

---

# *Virginia's Veterinary Technician 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 2,300 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!***

***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
Maps .....	21
Virginia Performs Regions .....	21
Area Health Education Center Regions .....	22
Workforce Investment Areas .....	23
Health Services Areas .....	24
Planning Districts.....	25
Appendices.....	26
Appendix A: Weights .....	26

# The Veterinary Technician Workforce At a Glance:

## The Workforce

Licensees:	2,656
Virginia's Workforce:	2,329
FTEs:	1,833

## Background

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

## Current Employment

Employed in Prof.:	85%
Hold 1 Full-Time Job:	68%
Satisfied?:	89%

## Survey Response Rate

All Licensees:	89%
Renewing Practitioners:	99%

## Education

Associate:	89%
Baccalaureate:	10%

## Job Turnover

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

## Demographics

Female:	96%
Diversity Index:	19%
Median Age:	37

## Finances

Median Income:	\$40k-\$50k
Retirement Benefits:	65%
Under 40 w/ Ed. Debt:	39%

## Time Allocation

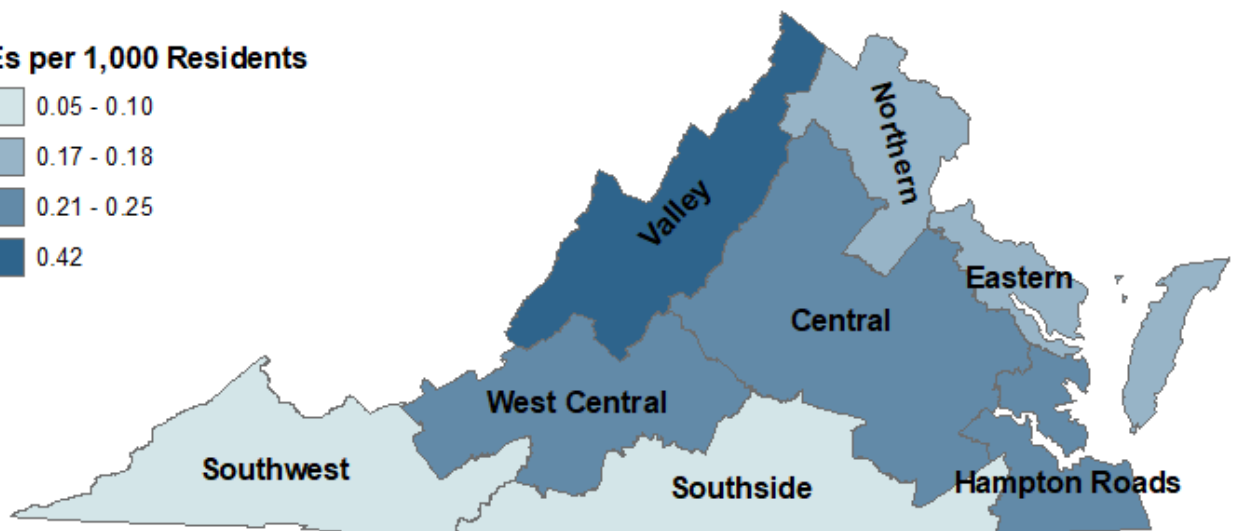
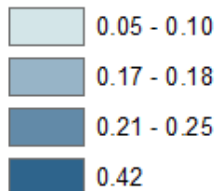
Patient Care:	80%-89%
Administration:	1%-9%
Patient Care Role:	71%

Source: Va. Healthcare Workforce Data Center

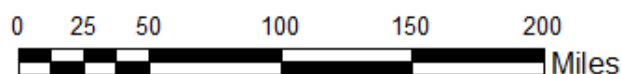
## Full-Time Equivalency Units Provided by Veterinary Technicians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare 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 Veterinary Technician Workforce survey. In total, 2,354 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 89% of the 2,656 veterinary technicians who are licensed in the state and 99% of renewing practitioners.

The HWDC estimates that 2,329 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 1,833 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

The percentage of all veterinary technicians who are female is 96%, and the median age of this workforce is 37. In a random encounter between two veterinary technicians, there is a 19% chance that they would be of different races or ethnicities, a measure known as the diversity index. For the 61% of veterinary technicians who are under the age of 40, this diversity index increases to 21%. This makes Virginia's veterinary technician workforce much less diverse than the state's overall population, which has a comparable diversity index of 58%. Nearly two out of every five veterinary technicians grew up in a rural area, and 15% of veterinary technicians who grew up in a rural area currently work in a non-metro area of Virginia. In total, 7% of all veterinary technicians currently work in a non-metro area of the state.

Among all veterinary technicians, 85% are currently employed in the profession, 68% hold one full-time job, and 40% work between 40 and 49 hours per week. More than half of all veterinary technicians work in a solo practice/partnership, while another 32% work in a group practice. The median annual income for this workforce is between \$40,000 and \$50,000, and 80% receive this income in the form of an hourly wage. In addition, 84% of veterinary technicians receive at least one employer-sponsored benefit. Nearly 90% of veterinary technicians indicated that they are satisfied with their current work situation, including 51% who indicated that they are "very satisfied."

## Summary of Trends

---

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 14% (2,656 vs. 2,334). In addition, the size of Virginia's veterinary technician workforce has increased by 13% (2,329 vs. 2,060), and the number of FTEs provided by this workforce has grown by 5% (1,833 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%), thereby leading to an increase in the median age of this workforce (37 vs. 36). The diversity index of Virginia's veterinary technicians has increased slightly (19% vs. 18%). This has occurred during a time in which Virginia's overall population has also become more diverse (58% 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 (15% vs. 12%).

Although veterinary technicians are less likely to be employed in the profession (85% vs. 86%) or work between 40 and 49 hours per week (40% vs. 43%), they are more likely to hold one full-time job (68% vs. 67%). Veterinary technicians are relatively more likely to work at a group practice (32% vs. 30%) instead of a solo practice or partnership (51% vs. 52%). The median annual income of Virginia's veterinary technician workforce has increased (\$40k-\$50k vs. \$30k-\$40k), and veterinary technicians are also more likely to receive certain employer-sponsored benefits such as health insurance (63% vs. 62%) and a retirement plan (65% vs. 58%). At the same time, veterinary technicians are less likely to carry education debt (31% vs. 35%). Veterinary technicians are less likely to indicate that they are satisfied with their current work situation (89% vs. 92%), including those who indicated that they are "very satisfied" (51% vs. 53%).

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	2,289	86%
New Licensees	205	8%
Non-Renewals	162	6%
<b>All Licensees</b>	<b>2,656</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 89% of the 2,656 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	99	387	80%
30 to 34	64	468	88%
35 to 39	54	465	90%
40 to 44	27	348	93%
45 to 49	20	211	91%
50 to 54	19	197	91%
55 to 59	5	122	96%
60 and Over	14	156	92%
<b>Total</b>	<b>302</b>	<b>2,354</b>	<b>89%</b>
<b>New Licenses</b>			
Issued in Past Year	130	75	37%
<b>Metro Status</b>			
Non-Metro	19	182	91%
Metro	235	1,886	89%
Not in Virginia	48	285	86%

Source: Va. Healthcare Workforce Data Center

Definitions

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

Response Rates	
Completed Surveys	2,354
Response Rate, All Licensees	89%
Response Rate, Renewals	99%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Veterinary Tech.

Number: 2,656  
 New: 8%  
 Not Renewed: 6%

Response Rates

All Licensees: 89%  
 Renewing Practitioners: 99%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Veterinary Tech. Workforce: 2,329  
 FTEs: 1,833

### Utilization Ratios

Licensees in VA Workforce: 88%  
 Licensees per FTE: 1.45  
 Workers per FTE: 1.27

Source: Va. Healthcare Workforce Data Center

## Definitions

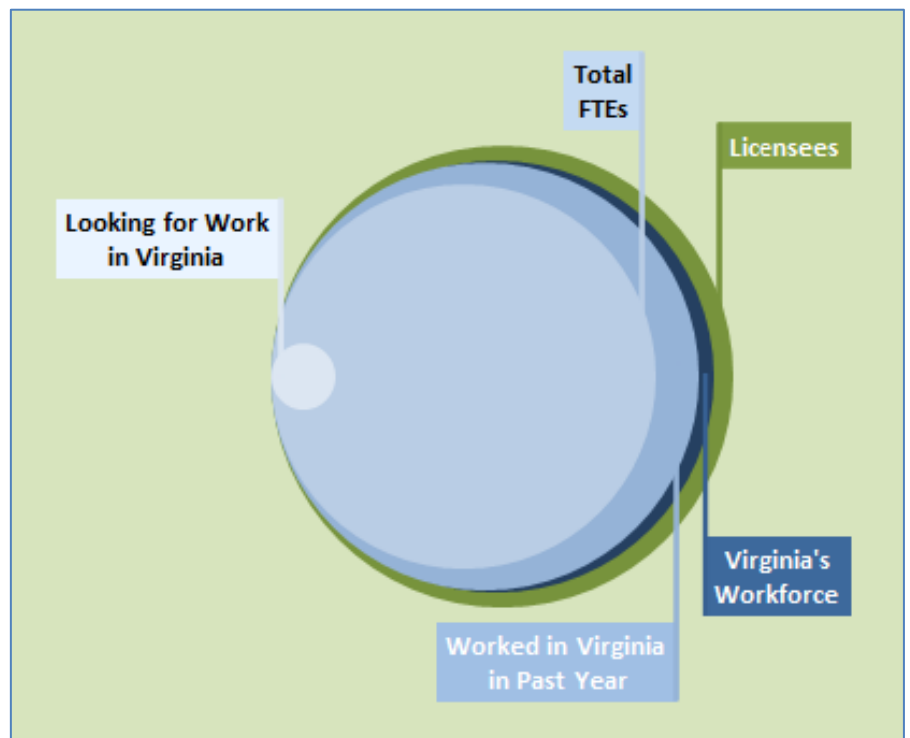
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time between January 2022 and December 2022 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. 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	2,276	98%
Looking for Work in Virginia	53	2%
Virginia's Workforce	2,329	100%
Total FTEs	1,833	
Licensees	2,656	

