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# *Virginia's Veterinarian Workforce: 2021*

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Healthcare Workforce Data Center

February 2021

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*More than 3,900 veterinarians voluntarily participated in this survey. Without their efforts, the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Veterinary Medicine express our sincerest appreciation for their ongoing cooperation.*

***Thank You!***

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## The Veterinarian Workforce: At a Glance:

### The Workforce

Licensees:	5,017
Virginia's Workforce:	3,723
FTEs:	3,480

### Background

Rural Childhood:	27%
HS Diploma in VA:	36%
Prof. Degree in VA:	33%

### Current Employment

Employed in Prof.:	95%
Hold 1 Full-Time Job:	68%
Satisfied?:	91%

### Survey Response Rate

All Licensees:	79%
Renewing Practitioners:	84%

### Education

DVM/VMD:	78%
Bachelor of Science:	57%

### Job Turnover

Switched Jobs:	6%
Employed Over 2 Yrs.:	64%

### Demographics

Female:	74%
Diversity Index:	22%
Median Age:	44

### Finances

Median Inc.:	\$100k-\$110k
Health Insurance:	56%
Under 40 w/ Ed. Debt:	70%

### Time Allocation

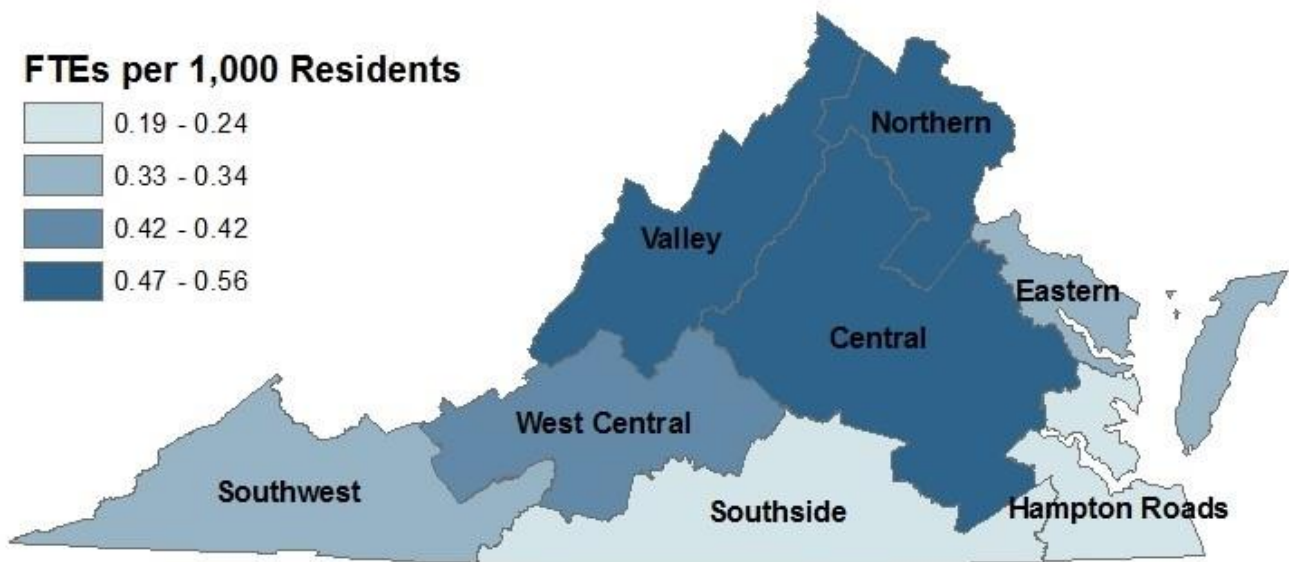
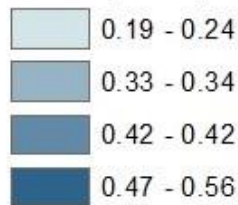
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	87%

Source: Va. Healthcare Workforce Data Center

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

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2020  
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2021 Veterinarian Survey. More than 3,900 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 79% of the 5,017 veterinarians licensed in the state and 84% of renewing practitioners.

The HWDC estimates that 3,723 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 3,480 "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 28%. Both of these values are well below the diversity index of 60% for Virginia's population as a whole. Nearly three out of every ten veterinarians grew up in rural areas, and 16% 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, 68% hold one full-time job, and 37% 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, 46% of all veterinarians work in group practices, while another 42% are employed at solo practices or partnerships. The typical veterinarian earns between \$100,000 and \$110,000 per year. In addition, 74% of veterinarians receive at least one employer-sponsored benefit, including 56% who have access to health insurance. More than 90% of veterinarians are satisfied with their current work situation, including 55% who indicated that they are "very satisfied".

## Summary of Trends

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In this section, all statistics for the current year are compared to the 2018 veterinarian workforce. Few clear trends were noted between 2018 and 2021. Some of the most notable are the number of licensed veterinarians in Virginia (5,017 vs. 4,470), the size of Virginia's veterinarian workforce (3,723 vs. 3,322), and the number of FTEs provided by this workforce (3,840 vs. 3,119) all increased by 12%. In addition, Virginia's renewing veterinarians were also more likely to respond to this survey (84% vs. 77%).

Further, females constitute a greater proportion of Virginia's veterinarian workforce (74% vs. 70%) and the workforce is becoming younger; the median age in 2021 was 44 compared to 45 since 2018. The percentage of veterinarians under the age of 40 has also increased (40% vs. 36%), and the diversity index of this workforce has grown as well (22% vs. 20%). Virginia's veterinarians are slightly less likely to have grown up in a rural area (27% vs. 29%) and this population with rural childhood location is slightly less likely to work in non-metro areas (16% vs. 18%).

Education debt burden has increased considerably for veterinarians; the median debt held by all veterinarians is now \$130,000-\$140,000 compared to \$110,000-\$120,000 in 2018. The percent with debt among all veterinarians stayed at 45% but declined slightly for veterinarians under age 40 (70% vs 76%). Meanwhile, the rate of involuntary unemployment has declined (0% vs. 1%), the decline is even more drastic when compared to the 4% rate of 2020. Veterinarians are slightly less likely to work in group private practices (46% vs. 47%) but more likely to work in solo private practices/partnerships (42% vs. 41%). At their primary work location, veterinarians are more likely to fill a patient care role (87% vs. 86%).

The median annual income of the veterinarian workforce has increased (\$100k-\$110k vs. \$90k-\$100k). In addition, veterinarians are more likely to receive at least one employer-sponsored benefit (74% 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	#	%
<b>Renewing Practitioners</b>	4,486	89%
<b>New Licensees</b>	305	6%
<b>Non-Renewals</b>	226	5%
<b>All Licensees</b>	<b>5,017</b>	<b>100%</b>

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 79% of all veterinarians who held a license at some point in the past year.*

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
<b>By Age</b>			
<b>Under 30</b>	117	259	69%
<b>30 to 34</b>	188	524	74%
<b>35 to 39</b>	132	530	80%
<b>40 to 44</b>	126	529	81%
<b>45 to 49</b>	83	435	84%
<b>50 to 54</b>	88	398	82%
<b>55 to 59</b>	76	412	84%
<b>60 and Over</b>	260	860	77%
<b>Total</b>	<b>1,070</b>	<b>3,947</b>	<b>79%</b>
<b>New Licenses</b>			
<b>Issued in Past Year</b>	147	158	52%
<b>Metro Status</b>			
<b>Non-Metro</b>	77	283	79%
<b>Metro</b>	601	2,475	81%
<b>Not in Virginia</b>	392	1,189	75%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2021.
- 2. Target Population:** All veterinarians who held a Virginia license at some point between January 2021 and December 2021.
- 3. 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 2021.

Response Rates	
<b>Completed Surveys</b>	<b>3,947</b>
<b>Response Rate, All Licensees</b>	<b>79%</b>
<b>Response Rate, Renewals</b>	<b>84%</b>

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinarians

Number: 5,017  
 New: 6%  
 Not Renewed: 5%

Response Rates

All Licensees: 79%  
 Renewing Practitioners: 84%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Veterinarian Workforce: 3,723  
 FTEs: 3,480

### Utilization Ratios

Licensees in VA Workforce: 74%  
 Licensees per FTE: 1.44  
 Workers per FTE: 1.07

Source: Va. Healthcare Workforce Data Center

Veterinarian Workforce		
Status	#	%
Worked in Virginia in Past Year	3,660	98%
Looking for Work in Virginia	63	2%
Virginia's Workforce	3,723	100%
Total FTEs	3,480	
Licensees	5,017	

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 2021 and December 2021 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	40	13%	264	87%	304	10%
30 to 34	68	14%	413	86%	481	16%
35 to 39	70	18%	330	83%	400	13%
40 to 44	74	19%	325	82%	399	13%
45 to 49	78	27%	210	73%	287	10%
50 to 54	82	30%	192	70%	274	9%
55 to 59	85	33%	169	67%	254	9%
60 and Over	284	49%	301	52%	585	20%
<b>Total</b>	<b>780</b>	<b>26%</b>	<b>2,205</b>	<b>74%</b>	<b>2,985</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Veterinarians		Veterinarians Under 40	
	%	#	%	#	%
White	59%	2,614	88%	1,000	85%
Black	18%	68	2%	33	3%
Asian	7%	84	3%	48	4%
Other Race	1%	29	1%	5	0%
Two or More Races	5%	77	3%	43	4%
Hispanic	11%	101	3%	52	4%
<b>Total</b>	<b>100%</b>	<b>2,973</b>	<b>100%</b>	<b>1,181</b>	<b>100%</b>

\* Population data in this chart is from the U.S. Census Bureau, 2020 Census Redistricting Data (Public Law 94-171). Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2020.

