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# *Virginia's Veterinary Technician Workforce: 2021*

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Healthcare Workforce Data Center

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*More than 2,200 Veterinary Technicians voluntarily participated in this survey. Without their efforts, the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Veterinary Medicine express our sincerest appreciation for their ongoing cooperation.*

***Thank You!***

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# The Veterinary Technician Workforce At a Glance:

## The Workforce

Licensees:	2,551
Virginia's Workforce:	2,267
FTEs:	1,747

## Background

Rural Childhood:	37%
HS Diploma in VA:	70%
Prof. Degree in VA:	69%

## Current Employment

Employed in Prof.:	84%
Hold 1 Full-Time Job:	68%
Satisfied?:	90%

## Survey Response Rate

All Licensees:	88%
Renewing Practitioners:	99%

## Education

Associate:	89%
Baccalaureate:	10%

## Job Turnover

Switched Jobs:	8%
Employed Over 2 Yrs.:	58%

## Demographics

Female:	96%
Diversity Index:	20%
Median Age:	37

## Finances

Median Income:	\$30k-\$40k
Retirement Benefits:	65%
Under 40 w/ Ed. Debt:	37%

## Time Allocation

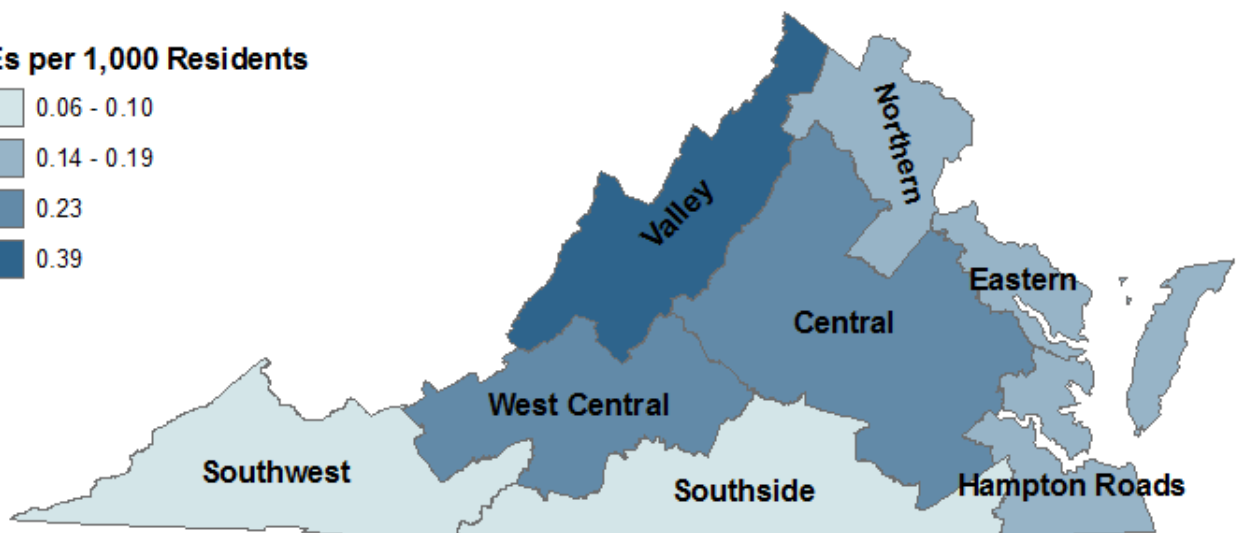
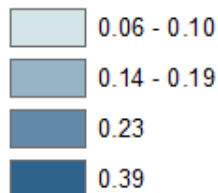
Patient Care:	80%-89%
Administration:	1%-9%
Patient Care Role:	73%

Source: Va. Healthcare Workforce Data Center

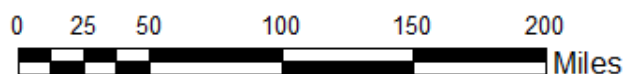
## Full-Time Equivalency Units Provided by Veterinary Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force 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 Veterinary Technician Workforce survey. More than 2,200 veterinary technicians voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers this survey during the license renewal process, which takes place every December for veterinary technicians. These survey respondents represent 88% of the 2,551 veterinary technicians who are licensed in the state and 99% of renewing practitioners.

The HWDC estimates that 2,267 veterinary technicians participated in Virginia's workforce during the survey period, which is defined as those veterinary technicians who worked at least a portion of the year in the state or who live in the state and intend to return to work as a veterinary technician at some point in the future. During the past year, Virginia's veterinary technician workforce provided 1,747 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

More than three out of every five veterinary technicians are under the age of 40, and 96% of veterinary technicians who are under the age of 40 are female. In a random encounter between two veterinary technicians, there is a 20% chance that they would be of different races or ethnicities, a measure known as the diversity index. For veterinary technicians who are under the age of 40, this diversity index increases to 24%. Both of these values are well below the comparable diversity index of 60% for Virginia's population as a whole. More than one-third of all veterinary technicians grew up in a rural area, and 14% of these professionals currently work in a non-metro area of Virginia. In total, 6% of all veterinary technicians currently work in a non-metro area of the state.

More than 80% of all veterinary technicians are currently employed in the profession, 68% hold one full-time job, and 43% work between 40 and 49 hours per week. More than 90% of veterinary technicians work in the private sector, including 87% who work at a for-profit enterprise. The median annual income of this workforce is between \$30,000 and \$40,000. In addition, more than four-fifths of all veterinary technicians receive at least one employer-sponsored benefit, including 62% who have access to health insurance. Nine out of every ten veterinary technicians indicated that they are satisfied with their current work situation, including 49% 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 veterinary technician workforce. The number of licensed veterinary technicians in Virginia has increased by 9% (2,551 vs. 2,334). In addition, the size of Virginia's veterinary technician workforce has increased by 10% (2,267 vs. 2,060), but the number of FTEs provided by this workforce has remained essentially constant (1,747 vs. 1,745). Virginia's renewing veterinary technicians are more likely to respond to this survey (99% vs. 94%).

The percentage of veterinary technicians who are under the age of 40 has fallen (61% vs. 63%). The diversity index of Virginia's veterinary technicians has increased (20% vs. 18%), and this is also the case among those veterinary technicians who are under the age of 40 (24% vs. 21%). This has occurred during a time in which Virginia's overall population has also become more diverse (60% vs. 56%). Although there has been no change in the percentage of veterinary technicians who grew up in a rural area (37%), veterinary technicians who grew up in a rural area are more likely to work in a non-metro area of the state (14% vs. 12%).

Veterinary technicians are less likely to be employed in the profession (84% vs. 86%). With respect to establishment type, veterinary technicians are more likely to work at a solo practice or partnership (54% vs. 52%) instead of a group practice (29% vs. 30%). There has been no change in the median annual income of Virginia's veterinary technician workforce (\$30k-\$40k). Likewise, there has been no change in the percentage of veterinary technicians who receive at least one employer-sponsored benefit (84%). Veterinary technicians are less likely to carry education debt (29% vs. 35%), but the median debt amount among those veterinary technicians with education debt has increased (\$20k-\$30k vs. \$10k-\$20k). Veterinary technicians are less likely to indicate that they are satisfied with their current work circumstances (90% vs. 92%), including those who indicated that they are "very satisfied" (49% vs. 53%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	2,198	86%
New Licensees	182	7%
Non-Renewals	171	7%
<b>All Licensees</b>	<b>2,551</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all renewing veterinary technicians, 99% submitted a survey. These represent 88% of all veterinary technicians 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	88	367	81%
30 to 34	66	485	88%
35 to 39	50	428	90%
40 to 44	31	312	91%
45 to 49	18	207	92%
50 to 54	22	198	90%
55 to 59	10	105	91%
60 and Over	13	151	92%
<b>Total</b>	<b>298</b>	<b>2,253</b>	<b>88%</b>
<b>New Licenses</b>			
Issued in Past Year	109	73	40%
<b>Metro Status</b>			
Non-Metro	25	180	88%
Metro	231	1,826	89%
Not in Virginia	42	246	85%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted in December 2021.
- Target Population:** All veterinary technicians who held a Virginia license at some point between January 2021 and December 2021.
- Survey Population:** The survey was available to veterinary technicians who renewed their licenses online. It was not available to those who did not renew, including some veterinary technicians newly licensed in 2021.

Response Rates	
Completed Surveys	2,253
Response Rate, All Licensees	88%
Response Rate, Renewals	99%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinary Tech.

Number: 2,551  
 New: 7%  
 Not Renewed: 7%

Response Rates

All Licensees: 88%  
 Renewing Practitioners: 99%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Veterinary Tech. Workforce: 2,267  
 FTEs: 1,747

### Utilization Ratios

Licensees in VA Workforce: 89%  
 Licensees per FTE: 1.46  
 Workers per FTE: 1.30

Source: Va. Healthcare Workforce Data Center

## Definitions

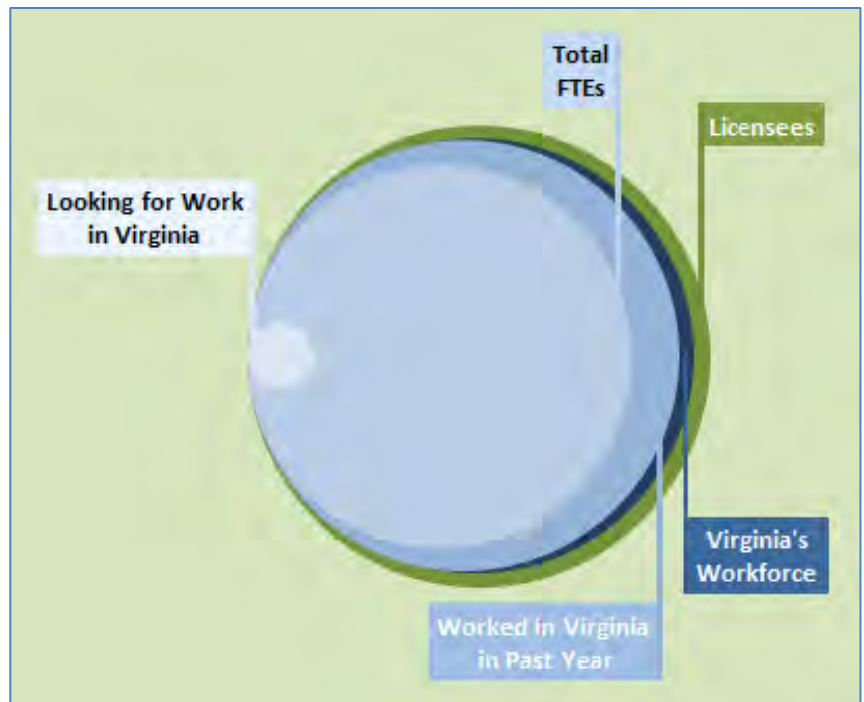
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between January 2021 and December 2021 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 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.