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	20	6%	333	94%	353	20%
30 to 34	17	4%	368	96%	385	22%
35 to 39	9	3%	320	97%	329	19%
40 to 44	9	4%	226	96%	234	13%
45 to 49	6	5%	129	95%	136	8%
50 to 54	8	6%	123	94%	131	8%
55 to 59	2	3%	74	97%	76	4%
60 and Over	2	2%	99	98%	102	6%
<b>Total</b>	<b>73</b>	<b>4%</b>	<b>1,672</b>	<b>96%</b>	<b>1,746</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Veterinary Technicians		Vet. Tech. Under 40	
	%	#	%	#	%
White	60%	1,562	90%	943	88%
Black	19%	30	2%	26	2%
Asian	7%	11	1%	6	1%
Other Race	0%	11	1%	5	0%
Two or More Races	3%	47	3%	29	3%
Hispanic	10%	83	5%	58	5%
<b>Total</b>	<b>100%</b>	<b>1,744</b>	<b>100%</b>	<b>1,067</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

At a Glance:

**Gender**

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

**Age**

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

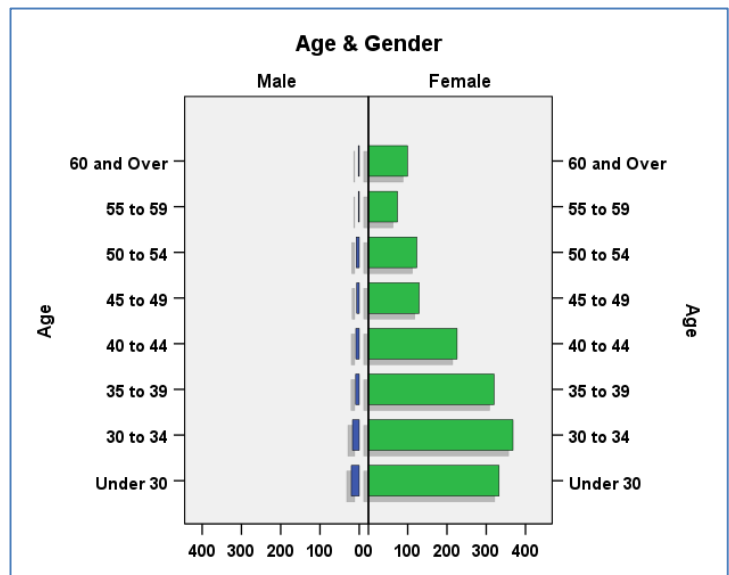
**Diversity**

Diversity Index: 19%  
Under 40 Div. Index: 21%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two veterinary technicians, there is a 19% 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 21%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 7%  
 Rural Childhood: 37%

### Virginia Background

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

### Location Choice

% Rural to Non-Metro: 15%  
 % Urban/Suburban to Non-Metro: 2%

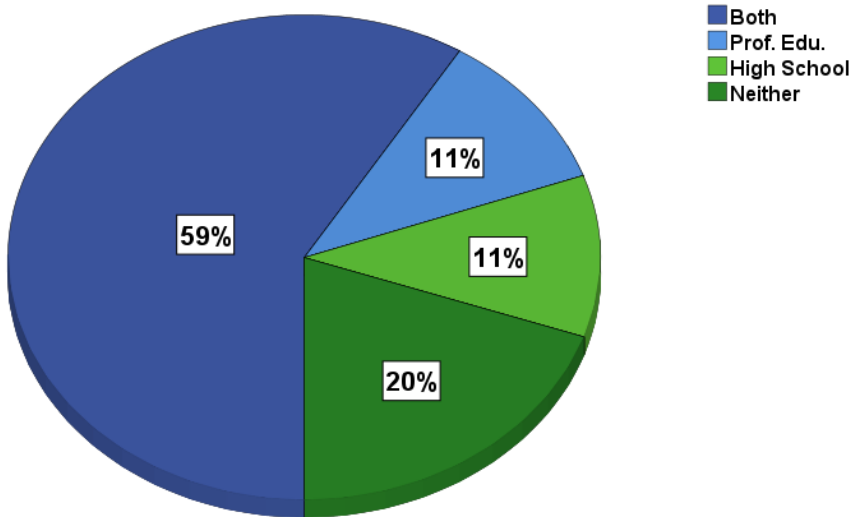
Source: Va. Healthcare Workforce Data Center

## 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+	29%	64%	7%
2	Metro, 250,000 to 1 Million	47%	51%	3%
3	Metro, 250,000 or Less	52%	42%	6%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	50%	25%	25%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	79%	16%	5%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	94%	6%	0%
8	Rural, Metro Adjacent	88%	12%	0%
9	Rural, Non-Adjacent	44%	56%	0%
<b>Overall</b>		<b>37%</b>	<b>56%</b>	<b>7%</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, 15% currently work in a non-metro area of the state. In total, 7% 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	1,208	Virginia	1,194
2	Pennsylvania	59	Pennsylvania	77
3	New York	58	Texas	53
4	Maryland	48	Colorado	39
5	North Carolina	28	New York	38
6	Florida	24	New Mexico	34
7	Outside U.S./Canada	23	California	29
8	West Virginia	23	Florida	28
9	California	20	North Carolina	27
10	New Jersey	19	Indiana	18

Source: Va. Healthcare Workforce Data Center

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

*Among veterinary technicians who have obtained their initial license in the past five years, 63% received their high school degree in Virginia, and 61% received their initial professional degree in the state.*

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	370	Virginia	351
2	New York	21	Pennsylvania	31
3	Maryland	20	California	20
4	North Carolina	18	New Mexico	20
5	Pennsylvania	17	Texas	18
6	New Jersey	12	New York	14
7	California	11	Colorado	11
8	Florida	9	Florida	10
9	Michigan	8	North Carolina	9
10	Indiana	7	Arizona	8

Source: Va. Healthcare Workforce Data Center

*More than one out of every ten of Virginia's licensees did not participate in the state's veterinary technician workforce. Among these licensees, 85% worked at some point in the past year, including 60% who currently work as veterinary technicians.*

### At a Glance:

#### Not in VA Workforce

Total:	327
% of Licensees:	12%
Federal/Military:	2%
VA Border State/DC:	16%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Highest Professional Degree		
Degree	#	%
Associate Degree	1,527	89%
Baccalaureate Degree	164	10%
Other	26	2%
<b>Total</b>	<b>1,717</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

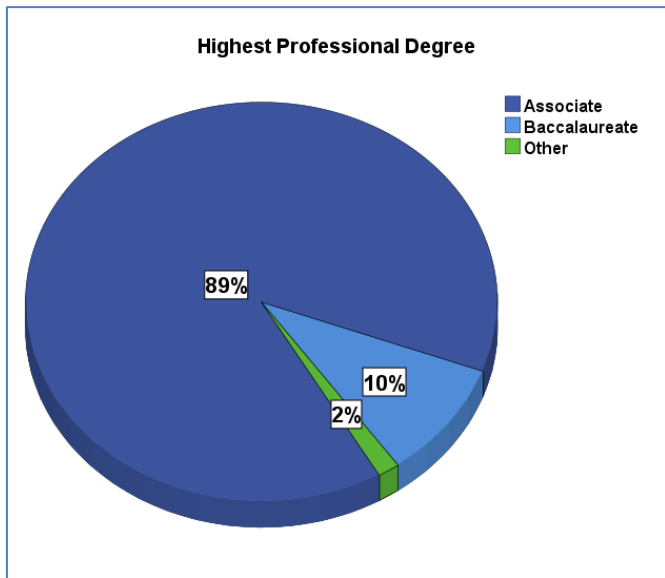
*Nearly one-third of all veterinary technicians carry education debt, including 39% of those who are under the age of 40. For those with education debt, the median debt amount is between \$10,000 and \$20,000.*