Source: Va. Healthcare Workforce Data Center

Among the 40% 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: 74%  
% Under 40 Female: 85%

**Age**

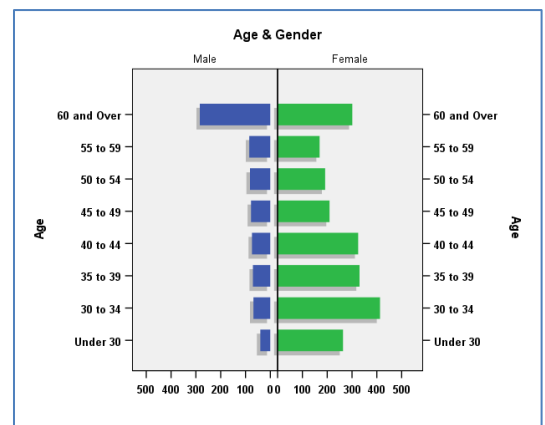
Median Age: 44  
% Under 40: 40%  
% 55+: 28%

**Diversity**

Diversity Index: 22%  
Under 40 Div. Index: 28%

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: 8%  
 Rural Childhood: 27%

### 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%

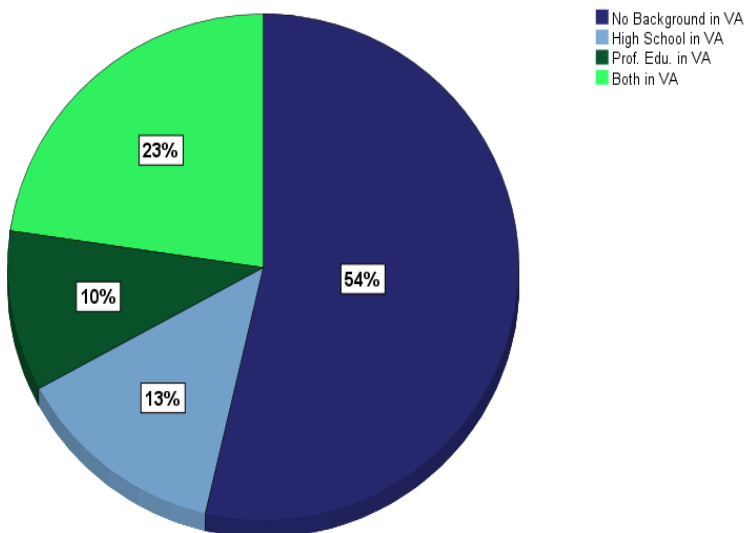
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 Million+	20%	71%	9%
2	Metro, 250,000 to 1 Million	41%	56%	4%
3	Metro, 250,000 or Less	41%	53%	6%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	47%	53%	
6	Urban, Pop. 2,500-19,999, Metro Adjacent	45%	45%	10%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	79%	21%	
8	Rural, Metro Adjacent	41%	51%	8%
9	Rural, Non-Adjacent	50%	44%	6%
<b>Overall</b>		<b>27%</b>	<b>65%</b>	<b>8%</b>

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Over a quarter of all veterinarians grew up in self-described rural areas, and 16% of these professionals currently work in non-metro areas of the state. Overall, 9% of veterinarians currently work in non-metro countries.

Source: Va. Healthcare Workforce Data Center

## Top Ten States for Veterinarian Recruitment

Rank	All Veterinarians			
	High School	#	Professional School	#
1	Virginia	1,068	Virginia	967
2	Maryland	222	Outside U.S./Canada	325
3	New York	170	Georgia	145
4	Pennsylvania	126	Alabama	138
5	Outside U.S./Canada	125	Pennsylvania	132
6	New Jersey	123	Ohio	121
7	North Carolina	108	North Carolina	120
8	Florida	76	Tennessee	103
9	Ohio	74	New York	103
10	California	69	Florida	70

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, 34% received their high school degree in Virginia, while 28% received their initial professional degree in the state.*

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	327	Virginia	273
2	Maryland	69	Outside U.S./Canada	137
3	New York	50	North Carolina	42
4	Outside U.S./Canada	45	Pennsylvania	41
5	Pennsylvania	44	Tennessee	41
6	North Carolina	41	Alabama	38
7	New Jersey	41	Ohio	37
8	Florida	34	Florida	29
9	California	23	Illinois	28
10	Illinois	21	New York	27

Source: Va. Healthcare Workforce Data Center

*Over 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 83% who currently work as veterinarians.*

### At a Glance:

#### Not in VA Workforce

Total:	1,294
% of Licensees:	26%
Federal/Military:	11%
Va. Border State/D.C.:	22%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Education		
Degree	#	% of Workforce
Bachelor of Science	2,128	57%
Other Bachelor's Degree	376	10%
Graduate Certificate	75	2%
Master's Degree	394	11%
PhD	68	2%
DVM/VMD	2,915	78%

Source: Va. Healthcare Workforce Data Center

*Nearly half of all veterinarians carry education debt, including 70% of those who are under the age of 40. For those with education debt, their median debt burden is between \$130,000 and \$140,000.*

### At a Glance:

**Education**  
 DVM/VMD: 78%  
 Bachelor of Science: 57%

**Education Debt**  
 Carry Debt: 45%  
 Under Age 40 w/ Debt: 70%  
 Median Debt: \$130k-\$140k

**Training Program**  
 Surgery: 2%  
 Internal Medicine: 1%  
 Canine & Feline: 1%

Source: Va. Healthcare Workforce Data Center

Other Education/Training		
Residency/Specialty Training	#	%
Surgery	79	2%
Internal Medicine	53	1%
Canine and Feline Practice	49	1%
Public Health	44	1%
Critical Care/Emergency	42	1%
Equine Practice	41	1%
Laboratory Animal Medicine	25	1%
Pathology	23	1%
Oncology	22	1%
Dentistry	21	1%
Neurology	21	1%
At Least One	507	14%
Other Education	#	%
Preventative Medicine	306	8%
Other	274	7%
Therigenology	73	2%
At Least One	593	16%

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All Veterinarians		Veterinarians Under 40	
	#	%	#	%
None	1,437	55%	323	30%
Less than \$20,000	62	2%	28	3%
\$20,000-\$39,999	98	4%	28	3%
\$40,000-\$59,999	109	4%	44	4%
\$60,000-\$79,999	105	4%	44	4%
\$80,000-\$99,999	82	3%	39	4%
\$100,000-\$119,999	67	3%	35	3%
\$120,000-\$139,999	69	3%	53	5%
\$140,000-\$159,999	58	2%	44	4%
\$160,000-\$179,999	48	2%	31	3%
\$180,000-\$199,999	47	2%	44	4%
\$200,000 or More	415	16%	361	34%
<b>Total</b>	<b>2,597</b>	<b>100%</b>	<b>1,074</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

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

### Positions Held

1 Full-Time: 68%  
 2 or More Positions: 16%

### Weekly Hours:

40 to 49: 37%  
 60 or More: 10%  
 Less than 30: 12%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	0%
Employed in a Veterinary-Related Capacity	2,784	95%
Employed, NOT in a Veterinary-Related Capacity	39	1%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	3	0%
Voluntarily Unemployed	48	2%
Retired	70	2%
<b>Total</b>	<b>2,945</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all veterinarians, 95% are currently employed in the profession, 68% hold one full-time job, and 37% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	121	4%
One Part-Time Position	343	12%
Two Part-Time Positions	115	4%
One Full-Time Position	1,968	68%
One Full-Time Position & One Part-Time Position	240	8%
Two Full-Time Positions	29	1%
More than Two Positions	79	3%
<b>Total</b>	<b>2,895</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	121	4%
1 to 9 Hours	64	2%
10 to 19 Hours	105	4%
20 to 29 Hours	166	6%
30 to 39 Hours	645	22%
40 to 49 Hours	1,070	37%
50 to 59 Hours	433	15%
60 to 69 Hours	176	6%
70 to 79 Hours	57	2%
80 or More Hours	50	2%
<b>Total</b>	<b>2,887</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Annual Income	#	%
<b>Volunteer Work Only</b>	15	1%
<b>Less than \$40,000</b>	171	8%
<b>\$40,000-\$59,999</b>	180	8%
<b>\$60,000-\$79,999</b>	237	11%
<b>\$80,000-\$99,999</b>	361	16%
<b>\$100,000-\$119,999</b>	441	20%
<b>\$120,000-\$139,999</b>	295	13%
<b>\$140,000-\$159,999</b>	190	8%
<b>\$160,000-\$179,999</b>	85	4%
<b>\$180,000-\$199,999</b>	73	3%
<b>\$200,000 or More</b>	205	9%
<b>Total</b>	<b>2,253</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Benefits**  
Health Insurance: 56%  
Retirement: 56%

**Satisfaction**  
Satisfied: 91%  
Very Satisfied: 55%

Source: Va. Healthcare Workforce Data Center

The typical veterinarian earned between \$100,000 and \$110,000 in the past year. In addition, 74% of all veterinarians received at least one employer-sponsored benefit, including 56% who had access to health insurance.