### Veterinary Technician Workforce

Status	#	%
Worked in Virginia in Past Year	2,214	98%
Looking for Work in Virginia	54	2%
Virginia's Workforce	2,267	100%
Total FTEs	1,747	
Licensees	2,551	

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/>*



Source: Va. Healthcare Workforce Data Center



A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	12	4%	324	96%	336	20%
30 to 34	20	5%	377	95%	397	24%
35 to 39	8	3%	289	97%	297	18%
40 to 44	9	4%	219	96%	227	13%
45 to 49	3	3%	125	97%	128	8%
50 to 54	8	6%	122	94%	130	8%
55 to 59	1	2%	72	99%	73	4%
60 and Over	4	4%	93	96%	98	6%
<b>Total</b>	<b>66</b>	<b>4%</b>	<b>1,621</b>	<b>96%</b>	<b>1,687</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Veterinary Technicians		Vet. Tech. Under 40	
	%	#	%	#	%
White	59%	1,493	89%	890	87%
Black	18%	36	2%	29	3%
Asian	7%	14	1%	9	1%
Other Race	1%	12	1%	7	1%
Two or More Races	5%	45	3%	31	3%
Hispanic	11%	77	5%	58	6%
<b>Total</b>	<b>100%</b>	<b>1,677</b>	<b>100%</b>	<b>1,024</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, 2020.

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Gender**

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

**Age**

Median Age: 37  
% Under 40: 61%  
% 55 and Over: 10%

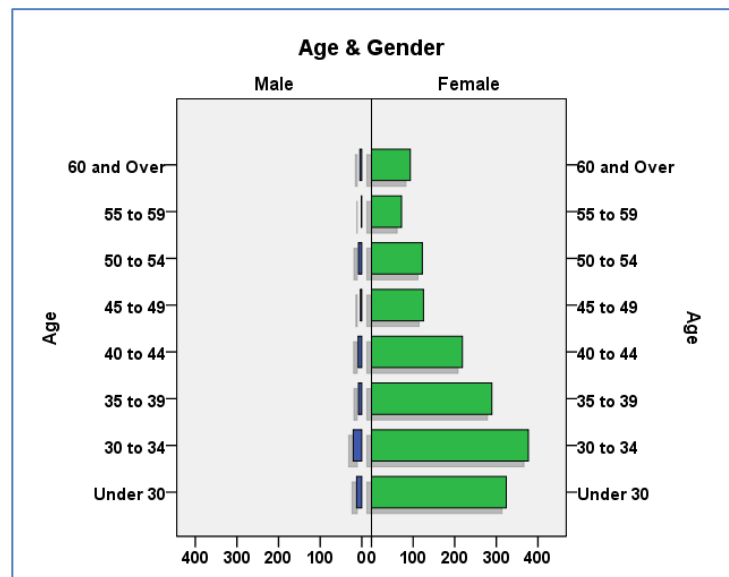
**Diversity**

Diversity Index: 20%  
Under 40 Div. Index: 24%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two veterinary technicians, there is a 20% chance that they would be of different races or ethnicities (a measure known as the diversity index).*

*Among the 61% of veterinary technicians who are under the age of 40, 96% are female. In addition, the diversity index among veterinary technicians who are under the age of 40 is 24%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 6%  
 Rural Childhood: 37%

### Virginia Background

HS in Virginia: 70%  
 Prof. Edu. in Virginia: 69%  
 HS or Prof. Edu. in VA: 80%

### Location Choice

% Rural to Non-Metro: 14%  
 % Urban/Suburban to Non-Metro: 2%

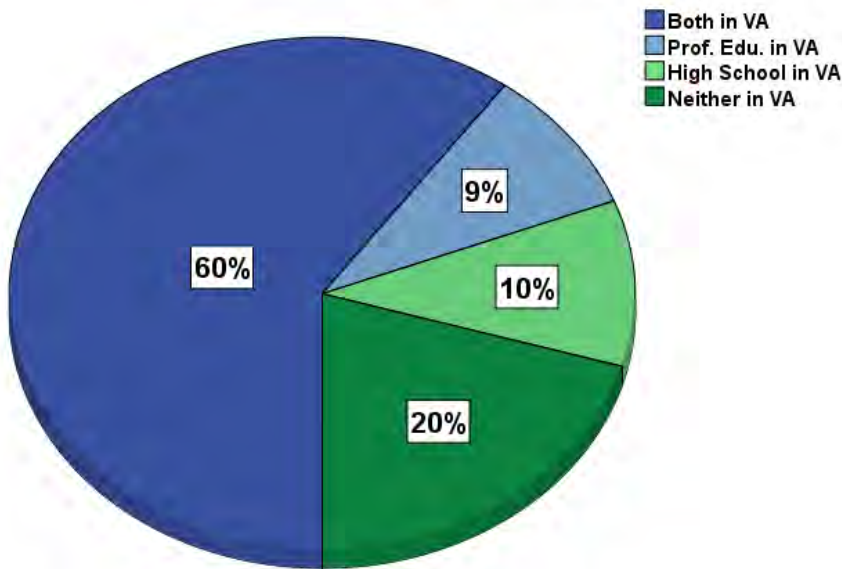
Source: Va. Healthcare Workforce Data Center

## 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+	28%	67%	6%
2	Metro, 250,000 to 1 Million	49%	43%	7%
3	Metro, 250,000 or Less	54%	41%	5%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	71%	0%	29%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	88%	10%	2%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	100%	0%	0%
8	Rural, Metro Adjacent	78%	19%	3%
9	Rural, Non-Adjacent	17%	83%	0%
<b>Overall</b>		<b>37%</b>	<b>57%</b>	<b>6%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

*Among the 37% of veterinary technicians who grew up in a rural area, 14% currently work in a non-metro area of the state. In total, 6% of all veterinary technicians currently work in a non-metro area of Virginia.*

## Top Ten States for Veterinary Technician Recruitment

Rank	All Veterinary Technicians			
	High School	#	Professional School	#
1	Virginia	1,170	Virginia	1,139
2	Pennsylvania	61	Pennsylvania	80
3	New York	59	Texas	61
4	Maryland	39	Colorado	41
5	North Carolina	29	New York	36
6	California	27	North Carolina	29
7	Florida	23	New Mexico	29
8	New Jersey	22	Florida	27
9	West Virginia	21	California	26
10	Ohio	18	Arizona	17

Source: Va. Healthcare Workforce Data Center

*Among all veterinary technicians, 70% received their high school degree in Virginia, and 69% received their initial professional degree in the state.*

*Among veterinary technicians who have obtained their initial license in the past five years, 66% received their high school degree in Virginia, and 59% received their initial professional degree in the state.*

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	373	Virginia	337
2	Pennsylvania	22	Pennsylvania	35
3	New York	19	New Mexico	23
4	North Carolina	16	Texas	22
5	California	15	California	20
6	New Jersey	13	Colorado	17
7	Maryland	13	New York	12
8	West Virginia	10	North Carolina	12
9	Florida	7	Arizona	9
10	Texas	7	Florida	7

Source: Va. Healthcare Workforce Data Center

*More than 10% of Virginia's licensees did not participate in the state's veterinary technician workforce. Among these licensees, 84% worked at some point in the past year, including 60% who currently work as veterinary technicians.*

### At a Glance:

#### Not in VA Workforce

Total:	284
% of Licensees:	11%
Federal/Military:	5%
VA Border State/DC:	14%

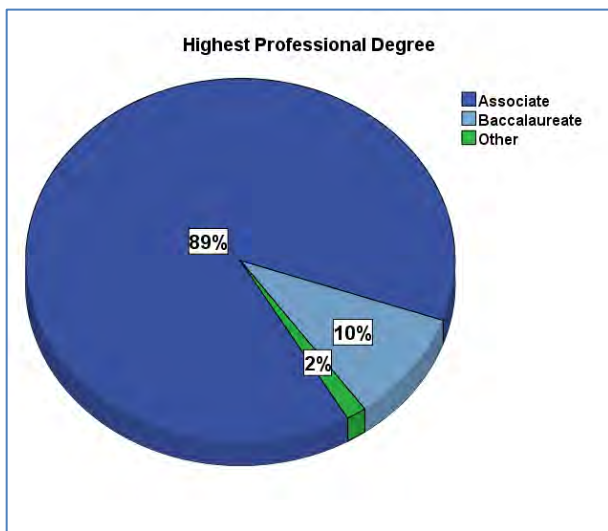
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate Degree	1,459	89%
Baccalaureate Degree	162	10%
Other	25	2%
<b>Total</b>	<b>1,645</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Nearly 30% of veterinary technicians carry education debt, including 37% of those who are under the age of 40. For those with education debt, the median debt amount is between \$20,000 and \$30,000.