## At a Glance:

**Education**  
 Associate: 89%  
 Baccalaureate: 10%

**Education Debt**  
 Carry Debt: 31%  
 Under Age 40 w/ Debt: 39%  
 Median Debt: \$10k-\$20k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Amount Carried	All Vet. Tech.		Veterinary Tech. Under 40	
	#	%	#	%
None	991	69%	547	61%
Less than \$10,000	142	10%	111	12%
\$10,000-\$19,999	85	6%	74	8%
\$20,000-\$29,999	80	6%	64	7%
\$30,000-\$39,999	46	3%	37	4%
\$40,000-\$49,999	24	2%	18	2%
\$50,000-\$59,999	26	2%	21	2%
\$60,000-\$69,999	13	1%	11	1%
\$70,000-\$79,999	6	0%	3	0%
\$80,000-\$89,999	6	0%	3	0%
\$90,000-\$99,999	3	0%	2	0%
\$100,000 or More	16	1%	9	1%
<b>Total</b>	<b>1,437</b>	<b>100%</b>	<b>901</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Certifications		
Certification	#	%
Veterinary Emergency and Critical Care Technicians	11	0%
Veterinary Technicians in Anesthesia and Analgesia	11	0%
Internal Medicine for Veterinary Technicians	7	0%
Laboratory Animal Veterinary Technicians and Nurses	4	0%
Veterinary Dental Technicians	4	0%
<b>At Least One Certification</b>	<b>41</b>	<b>2%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 85%  
 Involuntarily Unemployed: < 1%

### Positions Held

1 Full-Time: 68%  
 2 or More Positions: 13%

### Weekly Hours:

40 to 49: 40%  
 60 or More: 3%  
 Less than 30: 13%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	1	< 1%
Employed in a Veterinary Technician-Related Capacity	1,454	85%
Employed, NOT in a Veterinary Technician-Related Capacity	160	9%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	3	< 1%
Voluntarily Unemployed	82	5%
Retired	16	1%
<b>Total</b>	<b>1,716</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all veterinary technicians, 85% are currently employed in the profession, 68% hold one full-time job, and 40% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	101	6%
One Part-Time Position	220	13%
Two Part-Time Positions	31	2%
One Full-Time Position	1,155	68%
One Full-Time Position & One Part-Time Position	163	10%
Two Full-Time Positions	10	1%
More than Two Positions	17	1%
<b>Total</b>	<b>1,697</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	101	6%
1 to 9 Hours	36	2%
10 to 19 Hours	86	5%
20 to 29 Hours	92	6%
30 to 39 Hours	555	33%
40 to 49 Hours	665	40%
50 to 59 Hours	76	5%
60 to 69 Hours	28	2%
70 to 79 Hours	9	1%
80 or More Hours	9	1%
<b>Total</b>	<b>1,657</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Annual Income		
Income Level	#	%
Volunteer Work Only	27	2%
Less than \$20,000	127	10%
\$20,000-\$29,999	131	10%
\$30,000-\$39,999	274	21%
\$40,000-\$49,999	331	25%
\$50,000-\$59,999	235	18%
\$60,000 or More	188	14%
<b>Total</b>	<b>1,312</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	849	51%
Somewhat Satisfied	656	39%
Somewhat Dissatisfied	142	8%
Very Dissatisfied	36	2%
<b>Total</b>	<b>1,682</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Earnings**

Median Income: \$40k-\$50k

**Benefits**

Health Insurance: 63%

Retirement: 65%

**Satisfaction**

Satisfied: 89%

Very Satisfied: 51%

Source: Va. Healthcare Workforce Data Center

*The typical veterinary technician earns between \$40,000 and \$50,000 per year. In addition, 84% of all veterinary technicians receive at least one employer-sponsored benefit, including 63% who receive health insurance.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	1,139	78%	77%
Retirement	940	65%	64%
Health Insurance	910	63%	62%
Dental Insurance	800	55%	55%
Paid Sick Leave	767	53%	52%
Group Life Insurance	463	32%	32%
Signing/Retention Bonus	193	13%	14%
<b>At Least One Benefit</b>	<b>1,221</b>	<b>84%</b>	<b>83%</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?	21	1%
Experience Voluntary Unemployment?	137	6%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	66	3%
Work Two or More Positions at the Same Time?	295	13%
Switch Employers or Practices?	179	8%
<b>Experience At Least One?</b>	<b>552</b>	<b>24%</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 2.9% during the same time period.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at This Location</b>	58	4%	37	12%
<b>Less than 6 Months</b>	128	8%	56	18%
<b>6 Months to 1 Year</b>	150	9%	31	10%
<b>1 to 2 Years</b>	331	21%	54	17%
<b>3 to 5 Years</b>	341	21%	65	21%
<b>6 to 10 Years</b>	266	17%	33	11%
<b>More than 10 Years</b>	320	20%	35	11%
<b>Subtotal</b>	<b>1,593</b>	<b>100%</b>	<b>312</b>	<b>100%</b>
<b>Did Not Have Location</b>	101		1,985	
<b>Item Missing</b>	635		33	
<b>Total</b>	<b>2,329</b>		<b>2,329</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: 3%

**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: 18%

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>	208	18%
<b>Hourly Wage</b>	927	80%
<b>By Contract/Per Diem</b>	8	1%
<b>Business/Practice Income</b>	9	1%
<b>Unpaid</b>	7	1%
<b>Subtotal</b>	<b>1,159</b>	<b>100%</b>
<b>Did Not Have Location</b>	101	
<b>Item Missing</b>	1,068	

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:	32%
Top 3 Regions:	76%
Lowest Region:	1%

### Locations

2 or More (Past Year):	21%
2 or More (Now*):	17%

Source: Va. Healthcare Workforce Data Center

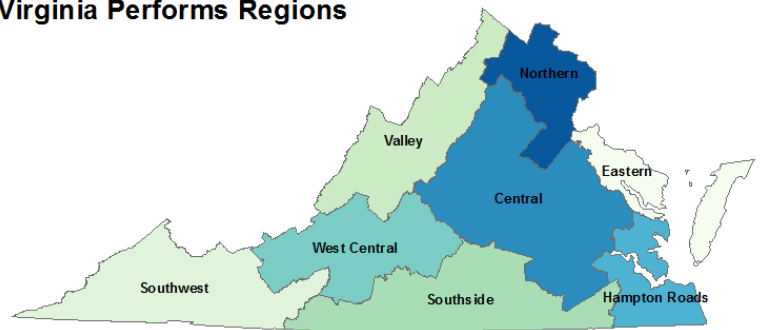
More than three-quarters of all veterinary technicians work in Northern Virginia, Central Virginia, and Hampton Roads.

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	378	24%	87	26%
Eastern	16	1%	2	1%
Hampton Roads	321	20%	73	22%
Northern	509	32%	91	27%
Southside	18	1%	3	1%
Southwest	33	2%	2	1%
Valley	161	10%	34	10%
West Central	138	9%	24	7%
Virginia Border State/D.C.	1	0%	4	1%
Other U.S. State	10	1%	18	5%
Outside of the U.S.	1	0%	1	0%
<b>Total</b>	<b>1,586</b>	<b>100%</b>	<b>339</b>	<b>100%</b>
Item Missing	642		4	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

While 17% 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	3%	107	7%
1	1,248	76%	1,260	77%
2	224	14%	190	12%
3	104	6%	84	5%
4	7	0%	2	0%
5	3	0%	0	0%
6 or More	6	0%	3	0%
<b>Total</b>	<b>1,647</b>	<b>100%</b>	<b>1,647</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>	1,292	87%	265	90%
<b>Non-Profit</b>	87	6%	16	5%
<b>State/Local Government</b>	96	6%	12	4%
<b>Veterans Administration</b>	2	0%	0	0%
<b>U.S. Military</b>	4	0%	1	0%
<b>Other Federal Government</b>	7	0%	2	1%
<b>Total</b>	<b>1,488</b>	<b>100%</b>	<b>296</b>	<b>100%</b>
<b>Did Not Have Location</b>	101		1,985	
<b>Item Missing</b>	740		48	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

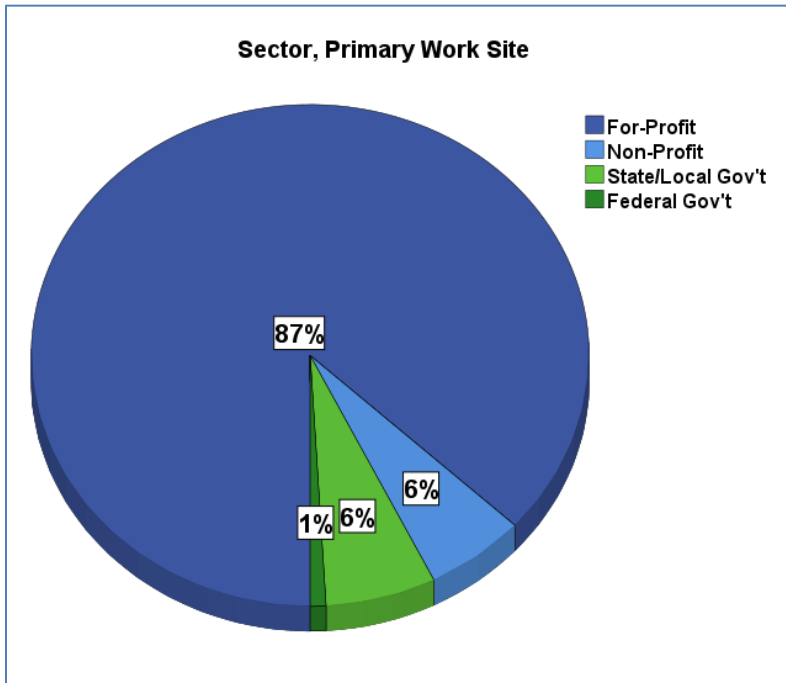
**Sector**

For-Profit:	87%
Federal:	1%

**Top Establishments**

Solo Practice:	51%
Group Practice:	32%
Community College:	1%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