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	1,584	55%
<b>Somewhat Satisfied</b>	1,019	36%
<b>Somewhat Dissatisfied</b>	200	7%
<b>Very Dissatisfied</b>	59	2%
<b>Total</b>	<b>2,861</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
<b>Paid Vacation</b>	1,706	61%	69%
<b>Health Insurance</b>	1,567	56%	63%
<b>Retirement</b>	1,557	56%	62%
<b>Paid Sick Leave</b>	1,203	43%	49%
<b>Dental Insurance</b>	1,168	42%	47%
<b>Group Life Insurance</b>	677	24%	28%
<b>Signing/Retention Bonus</b>	320	11%	14%
<b>Received At Least One Benefit</b>	<b>2,057</b>	<b>74%</b>	<b>82%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	18	<1%
Experience Voluntary Unemployment?	162	4%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	35	1%
Work Two or More Positions at the Same Time?	526	14%
Switch Employers or Practices?	231	6%
Experience at Least One?	<b>809</b>	<b>22%</b>

Source: Va. Healthcare Workforce Data Center

*Less than 1% of veterinarians experienced involuntary unemployment at some point in the past year. By comparison, Virginia's average monthly unemployment rate was 4.0% during the same time period.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at This Location</b>	74	3%	36	6%
Less than 6 Months	216	8%	102	17%
6 Months to 1 Year	211	8%	71	12%
1 to 2 Years	509	18%	123	21%
3 to 5 Years	532	19%	112	19%
6 to 10 Years	398	14%	64	11%
More than 10 Years	864	31%	90	15%
<b>Subtotal</b>	<b>2,803</b>	<b>100%</b>	<b>599</b>	<b>100%</b>
Did Not Have Location	75		3,078	
Item Missing	845		46	
<b>Total</b>	<b>3,723</b>		<b>3,723</b>	

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: 4%  
Underemployed: 0%

**Turnover & Tenure**

Switched Jobs: 6%  
New Location: 21%  
Over 2 Years: 64%  
Over 2 Yrs., 2<sup>nd</sup> Location: 44%

**Employment Type**

Salary/Commission: 71%  
Business/Practice Income: 14%

Source: Va. Healthcare Workforce Data Center

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

Employment Type		
Primary Work Site	#	%
<b>Salary/Commission</b>	1,685	71%
Hourly Wage	252	11%
By Contract/Per Diem	86	4%
Business/Practice Income	329	14%
Unpaid	9	0%
<b>Subtotal</b>	<b>2,361</b>	<b>100%</b>
Did Not Have Location	75	
<b>Item Missing</b>	<b>1,287</b>	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics, the non-seasonally adjusted monthly unemployment rate declined from 5.7% in January 2021 to a low of 2.7% in November and December 2021. December's unemployment rate was preliminary at the time of publication.

## At a Glance:

### Concentration

Top Region:	36%
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

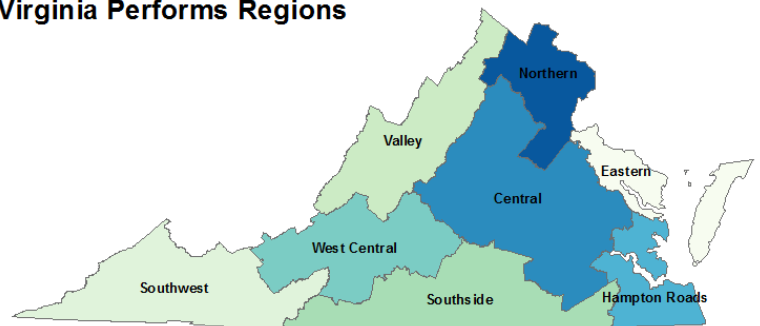
Nearly three-fourths of all veterinarians in the state work in Northern Virginia, Central Virginia, and Hampton Roads.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	573	21%	127	20%
Eastern	37	1%	12	2%
Hampton Roads	454	16%	103	16%
Northern	1,001	36%	166	26%
Southside	56	2%	7	1%
Southwest	96	3%	20	3%
Valley	206	7%	46	7%
West Central	290	10%	59	9%
Virginia Border State/DC	27	1%	22	3%
Other US State	46	2%	65	10%
Outside of the US	0	0%	3	0%
<b>Total</b>	<b>2,786</b>	<b>100%</b>	<b>630</b>	<b>100%</b>
Item Missing	861		16	

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	62	2%	110	4%
1	2,156	75%	2,190	77%
2	406	14%	372	13%
3	142	5%	131	5%
4	35	1%	22	1%
5	15	1%	7	0%
6 or More	45	2%	27	1%
<b>Total</b>	<b>2,861</b>	<b>100%</b>	<b>2,861</b>	<b>100%</b>

\*At the time of survey completion, Dec. 2021.

Source: Va. Healthcare Workforce Data Center



A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,399	91%	474	83%
Non-Profit	99	4%	67	12%
State/Local Government	73	3%	16	3%
Veterans Administration	1	0%	0	0%
U.S. Military	14	1%	7	1%
Other Federal Government	45	2%	5	1%
<b>Total</b>	<b>2,631</b>	<b>100%</b>	<b>569</b>	<b>100%</b>
Did Not Have Location	75		3,078	
Item Missing	1,016		75	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

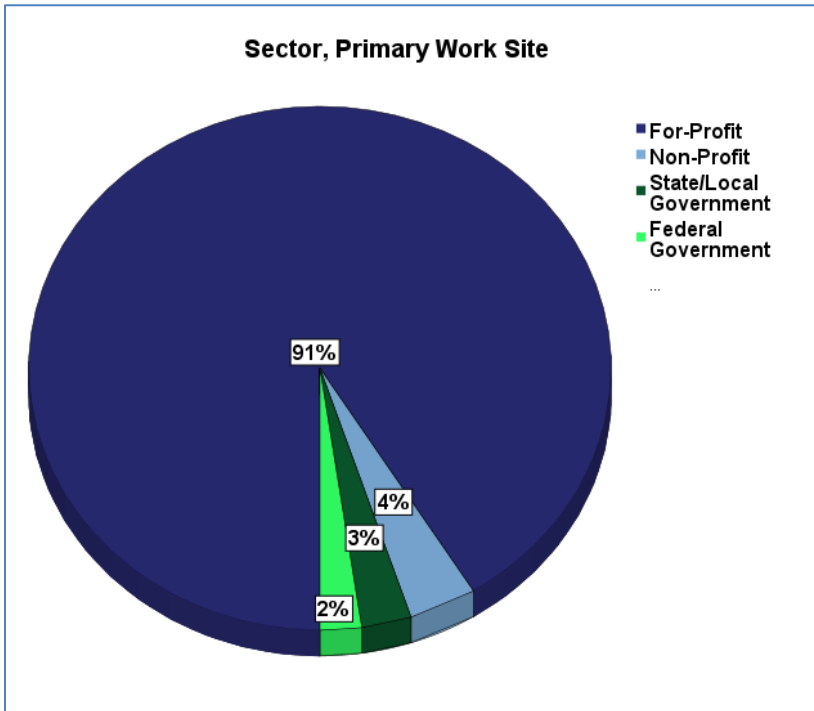
**Sector**

For-Profit:	91%
Federal:	3%

**Top Establishments**

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

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

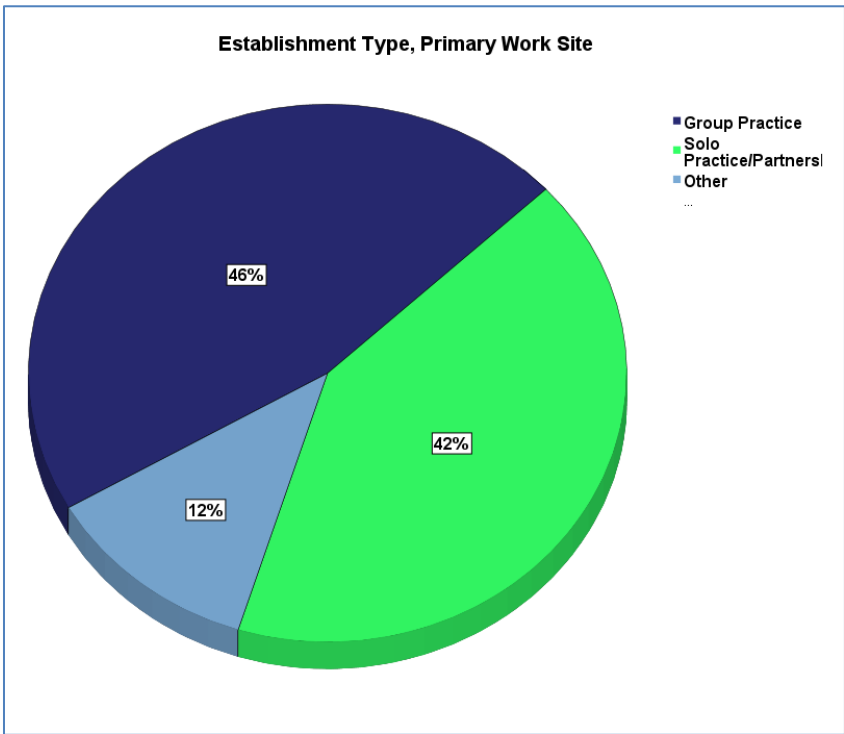
*Among all veterinarians, 95% work in the private sector, including 91% who are employed in the for-profit sector. Another 3% of veterinarians work for state or local governments.*

