

---

# *Virginia's Veterinarian Workforce: 2022*

---

Healthcare Workforce Data Center

March 2023

Virginia Department of Health Professions  
Healthcare Workforce Data Center  
Perimeter Center  
9960 Mayland Drive, Suite 300  
Henrico, VA 23233  
804-597-4213, 804-527-4434 (fax)  
E-mail: [HWDC@dhp.virginia.gov](mailto:HWDC@dhp.virginia.gov)

Follow us on Tumblr: [www.vahwdc.tumblr.com](http://www.vahwdc.tumblr.com)

Get a copy of this report from:

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

*More than 4,000 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!***

***Virginia Department of Health Professions***

**Arne W. Owens, MS**  
*Director*

**James L. Jenkins, Jr., RN**  
*Chief Deputy Director*

*Healthcare Workforce Data Center Staff:*

**Yetty Shobo, PhD**  
*Director*

**Barbara Hodgdon, PhD**  
*Deputy Director*

**Rajana Siva, MBA**  
*Data Analyst*

**Christopher Coyle**  
*Research Assistant*

# Virginia Board of Veterinary Medicine

## ***President***

Thomas B. Massie, Jr., DVM  
*Washington*

## ***Vice-President***

Jeffery Newman, DVM  
*Alexandria*

## ***Secretary***

Tregel Cockburn, DVM  
*Sterling*

## ***Members***

Richard G. Bailey, DVM  
*Fincastle*

Autumn Halsey, LVT  
*Marion*

Steven B. Karras, DVM  
*Roanoke*

Steven A. Linas, OD  
*Richmond*

## ***Executive Director***

Leslie L. Knachel

## Contents

---

Results in Brief.....	2
Summary of Trends .....	2
Survey Response Rates.....	3
The Workforce.....	4
Demographics.....	5
Background .....	6
Education & Certifications .....	8
Current Employment Situation .....	9
Employment Quality.....	10
2022 Labor Market .....	11
Work Site Distribution .....	12
Establishment Type .....	13
Languages.....	15
Time Allocation .....	16
Patient Workload .....	17
Retirement & Future Plans .....	18
Full-Time Equivalency Units.....	20
<b>Maps .....</b>	<b>21</b>
Virginia Performs Regions .....	21
Area Health Education Center Regions .....	22
Workforce Investment Areas .....	23
Health Services Areas .....	24
Planning Districts.....	25
<b>Appendices.....</b>	<b>26</b>
Appendix A: Weights .....	26

## The Veterinarian Workforce: At a Glance:

### The Workforce

Licensees:	4,911
Virginia's Workforce:	3,643
FTEs:	3,228

### Background

Rural Childhood:	27%
HS Diploma in VA:	38%
Prof. Degree in VA:	34%

### Current Employment

Employed in Prof.:	95%
Hold 1 Full-Time Job:	67%
Satisfied?:	91%

### Survey Response Rate

All Licensees:	83%
Renewing Practitioners:	91%

### Education

DVM/VMD:	77%
Bachelor of Science:	55%

### Job Turnover

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

### Demographics

Female:	74%
Diversity Index:	22%
Median Age:	45

### Finances

Median Inc.:	\$110k-\$120k
Health Insurance:	53%
Under 40 w/ Ed. Debt:	69%

### Time Allocation

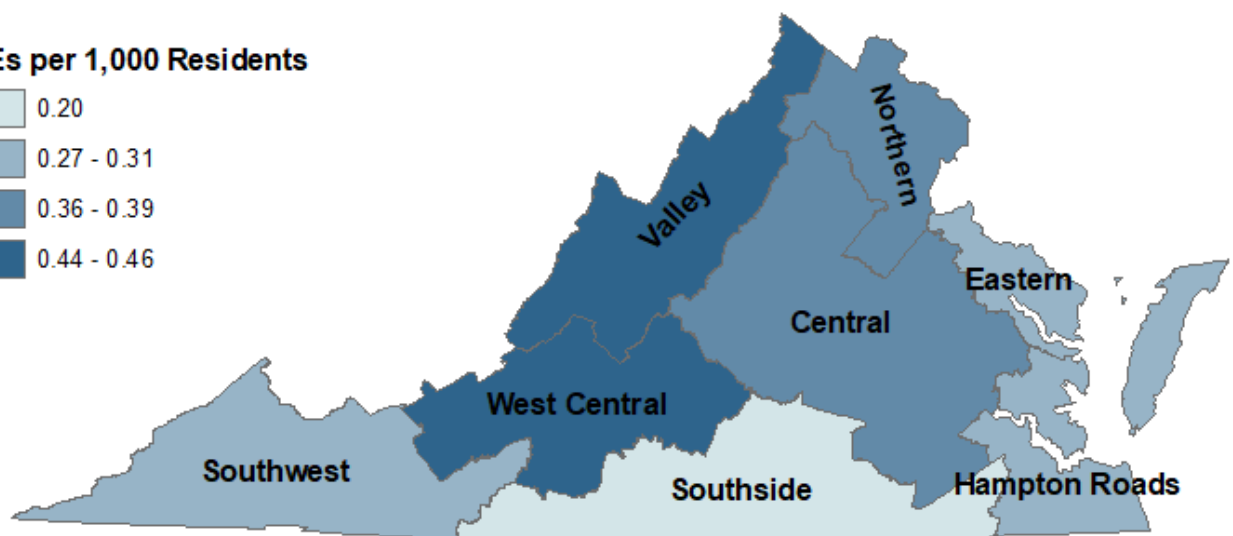
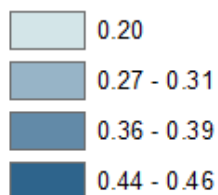
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	86%

Source: Va. Healthcare Workforce Data Center

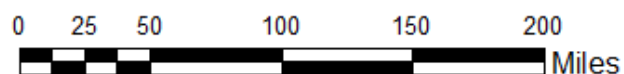
## Full-Time Equivalency Units Provided by Veterinarians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2021  
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2022 Veterinarian Workforce survey. There were 4,083 veterinarians who 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 83% of the 4,911 veterinarians licensed in the state and 91% of renewing practitioners.

The HWDC estimates that 3,643 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 3,228 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

Nearly three-quarters of all veterinarians are female, including 84% of those 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%. These values are well below the comparable diversity index of 58% for Virginia's overall population. More than one-quarter of all veterinarians grew up in a rural area, and 17% of veterinarians who grew up in a rural area currently work in a non-metro area of the state. In total, 9% of all veterinarians work in a non-metro area of Virginia.

Among all veterinarians, 95% are currently employed in the profession, 67% hold one full-time job, and 36% work between 40 and 49 hours per week. Nearly half of all veterinarians work in a group practice, while another 41% work in a solo practice or partnership. The typical veterinarian earns between \$110,000 and \$120,000 per year, and 71% of veterinarians receive this income in the form of a salary. In addition, 70% of veterinarians receive at least one employer-sponsored benefit, including 53% who have access to health insurance. Among all veterinarians, 91% are satisfied with their current work situation, including 55% 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. The number of licensed veterinarians has increased by 10% (4,911 vs. 4,470). In addition, the size of Virginia's veterinary workforce has also increased by 10% (3,643 vs. 3,322), and the number of FTEs provided by this workforce has increased by 3% (3,228 vs. 3,119). Virginia's renewing veterinarians were also more likely to respond to this survey (91% vs. 77%).

The percentage of veterinarians who are female has increased (74% vs. 70%), although the opposite is true among those veterinarians who are under the age of 40 (84% vs. 85%). The diversity index of Virginia's veterinarians has increased (22% vs. 20%), a trend that has also occurred among those who are under the age of 40 (28% vs. 26%). This has taken place during a time in which Virginia's overall population has also become more diverse (58% vs. 57%). Veterinarians are less likely to have grown up in a rural area (27% vs. 29%), and veterinarians who grew up in a rural area are less likely to work in a non-metro area of the state (17% vs. 18%).

Veterinarians are slightly less likely to hold one full-time job (67% vs. 69%) or work between 40 and 49 hours per week (36% vs. 37%). They are also slightly less likely to be underemployed (1% vs. 2%) or switch jobs (6% vs. 8%). Veterinarians who are under the age of 40 are less likely to carry education debt (69% vs. 76%), but those veterinarians with education debt have seen their median debt amount increase (\$140k-\$150k vs. \$110k-\$120k).

At the same time, the median annual income of Virginia's veterinarian workforce has increased as well (\$110k-\$120k vs. \$90k-\$100k), and veterinarians are more likely to receive this income in the form of a salary (71% vs. 69%). In addition, veterinarians are more likely to have access to certain employer-sponsored benefits such as health insurance (53% vs. 52%) and a retirement plan (53% vs. 49%). The percentage of veterinarians who indicated that they are satisfied with their current work location has fallen (91% vs. 92%), including those veterinarians who indicated that they are "very satisfied" (55% vs. 59%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	4,338	88%
New Licensees	311	6%
Non-Renewals	262	5%
<b>All Licensees</b>	<b>4,911</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all renewing veterinarians, 91% submitted a survey. These respondents represent 83% of the 4,911 veterinarians who held a license at some point in the past year.*

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
<b>By Age</b>			
Under 30	102	246	71%
30 to 34	149	534	78%
35 to 39	105	559	84%
40 to 44	87	537	86%
45 to 49	63	485	89%
50 to 54	71	392	85%
55 to 59	79	416	84%
60 and Over	172	914	84%
<b>Total</b>	<b>828</b>	<b>4,083</b>	<b>83%</b>
<b>New Licenses</b>			
Issued in Past Year	163	148	48%
<b>Metro Status</b>			
Non-Metro	51	297	85%
Metro	478	2,544	84%
Not in Virginia	299	1,242	81%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2022.
- Target Population:** All veterinarians who held a Virginia license at some point between January 2022 and December 2022.
- 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 2022.