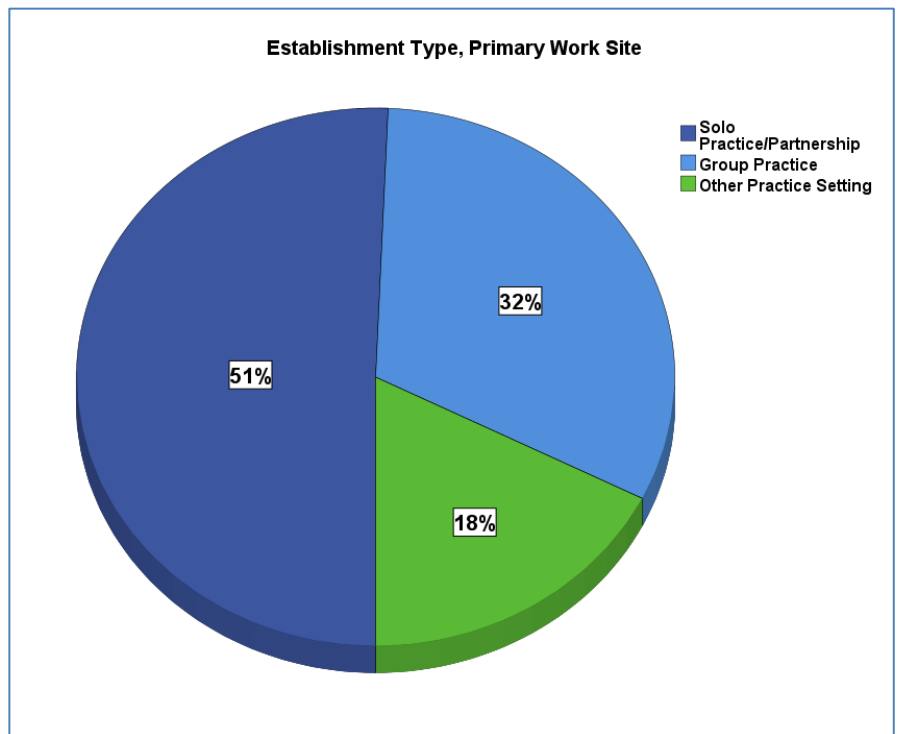
*More than 90% of all veterinary technicians work in the private sector, including 87% who are employed in the for-profit sector.*

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Solo Practice/Partnership	750	51%	156	53%
Group Practice	471	32%	88	30%
Veterinary Education Program, Community College	12	1%	1	0%
Public Health Program	9	1%	1	0%
Supplier Organization	7	0%	1	0%
Veterinary Technology Program, Technical School	7	0%	0	0%
Other Practice Setting	226	15%	46	16%
<b>Total</b>	<b>1,482</b>	<b>100%</b>	<b>293</b>	<b>100%</b>
Did Not Have a Location	101		1,985	

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 32% work at a group practice.

Among those veterinary technicians who also have a secondary work location, 53% 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)

### Languages Offered

Spanish:	17%
French:	1%
Chinese:	1%

### Means of Communication

Other Staff Member:	81%
Virtual Translation:	15%
Respondent:	8%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	385	17%
French	33	1%
Chinese	29	1%
Korean	24	1%
Vietnamese	16	1%
Arabic	15	1%
Hindi	14	1%
Amharic, Somali, or Other Afro-Asiatic Languages	9	0%
Persian	9	0%
Urdu	9	0%
Pashto	8	0%
Tagalog/Filipino	8	0%
Others	35	2%
<b>At Least One Language</b>	<b>402</b>	<b>17%</b>

Source: Va. Healthcare Workforce Data Center

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

More than four out of every five veterinary technicians 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.

## Means of Language Communication

Provision	#	% of Workforce with Language Services
Other Staff Member is Proficient	326	81%
Virtual Translation Service	61	15%
Respondent is Proficient	34	8%
Onsite Translation Service	20	5%
Other	17	4%

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

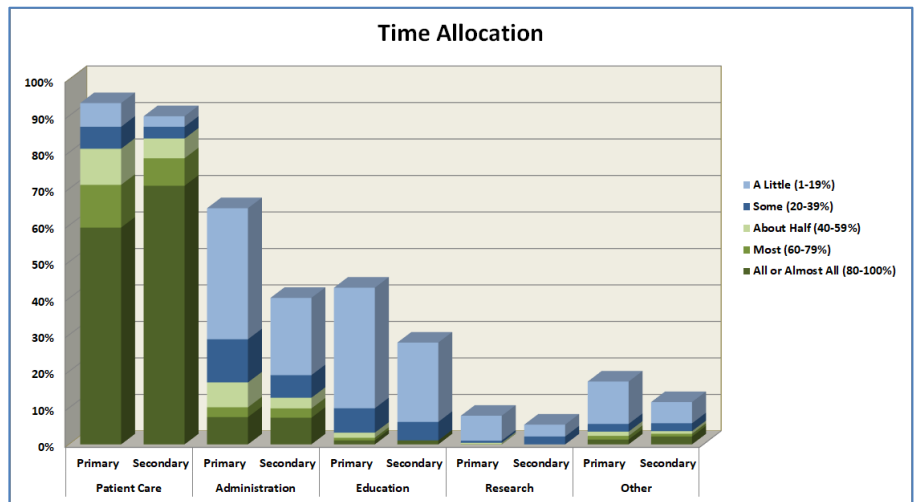
Patient Care: 71%  
Administration: 10%  
Education: 2%

### Patient Care Vet. Tech.

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



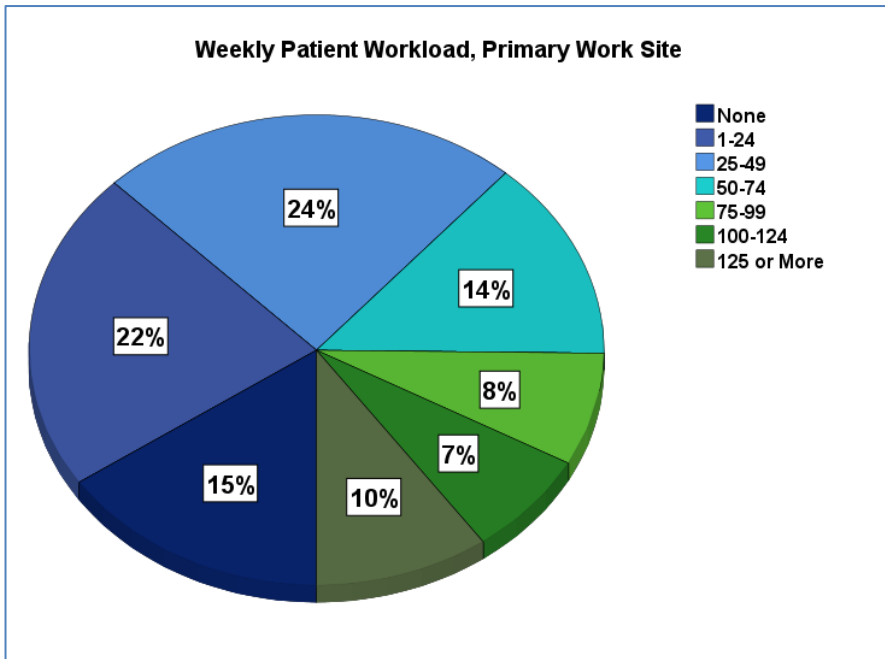
Source: Va. Healthcare Workforce Data Center

*Veterinary technicians spend most of their time treating patients. In fact, 71% 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%	71%	7%	7%	1%	1%	0%	0%	1%	2%
<b>Most (60-79%)</b>	12%	8%	3%	3%	1%	0%	0%	0%	1%	1%
<b>About Half (40-59%)</b>	10%	5%	7%	3%	1%	0%	0%	0%	1%	1%
<b>Some (20-39%)</b>	6%	3%	12%	6%	7%	5%	1%	2%	2%	2%
<b>A Little (1-19%)</b>	6%	3%	36%	21%	33%	22%	7%	3%	12%	6%
<b>None (0%)</b>	6%	10%	35%	59%	57%	72%	92%	95%	83%	88%

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	
	#	%	#	%
None	227	15%	54	18%
1-24	324	22%	113	38%
25-49	350	24%	51	17%
50-74	202	14%	23	8%
75-99	114	8%	12	4%
100-124	105	7%	14	5%
125-149	29	2%	7	2%
150-174	31	2%	2	1%
175-199	21	1%	3	1%
200 or More	64	4%	16	5%
<b>Total</b>	<b>1,467</b>	<b>100%</b>	<b>295</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>	275	20%	-	-
<b>50 to 54</b>	151	11%	10	4%
<b>55 to 59</b>	160	12%	27	12%
<b>60 to 64</b>	281	20%	60	26%
<b>65 to 69</b>	251	18%	75	32%
<b>70 to 74</b>	73	5%	29	13%
<b>75 to 79</b>	19	1%	8	3%
<b>80 or Over</b>	19	1%	3	1%
<b>I Do Not Intend to Retire</b>	157	11%	19	8%
<b>Total</b>	<b>1,385</b>	<b>100%</b>	<b>231</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Veterinary Technicians**