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Group Practice	1,187	46%	215	38%
Solo Practice/Partnership	1,071	42%	223	39%
Veterinary Education Program	43	2%	14	2%
Public Health Program	38	1%	9	2%
Supplier Organization	14	1%	4	1%
Veterinary Technology Education Program	9	0%	4	1%
Non-Veterinary Education Program	5	0%	3	1%
Other Practice Setting	194	8%	95	17%
<b>Total</b>	<b>2,561</b>	<b>100%</b>	<b>567</b>	<b>100%</b>
Did Not Have a Location	75		3,078	

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, 38% work at a group practice and 39% 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

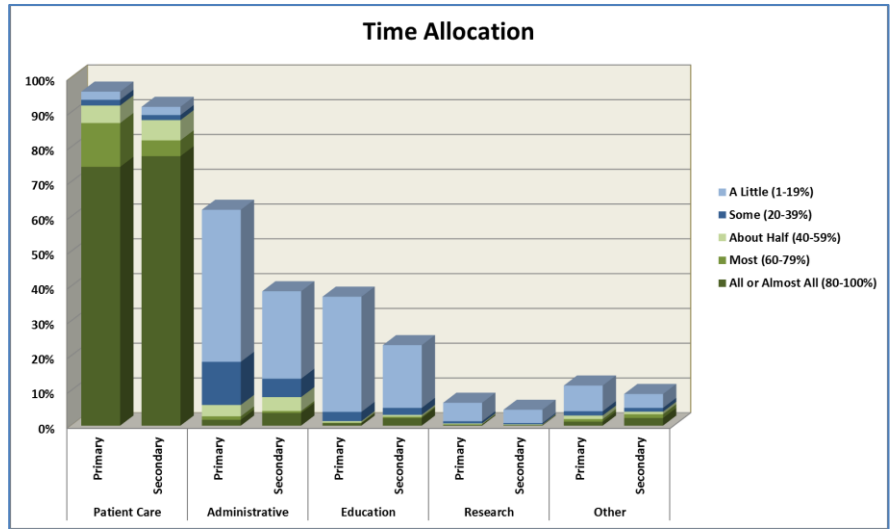
Patient Care: 87%  
Administrative: 3%  
Education: 1%

### Patient Care Veterinarians

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



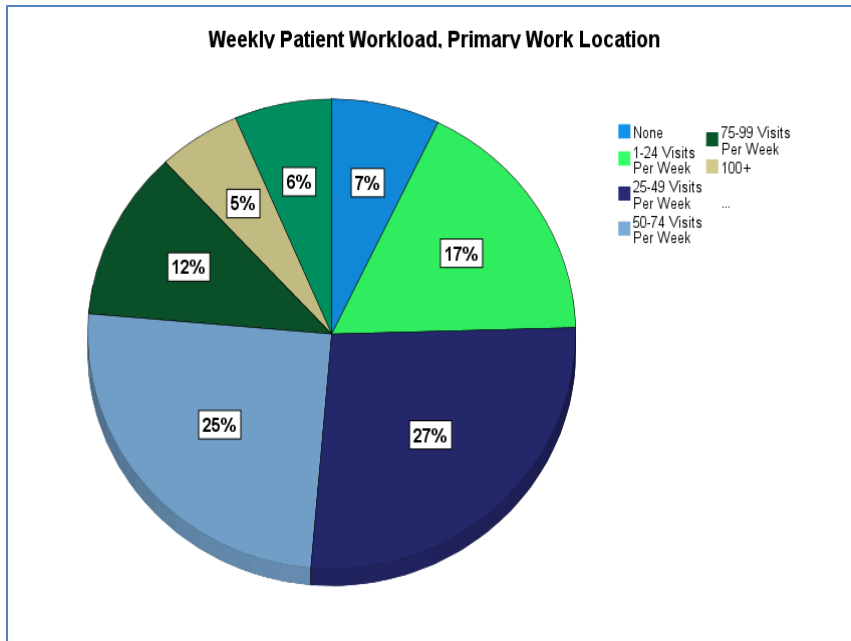
Source: Va. Healthcare Workforce Data Center

*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
<b>All or Almost All (80-100%)</b>	74%	77%	2%	4%	1%	2%	0%	0%	1%	2%
<b>Most (60-79%)</b>	13%	5%	1%	1%	0%	0%	0%	0%	1%	1%
<b>About Half (40-59%)</b>	5%	6%	3%	4%	0%	1%	0%	0%	1%	1%
<b>Some (20-39%)</b>	2%	1%	12%	5%	3%	2%	1%	0%	1%	1%
<b>A Little (1-19%)</b>	2%	2%	44%	25%	33%	18%	5%	4%	7%	4%
<b>None (0%)</b>	4%	8%	38%	61%	63%	77%	93%	95%	89%	91%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Patient Workload (Median)**

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

Source: Va. Healthcare Workforce Data Center

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

Patient Care Visits				
# of Patients Per Week	Primary		Secondary	
	#	%	#	%
<b>None</b>	189	7%	81	14%
<b>1-24</b>	457	17%	268	47%
<b>25-49</b>	704	27%	110	19%
<b>50-74</b>	657	25%	50	9%
<b>75-99</b>	307	12%	24	4%
<b>100-124</b>	170	6%	16	3%
<b>125-149</b>	55	2%	8	1%
<b>150-174</b>	44	2%	6	1%
<b>175-199</b>	14	1%	1	0%
<b>200 or More</b>	30	1%	3	1%
<b>Total</b>	<b>2,627</b>	<b>100%</b>	<b>567</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All Veterinarians		Veterinarians 50 and Over	
	#	%	#	%
<b>Under Age 50</b>	74	3%	-	-
<b>50 to 54</b>	121	5%	11	1%
<b>55 to 59</b>	248	10%	60	7%
<b>60 to 64</b>	629	25%	195	22%
<b>65 to 69</b>	714	29%	253	29%
<b>70 to 74</b>	321	13%	167	19%
<b>75 to 79</b>	127	5%	77	9%
<b>80 or Over</b>	45	2%	26	3%
<b>I Do Not Intend to Retire</b>	212	9%	96	11%
<b>Total</b>	<b>2,492</b>	<b>100%</b>	<b>885</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Veterinarians**

Under 65: 43%  
Under 60: 18%

**Veterinarians 50 and Over**

Under 65: 30%  
Under 60: 8%

**Time Until Retirement**

Within 2 Years: 7%  
Within 10 Years: 23%  
Half the Workforce: By 2046

Source: Va. Healthcare Workforce Data Center

Nearly 45% of all veterinarians expect to retire by the age of 65. Among veterinarians who are already at least age 50, 30% still expect to retire by age 65.

Within the next two years, 7% of Virginia's veterinarians expect to pursue additional educational opportunities, and 5% plan to increase their patient care hours.

