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# *Virginia's Veterinarian Workforce: 2018*

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Healthcare Workforce Data Center

January 2019

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*More than 3,000 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 your ongoing cooperation.*

***Thank You!***

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## The Veterinarian Workforce: At a Glance:

### The Workforce

Licensees:	4,470
Virginia's Workforce:	3,322
FTEs:	3,119

### Background

Rural Childhood:	29%
HS Diploma in VA:	36%
Prof. Degree in VA:	32%

### Current Employment

Employed in Prof.:	95%
Hold 1 Full-Time Job:	69%
Satisfied?:	92%

### Survey Response Rate

All Licensees:	71%
Renewing Practitioners:	77%

### Education

DVM/VMD:	95%
Bachelor of Science:	67%

### Job Turnover

Switched Jobs:	8%
Employed Over 2 Yrs:	67%

### Demographics

Female:	70%
Diversity Index:	20%
Median Age:	45

### Finances

Median Inc.:	\$90k-\$100k
Health Insurance:	52%
Under 40 w/ Ed Debt:	76%

### Time Allocation

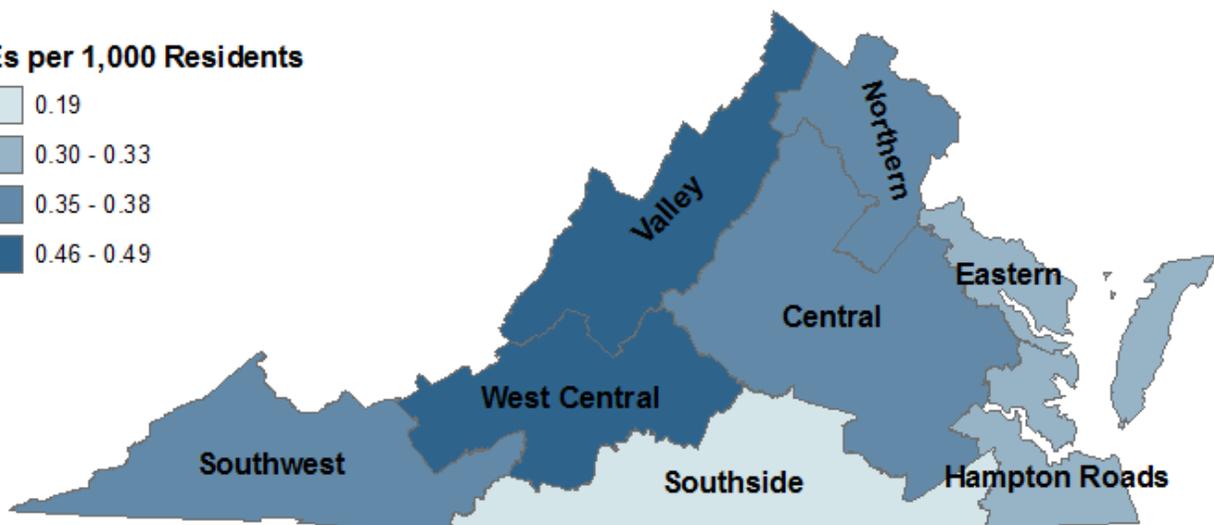
Patient Care:	90%-99%
Administration:	1%-9%
Patient Care Role:	86%

Source: Va. Healthcare Workforce Data Center

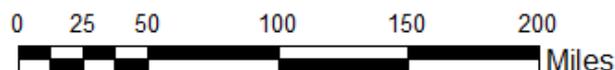
## Full Time Equivalency Units Provided by Veterinarians per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Work force Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2017  
Source: U.S. Census Bureau, Population Division



More than 3,000 veterinarians voluntarily took part in the 2018 Veterinarian Workforce 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. This year was the first time in which the HWDC has administered this survey to licensed veterinarians. These survey respondents represent 71% of the 4,470 veterinarians who are licensed in the state and 77% of renewing practitioners.

The HWDC estimates that 3,322 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 3,119 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year.

More than two-thirds of Virginia's veterinarian workforce is female, including 85% of those veterinarians who are under the age of 40. In a random encounter between two veterinarians, there is a 20% chance that they would be of different races or ethnicities, a measure that is known as the diversity index. For those veterinarians who are under the age of 40, this diversity index increases to 26%. However, both of these values are well below the diversity index of 56% for Virginia's overall population.

Nearly 30% of Virginia's veterinarians grew up in a rural area, and 18% of these professionals currently work in non-metro areas of the state. In total, 9% of Virginia's veterinary workforce work in non-metro areas. More than one-third of all veterinarians earned their high school degree in Virginia, while 32% earned their initial professional degree in the state. Among all veterinarians, 45% currently carry education debt, including 76% of those who are under the age of 40. For those with education debt, the median debt burden is between \$110,000 and \$120,000.