Response Rates	
Completed Surveys	4,083
Response Rate, All Licensees	83%
Response Rate, Renewals	91%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinarians

Number: 4,911  
 New: 6%  
 Not Renewed: 5%

Response Rates

All Licensees: 83%  
 Renewing Practitioners: 91%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Veterinarian Workforce: 3,643  
 FTEs: 3,228

### Utilization Ratios

Licenses in VA Workforce: 74%  
 Licenses per FTE: 1.52  
 Workers per FTE: 1.13

Source: Va. Healthcare Workforce Data Center

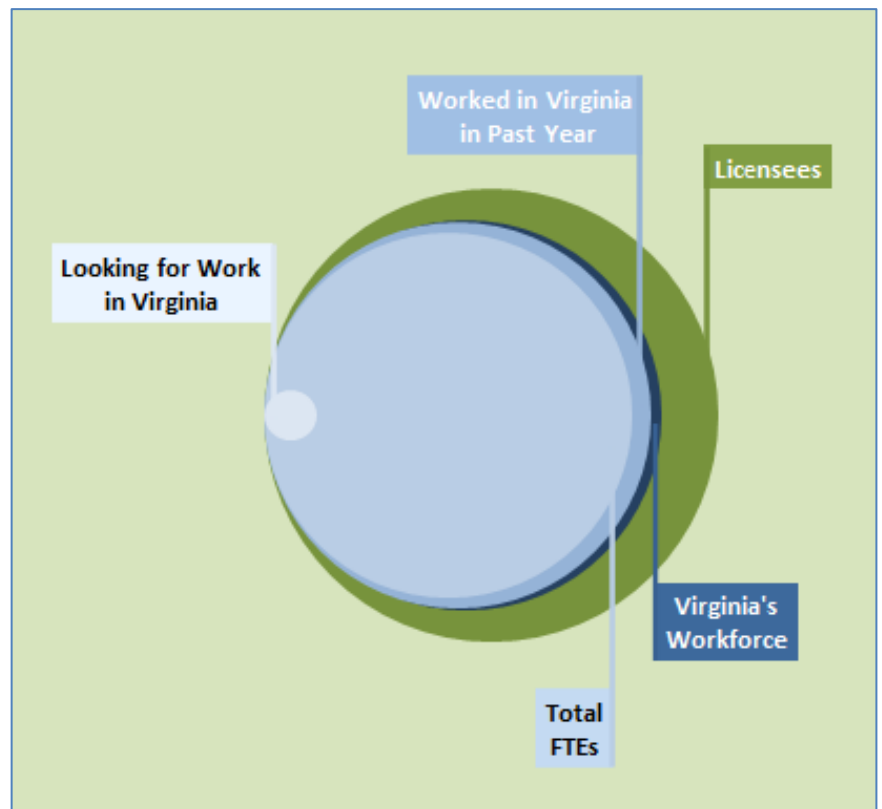
Veterinarian Workforce		
Status	#	%
Worked in Virginia in Past Year	3,580	98%
Looking for Work in Virginia	63	2%
Virginia's Workforce	3,643	100%
Total FTEs	3,228	
Licenses	4,911	

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 2022 and December 2022 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. Licenses in VA Workforce:** The proportion of licenses in Virginia's Workforce.
- 4. Licenses per FTE:** An indication of the number of licenses 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.

*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/>*



Source: Va. Healthcare Workforce Data Center



A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	42	15%	232	85%	274	9%
30 to 34	64	14%	382	86%	445	15%
35 to 39	72	18%	332	82%	404	14%
40 to 44	68	18%	308	82%	376	13%
45 to 49	79	25%	234	75%	313	11%
50 to 54	70	28%	185	72%	255	9%
55 to 59	88	33%	177	67%	265	9%
60 and Over	266	48%	290	52%	556	19%
<b>Total</b>	<b>750</b>	<b>26%</b>	<b>2,139</b>	<b>74%</b>	<b>2,889</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Veterinarians		Veterinarians Under 40	
	%	#	%	#	%
White	60%	2,528	88%	955	85%
Black	19%	73	3%	33	3%
Asian	7%	92	3%	45	4%
Other Race	0%	23	1%	3	0%
Two or More Races	3%	57	2%	31	3%
Hispanic	10%	105	4%	60	5%
<b>Total</b>	<b>100%</b>	<b>2,878</b>	<b>100%</b>	<b>1,127</b>	<b>100%</b>

\* 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, 2021.

Source: Va. Healthcare Workforce Data Center

Among the 39% of veterinarians who are under the age of 40, 84% are female. In addition, the diversity index among veterinarians who are under the age of 40 is 28%.

At a Glance:

**Gender**

% Female: 74%  
% Under 40 Female: 84%

**Age**

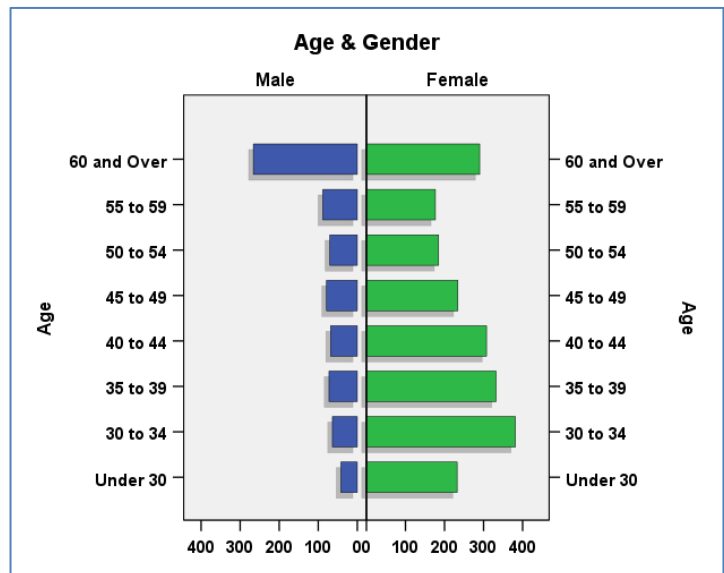
Median Age: 45  
% Under 40: 39%  
% 55+: 28%

**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: 38%  
 Prof. Degree in VA: 34%  
 HS or Prof. Edu. in VA: 48%

### Location Choice

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

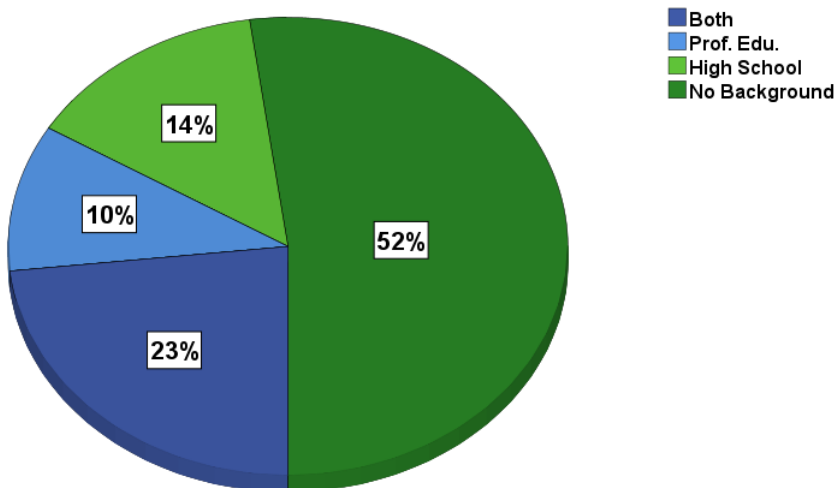
Source: Va. Healthcare Workforce Data Center

## 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	37%	59%	5%
3	Metro, 250,000 or Less	42%	52%	6%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	58%	42%	0%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	46%	46%	8%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	74%	17%	9%
8	Rural, Metro Adjacent	42%	47%	12%
9	Rural, Non-Adjacent	67%	33%	0%
<b>Overall</b>		<b>27%</b>	<b>65%</b>	<b>8%</b>

Source: Va. Healthcare Workforce Data Center

**Educational Background in Virginia**



Source: Va. Healthcare Workforce Data Center

*More than one-quarter of all veterinarians grew up in a self-described rural area, and 17% of veterinarians who grew up in a rural area currently work in a non-metro area of the state. In total, 9% of all veterinarians currently work in a non-metro county.*

## Top Ten States for Veterinarian Recruitment

Rank	All Veterinarians			
	High School	#	Professional School	#
1	Virginia	1,069	Virginia	939
2	Maryland	193	Outside U.S./Canada	342
3	New York	147	Alabama	138
4	Pennsylvania	131	Georgia	122
5	Outside U.S./Canada	115	Pennsylvania	118
6	New Jersey	108	North Carolina	116
7	North Carolina	103	Ohio	102
8	Florida	86	Tennessee	97
9	California	77	New York	87
10	Ohio	72	Florida	73

Source: Va. Healthcare Workforce Data Center

*Among all veterinarians, 38% received their high school degree in Virginia, and 34% received their initial professional degree in the state.*

*Among veterinarians who obtained their initial license in the past five years, 35% received their high school degree in Virginia, while 27% received their initial professional degree in the state.*

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	274	Virginia	204
2	Pennsylvania	40	Outside U.S./Canada	126
3	Maryland	37	Tennessee	43
4	New York	34	North Carolina	32
5	Outside U.S./Canada	34	Pennsylvania	30
6	Florida	32	Illinois	29
7	North Carolina	31	Alabama	29
8	California	31	Mississippi	25
9	New Jersey	30	Florida	23
10	Ohio	19	Georgia	18