**Future Plans**

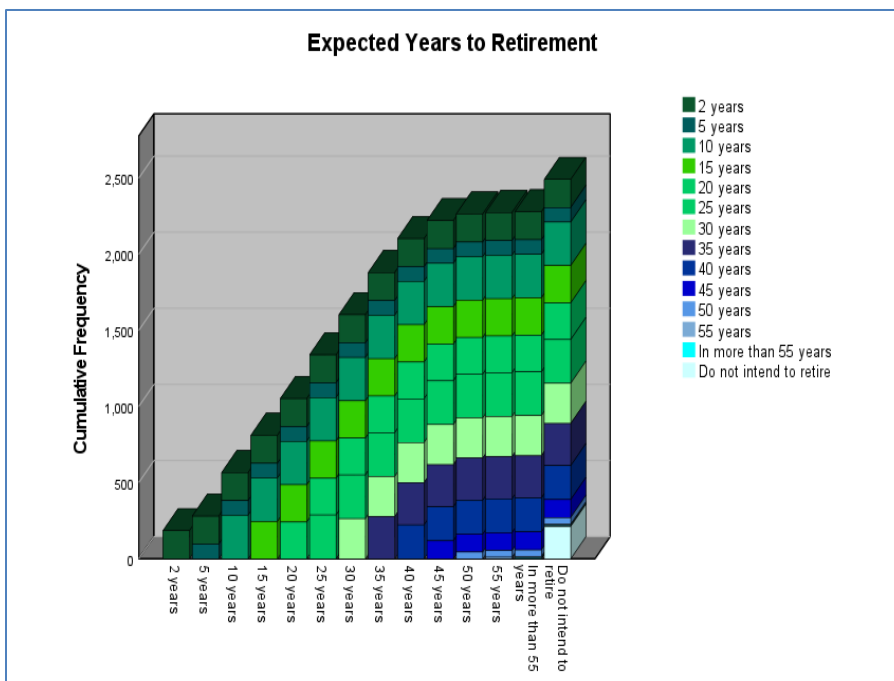
Two-Year Plans:	#	%
<b>Decrease Participation</b>		
Leave Profession	73	2%
Leave Virginia	126	3%
Decrease Patient Care Hours	478	13%
Decrease Teaching Hours	17	0%
<b>Increase Participation</b>		
Increase Patient Care Hours	202	5%
Increase Teaching Hours	104	3%
Pursue Additional Education	262	7%
Return to the Workforce	15	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, 23% plan to retire within the next decade. More than half of the current workforce expect to retire by 2046.*

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
<b>2 Years</b>	184	7%	7%
<b>5 Years</b>	96	4%	11%
<b>10 Years</b>	286	11%	23%
<b>15 Years</b>	245	10%	33%
<b>20 Years</b>	241	10%	42%
<b>25 Years</b>	288	12%	54%
<b>30 Years</b>	264	11%	64%
<b>35 Years</b>	277	11%	75%
<b>40 Years</b>	223	9%	84%
<b>45 Years</b>	118	5%	89%
<b>50 Years</b>	44	2%	91%
<b>55 Years</b>	10	0%	91%
<b>In More Than 55 Years</b>	5	0%	92%
<b>Do Not Intend to Retire</b>	212	9%	100%
<b>Total</b>	<b>2,492</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*Using these estimates, retirement will begin to reach over 10% of the current workforce every five years by 2030. Retirement will peak at 12% of the current workforce in 2046 before declining to under 10% of the current workforce again around 2061.*

## At a Glance:

### FTEs

Total: 3,480  
 FTEs/1,000 Residents<sup>2</sup>: 0.403  
 Average: 0.95

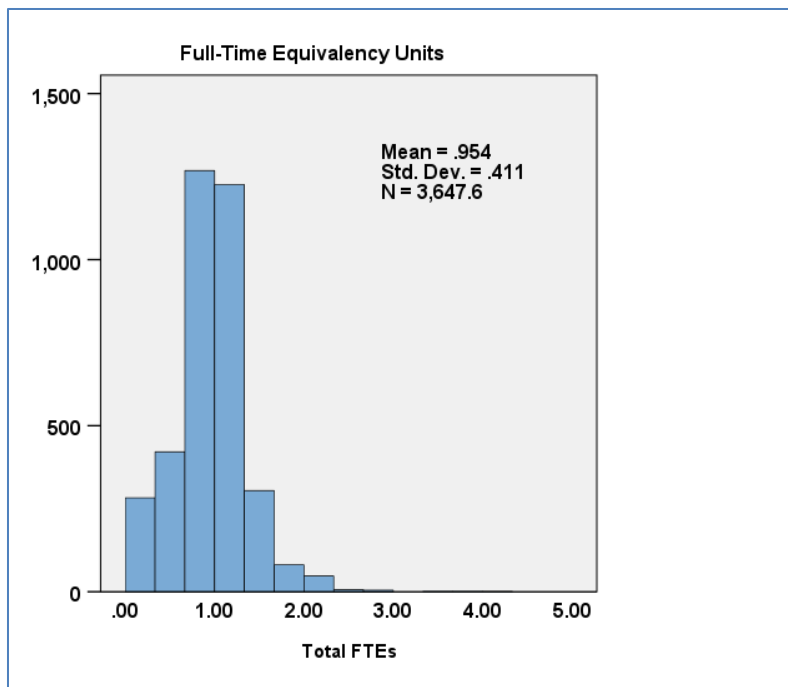
### Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

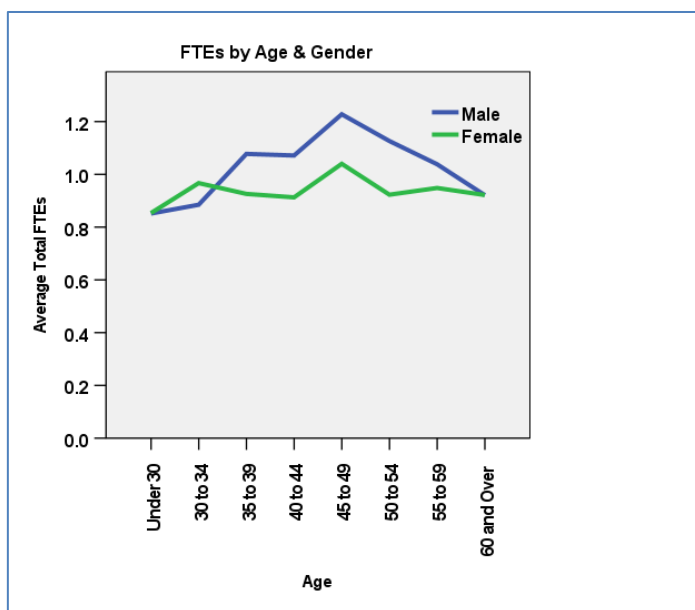


Source: Va. Healthcare Workforce Data Center

*The typical veterinarian provided 0.95 FTEs in the past year, or approximately 38 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>3</sup>*

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

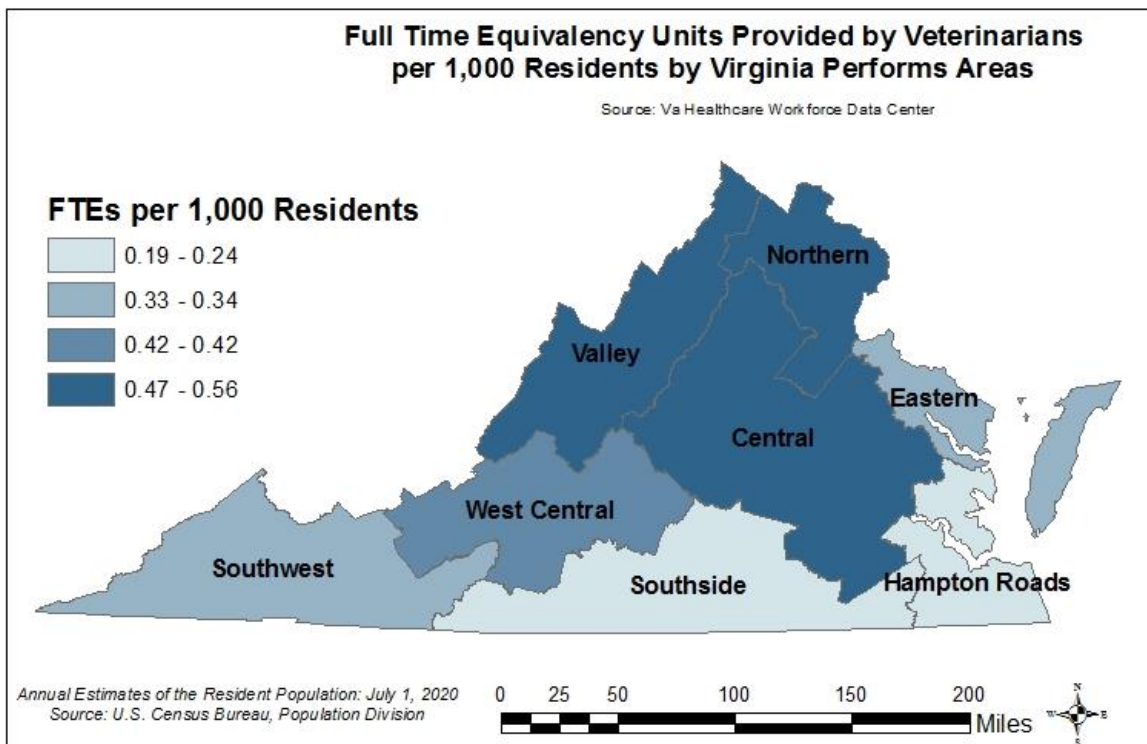
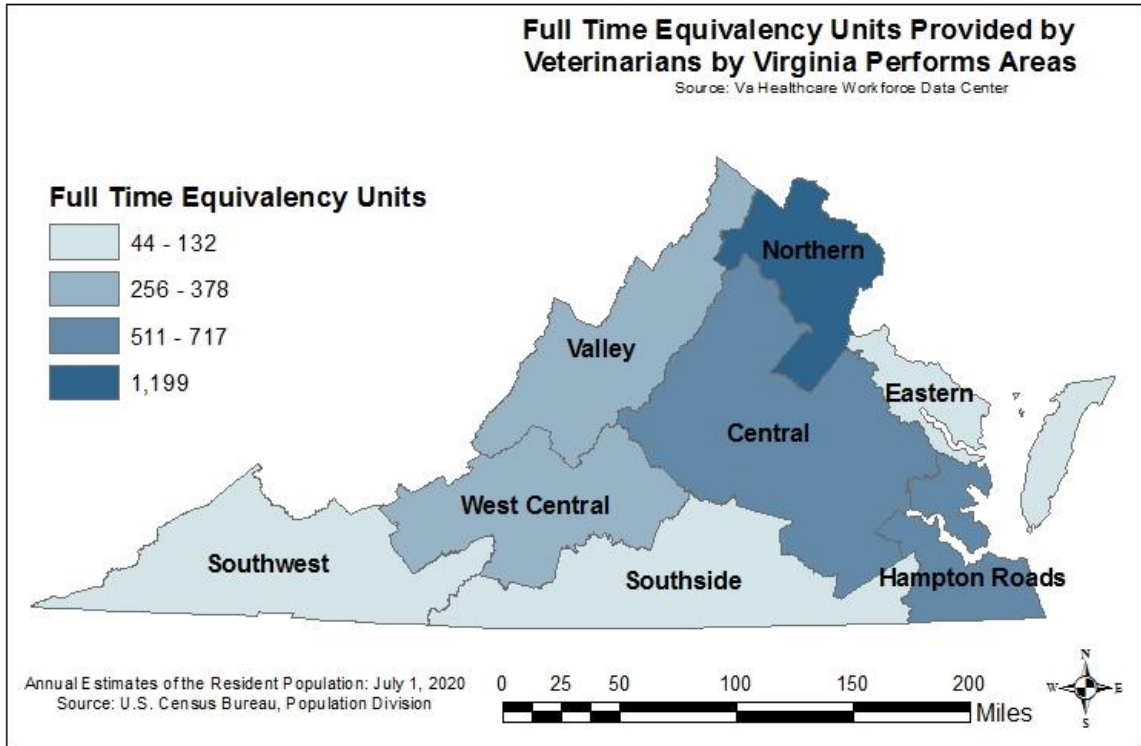
Source: Va. Healthcare Workforce Data Center