Over the past year, only 1% of Virginia's veterinarian workforce has been involuntarily unemployed. In addition, another 2% of Virginia's veterinarians have been underemployed during the previous 12 months. Nearly 70% of all veterinarians currently hold one full-time job, while 14% hold two or more positions. Meanwhile, more than one-third of all veterinarians work between 40 and 49 hours per week. Another 12% of veterinarians work at least 60 hours per week.

The median annual income for Virginia's veterinarian workforce is between \$90,000 and \$100,000. More than two-thirds of this workforce received that income in the form of a salary or commission, while another 11% received their income as an hourly wage. In addition, 70% of all veterinarians receive at least one employer-sponsored benefit. This includes 52% who receive health insurance and 49% who have access to a retirement plan. More than 90% of all veterinarians are satisfied with their current work situation, including 59% who indicate that they are "very satisfied".

More than one-third of all veterinarians work in Northern Virginia, the most of any region in the state. Along with Central Virginia and Hampton Roads, these three regions employ 72% of Virginia's veterinarian workforce. Meanwhile, 95% of veterinarians work in the private sector, including 91% who are employed by for-profit institutions. With respect to establishment types, 47% work at group practices and 41% work at solo practices or partnerships.

Nearly all of a veterinarian's time is spent treating patients. The typical veterinarian will spend approximately 90% to 99% of her time in patient care activities and another 1% to 9% on administrative tasks. In addition, 86% of veterinarians serve a patient care role, which means that at least 60% of her time is spent treating patients. In their primary location, the typical veterinarian treats between 25 and 49 patients per week.

More than one-third of all veterinarians expect to retire by the age of 65. Within the next ten years, 21% of Virginia's veterinarian workforce expect to retire, while half of the present workforce plan on retiring by 2043. With respect to future professional plans, 10% expect to pursue additional educational opportunities in the next two years, while 7% plan to increase their patient care activities.

**A Closer Look:**

Licensees		
License Status	#	%
Renewing Practitioners	3,875	87%
New Licensees	304	7%
Non-Renewals	291	7%
<b>All Licensees</b>	<b>4,470</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all renewing veterinarians, 77% submitted a survey. These respondents represent 71% of all veterinarians who held a license at some point in the past year.*

Statistic	Response Rates		
	Non Respondents	Respondents	Response Rate
<b>By Age</b>			
Under 30	105	230	69%
30 to 34	164	435	73%
35 to 39	167	440	73%
40 to 44	140	414	75%
45 to 49	150	332	69%
50 to 54	135	352	72%
55 to 59	146	324	69%
60 and Over	299	637	68%
<b>Total</b>	<b>1,306</b>	<b>3,164</b>	<b>71%</b>
<b>New Licenses</b>			
Issued in Past Year	87	217	71%
<b>Metro Status</b>			
Non-Metro	88	237	73%
Metro	849	2,011	70%
Not in Virginia	369	916	71%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- The Survey Period:** The survey was conducted in December 2018.
- Target Population:** All veterinarians who held a Virginia license at some point between January 2018 and December 2018.
- 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 2018.

Response Rates	
Completed Surveys	3,164
Response Rate, All Licensees	71%
Response Rate, Renewals	77%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

Licensed Veterinarians

Number: 4,470  
 New: 7%  
 Not Renewed: 7%

Response Rates

All Licensees: 71%  
 Renewing Practitioners: 77%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

Veterinarian Workforce: 3,322  
 FTEs: 3,119

### Utilization Ratios

Licensees in VA Workforce: 74%  
 Licensees per FTE: 1.43  
 Workers per FTE: 1.07

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 2018 and December 2018 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.

Virginia's Veterinarian Workforce		
Status	#	%
Worked in Virginia in Past Year	3,273	99%
Looking for Work in Virginia	49	1%
Virginia's Workforce	3,322	100%
Total FTEs	3,119	
Licensees	4,470	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:*

[www.dhp.virginia.gov/hwdc](http://www.dhp.virginia.gov/hwdc)

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	29	10%	257	90%	287	9%
30 to 34	78	17%	389	83%	468	14%
35 to 39	64	15%	365	85%	430	13%
40 to 44	118	28%	305	72%	423	13%
45 to 49	96	27%	260	73%	356	11%
50 to 54	122	34%	242	67%	364	11%
55 to 59	123	37%	214	64%	337	10%
60 and Over	351	60%	237	40%	587	18%
<b>Total</b>	<b>982</b>	<b>30%</b>	<b>2,270</b>	<b>70%</b>	<b>3,251</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Veterinarians		Veterinarians Under 40	
	%	#	%	#	%
White	62%	2,916	90%	1,016	86%
Black	19%	60	2%	27	2%
Asian	6%	96	3%	51	4%
Other Race	0%	26	1%	8	1%
Two or More races	3%	73	2%	40	3%
Hispanic	9%	86	3%	43	4%
<b>Total</b>	<b>100%</b>	<b>3,257</b>	<b>100%</b>	<b>1,185</b>	<b>100%</b>

\*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2017.