Source: Va. Healthcare Workforce Data Center

Certifications		
Certification	#	%
Veterinary Emergency and Critical Care Technicians	11	0%
Veterinary Technicians in Anesthesia and Analgesia	10	0%
Internal Medicine for Veterinary Technicians	8	0%
Veterinary Dental Technicians	8	0%
Laboratory Animal Veterinary Technicians and Nurses	5	0%
<b>At Least One Certification</b>	<b>44</b>	<b>2%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Education**

Associate: 89%

Baccalaureate: 10%

**Education Debt**

Carry Debt: 29%

Under Age 40 w/ Debt: 37%

Median Debt: \$20k-\$30k

Source: Va. Healthcare Workforce Data Center

Amount Carried	All Vet. Tech.		Veterinary Tech. Under 40	
	#	%	#	%
None	1,006	71%	559	63%
Less than \$10,000	120	9%	98	11%
\$10,000-\$19,999	77	5%	61	7%
\$20,000-\$29,999	71	5%	63	7%
\$30,000-\$39,999	45	3%	38	4%
\$40,000-\$49,999	32	2%	23	3%
\$50,000-\$59,999	21	1%	17	2%
\$60,000-\$69,999	6	0%	2	0%
\$70,000-\$79,999	5	0%	3	0%
\$80,000-\$89,999	9	1%	7	1%
\$90,000-\$99,999	2	0%	1	0%
\$100,000 or More	16	1%	9	1%
<b>Total</b>	<b>1,409</b>	<b>100%</b>	<b>884</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 84%  
Involuntarily Unemployed: 1%

### Positions Held

1 Full-Time: 68%  
2 or More Positions: 12%

### Weekly Hours:

40 to 49: 43%  
60 or More: 2%  
Less than 30: 11%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	0	0%
Employed in a Veterinary Technician-Related Capacity	1,402	84%
Employed, NOT in a Veterinary Technician-Related Capacity	139	8%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	8	1%
Voluntarily Unemployed	96	6%
Retired	15	1%
<b>Total</b>	<b>1,661</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all veterinary technicians, 84% are currently employed in the profession, 68% hold one full-time job, and 43% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	119	7%
One Part-Time Position	205	13%
Two Part-Time Positions	28	2%
One Full-Time Position	1,113	68%
One Full-Time Position & One Part-Time Position	139	9%
Two Full-Time Positions	12	1%
More than Two Positions	16	1%
<b>Total</b>	<b>1,632</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	119	7%
1 to 9 Hours	29	2%
10 to 19 Hours	66	4%
20 to 29 Hours	86	5%
30 to 39 Hours	495	31%
40 to 49 Hours	694	43%
50 to 59 Hours	78	5%
60 to 69 Hours	26	2%
70 to 79 Hours	5	0%
80 or More Hours	9	1%
<b>Total</b>	<b>1,607</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Annual Income		
Income Level	#	%
Volunteer Work Only	22	2%
Less than \$20,000	136	11%
\$20,000-\$29,999	146	12%
\$30,000-\$39,999	323	26%
\$40,000-\$49,999	344	28%
\$50,000-\$59,999	155	12%
\$60,000 or More	125	10%
<b>Total</b>	<b>1,252</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	789	49%
Somewhat Satisfied	653	41%
Somewhat Dissatisfied	116	7%
Very Dissatisfied	44	3%
<b>Total</b>	<b>1,603</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Benefits**  
Health Insurance: 62%  
Retirement: 65%

**Satisfaction**  
Satisfied: 90%  
Very Satisfied: 49%

Source: Va. Healthcare Workforce Data Center

*The typical veterinary technician earns between \$30,000 and \$40,000 per year. In addition, 84% of all veterinary technicians receive at least one employer-sponsored benefit, including 62% who receive health insurance.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	1,118	80%	75%
Retirement	910	65%	61%
Health Insurance	869	62%	59%
Paid Sick Leave	753	54%	50%
Dental Insurance	747	53%	50%
Group Life Insurance	450	32%	30%
Signing/Retention Bonus	134	10%	10%
<b>At Least One Benefit</b>	<b>1,184</b>	<b>84%</b>	<b>80%</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?	27	1%
Experience Voluntary Unemployment?	164	7%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	52	2%
Work Two or More Positions at the Same Time?	279	12%
Switch Employers or Practices?	177	8%
<b>Experience At Least One?</b>	<b>571</b>	<b>25%</b>

Source: Va. Healthcare Workforce Data Center

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

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at This Location</b>	78	5%	29	9%
Less than 6 Months	135	9%	46	15%
6 Months to 1 Year	132	9%	33	11%
1 to 2 Years	295	19%	70	22%
3 to 5 Years	326	21%	60	19%
6 to 10 Years	245	16%	40	13%
More than 10 Years	324	21%	36	12%
<b>Subtotal</b>	<b>1,535</b>	<b>100%</b>	<b>313</b>	<b>100%</b>
Did Not Have Location	95		1,928	
Item Missing	637		26	
<b>Total</b>	<b>2,267</b>		<b>2,267</b>	

Source: Va. Healthcare Workforce Data Center

*Four out of every five veterinary technicians receive an hourly wage at their primary work location.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 2%

**Turnover & Tenure**

Switched Jobs: 8%  
New Location: 23%  
Over 2 Years: 58%  
Over 2 Yrs., 2<sup>nd</sup> Location: 43%

**Employment Type**

Hourly Wage: 80%  
Salary/Commission: 17%

Source: Va. Healthcare Workforce Data Center

*Among all veterinary technicians, 58% have worked at their primary work location for more than two years.*

Employment Type		
Primary Work Site	#	%
<b>Salary/Commission</b>	212	17%
<b>Hourly Wage</b>	995	80%
By Contract/Per Diem	8	1%
Business/Practice Income	18	1%
Unpaid	5	0%
<b>Subtotal</b>	<b>1,238</b>	<b>100%</b>
Did Not Have Location	95	
Item Missing	934	

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 2.7% and a high of 5.7%. At the time of publication, the unemployment rate from December 2021 was still preliminary.

## At a Glance:

### Concentration

Top Region:	33%
Top 3 Regions:	76%
Lowest Region:	1%

### Locations

2 or More (Past Year):	21%
2 or More (Now*):	18%

Source: Va. Healthcare Workforce Data Center

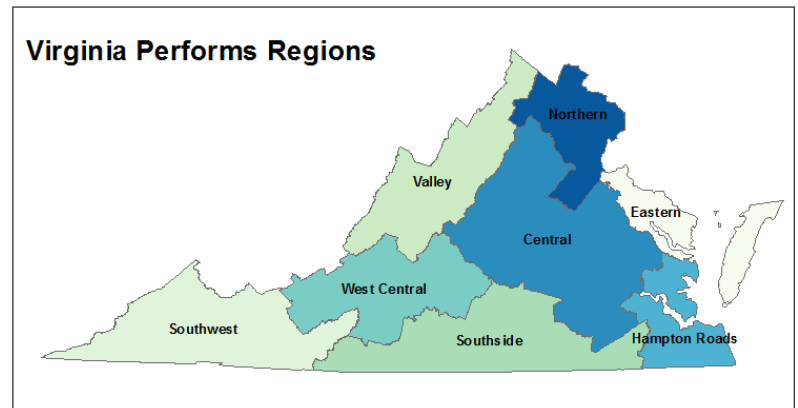
*More than three-quarters of all veterinary technicians work in Northern Virginia, Central Virginia, and Hampton Roads.*

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	371	24%	69	21%
Eastern	16	1%	5	1%
Hampton Roads	291	19%	68	20%
Northern	504	33%	117	35%
Southside	17	1%	1	0%
Southwest	35	2%	7	2%
Valley	138	9%	28	8%
West Central	143	9%	24	7%
Virginia Border State/D.C.	3	0%	6	2%
Other U.S. State	8	1%	10	3%
Outside of the U.S.	1	0%	0	0%
<b>Total</b>	<b>1,527</b>	<b>100%</b>	<b>335</b>	<b>100%</b>
Item Missing	645		6	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

*While nearly 20% of veterinary technicians currently have multiple work locations, 21% of all veterinary technicians have had multiple work locations over the past year.*

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	55	4%	117	7%
1	1,186	75%	1,178	75%
2	215	14%	182	12%
3	104	7%	96	6%
4	10	1%	3	0%
5	1	0%	1	0%
6 or More	9	1%	3	0%
<b>Total</b>	<b>1,580</b>	<b>100%</b>	<b>1,580</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	
	#	%	#	%
<b>For-Profit</b>	1,263	87%	259	89%
<b>Non-Profit</b>	79	5%	17	6%
<b>State/Local Government</b>	93	6%	13	4%
<b>Veterans Administration</b>	1	0%	0	0%
<b>U.S. Military</b>	3	0%	1	0%
<b>Other Federal Government</b>	13	1%	1	0%
<b>Total</b>	<b>1,452</b>	<b>100%</b>	<b>291</b>	<b>100%</b>
<b>Did Not Have Location</b>	95		1,928	
<b>Item Missing</b>	720		49	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