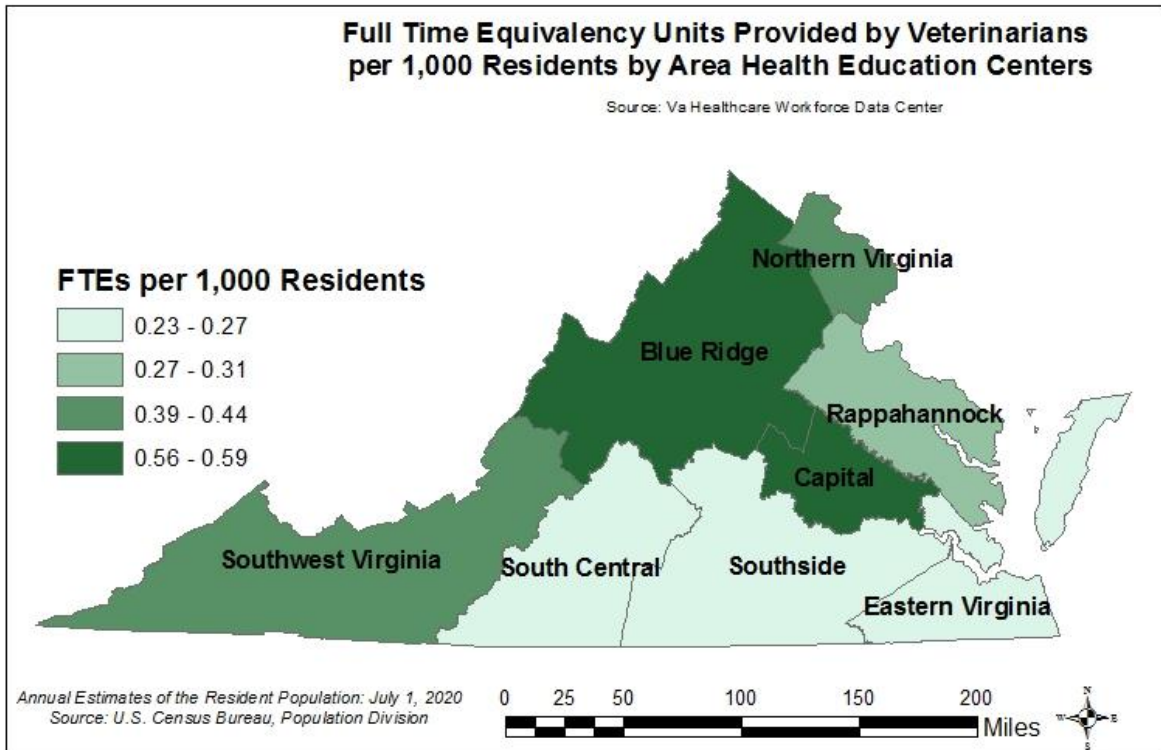
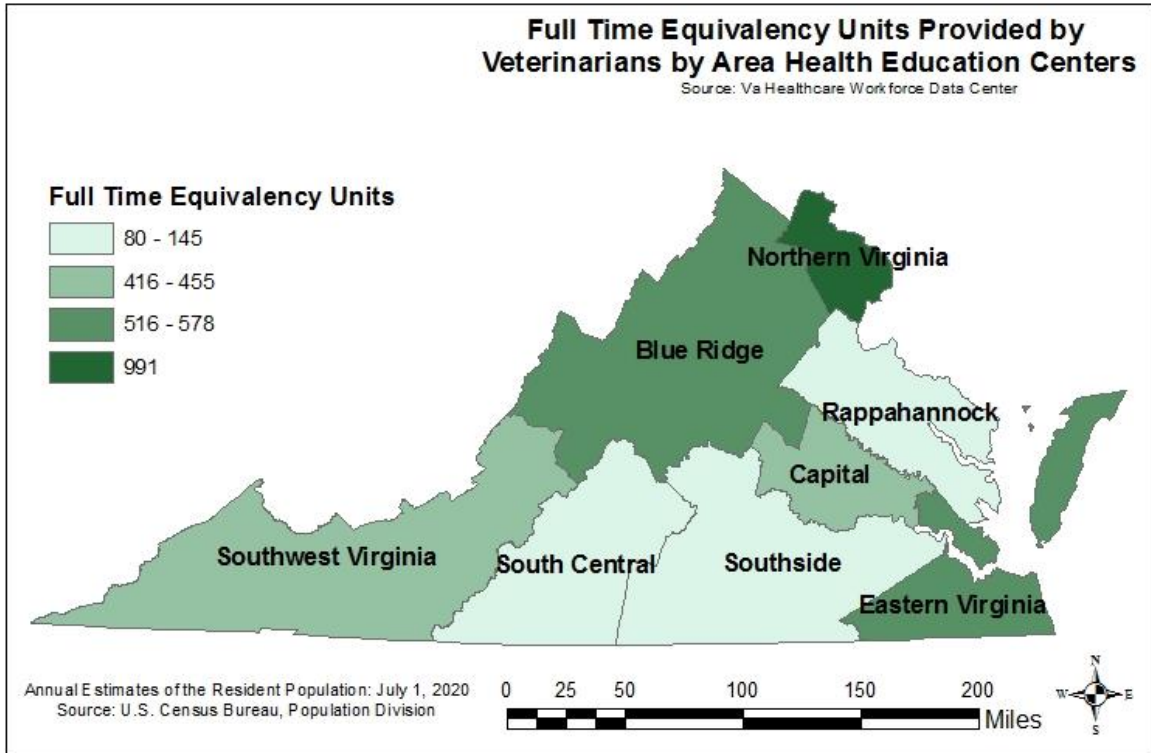
Source: Va. Healthcare Workforce Data Center