Source: Va. Healthcare Workforce Data Center

Among the 36% of veterinarians who are under the age of 40, 85% are female. In addition, the diversity index of these professionals is 26%.

At a Glance:

**Gender**

% Female: 70%  
% Under 40 Female: 85%

**Age**

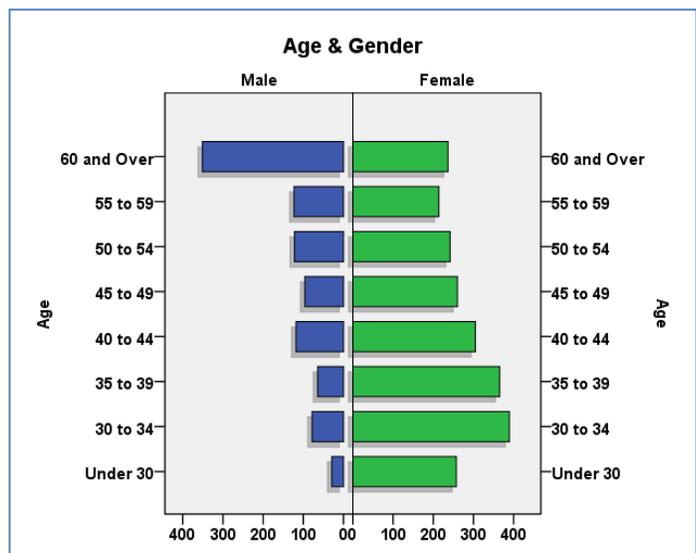
Median Age: 45  
% Under 40: 36%  
% 55+: 28%

**Diversity**

Diversity Index: 20%  
Under 40 Div. Index: 26%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two veterinarians, there is a 20% chance they would be of a different race/ethnicity (a measure known as the Diversity Index).



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 9%  
 Rural Childhood: 29%

### Virginia Background

HS in Virginia: 36%  
 Prof. Degree in VA: 32%  
 HS or Prof. in VA: 46%

### Location Choice

% Rural to Non-Metro: 18%  
 % Urban/Suburban to Non-Metro: 6%

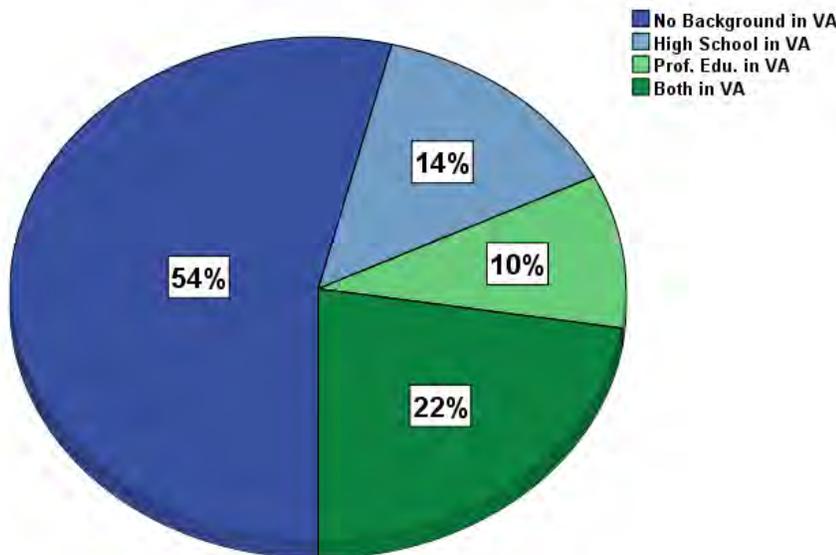
Source: Va. Healthcare Workforce Data Center

## 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+	23%	67%	10%
2	Metro, 250,000 to 1 Million	34%	58%	8%
3	Metro, 250,000 or Less	39%	53%	8%
<b>Non-Metro Counties</b>				
4	Urban Pop 20,000+, Metro Adjacent	58%	42%	0%
6	Urban Pop, 2,500-19,999, Metro Adjacent	55%	40%	5%
7	Urban Pop, 2,500-19,999, Non-Adjacent	74%	24%	2%
8	Rural, Metro Adjacent	54%	40%	6%
9	Rural, Non-Adjacent	40%	60%	0%
<b>Overall</b>		<b>29%</b>	<b>62%</b>	<b>9%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