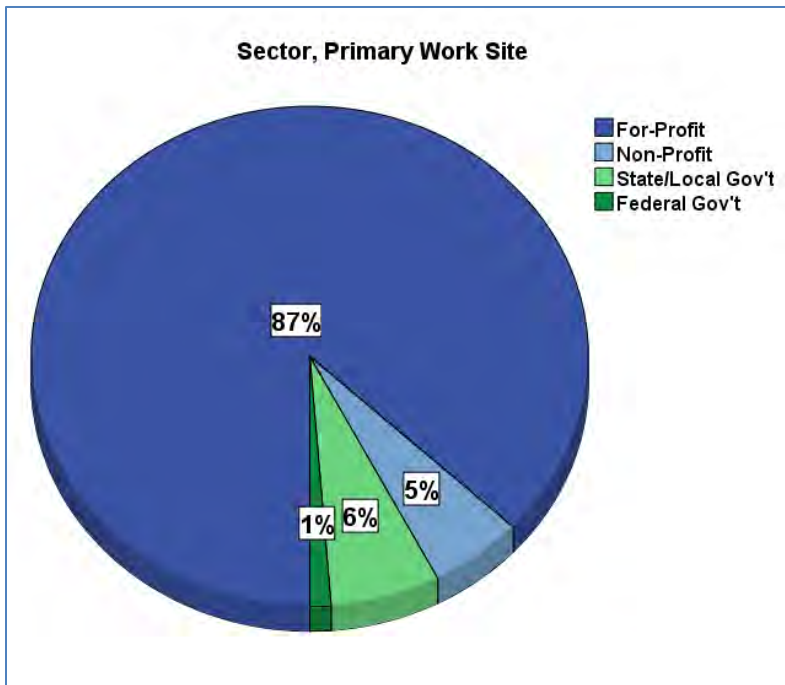
**Sector**

For-Profit:	87%
Federal:	1%

**Top Establishments**

Solo Practice:	54%
Group Practice:	29%
Public Health Program:	1%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

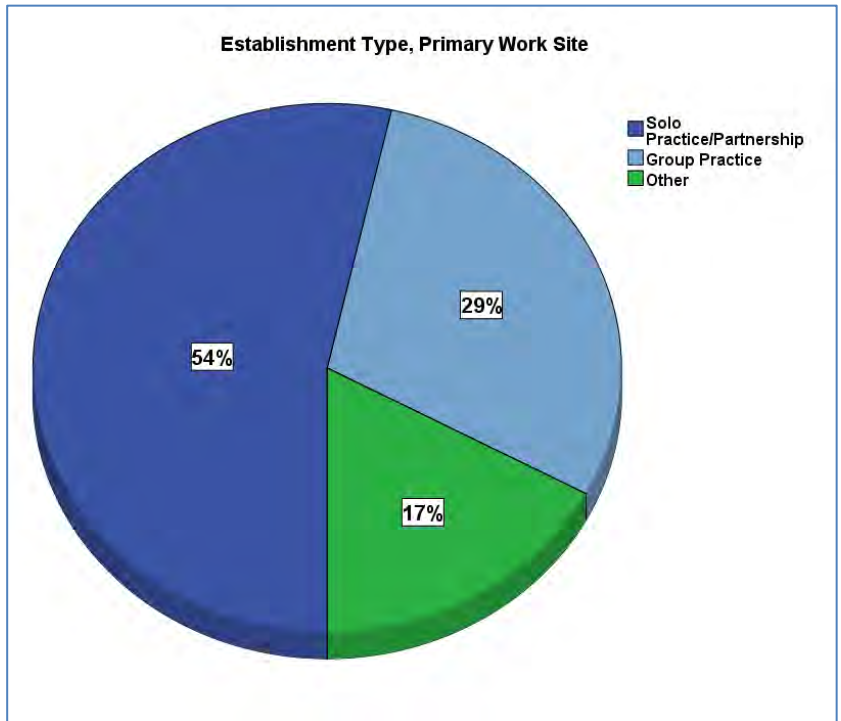
*More than 90% of all veterinary technicians work in the private sector, including 87% who are employed at a for-profit institution.*

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice/Partnership	763	54%	145	52%
Group Practice	419	29%	83	30%
Public Health Program	15	1%	4	1%
Veterinary Education Program, Community College	10	1%	4	1%
Veterinary Technology Program, Technical School	5	0%	1	0%
Supplier Organization	4	0%	1	0%
Other Practice Setting	209	15%	42	15%
<b>Total</b>	<b>1,425</b>	<b>100%</b>	<b>280</b>	<b>100%</b>
Did Not Have a Location	95		1,928	

Source: Va. Healthcare Workforce Data Center

*More than half of all veterinary technicians work at a solo practice or partnership as their primary work location, while another 29% work at a group practice.*

*Among those veterinary technicians who also have a secondary work location, 52% work at a solo practice or partnership, and 30% work at a group practice.*



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

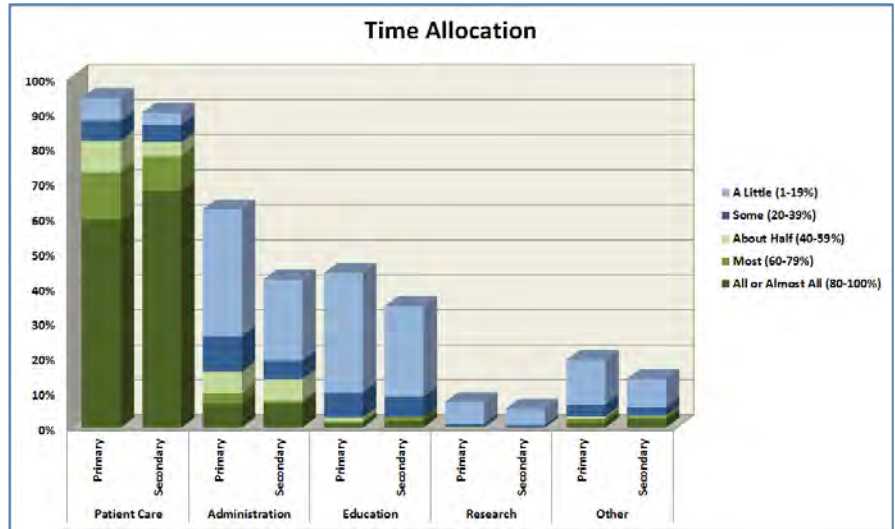
Patient Care: 73%  
Administration: 10%  
Education: 2%

### Patient Care Vet. Tech.

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



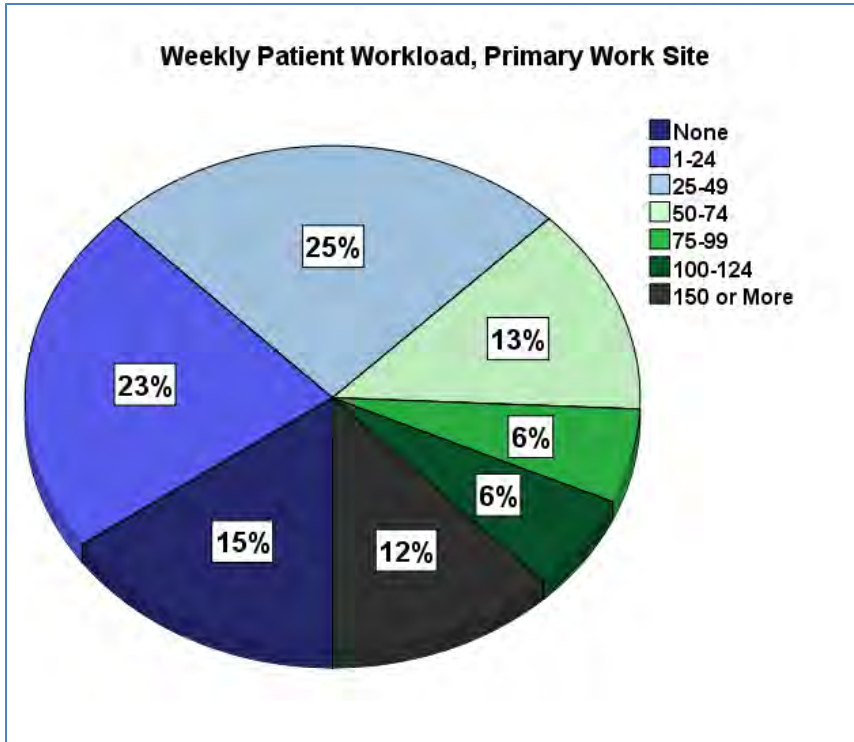
Source: Va. Healthcare Workforce Data Center

*Veterinary technicians spend most of their time treating patients. In particular, 73% of veterinary technicians fill a patient care role, defined as spending 60% or more of their time on patient care activities.*

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Research		Other	
	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>	59%	68%	7%	7%	1%	2%	0%	0%	1%	2%
<b>Most (60-79%)</b>	14%	10%	3%	1%	1%	1%	0%	0%	1%	1%
<b>About Half (40-59%)</b>	9%	4%	6%	6%	1%	0%	0%	0%	1%	0%
<b>Some (20-39%)</b>	6%	5%	10%	5%	7%	6%	1%	1%	3%	2%
<b>A Little (1-19%)</b>	7%	3%	36%	23%	34%	26%	6%	5%	13%	8%
<b>None (0%)</b>	6%	10%	38%	58%	56%	65%	93%	94%	81%	86%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**



Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Patient Workload (Median)**

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

Source: Va. Healthcare Workforce Data Center

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

Patient Care Visits				
# of Patients Per Week	Primary		Secondary	
	#	%	#	%
<b>None</b>	218	15%	52	18%
<b>1-24</b>	325	23%	100	35%
<b>25-49</b>	357	25%	49	17%
<b>50-74</b>	191	13%	28	10%
<b>75-99</b>	87	6%	18	6%
<b>100-124</b>	90	6%	6	2%
<b>125-149</b>	36	2%	12	4%
<b>150-174</b>	39	3%	6	2%
<b>175-199</b>	23	2%	1	0%
<b>200 or More</b>	75	5%	16	6%
<b>Total</b>	<b>1,441</b>	<b>100%</b>	<b>288</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All Vet. Tech.		Vet. Tech. 50 and Over	
	#	%	#	%
<b>Under Age 50</b>	280	20%	-	-
<b>50 to 54</b>	131	10%	9	4%
<b>55 to 59</b>	187	14%	28	12%
<b>60 to 64</b>	308	23%	74	32%
<b>65 to 69</b>	226	17%	57	24%
<b>70 to 74</b>	56	4%	20	9%
<b>75 to 79</b>	20	1%	8	3%
<b>80 or Over</b>	15	1%	7	3%
<b>I Do Not Intend to Retire</b>	144	11%	30	13%
<b>Total</b>	<b>1,366</b>	<b>100%</b>	<b>233</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Veterinary Technicians**