Source: Va. Healthcare Workforce Data Center

*More than 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:	1,268
% of Licensees:	26%
Federal/Military:	11%
Va. Border State/DC:	22%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Education		
Degree	#	% of Workforce
Bachelor of Science	1,996	55%
Other Bachelor's Degree	351	10%
Graduate Certificate	63	2%
Master's Degree	375	10%
PhD	52	1%
DVM/VMD	2,792	77%

Source: Va. Healthcare Workforce Data Center

*Close to half of all veterinarians carry education debt, including 69% of those who are under the age of 40. For those with education debt, their median debt amount is between \$140,000 and \$150,000.*

## At a Glance:

**Education**  
 DVM/VMD: 77%  
 Bachelor of Science: 55%

**Education Debt**  
 Carry Debt: 45%  
 Under Age 40 w/ Debt: 69%  
 Median Debt: \$140k-\$150k

**Training Program**  
 Internal Medicine: 2%  
 Surgery: 2%  
 Equine Practice: 1%

Source: Va. Healthcare Workforce Data Center

Other Education/Training		
Residency/Specialty Training	#	% of Workforce
Internal Medicine	61	2%
Surgery	59	2%
Equine Practice	47	1%
Public Health	42	1%
Critical Care/Emergency	37	1%
Canine and Feline Practice	33	1%
Laboratory Animal Medicine	29	1%
Reproductive Medicine	24	1%
Sports Medicine and Rehabilitation	24	1%
<b>At Least One</b>	<b>441</b>	<b>12%</b>
Other Education	#	% of Workforce
Preventative Medicine	276	8%
Therigenology	74	2%
Other	248	7%
<b>At Least One</b>	<b>531</b>	<b>15%</b>

Source: Va. Healthcare Workforce Data Center

Education Debt				
Amount Carried	All Veterinarians		Veterinarians Under 40	
	#	%	#	%
None	1,308	55%	302	31%
Less than \$20,000	81	3%	23	2%
\$20,000-\$39,999	85	4%	23	2%
\$40,000-\$59,999	91	4%	31	3%
\$60,000-\$79,999	101	4%	42	4%
\$80,000-\$99,999	76	3%	31	3%
\$100,000-\$119,999	51	2%	31	3%
\$120,000-\$139,999	42	2%	23	2%
\$140,000-\$159,999	59	2%	43	4%
\$160,000-\$179,999	46	2%	33	3%
\$180,000-\$199,999	61	3%	53	5%
\$200,000 or More	394	16%	334	34%
<b>Total</b>	<b>2,395</b>	<b>100%</b>	<b>969</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: 67%  
 2 or More Positions: 16%

### Weekly Hours

40 to 49: 36%  
 60 or More: 9%  
 Less than 30: 13%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	3	< 1%
Employed in a Veterinary-Related Capacity	2,688	95%
Employed, NOT in a Veterinary-Related Capacity	33	1%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	7	< 1%
Voluntarily Unemployed	49	2%
Retired	58	2%
<b>Total</b>	<b>2,839</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all veterinarians, 95% are currently employed in the profession, 67% hold one full-time job, and 36% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	114	4%
One Part-Time Position	351	13%
Two Part-Time Positions	112	4%
One Full-Time Position	1,861	67%
One Full-Time Position & One Part-Time Position	234	8%
Two Full-Time Positions	27	1%
More than Two Positions	80	3%
<b>Total</b>	<b>2,779</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	114	4%
1 to 9 Hours	71	3%
10 to 19 Hours	101	4%
20 to 29 Hours	185	7%
30 to 39 Hours	695	25%
40 to 49 Hours	1,005	36%
50 to 59 Hours	351	13%
60 to 69 Hours	153	6%
70 to 79 Hours	53	2%
80 or More Hours	42	2%
<b>Total</b>	<b>2,770</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Annual Income		
Income Level	#	%
<b>Volunteer Work Only</b>	15	1%
<b>Less than \$40,000</b>	165	8%
<b>\$40,000-\$59,999</b>	106	5%
<b>\$60,000-\$79,999</b>	212	10%
<b>\$80,000-\$99,999</b>	293	14%
<b>\$100,000-\$119,999</b>	394	18%
<b>\$120,000-\$139,999</b>	320	15%
<b>\$140,000-\$159,999</b>	224	10%
<b>\$160,000-\$179,999</b>	116	5%
<b>\$180,000-\$199,999</b>	85	4%
<b>\$200,000 or More</b>	225	10%
<b>Total</b>	<b>2,155</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$110k-\$120k

**Benefits**  
Health Insurance: 53%  
Retirement: 53%

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

Source: Va. Healthcare Workforce Data Center

*The median annual income of Virginia’s veterinarians is between \$110,000 and \$120,000. In addition, 70% of all veterinarians received at least one employer-sponsored benefit, including 53% who had access to health insurance.*

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	1,509	55%
<b>Somewhat Satisfied</b>	984	36%
<b>Somewhat Dissatisfied</b>	208	8%
<b>Very Dissatisfied</b>	51	2%
<b>Total</b>	<b>2,752</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
<b>Paid Vacation</b>	1,579	59%	69%
<b>Retirement</b>	1,432	53%	61%
<b>Health Insurance</b>	1,420	53%	60%
<b>Paid Sick Leave</b>	1,115	41%	48%
<b>Dental Insurance</b>	1,090	41%	48%
<b>Group Life Insurance</b>	639	24%	28%
<b>Signing/Retention Bonus</b>	354	13%	16%
<b>At Least One Benefit</b>	<b>1,878</b>	<b>70%</b>	<b>79%</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?	20	1%
Experience Voluntary Unemployment?	163	4%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	34	1%
Work Two or More Positions at the Same Time?	511	14%
Switch Employers or Practices?	203	6%
Experience at Least One?	<b>784</b>	<b>22%</b>

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 2.9% during the same time period.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	54	2%	28	5%
Less than 6 Months	228	8%	94	17%
6 Months to 1 Year	188	7%	67	12%
1 to 2 Years	491	18%	126	23%
3 to 5 Years	515	19%	91	16%
6 to 10 Years	390	15%	53	9%
More than 10 Years	816	30%	103	18%
Subtotal	<b>2,683</b>	<b>100%</b>	<b>560</b>	<b>100%</b>
Did Not Have Location	72		3,046	
Item Missing	889		37	
Total	<b>3,643</b>		<b>3,643</b>	

Source: Va. Healthcare Workforce Data Center

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

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 1%

**Turnover & Tenure**

Switched Jobs: 6%  
New Location: 22%  
Over 2 Years: 64%  
Over 2 Yrs., 2<sup>nd</sup> Location: 44%

**Employment Type**

Salary/Commission: 71%  
Business/Practice Income: 13%

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	#	%
Salary/Commission	1,477	71%
Hourly Wage	242	12%
By Contract/Per Diem	87	4%
Business/Practice Income	264	13%
Unpaid	12	1%
Subtotal	<b>2,082</b>	<b>100%</b>
Did Not Have Location	72	
Item Missing	1,489	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.5% and a high of 3.4%. At the time of publication, the unemployment rate for December 2022 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*):	19%

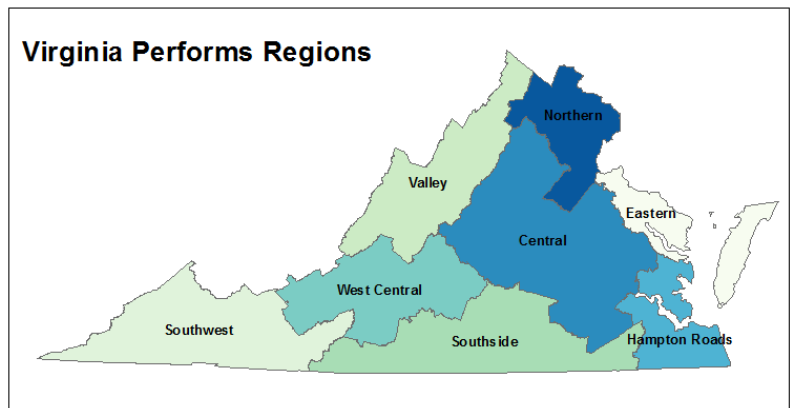
Source: Va. Healthcare Workforce Data Center

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	562	21%	108	18%
Eastern	31	1%	9	2%
Hampton Roads	434	16%	109	19%
Northern	944	35%	168	29%
Southside	59	2%	13	2%
Southwest	95	4%	17	3%
Valley	204	8%	36	6%
West Central	269	10%	58	10%
Virginia Border State/D.C.	17	1%	16	3%
Other U.S. State	47	2%	51	9%
Outside of the U.S.	5	0%	1	0%
<b>Total</b>	<b>2,667</b>	<b>100%</b>	<b>586</b>	<b>100%</b>
Item Missing	906		11	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

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	64	2%	108	4%
1	2,085	76%	2,103	77%
2	379	14%	345	13%
3	121	4%	131	5%
4	32	1%	23	1%
5	13	1%	7	0%
6 or More	49	2%	26	1%
<b>Total</b>	<b>2,744</b>	<b>100%</b>	<b>2,744</b>	<b>100%</b>

\*At the time of survey completion, Dec. 2022.