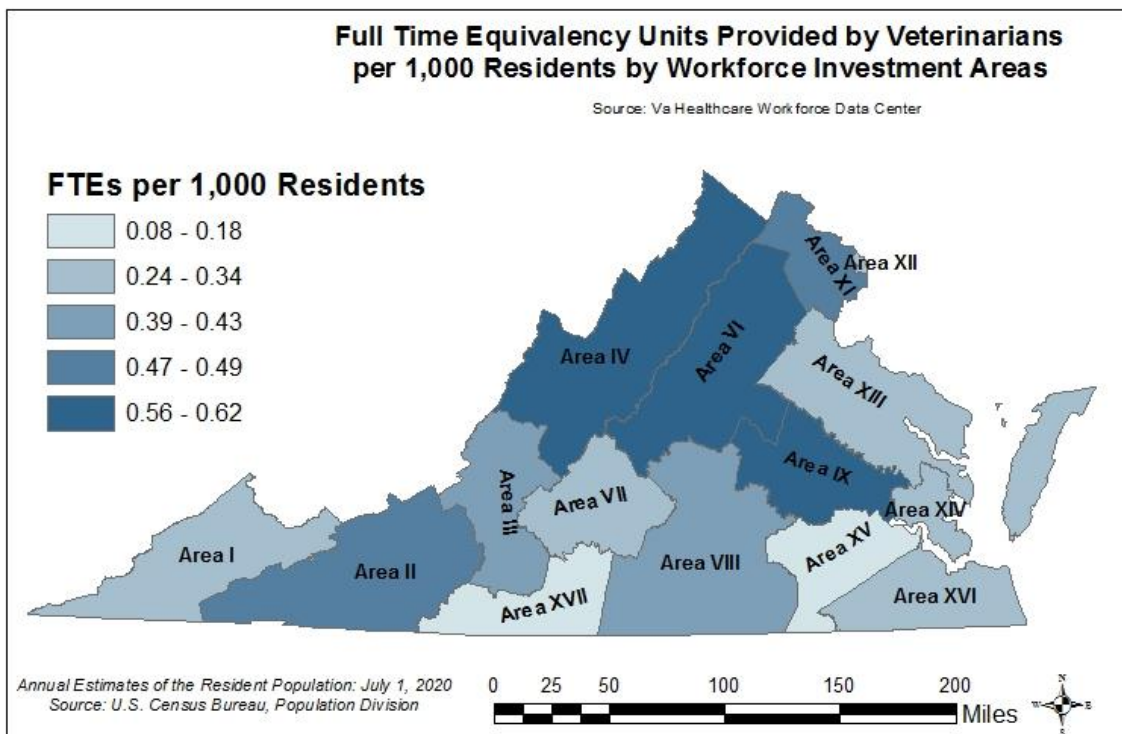
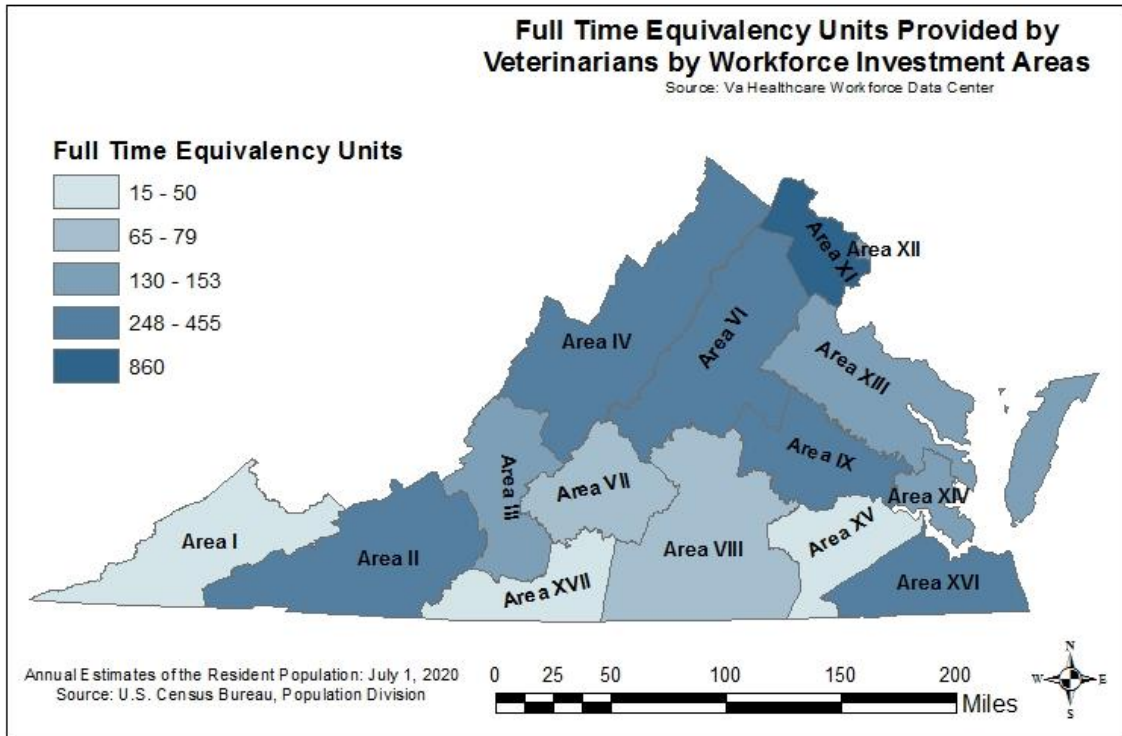
<sup>2</sup> Number of residents in 2020 was used as the denominator.

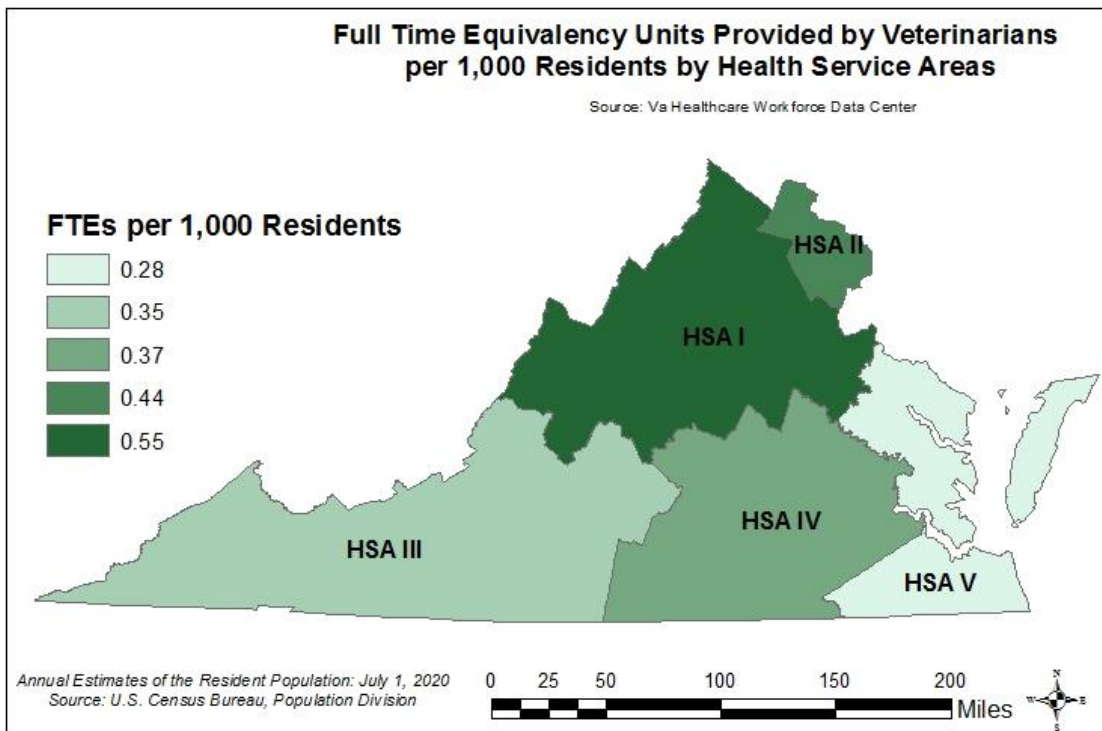
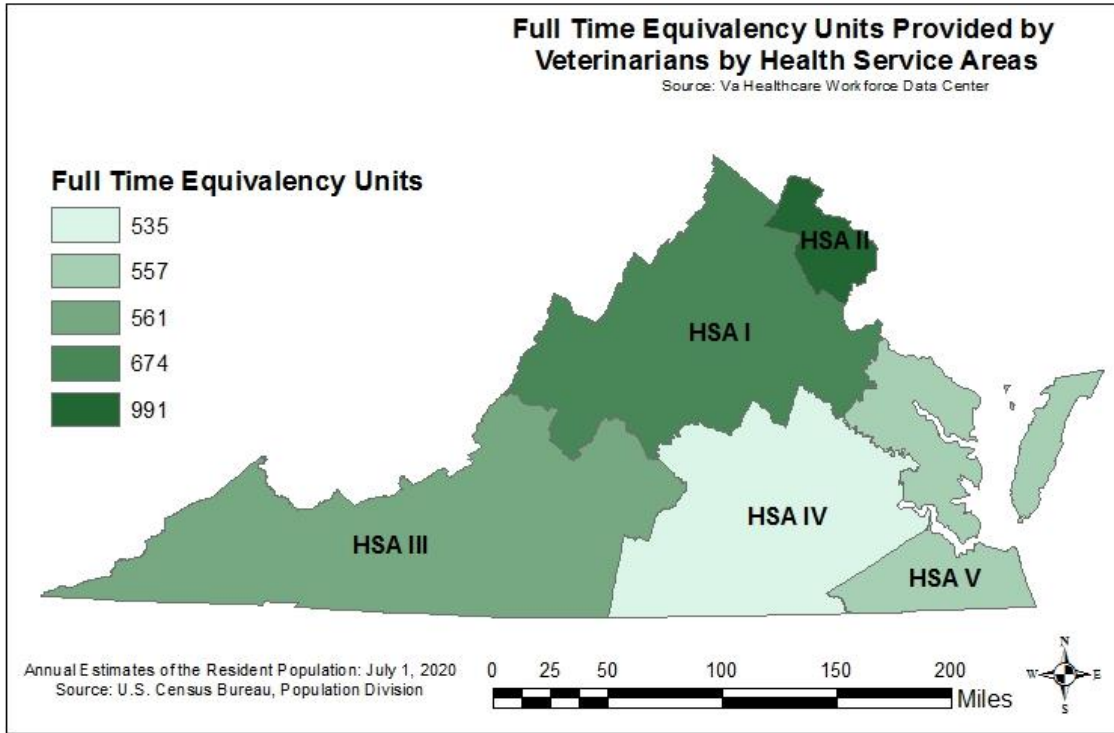
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction Effect were significant).