Under 65: 66%

Under 60: 44%

**Veterinary Tech. 50 and Over**

Under 65: 48%

Under 60: 16%

**Time Until Retirement**

Within 2 Years: 4%

Within 10 Years: 13%

Half the Workforce: By 2046

Source: Va. Healthcare Workforce Data Center

*Two-thirds of all veterinary technicians expect to retire by the age of 65. Among veterinary technicians who are age 50 and over, nearly half still expect to retire by the age of 65.*

*Within the next two years, 16% of Virginia's veterinary technicians expect to pursue additional educational opportunities, and 5% expect to increase their patient care hours.*

**Future Plans**

Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	148	7%
<b>Leave Virginia</b>	80	4%
<b>Decrease Patient Care Hours</b>	148	7%
<b>Decrease Teaching Hours</b>	25	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	110	5%
<b>Increase Teaching Hours</b>	84	4%
<b>Pursue Additional Education</b>	360	16%
<b>Return to the Workforce</b>	18	1%

Source: Va. Healthcare Workforce Data Center

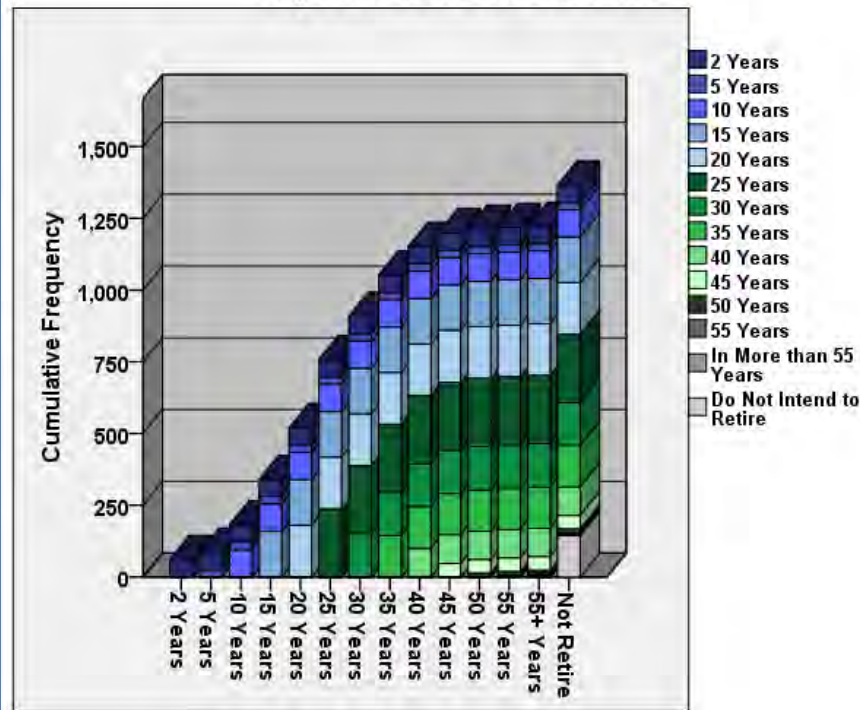
*By comparing retirement expectations to age, we can estimate the maximum years to retirement for veterinary technicians. While only 4% of veterinary technicians expect to retire in the next two years, 13% plan to do so within the next decade. More than half of the current workforce expect to retire by 2046.*

### Time to Retirement

Expect to Retire Within . . .	#	%	Cumulative %
2 Years	61	4%	4%
5 Years	25	2%	6%
10 Years	95	7%	13%
15 Years	158	12%	25%
20 Years	180	13%	38%
25 Years	237	17%	55%
30 Years	151	11%	66%
35 Years	144	11%	77%
40 Years	99	7%	84%
45 Years	47	3%	88%
50 Years	13	1%	89%
55 Years	6	0%	89%
In More than 55 Years	4	0%	89%
Do Not Intend to Retire	144	11%	100%
<b>Total</b>	<b>1,366</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center

### Expected Years to Retirement



Source: Va. Healthcare Workforce Data Center

*Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2036. Retirement will peak at 17% of the current workforce around 2046 before declining to under 10% of the current workforce again by 2061.*

## At a Glance:

### FTEs

Total: 1,747  
 FTEs/1,000 Residents<sup>2</sup>: 0.202  
 Average: 0.80

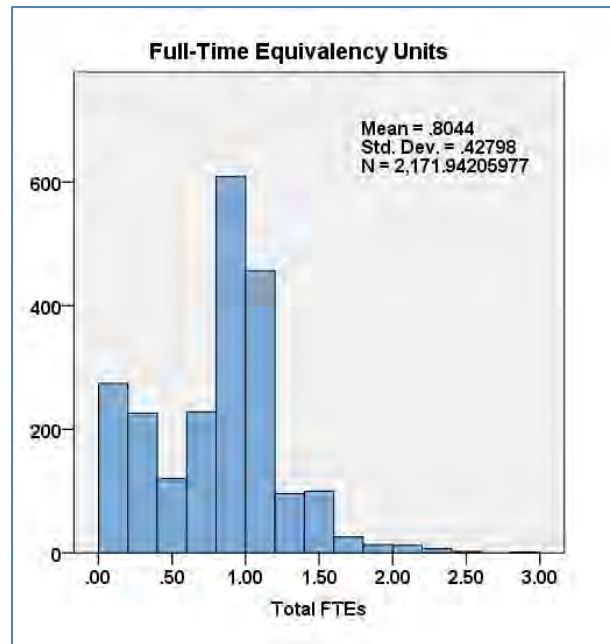
### Age & Gender Effect

Age, *Partial Eta*<sup>2</sup>: Small  
 Gender, *Partial Eta*<sup>2</sup>: None

*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:

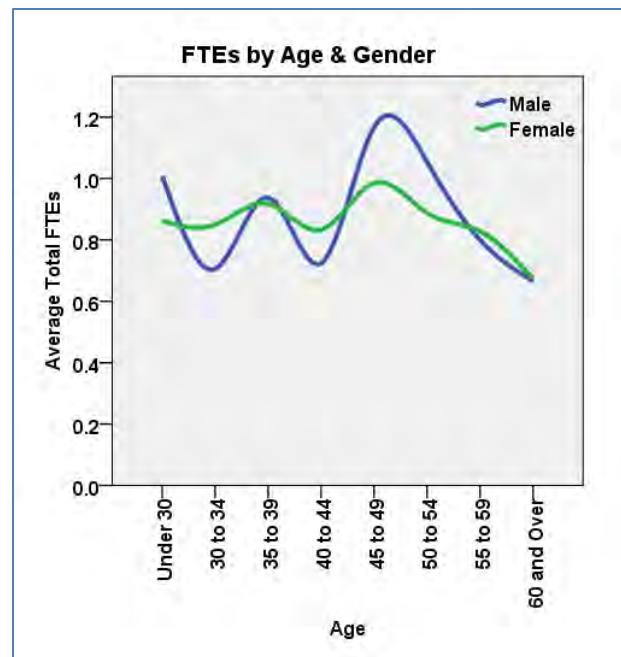


Source: Va. Healthcare Workforce Data Center

*The typical veterinary technician provided 0.89 FTEs in the past year, or approximately 36 hours per week for 50 weeks. Statistical tests did not indicate that FTEs vary by age or gender.*