Source: Va. Healthcare Workforce Data Center



**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	2,297	91%	453	85%
<b>Non-Profit</b>	97	4%	44	8%
<b>State/Local Government</b>	68	3%	25	5%
<b>Veterans Administration</b>	1	0%	0	0%
<b>U.S. Military</b>	21	1%	8	2%
<b>Other Federal Government</b>	46	2%	1	0%
<b>Total</b>	<b>2,530</b>	<b>100%</b>	<b>531</b>	<b>100%</b>
<b>Did Not Have Location</b>	72		3,046	
<b>Item Missing</b>	1,039		64	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

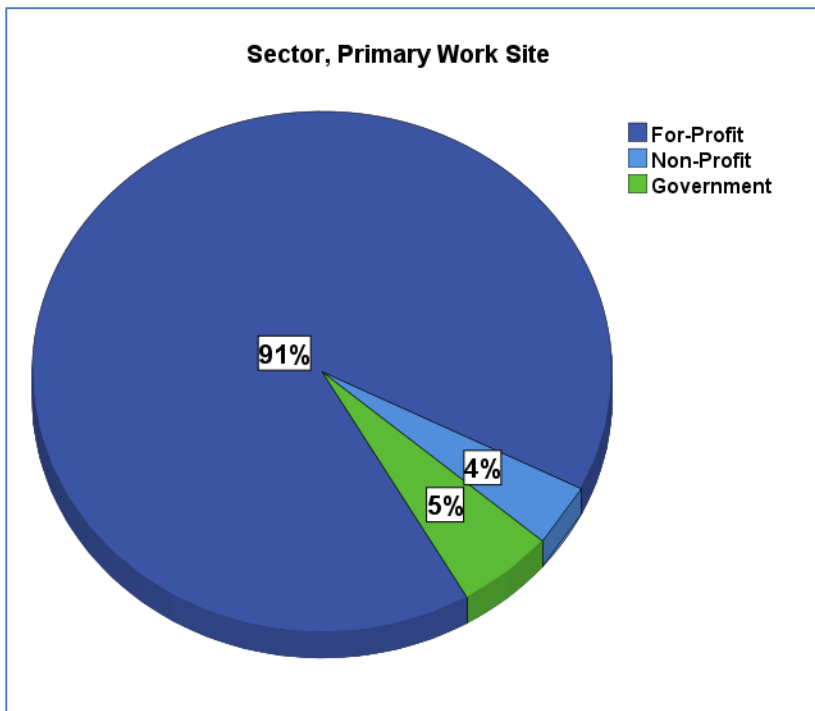
**Sector**

For-Profit:	91%
Federal:	3%

**Top Establishments**

Group Practice:	47%
Solo Practice:	41%
Veterinary Edu. Program:	2%

Source: Va. Healthcare Workforce Data Center



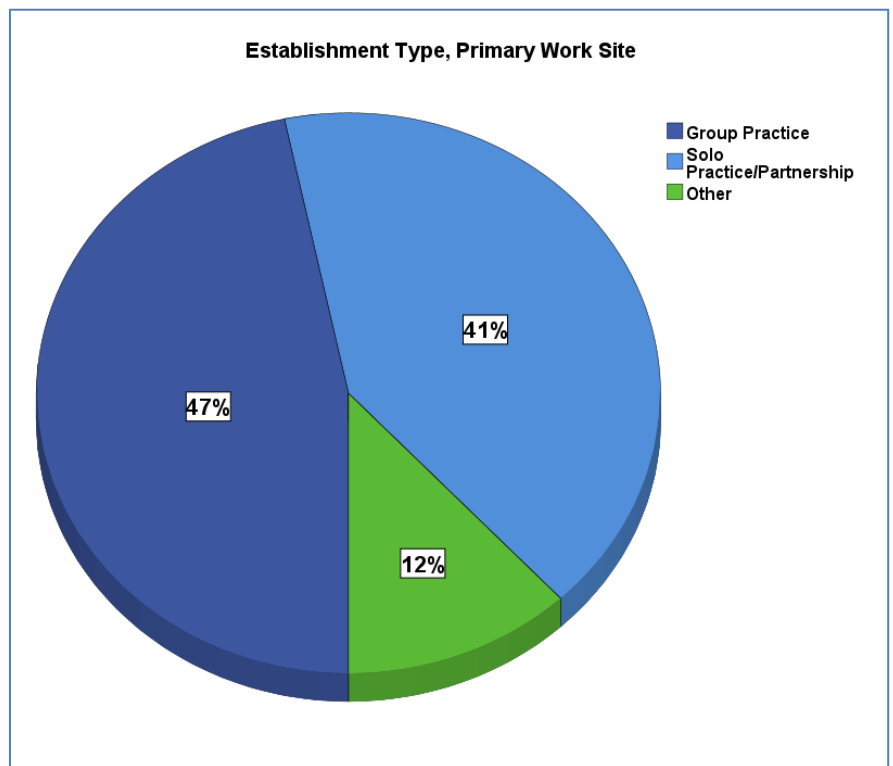
Source: Va. Healthcare Workforce Data Center

*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	1,167	47%	197	38%
Solo Practice/Partnership	1,034	41%	206	40%
Veterinary Education Program	45	2%	15	3%
Public Health Program	25	1%	5	1%
Supplier Organization	13	1%	1	0%
Veterinary Technology Education Program	10	0%	5	1%
Non-Veterinary Education Program	6	0%	5	1%
Other Practice Setting	200	8%	87	17%
<b>Total</b>	<b>2,500</b>	<b>100%</b>	<b>521</b>	<b>100%</b>
<b>Did Not Have a Location</b>	72		3,046	

Source: Va. Healthcare Workforce Data Center

*Among all veterinarians, 47% work at a group practice as their primary work location, while another 41% work in a solo practice/partnership.*



Source: Va. Healthcare Workforce Data Center

*Among those veterinarians who also have a secondary work location, 40% work at a solo practice/partnership, and 38% work at a group practice.*

## At a Glance: (Primary Locations)

### Languages Offered

Spanish:	18%
French:	1%
Korean:	1%

### Means of Communication

Other Staff Member:	72%
Respondent:	26%
Virtual Translation:	11%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	638	18%
French	47	1%
Korean	38	1%
Chinese	29	1%
Hindi	26	1%
Arabic	19	1%
Urdu	18	0%
Vietnamese	17	0%
Persian	12	0%
Tagalog/Filipino	12	0%
Pashto	7	0%
Amharic, Somali, or Other Afro-Asiatic Languages	6	0%
Others	67	2%
<b>At Least One Language</b>	<b>723</b>	<b>20%</b>

Source: Va. Healthcare Workforce Data Center

Nearly one-fifth of all veterinarians are employed at a primary work location that offers Spanish language services for patients.

## Means of Language Communication

Provision	#	% of Workforce with Language Services
Other Staff Member is Proficient	522	72%
Respondent is Proficient	188	26%
Virtual Translation Service	78	11%
Onsite Translation Service	22	3%
Other	11	2%

Source: Va. Healthcare Workforce Data Center

Nearly three-quarters of all veterinarians who are employed at a primary work location that offers language services for patients provide it by means of a staff member who is proficient.

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

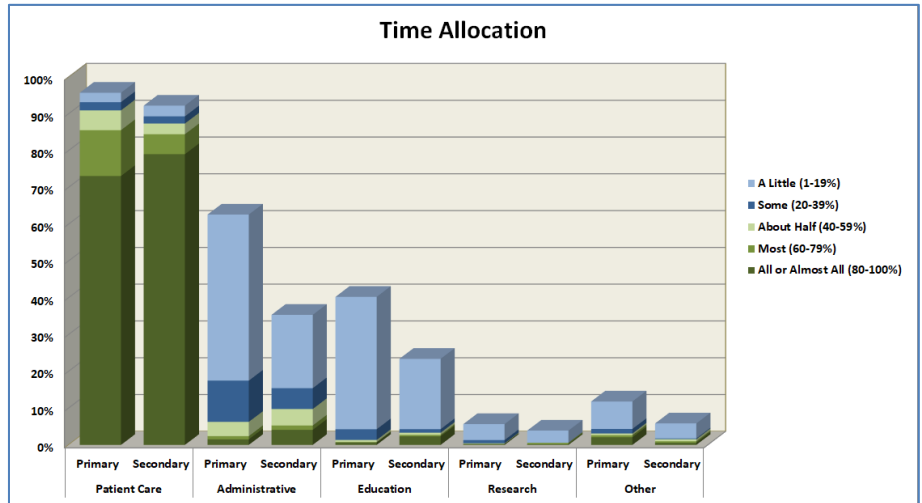
Patient Care: 86%  
Administration: 2%  
Education: 1%

### Patient Care Veterinarians

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



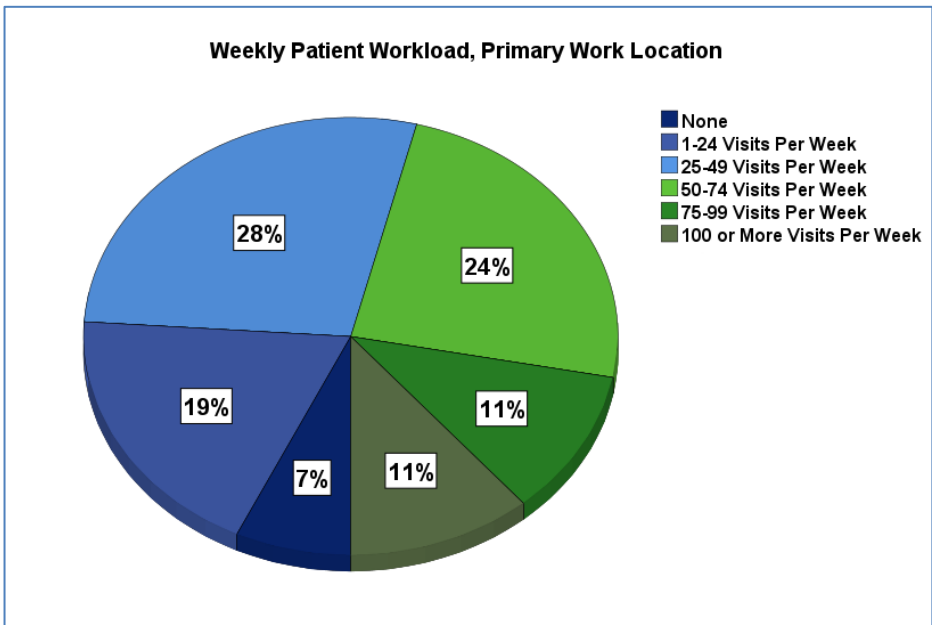
Source: Va. Healthcare Workforce Data Center