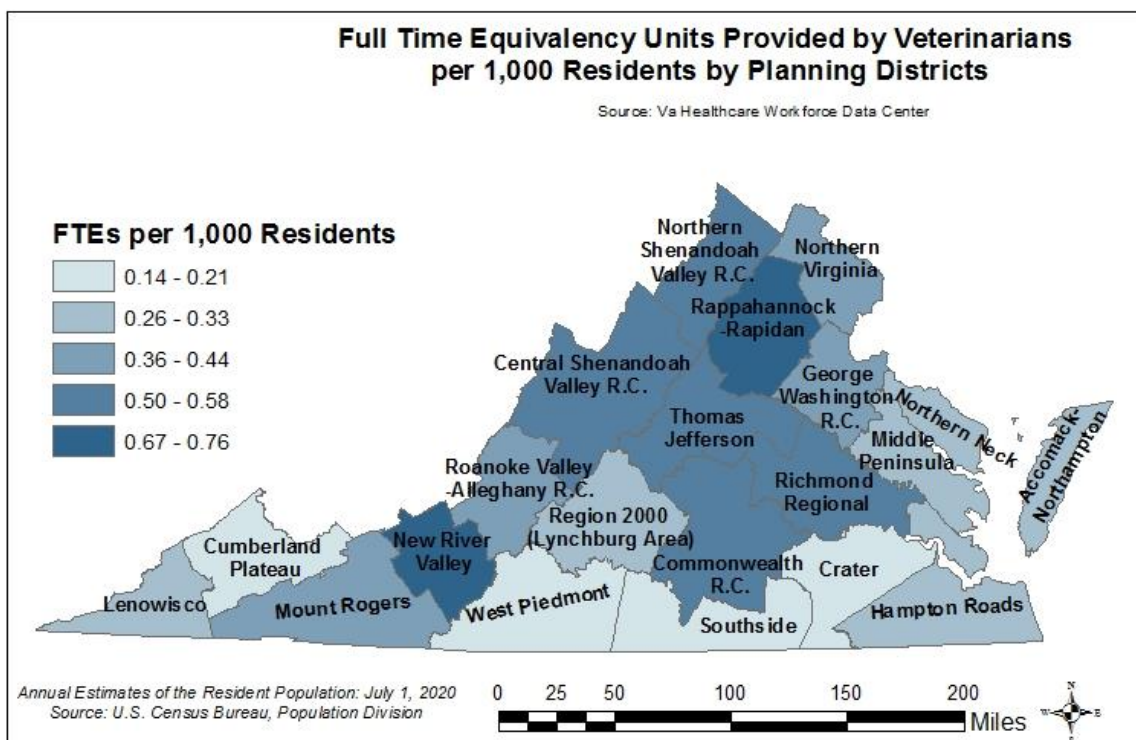
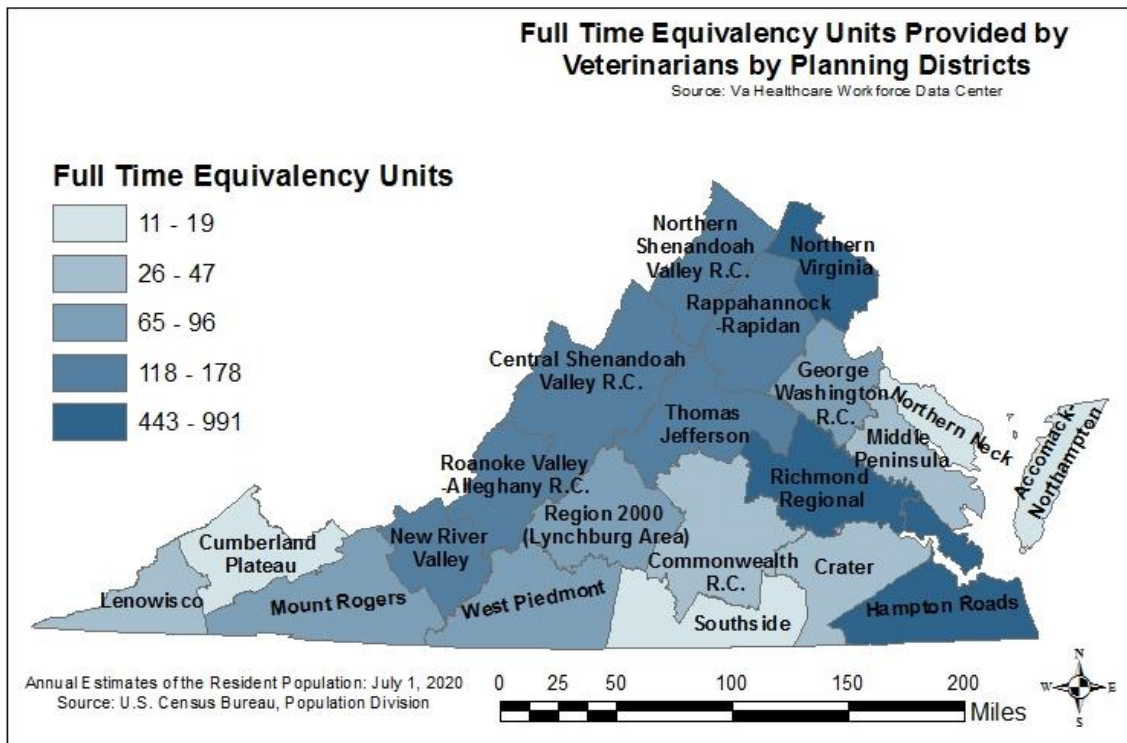












## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	2223	79.58%	1.257	1.171	1.435
<b>Metro, 250,000 to 1 Million</b>	250	86.40%	1.157	1.079	1.322
<b>Metro, 250,000 or Less</b>	603	81.26%	1.231	1.147	1.406
<b>Urban, Pop. 20,000+, Metro Adj.</b>	30	80.00%	1.250	1.165	1.428
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	163	80.37%	1.244	1.159	1.421
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	50	84.00%	1.190	1.109	1.360
<b>Rural, Metro Adj.</b>	94	75.53%	1.324	1.234	1.512
<b>Rural, Non-Adj.</b>	23	65.22%	1.533	1.429	1.751
<b>Virginia Border State/D.C.</b>	770	77.14%	1.296	1.208	1.481
<b>Other U.S. State</b>	811	73.37%	1.363	1.270	1.557

Source: Va. Healthcare Workforce Data Center

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

Source: Va. Healthcare Workforce Data Center

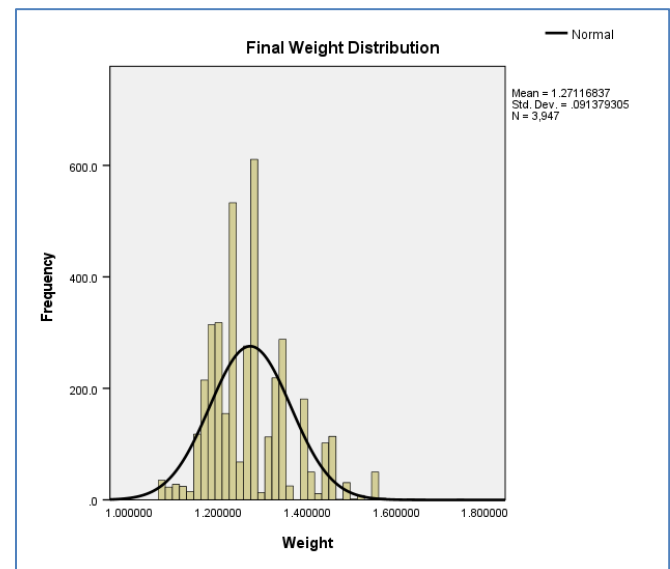
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.78673**



Source: Va. Healthcare Workforce Data Center