Under 65: 63%

Under 60: 42%

**Veterinary Tech. 50 and Over**

Under 65: 42%

Under 60: 16%

**Time Until Retirement**

Within 2 Years: 5%

Within 10 Years: 14%

Half the Workforce: By 2047

Source: Va. Healthcare Workforce Data Center

*More than three out of every five veterinary technicians expect to retire by the age of 65. Among veterinary technicians who are age 50 and over, 42% still expect to retire by the age of 65.*

*Within the next two years, 17% of Virginia's veterinary technicians expect to pursue additional educational opportunities, and 4% expect to increase their patient care hours.*

**Future Plans**

Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	137	6%
<b>Leave Virginia</b>	87	4%
<b>Decrease Patient Care Hours</b>	137	6%
<b>Decrease Teaching Hours</b>	14	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	103	4%
<b>Increase Teaching Hours</b>	89	4%
<b>Pursue Additional Education</b>	387	17%
<b>Return to the Workforce</b>	12	1%

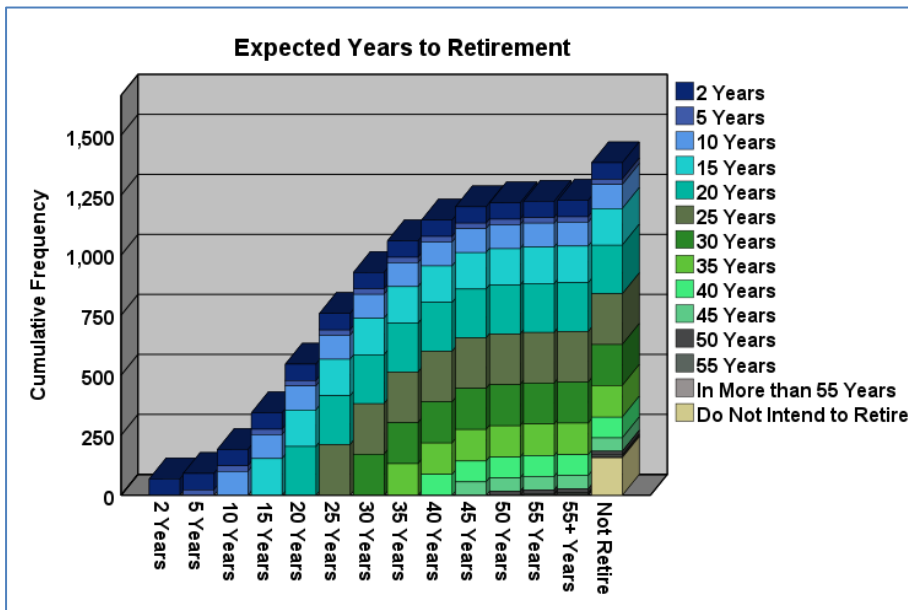
Source: Va. Healthcare Workforce Data Center

*By comparing retirement expectations to age, we can estimate the maximum years to retirement for veterinary technicians. While only 5% of veterinary technicians expect to retire in the next two years, 14% plan to do so 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	68	5%	5%
5 Years	23	2%	7%
10 Years	100	7%	14%
15 Years	152	11%	25%
20 Years	203	15%	39%
25 Years	211	15%	55%
30 Years	171	12%	67%
35 Years	132	10%	77%
40 Years	87	6%	83%
45 Years	56	4%	87%
50 Years	16	1%	88%
55 Years	7	1%	89%
In More than 55 Years	4	0%	89%
Do Not Intend to Retire	157	11%	100%
<b>Total</b>	<b>1,385</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*Using these estimates, retirement will begin to reach 10% of the current workforce every five years by 2037. Retirement will peak at 15% of the current workforce around 2047 before declining to under 10% of the current workforce again by 2062.*

## At a Glance:

### FTEs

Total: 1,833  
 FTEs/1,000 Residents<sup>2</sup>: 0.212  
 Average: 0.82

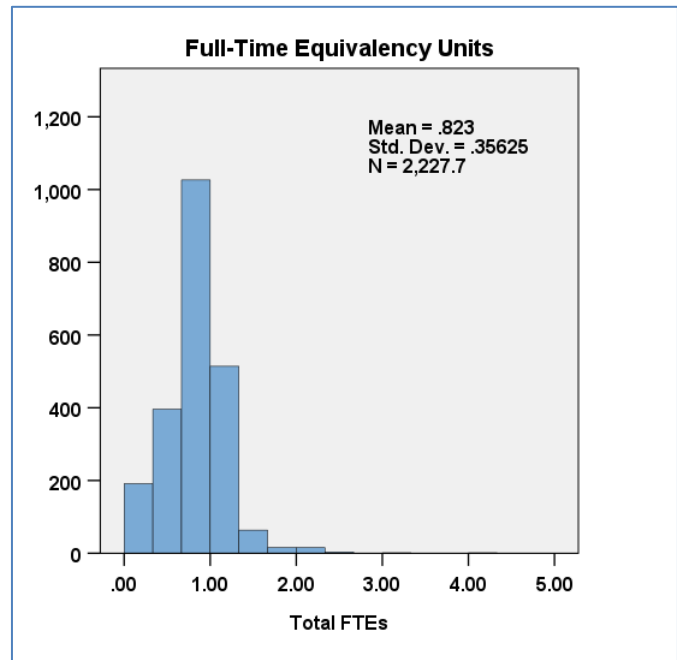
### Age & Gender Effect

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:

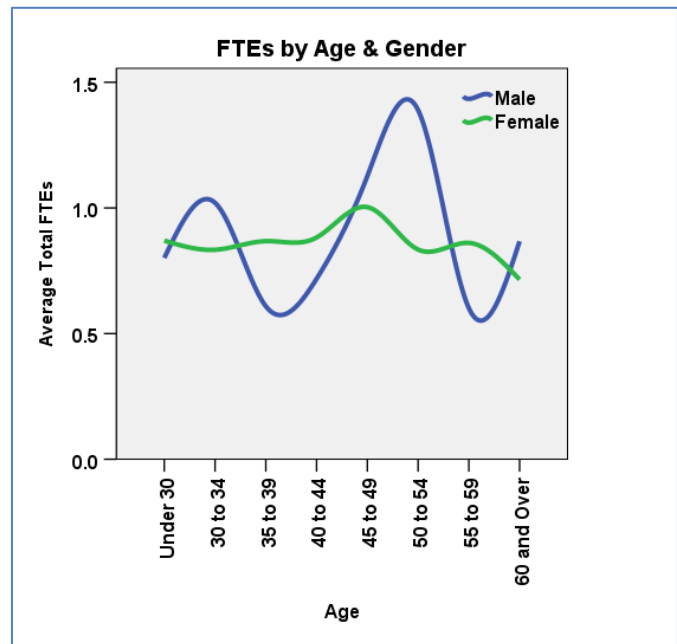


Source: Va. Healthcare Workforce Data Center

*The typical veterinary technician provided 0.89 FTEs in the past year, or approximately 36 hours per week for 50 weeks. Although FTEs appear to vary by age, statistical tests did not verify that a difference exists.<sup>3</sup>*

Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	0.87	0.89
30 to 34	0.81	0.80
35 to 39	0.75	0.76
40 to 44	0.84	0.76
45 to 49	1.00	0.96
50 to 54	0.78	0.61
55 to 59	0.83	0.76
60 and Over	0.73	0.76
<b>Gender</b>		
Male	0.90	0.95
Female	0.86	0.93