*Veterinarians spend most of their time treating patients. In fact, 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	
	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>	73%	79%	2%	4%	1%	2%	0%	0%	2%	1%
<b>Most (60-79%)</b>	12%	5%	1%	1%	0%	0%	0%	0%	1%	0%
<b>About Half (40-59%)</b>	5%	3%	4%	4%	1%	1%	0%	0%	0%	1%
<b>Some (20-39%)</b>	2%	2%	11%	6%	3%	1%	1%	0%	1%	0%
<b>A Little (1-19%)</b>	3%	3%	45%	20%	36%	19%	4%	3%	7%	4%
<b>None (0%)</b>	4%	8%	37%	64%	60%	76%	94%	96%	88%	94%

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.*

# of Patients Per Week	Patient Care Visits			
	Primary		Secondary	
	#	%	#	%
<b>None</b>	178	7%	67	13%
<b>1-24</b>	483	19%	267	50%
<b>25-49</b>	707	28%	109	20%
<b>50-74</b>	609	24%	49	9%
<b>75-99</b>	274	11%	24	5%
<b>100-124</b>	144	6%	11	2%
<b>125-149</b>	52	2%	2	0%
<b>150-174</b>	28	1%	2	0%
<b>175-199</b>	16	1%	0	0%
<b>200 or More</b>	44	2%	1	0%
<b>Total</b>	<b>2,535</b>	<b>100%</b>	<b>532</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>	57	2%	-	-
<b>50 to 54</b>	102	4%	6	1%
<b>55 to 59</b>	254	11%	63	8%
<b>60 to 64</b>	545	23%	168	20%
<b>65 to 69</b>	684	29%	260	31%
<b>70 to 74</b>	327	14%	152	18%
<b>75 to 79</b>	95	4%	61	7%
<b>80 or Over</b>	47	2%	25	3%
<b>I Do Not Intend to Retire</b>	213	9%	96	12%
<b>Total</b>	<b>2,324</b>	<b>100%</b>	<b>831</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Veterinarians**

Under 65: 41%  
Under 60: 18%

**Veterinarians 50 and Over**

Under 65: 29%  
Under 60: 8%

**Time Until Retirement**

Within 2 Years: 7%  
Within 10 Years: 22%  
Half the Workforce: By 2047

Source: Va. Healthcare Workforce Data Center

*More than two out of every five veterinarians expect to retire by the age of 65. Among veterinarians who are already at least age 50, 29% 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**

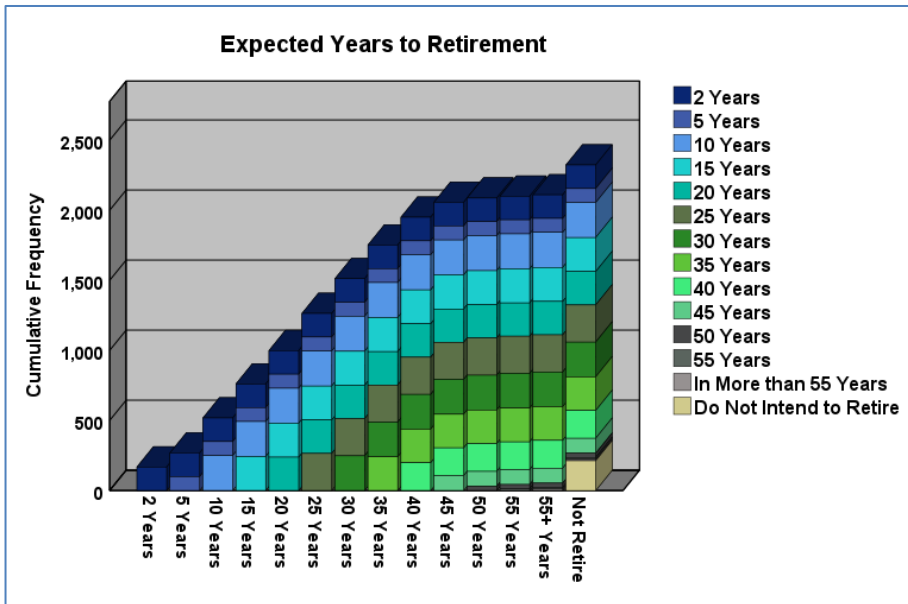
Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	51	1%
<b>Leave Virginia</b>	114	3%
<b>Decrease Patient Care Hours</b>	366	10%
<b>Decrease Teaching Hours</b>	23	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	187	5%
<b>Increase Teaching Hours</b>	108	3%
<b>Pursue Additional Education</b>	262	7%
<b>Return to the Workforce</b>	16	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, 22% plan to retire within the next decade. More than half of the current workforce expect to retire by 2047.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	169	7%	7%
5 Years	100	4%	12%
10 Years	250	11%	22%
15 Years	243	10%	33%
20 Years	238	10%	43%
25 Years	265	11%	54%
30 Years	249	11%	65%
35 Years	240	10%	75%
40 Years	198	9%	84%
45 Years	107	5%	89%
50 Years	30	1%	90%
55 Years	13	1%	90%
In More Than 55 Years	10	0%	91%
Do Not Intend to Retire	213	9%	100%
<b>Total</b>	<b>2,324</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 2032. Retirement will peak at 11% of the current workforce around 2047 before declining to under 10% of the current workforce again around 2062.

## At a Glance:

### FTEs

Total: 3,228  
 FTEs/1,000 Residents<sup>2</sup>: 0.374  
 Average: 0.90

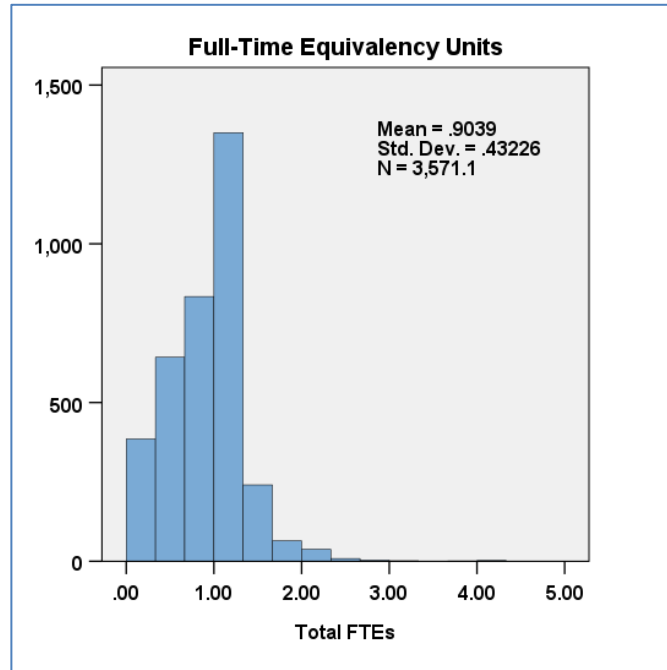
### Age & Gender Effect

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

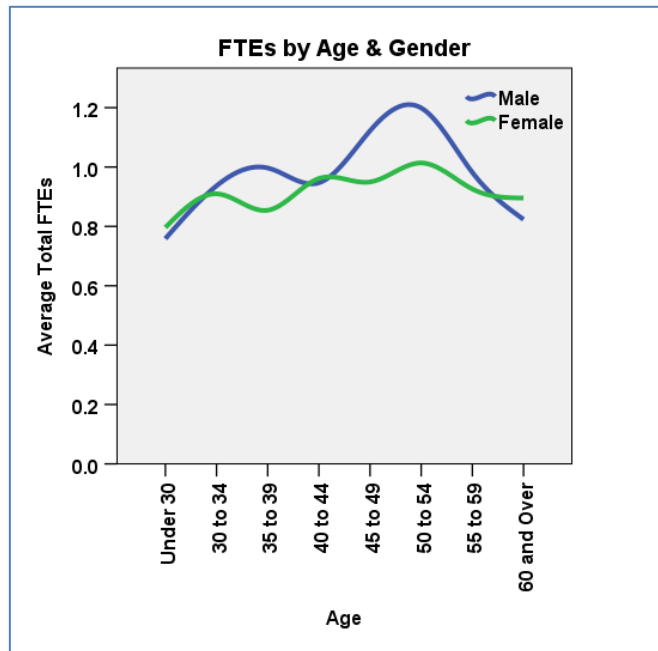
## A Closer Look:



*The typical veterinarian provided 0.96 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>		
Under 30	0.77	0.73
30 to 34	0.93	1.03
35 to 39	0.75	0.84
40 to 44	0.98	1.05
45 to 49	1.04	1.09
50 to 54	1.09	1.18
55 to 59	0.98	1.09
60 and Over	0.80	0.62
<b>Gender</b>		
Male	0.94	1.01
Female	0.91	0.94