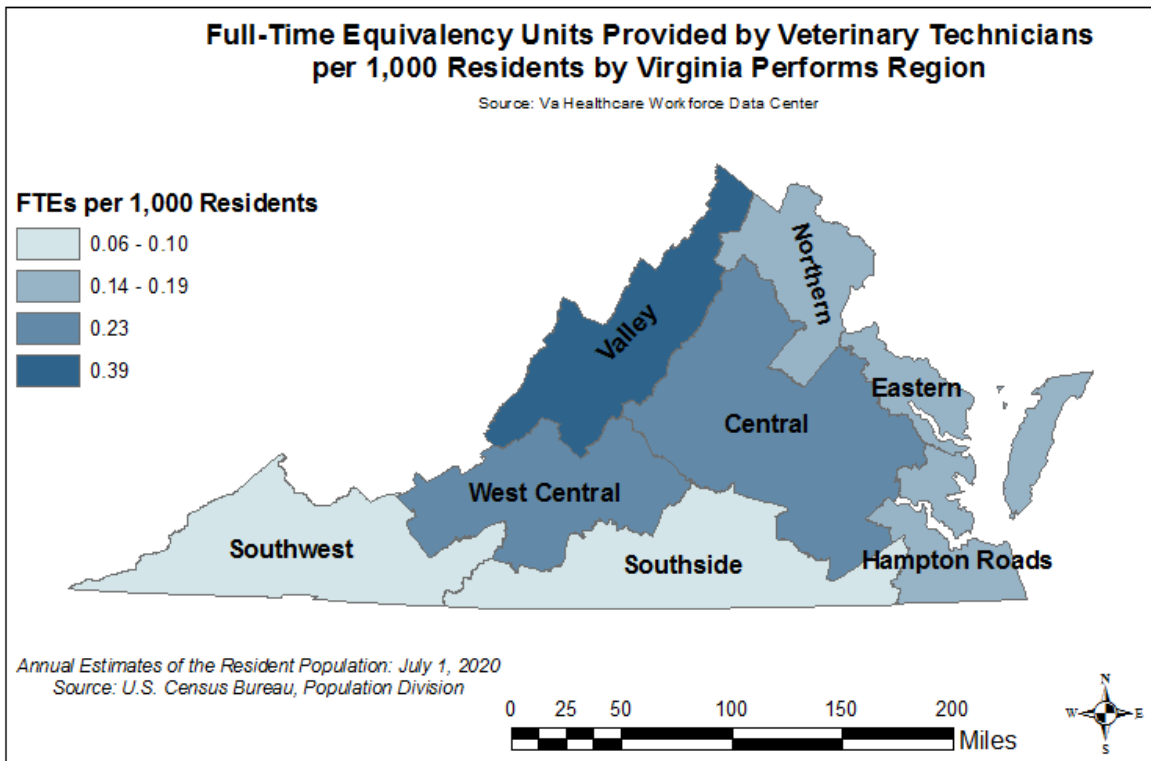
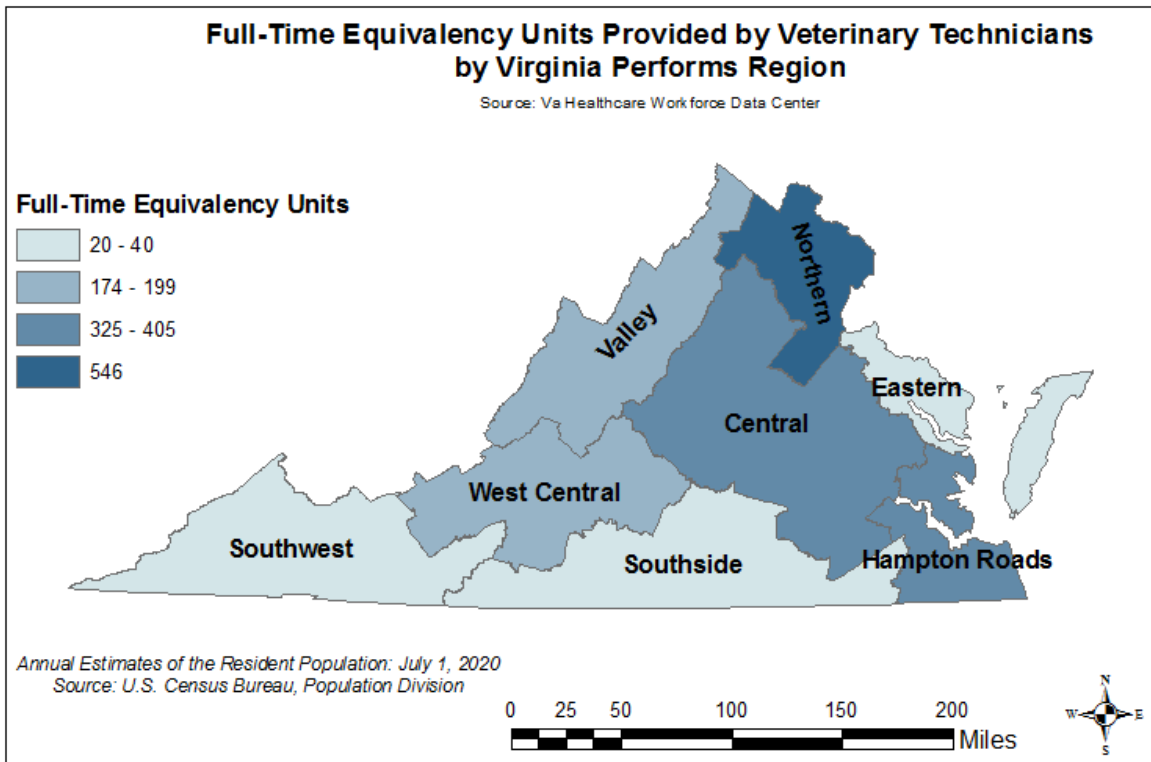
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	0.84	0.89
30 to 34	0.73	0.80
35 to 39	0.89	0.84
40 to 44	0.65	0.80
45 to 49	0.97	0.93
50 to 54	1.07	1.13
55 to 59	0.60	0.59
60 and Over	0.54	0.31
<b>Gender</b>		
Male	0.86	0.96
Female	0.87	0.94

Source: Va. Healthcare Workforce Data Center

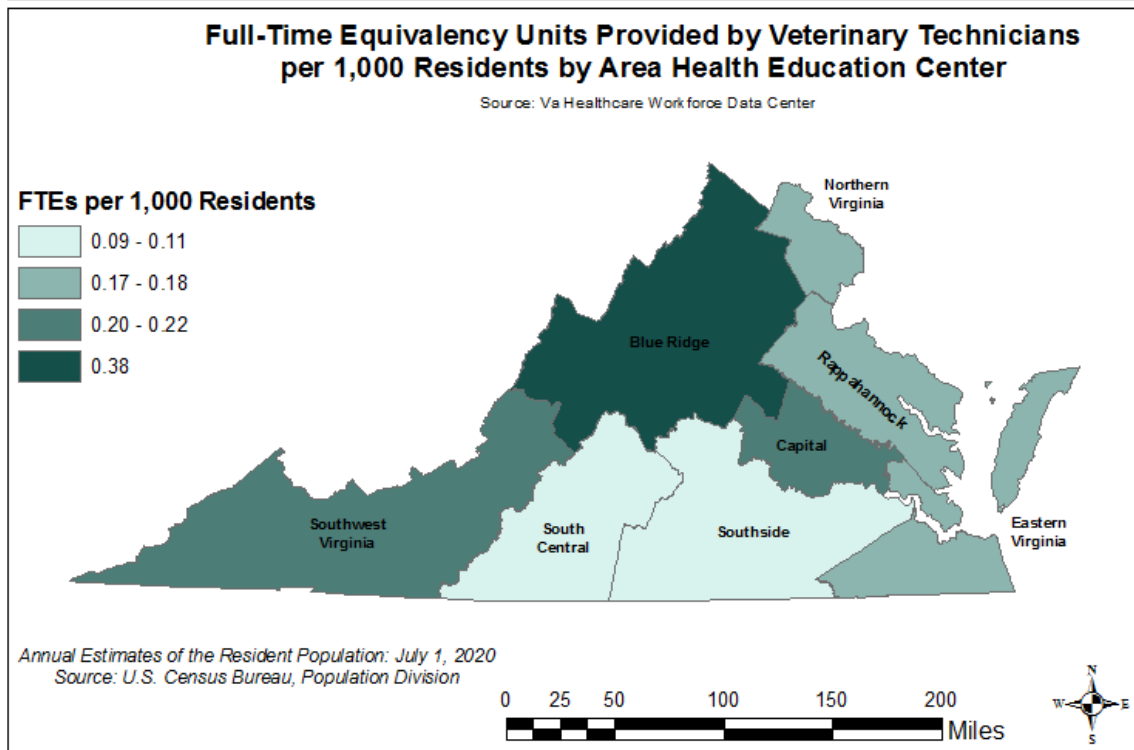
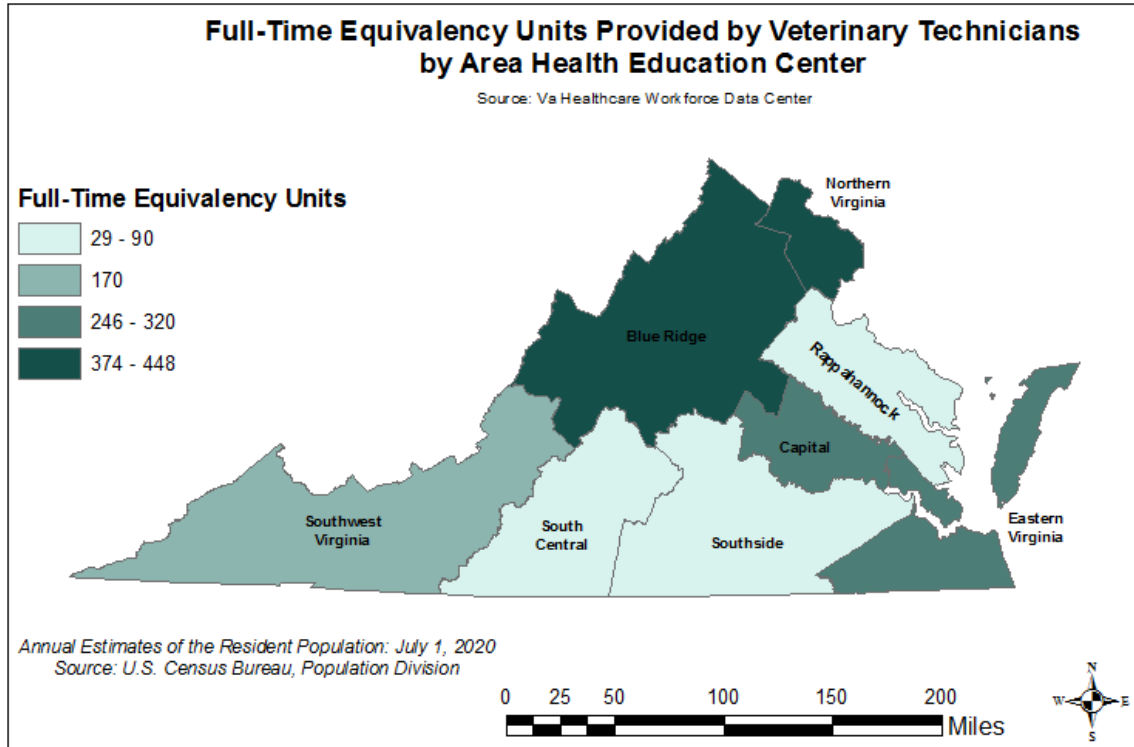