Source: Va. Healthcare Workforce Data Center

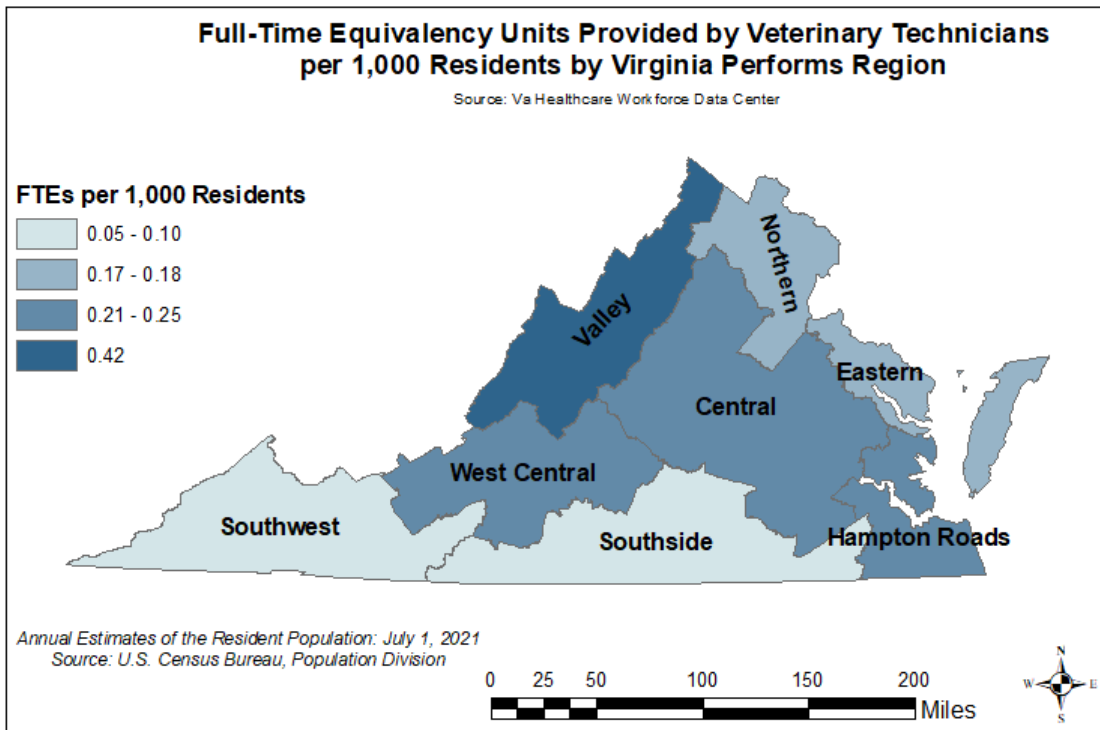
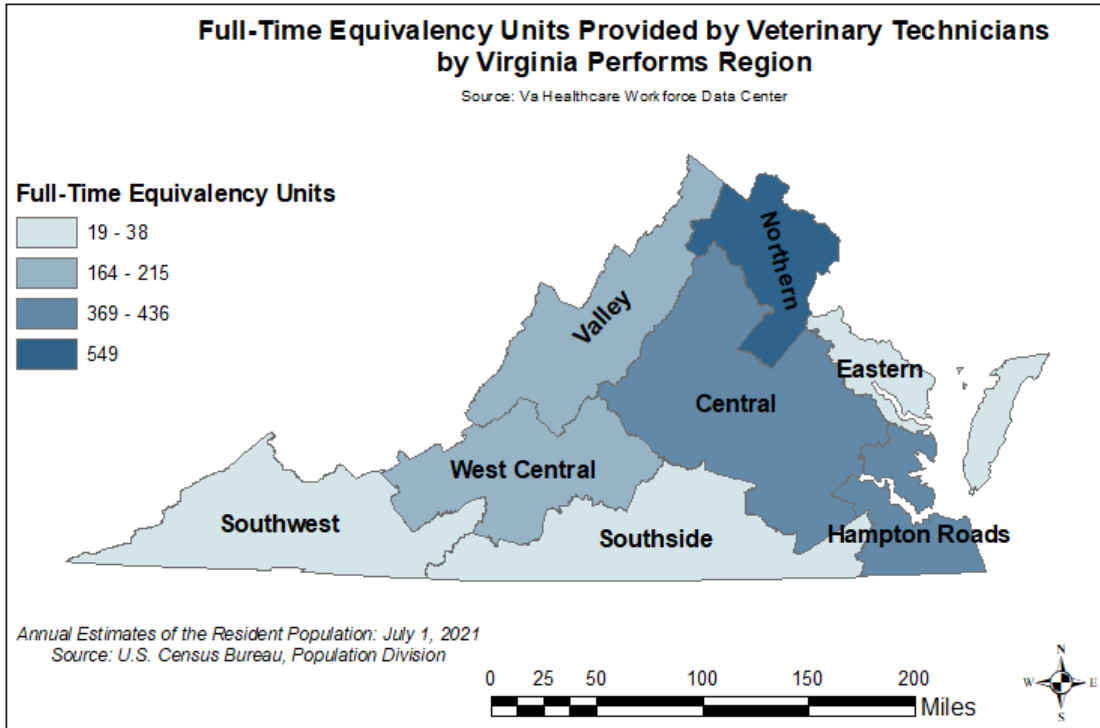


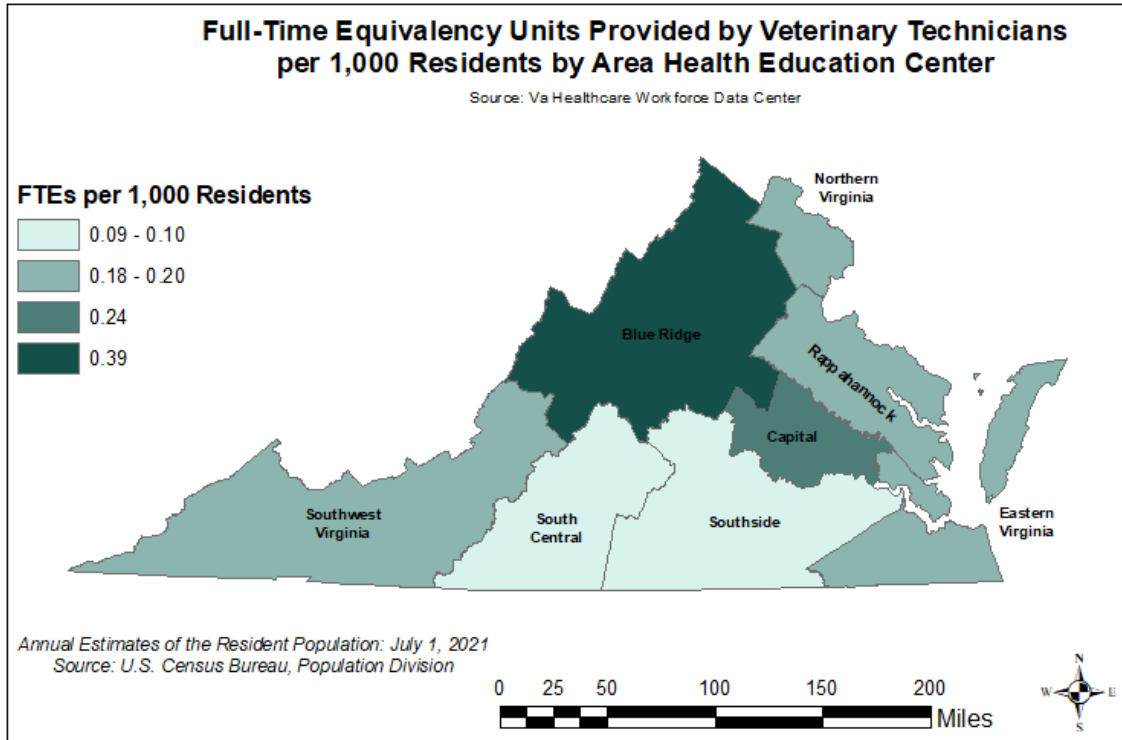
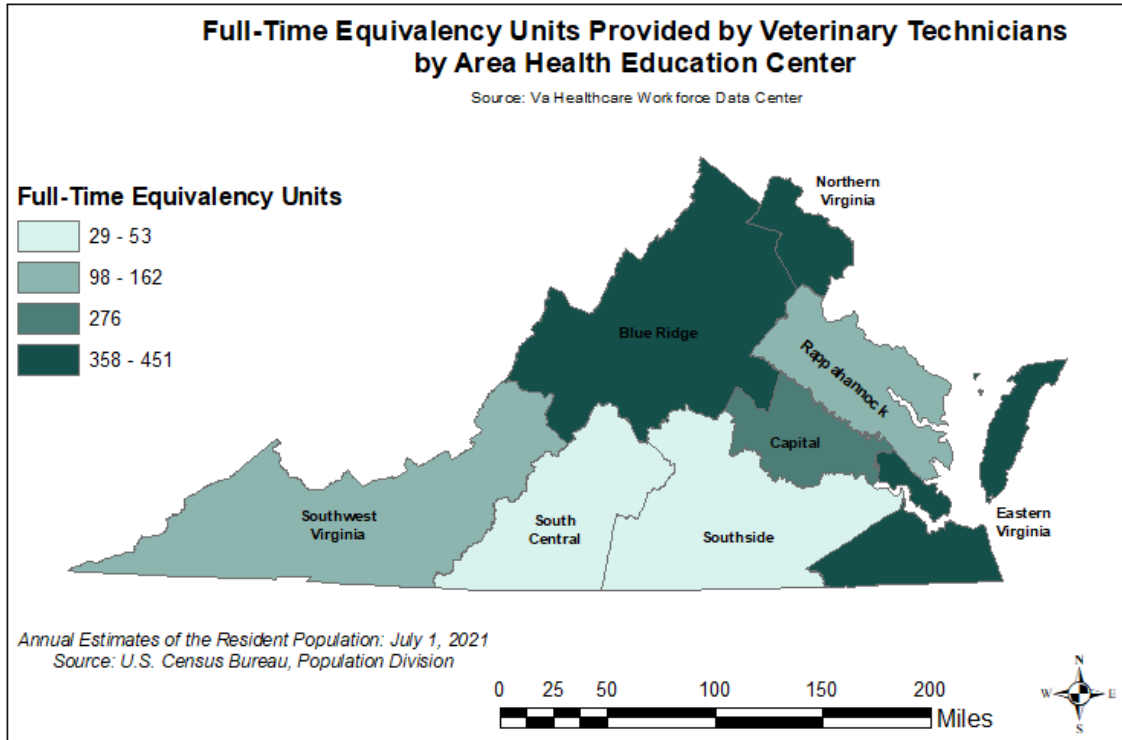
Source: Va. Healthcare Workforce Data Center