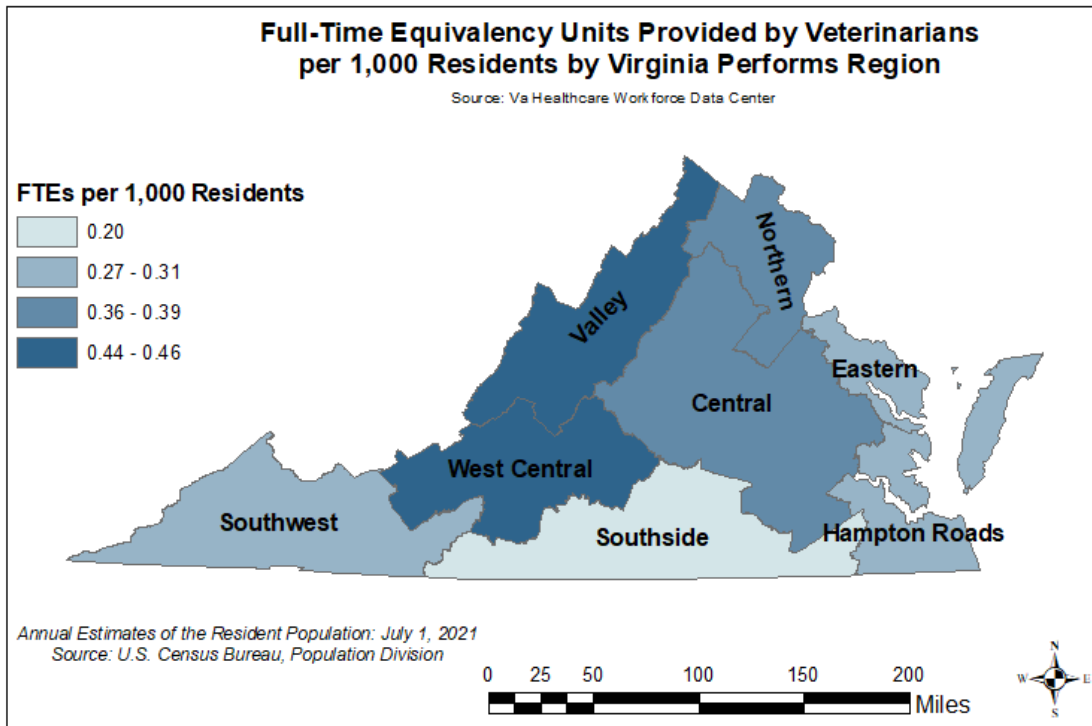
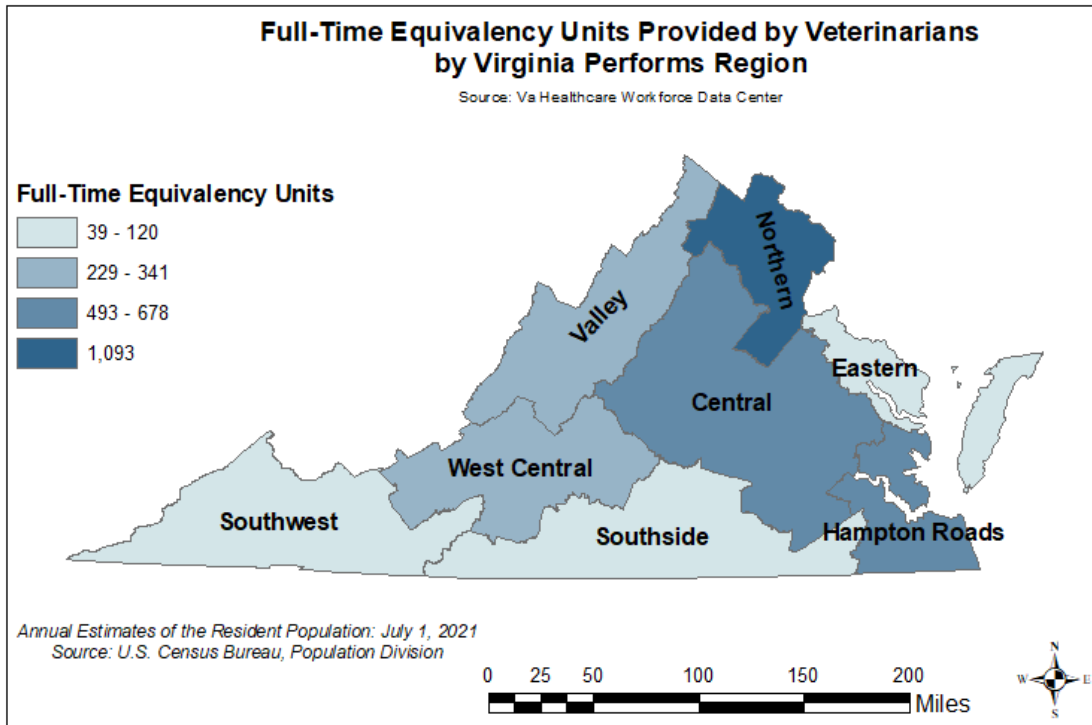
Source: Va. Healthcare Workforce Data Center

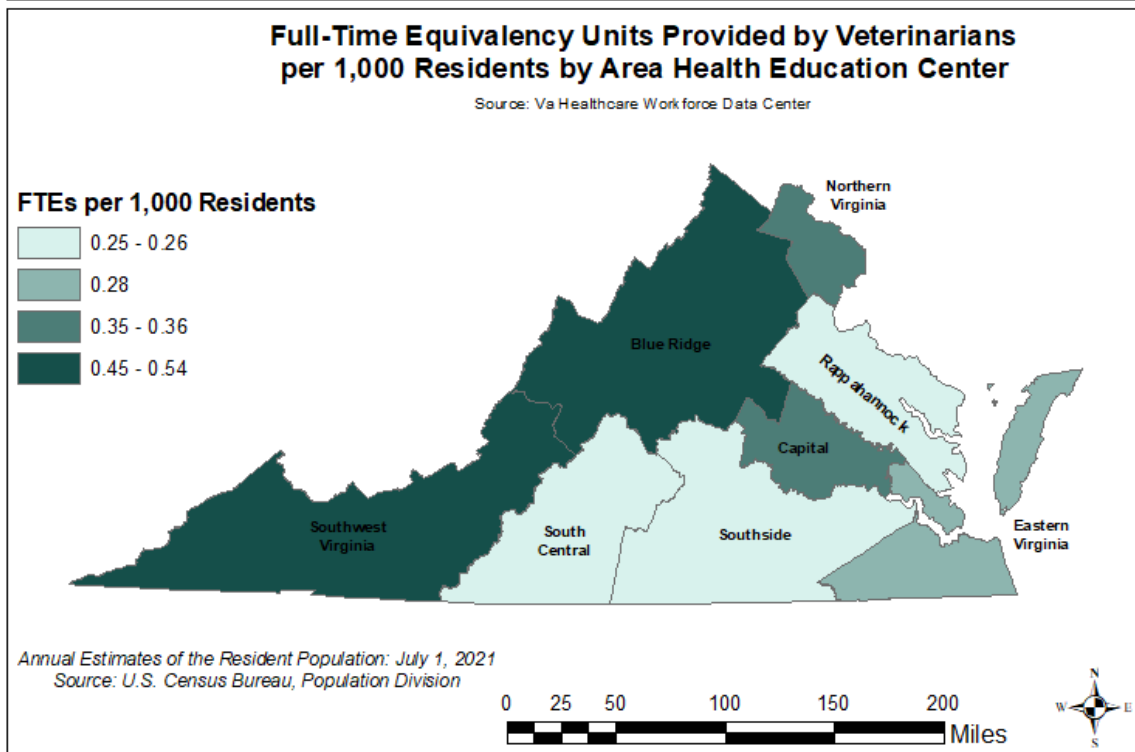
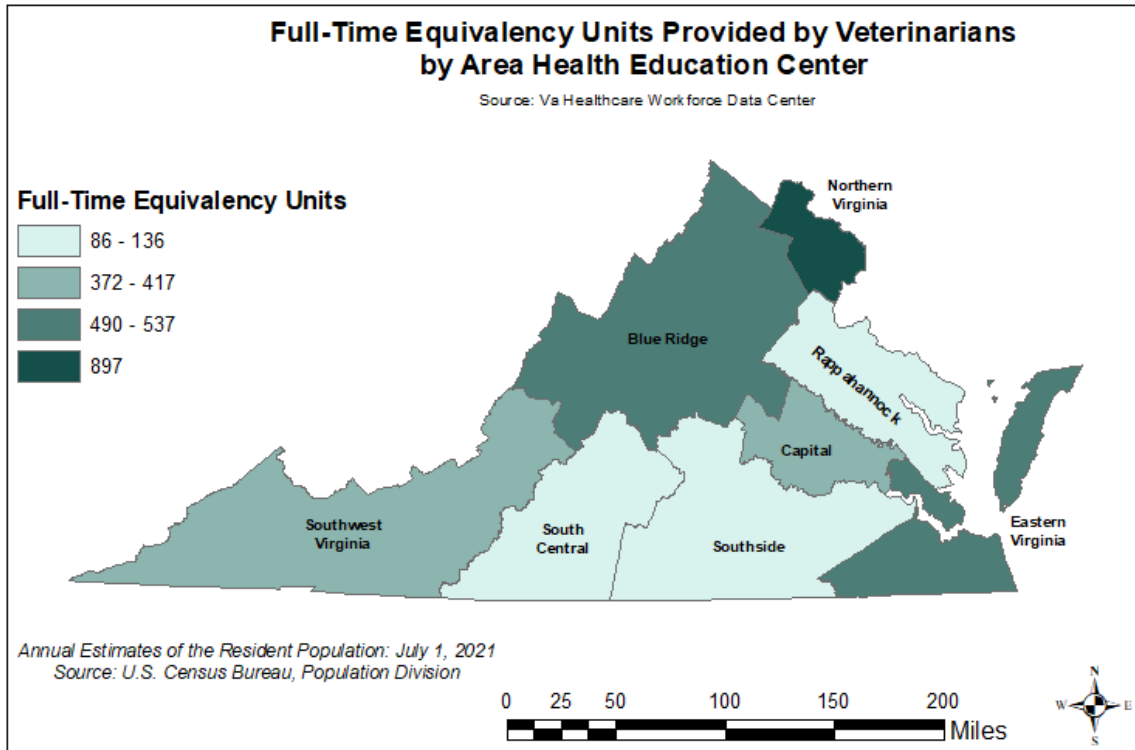