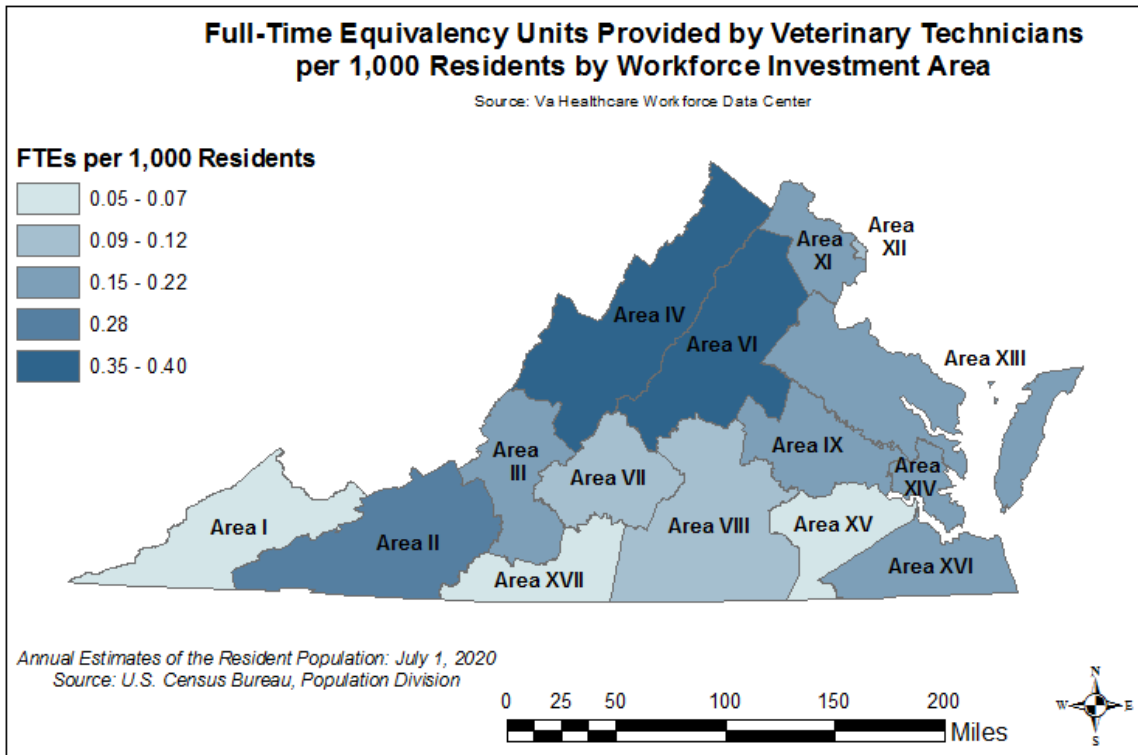
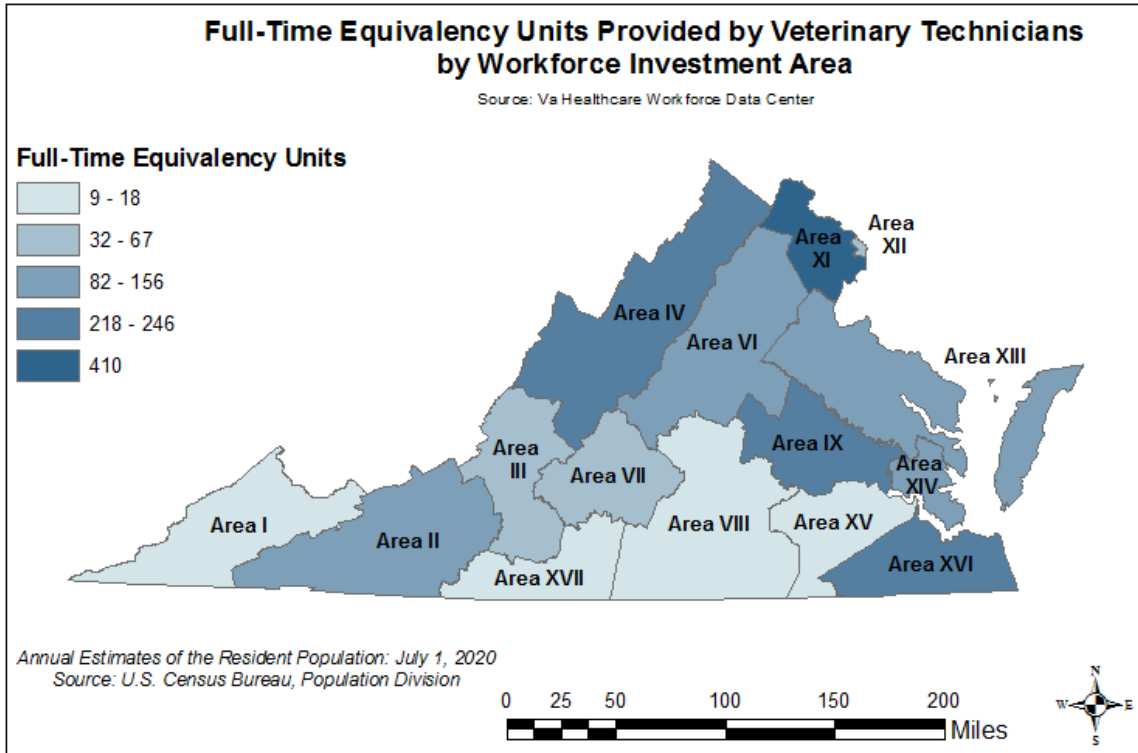
Source: Va. Healthcare Workforce Data Center

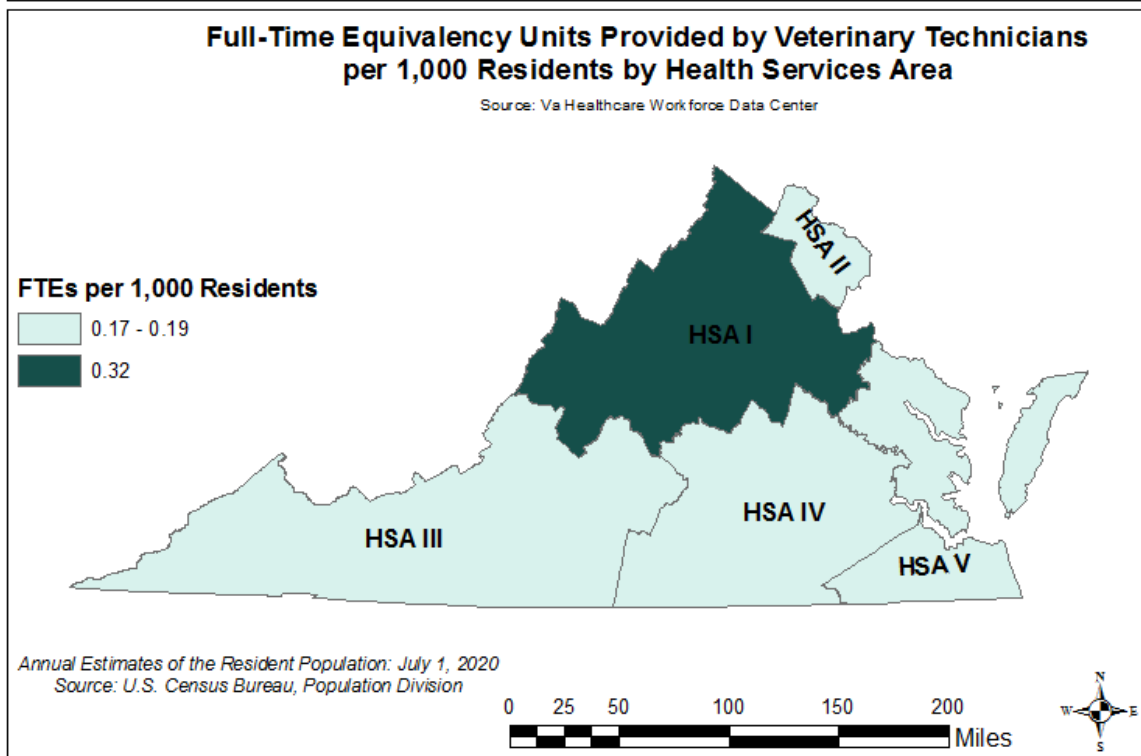
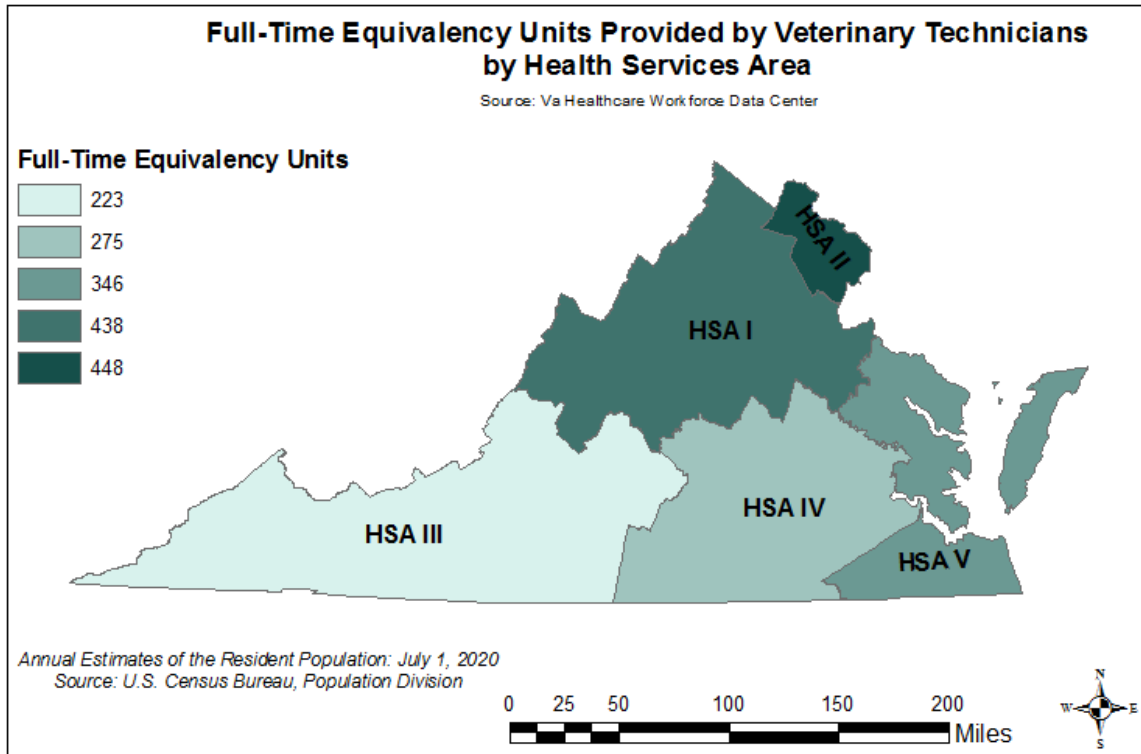
<sup>2</sup> Number of residents in 2020 was used as the denominator.