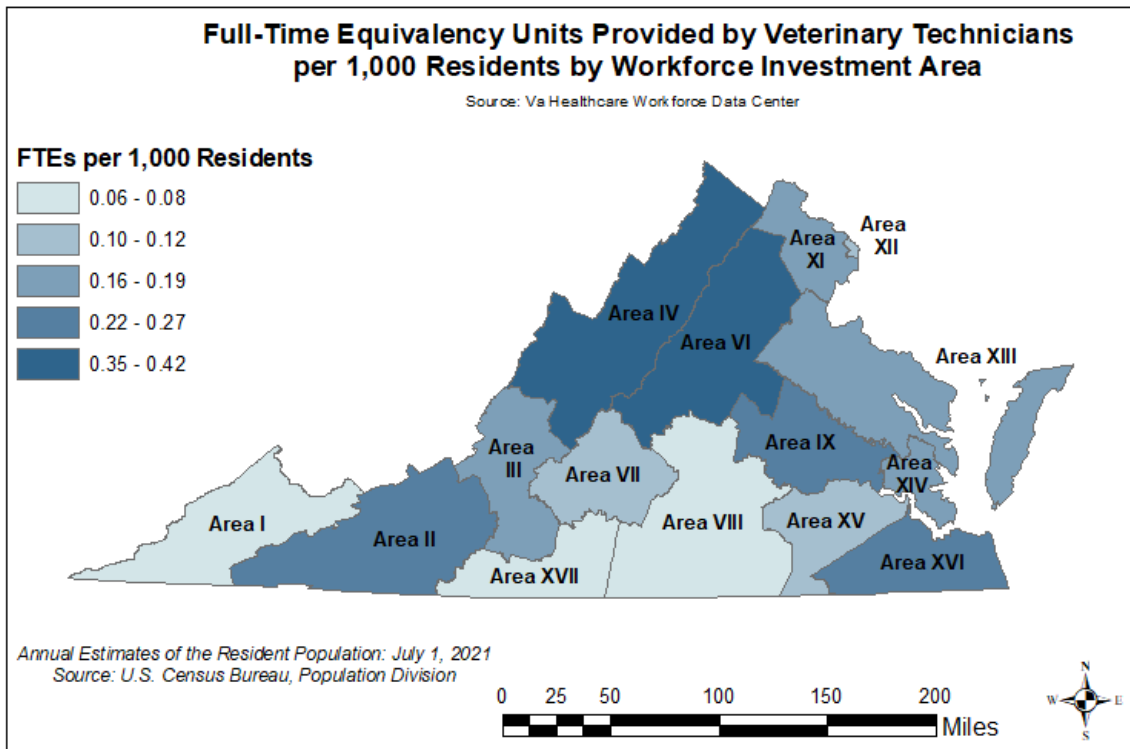
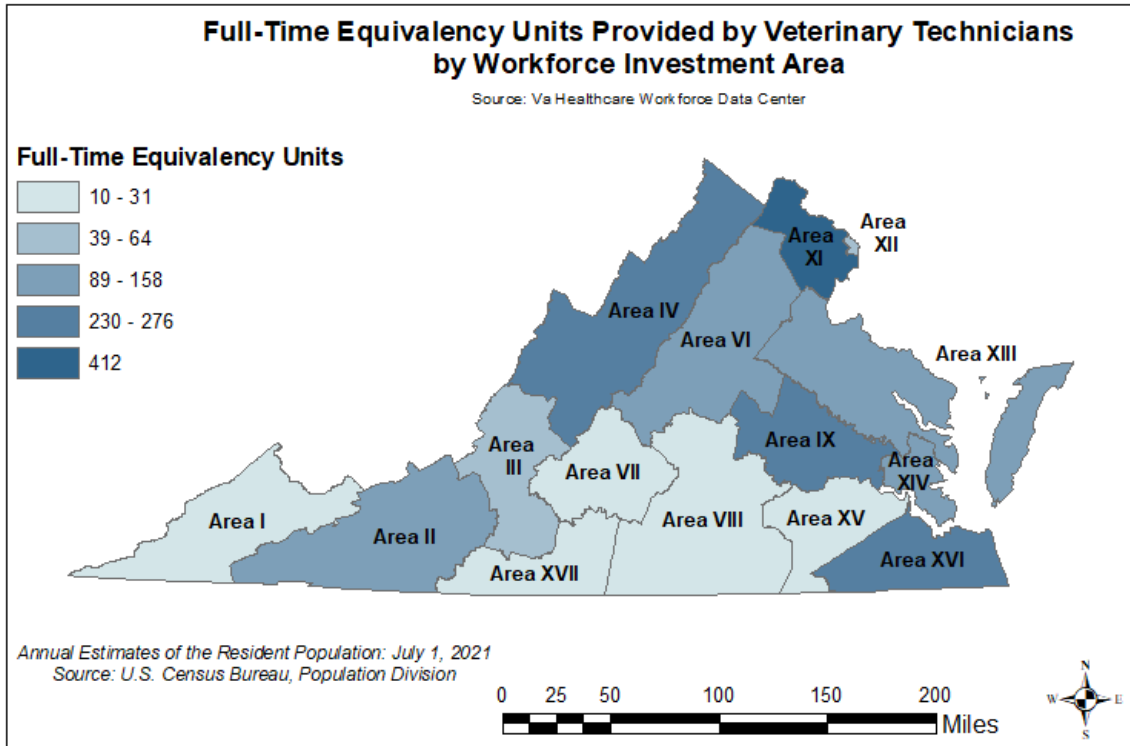
<sup>2</sup> Number of residents in 2021 was used as the denominator.

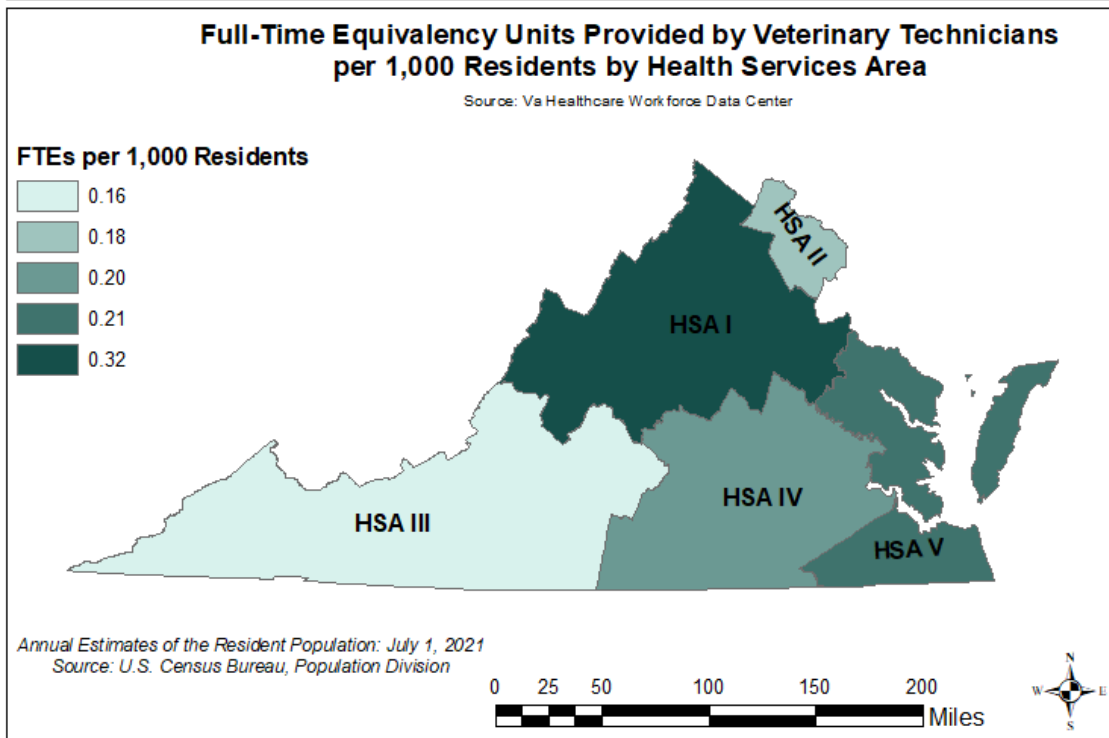
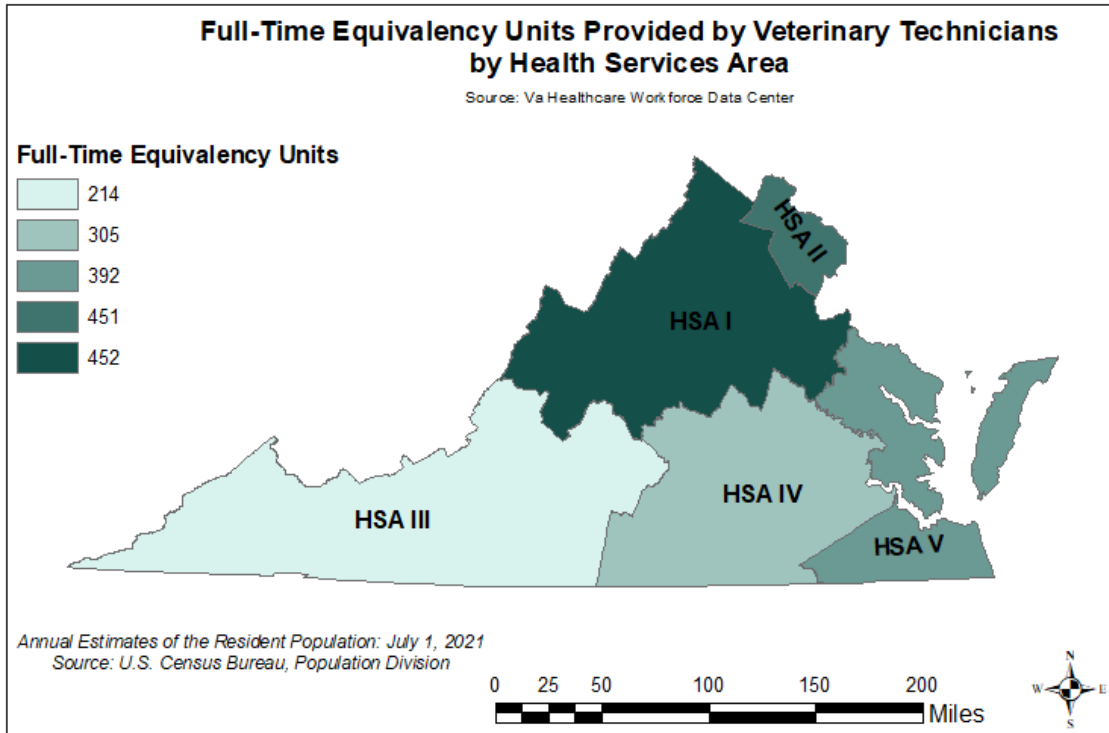
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect were significant).