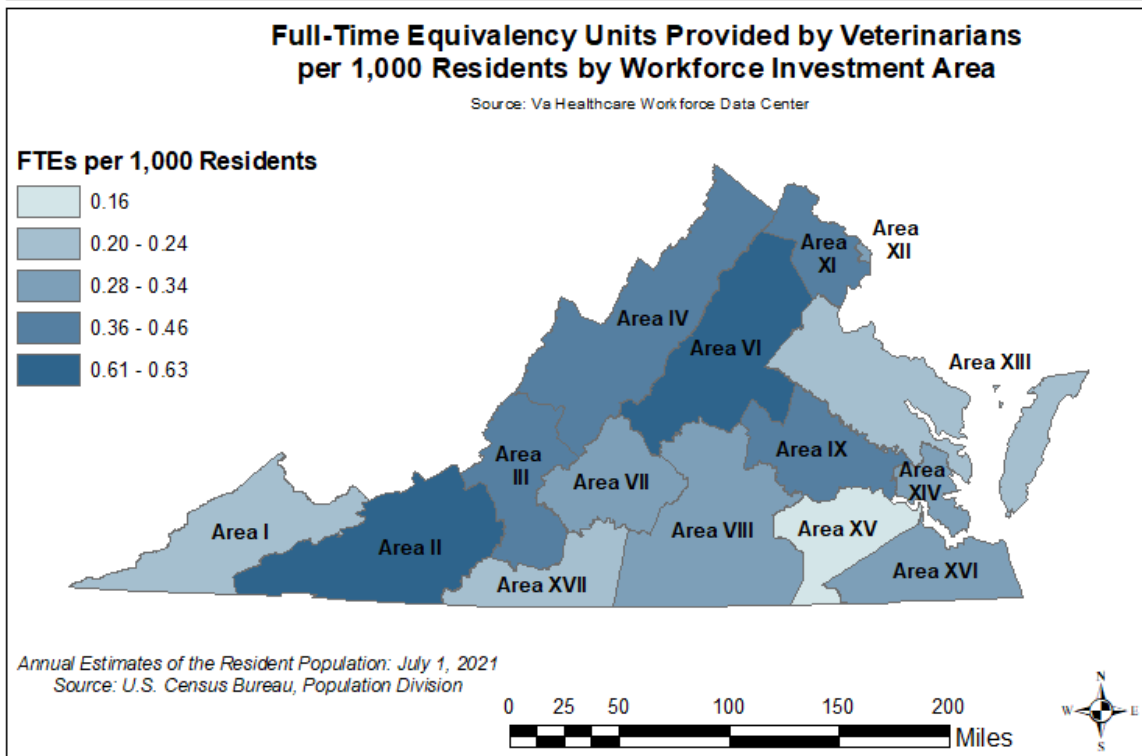
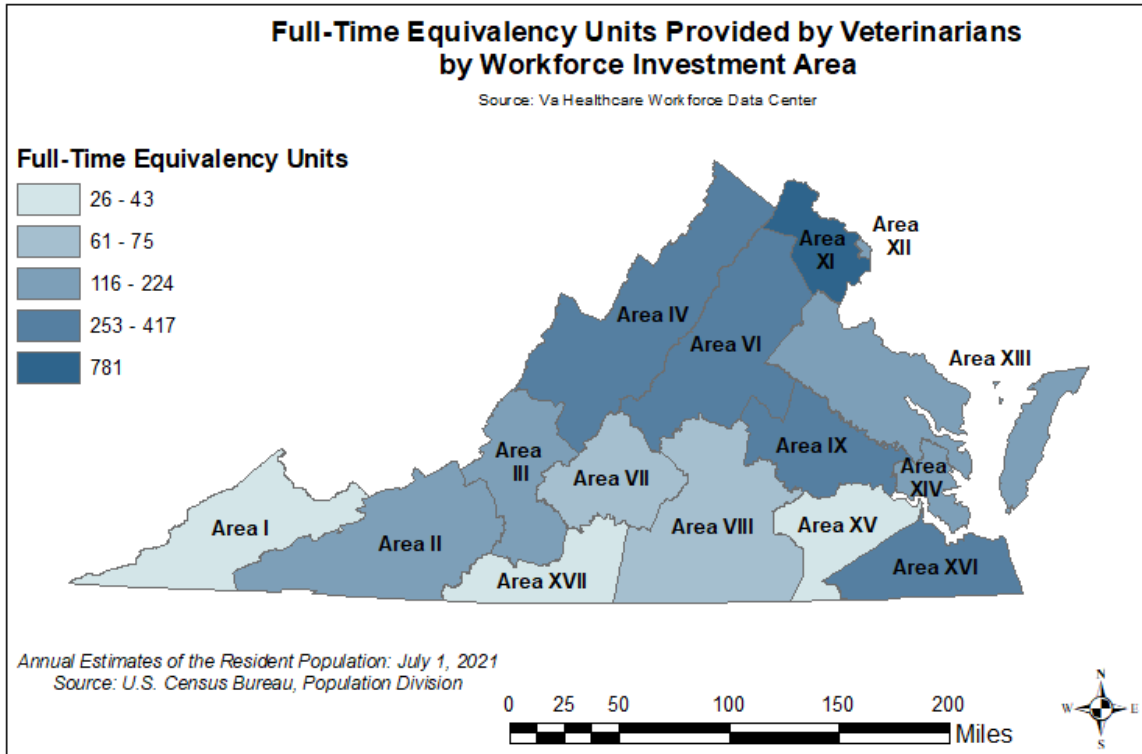
<sup>2</sup> Number of residents in 2021 was used as the denominator.

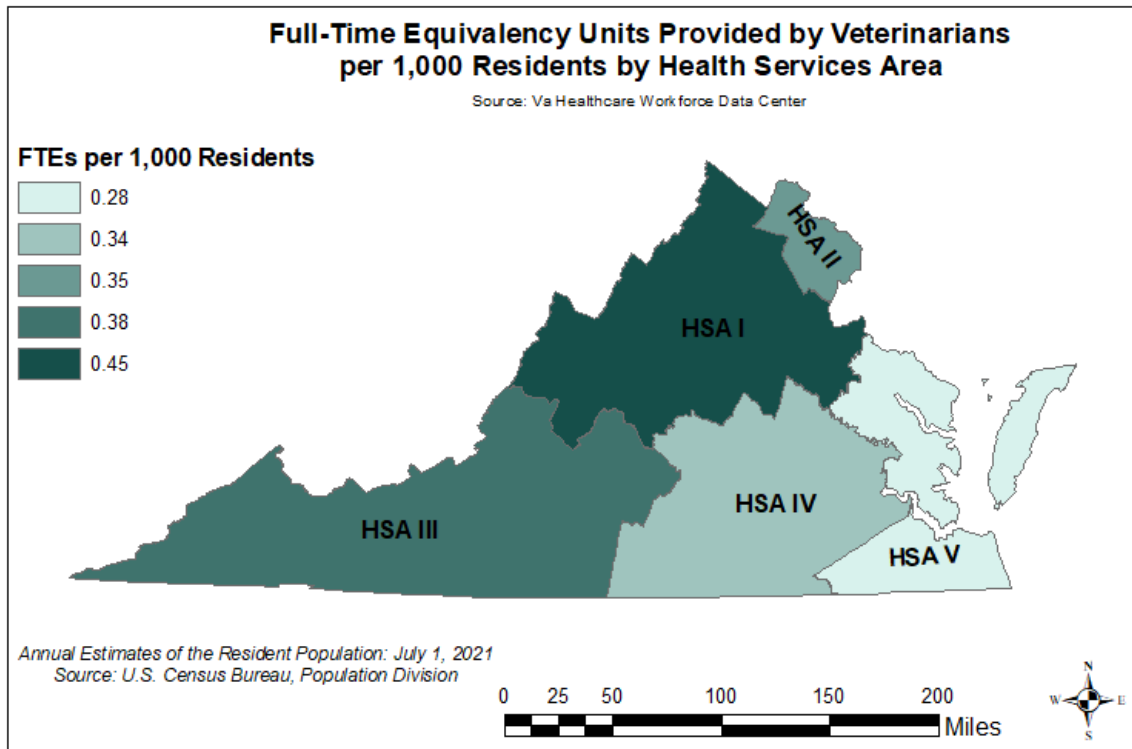
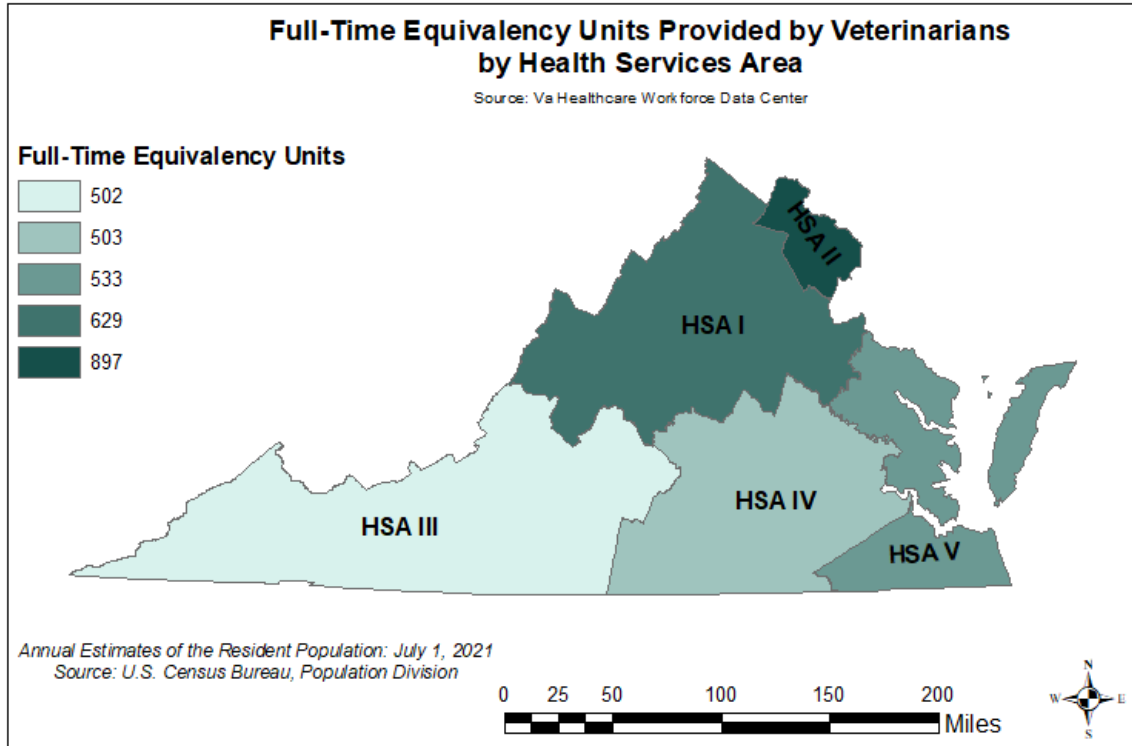
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction Effect were significant).

