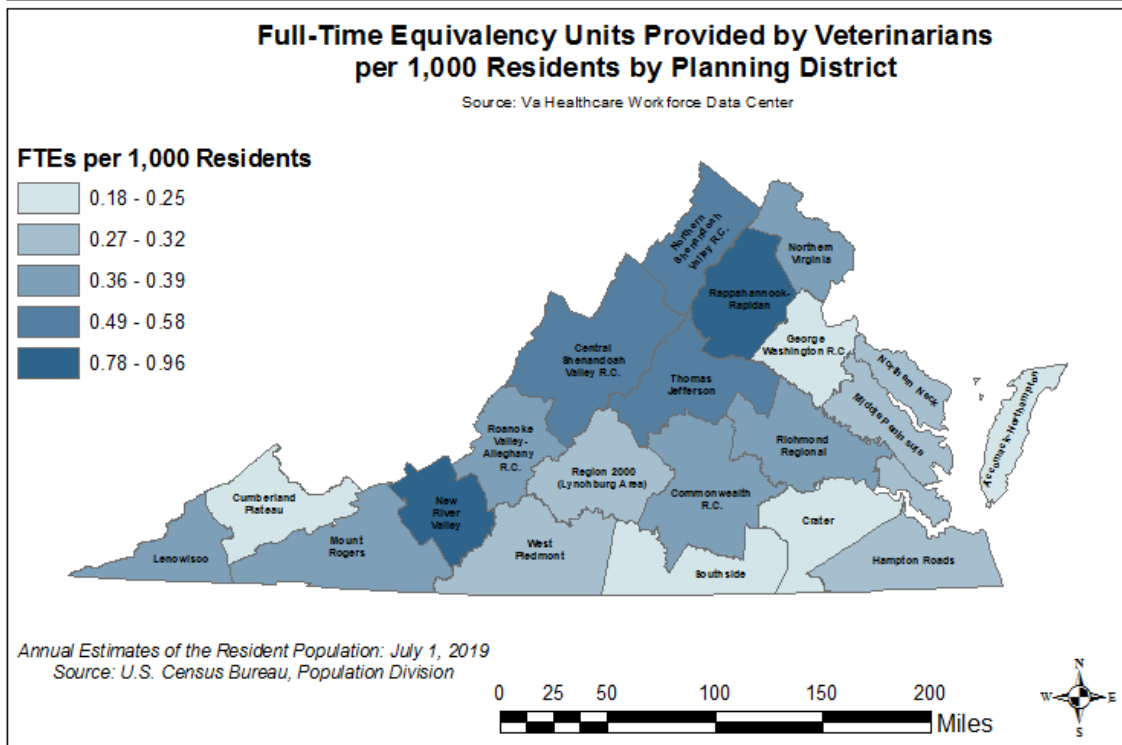
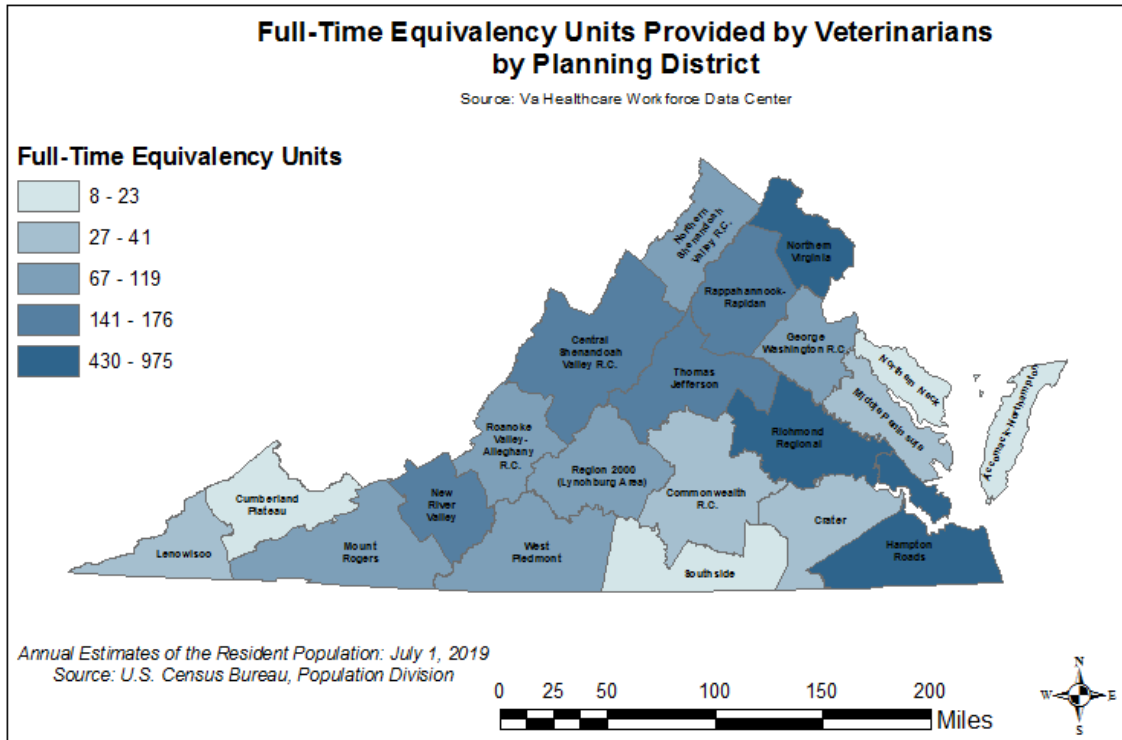
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction Effect were significant).











Appendices

Appendix A: Weights

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

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

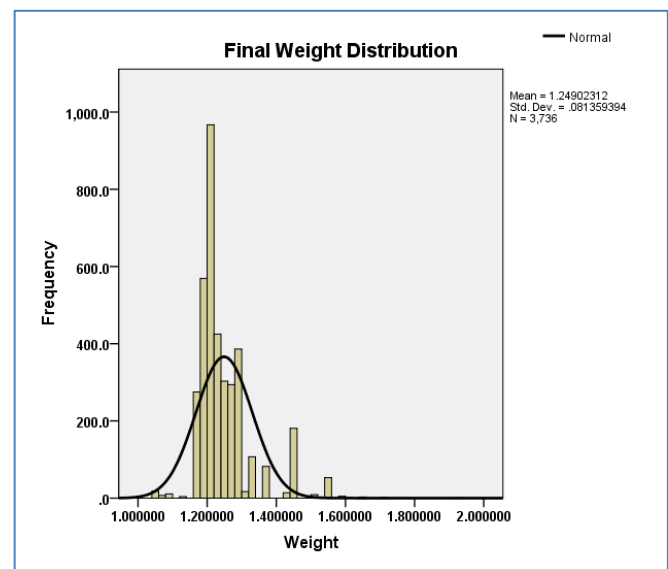
See the Methods section on the HWDC website for details on HWDC methods:

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

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

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

Overall Response Rate: 0.800686



Source: Va. Healthcare Workforce Data Center