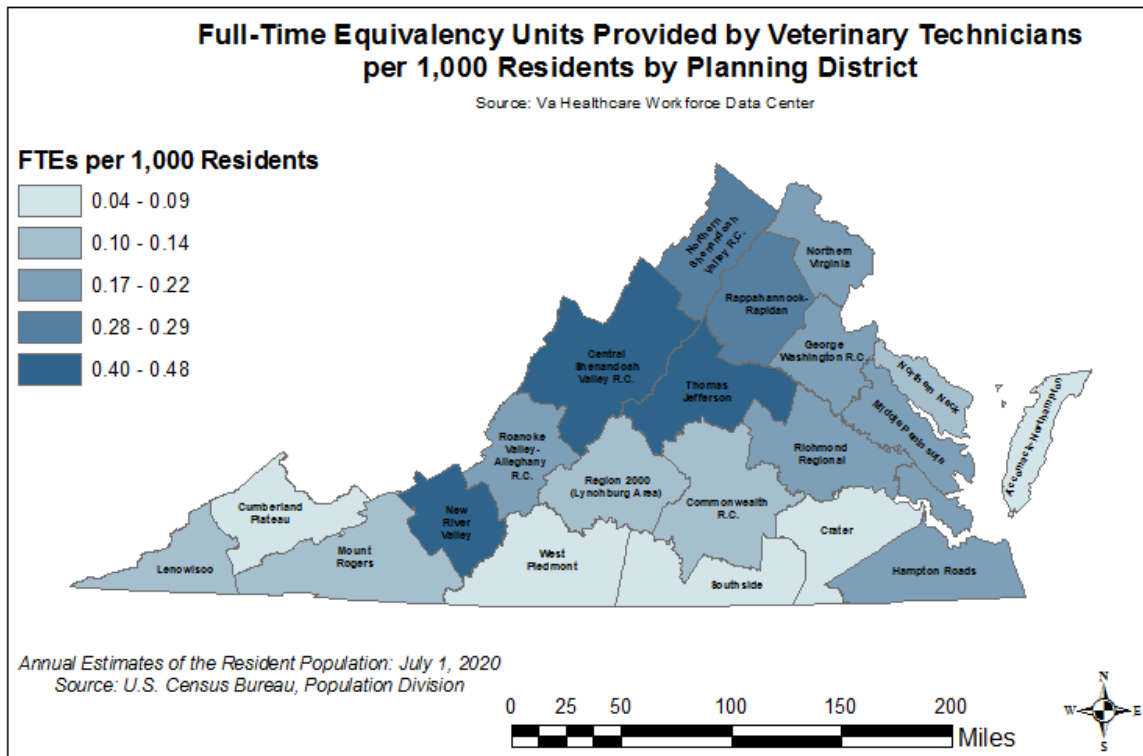
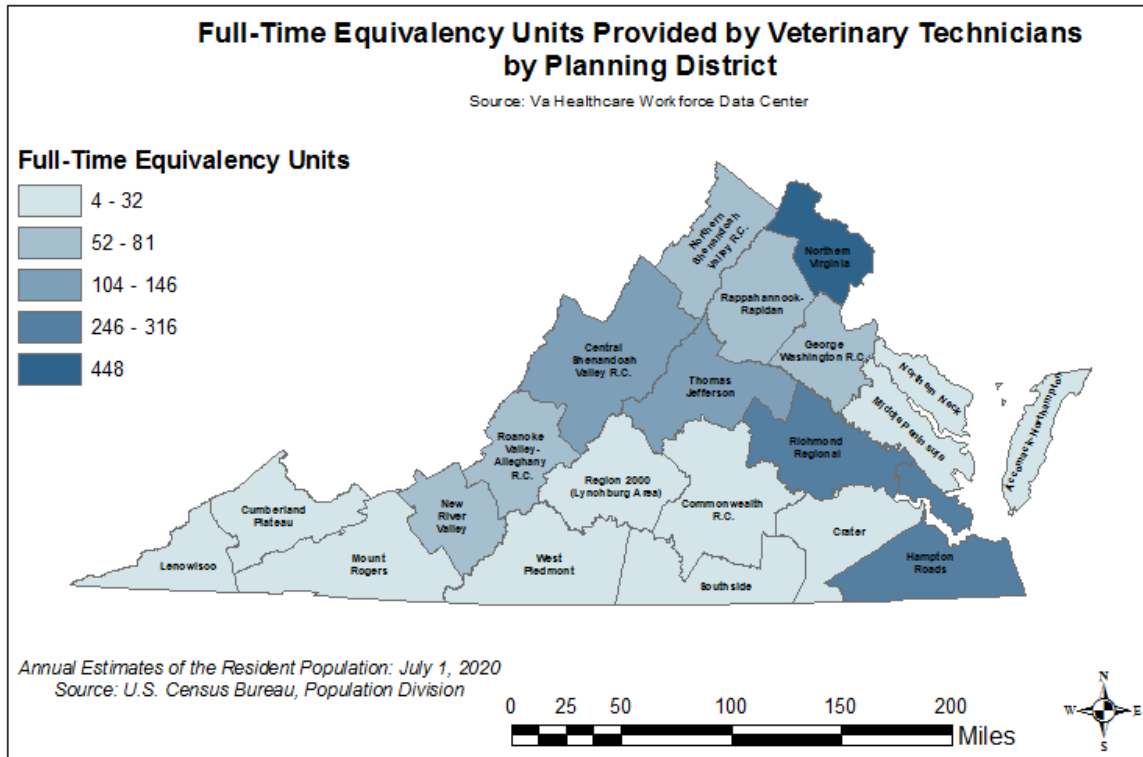












## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	1,499	88.39%	1.131	1.085	1.239
<b>Metro, 250,000 to 1 Million</b>	152	93.42%	1.070	1.027	1.172
<b>Metro, 250,000 or Less</b>	406	88.42%	1.131	1.085	1.238
<b>Urban, Pop. 20,000+, Metro Adj.</b>	8	100.00%	1.000	0.960	1.095
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	107	89.72%	1.115	1.069	1.220
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	19	84.21%	1.188	1.139	1.300
<b>Rural, Metro Adj.</b>	65	83.08%	1.204	1.155	1.318
<b>Rural, Non-Adj.</b>	6	100.00%	1.000	0.960	1.003
<b>Virginia Border State/D.C.</b>	174	87.93%	1.137	1.091	1.245
<b>Other U.S. State</b>	114	81.58%	1.226	1.176	1.342

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	455	80.66%	1.240	1.095	1.342
<b>30 to 34</b>	551	88.02%	1.136	1.003	1.230
<b>35 to 39</b>	478	89.54%	1.117	0.986	1.209
<b>40 to 44</b>	343	90.96%	1.099	0.971	1.190
<b>45 to 49</b>	225	92.00%	1.087	0.960	1.177
<b>50 to 54</b>	220	90.00%	1.111	1.050	1.203
<b>55 to 59</b>	115	91.30%	1.095	0.967	1.186
<b>60 and Over</b>	164	92.07%	1.086	1.027	1.176

Source: Va. Healthcare Workforce Data Center

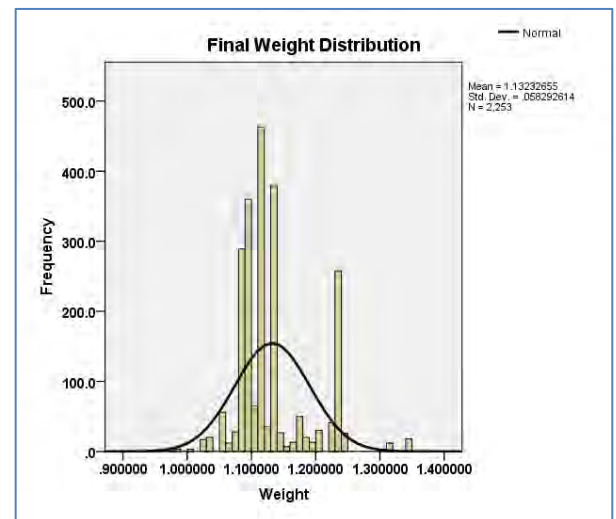
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.883183**



Source: Va. Healthcare Workforce Data Center