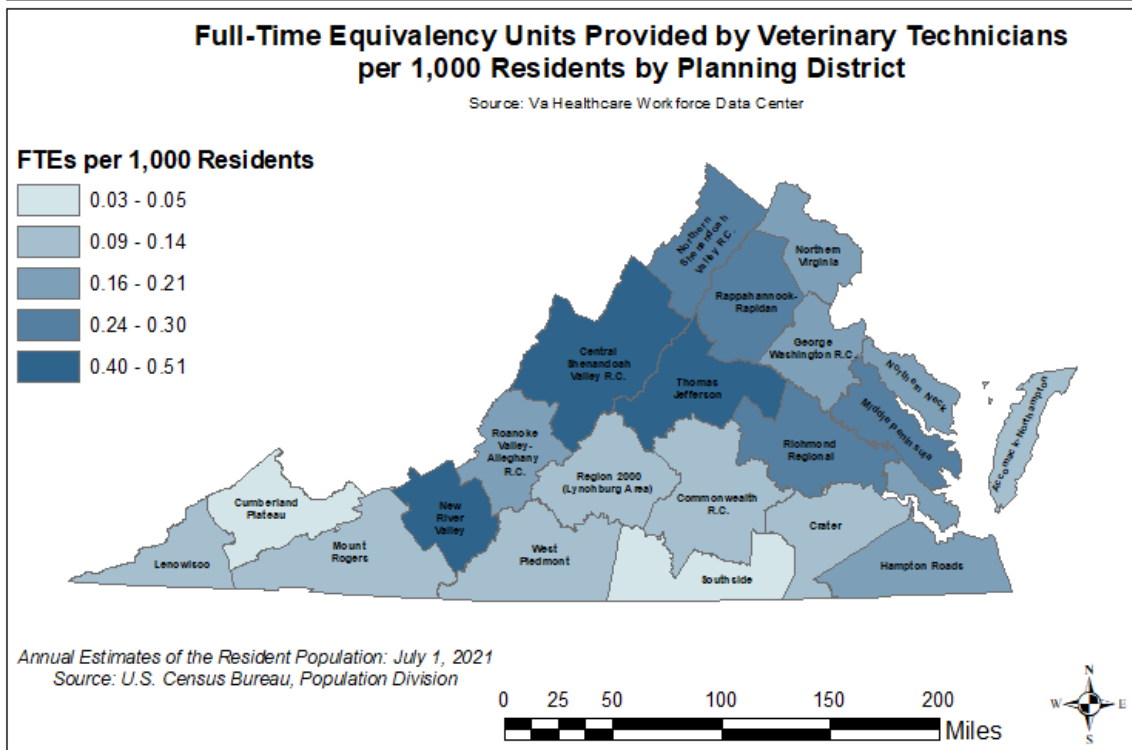
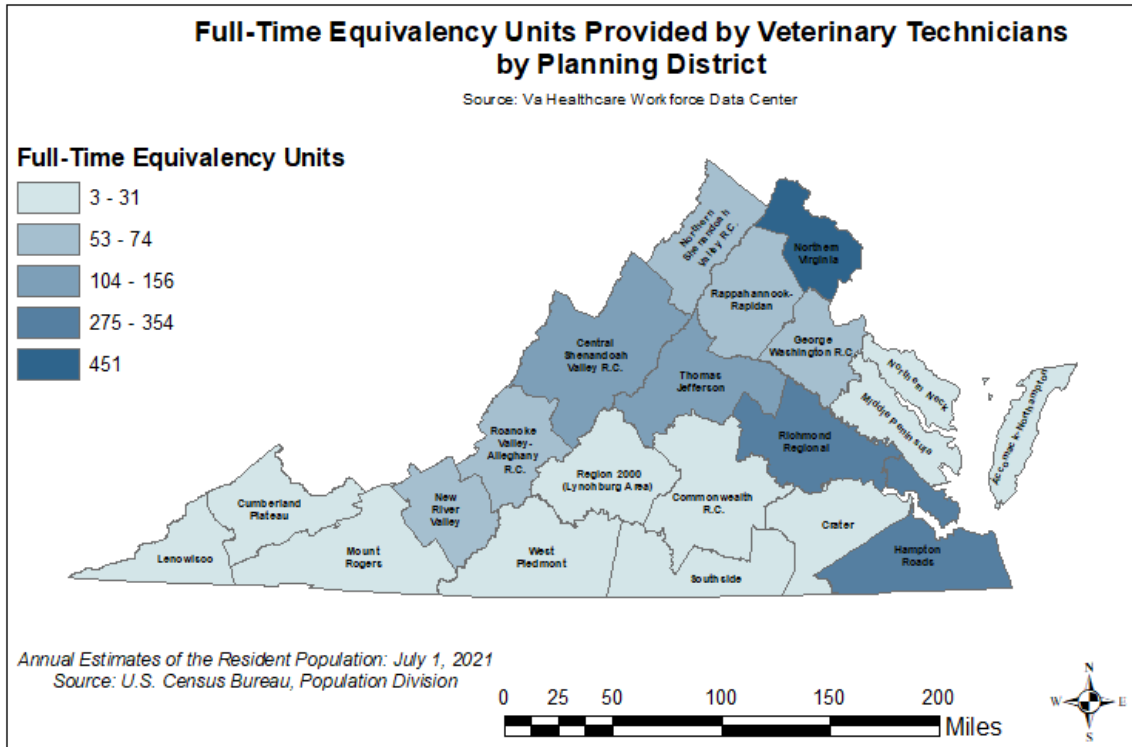












## Appendices

### Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	1,555	87.97%	1.137	1.049	1.265
<b>Metro, 250,000 to 1 Million</b>	161	95.65%	1.045	0.965	1.164
<b>Metro, 250,000 or Less</b>	405	89.88%	1.113	1.027	1.238
<b>Urban, Pop. 20,000+, Metro Adj.</b>	8	100.00%	1.000	0.923	1.113
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	107	90.65%	1.103	1.018	1.228
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	19	73.68%	1.357	1.296	1.511
<b>Rural, Metro Adj.</b>	60	93.33%	1.071	0.989	1.193
<b>Rural, Non-Adj.</b>	7	100.00%	1.000	0.966	1.007
<b>Virginia Border State/D.C.</b>	204	85.78%	1.166	1.076	1.297
<b>Other U.S. State</b>	129	85.27%	1.173	1.082	1.305

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	486	79.63%	1.256	1.113	1.511
<b>30 to 34</b>	532	87.97%	1.137	1.007	1.367
<b>35 to 39</b>	519	89.60%	1.116	0.989	1.343
<b>40 to 44</b>	375	92.80%	1.078	0.955	1.296
<b>45 to 49</b>	231	91.34%	1.095	0.970	1.317
<b>50 to 54</b>	216	91.20%	1.096	0.972	1.319
<b>55 to 59</b>	127	96.06%	1.041	0.923	1.082
<b>60 and Over</b>	170	91.76%	1.090	0.966	1.311

Source: Va. Healthcare Workforce Data Center

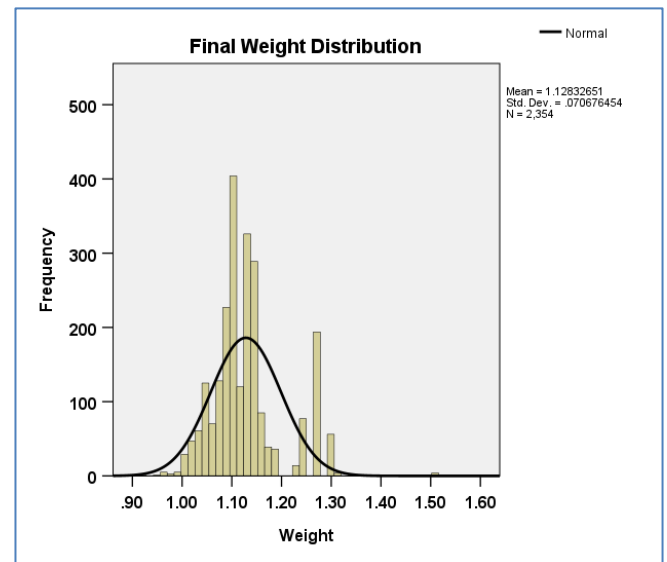
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.886295**



Source: Va. Healthcare Workforce Data Center