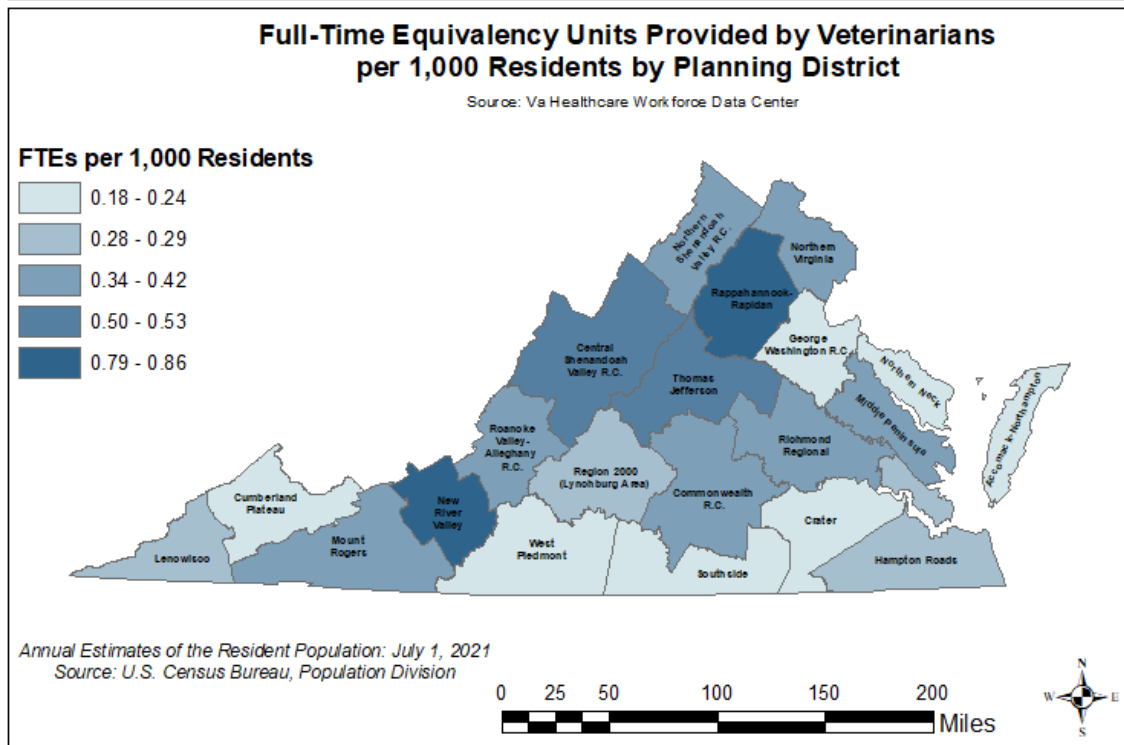
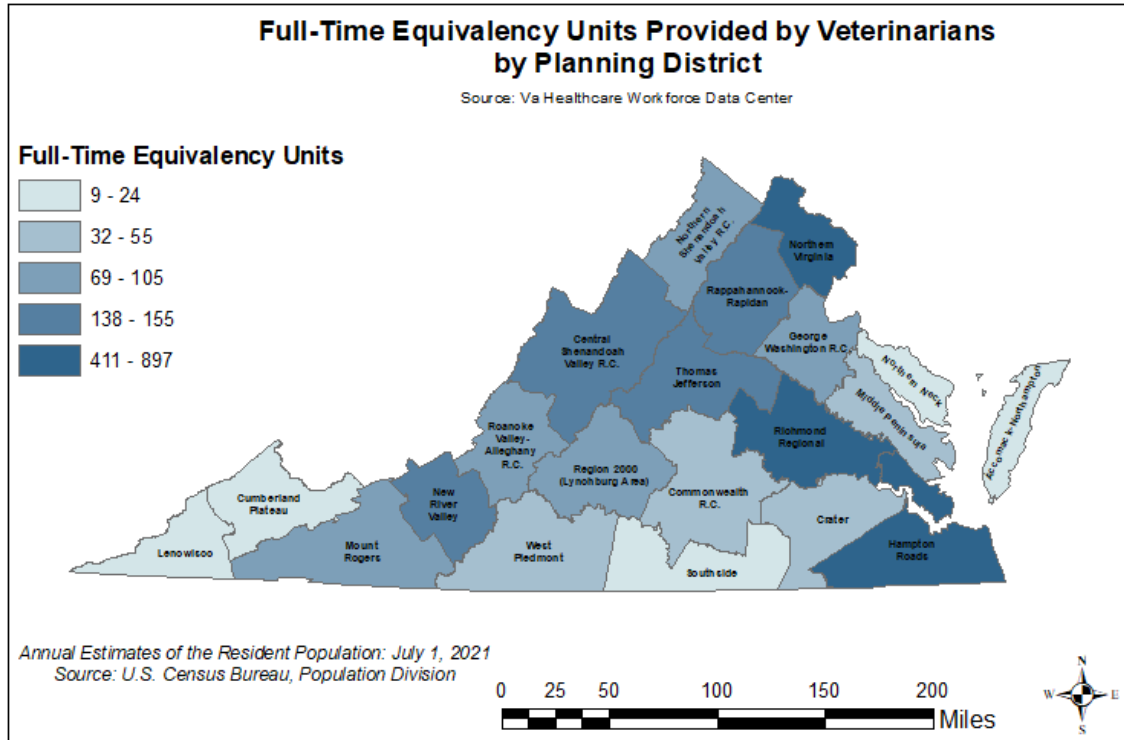












## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	2,194	83.96%	1.191	1.119	1.401
<b>Metro, 250,000 to 1 Million</b>	250	89.20%	1.121	1.053	1.319
<b>Metro, 250,000 or Less</b>	578	82.87%	1.207	1.134	1.419
<b>Urban, Pop. 20,000+, Metro Adj.</b>	31	83.87%	1.192	1.120	1.402
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	154	87.66%	1.141	1.072	1.342
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	51	96.08%	1.041	0.978	1.224
<b>Rural, Metro Adj.</b>	87	81.61%	1.225	1.151	1.441
<b>Rural, Non-Adj.</b>	25	64.00%	1.563	1.510	1.838
<b>Virginia Border State/D.C.</b>	733	81.17%	1.232	1.157	1.449
<b>Other U.S. State</b>	808	80.07%	1.249	1.173	1.469

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	348	70.69%	1.415	1.224	1.838
<b>30 to 34</b>	683	78.18%	1.279	1.107	1.662
<b>35 to 39</b>	664	84.19%	1.188	1.028	1.543
<b>40 to 44</b>	624	86.06%	1.162	1.006	1.510
<b>45 to 49</b>	548	88.50%	1.130	0.978	1.173
<b>50 to 54</b>	463	84.67%	1.181	1.022	1.534
<b>55 to 59</b>	495	84.04%	1.190	1.030	1.546
<b>60 and Over</b>	1,086	84.16%	1.188	1.028	1.544

Source: Va. Healthcare Workforce Data Center

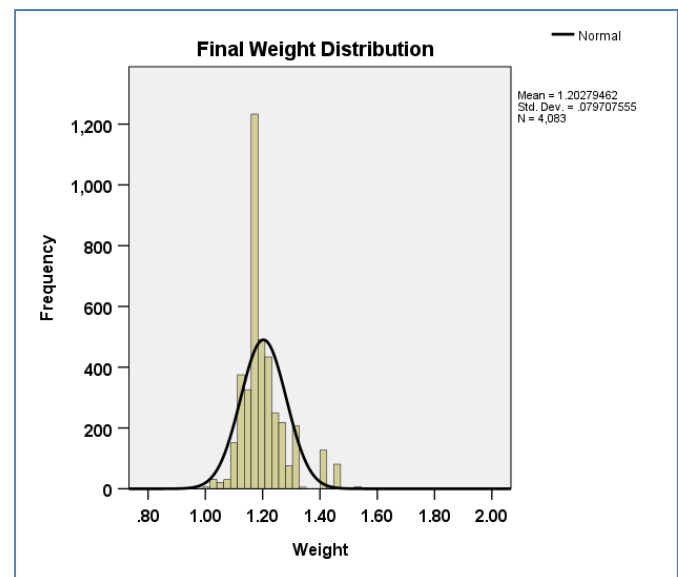
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.831399**



Source: Va. Healthcare Workforce Data Center