*Among the 29% of veterinarians who grew up in a rural area, 18% currently work in non-metro areas of the state. Overall, 9% of veterinarians currently work in non-metro areas of Virginia.*

## Top Ten States for Veterinarian Recruitment

Rank	All Veterinarians			
	High School	#	Professional School	#
1	Virginia	1,158	Virginia	1,026
2	Maryland	243	Outside U.S./Canada	359
3	New York	181	Georgia	186
4	Pennsylvania	135	Alabama	167
5	New Jersey	130	Ohio	143
6	Outside U.S./Canada	129	Pennsylvania	132
7	North Carolina	105	North Carolina	129
8	Florida	92	New York	116
9	Ohio	91	Tennessee	108
10	California	83	Florida	72

Source: Va. Healthcare Workforce Data Center

*Among all veterinarians, 36% earned their high school degree in Virginia, and 32% received their initial professional degree in the state.*

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	275	Virginia	216
2	Maryland	72	Outside U.S./Canada	159
3	Outside U.S./Canada	51	North Carolina	36
4	New York	36	Alabama	32
5	North Carolina	35	Tennessee	32
6	Florida	34	Pennsylvania	30
7	New Jersey	33	New York	27
8	Pennsylvania	31	Florida	26
9	California	29	Ohio	24
10	West Virginia	18	California	24

Source: Va. Healthcare Workforce Data Center

*Among veterinarians who received their initial license in the past five years, 32% earned their high school degree in Virginia, while 26% received their initial professional degree in the state.*

*More than one-quarter of licensed veterinarians were not part of the state's veterinarian workforce. Among these licensees, 88% worked at some point in the past year, and 83% currently work as veterinarians.*

### At a Glance:

#### Not in VA Workforce

Total:	1,146
% of Licensees:	26%
Federal/Military:	11%
Va Border State/DC:	22%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Education		
Degree	#	% of Workforce
Graduate Certificate	73	2%
Bachelor of Science	2,223	67%
Other Bachelor's Degree	387	12%
Master's Degree	449	14%
PhD	71	2%
DVM/VMD	3,147	95%

Source: Va. Healthcare Workforce Data Center

More than four out of every ten veterinarians carry education debt, including 76% of those under the age of 40. For those with education debt, their median debt burden is between \$110,000 and \$120,000.

At a Glance:

**Education**

DVM/VMD: 95%  
 Bachelor of Science: 67%

**Educational Debt**

Carry Debt: 45%  
 Under Age 40 w/ Debt: 76%  
 Median Debt: \$110k-\$120k

**Training Program**

Surgery: 3%  
 Internal Medicine: 2%  
 Critical Care/Emergency: 2%

Source: Va. Healthcare Workforce Data Center

Other Education/Training		
Residency/Specialty Training	#	%
Surgery	106	3%
Internal Medicine	71	2%
Critical Care/Emergency	53	2%
Public Health	49	1%
Equine Practice	45	1%
Canine/Feline Practice	43	1%
Dentistry	34	1%
Laboratory Animal Medicine	26	1%
Sports Medicine/Rehabilitation	24	1%
Pathology	22	1%
At Least One	573	17%
Other Education	#	%
Preventative Medicine	304	9%
Theriogenology	88	3%
Other	283	9%
At Least One	602	18%

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All Veterinarians		Veterinarians Under 40	
	#	%	#	%
None	1,527	55%	256	24%
Less than \$20,000	85	3%	46	4%
\$20,000-\$39,999	106	4%	43	4%
\$40,000-\$59,999	113	4%	29	3%
\$60,000-\$79,999	133	5%	52	5%
\$80,000-\$99,999	117	4%	69	7%
\$100,000-\$119,999	99	4%	70	7%
\$120,000-\$139,999	79	3%	52	5%
\$140,000-\$159,999	73	3%	43	4%
\$160,000-\$179,999	61	2%	50	5%
\$180,000-\$199,999	45	2%	37	3%
\$200,000 or More	356	13%	311	29%
<b>Total</b>	<b>2,793</b>	<b>100%</b>	<b>1,059</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: 69%  
 2 or More Positions: 14%

### Weekly Hours:

40 to 49: 37%  
 60 or More: 12%  
 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	3,047	95%
Employed, NOT in a Veterinary-Related Capacity	37	1%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	4	< 1%
Voluntarily Unemployed	55	2%
Retired	51	2%
<b>Total</b>	<b>3,198</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all veterinarians, 95% are currently employed in the profession, and less than 1% are involuntarily unemployed. In addition, 69% currently hold one full-time job, while 14% hold multiple positions.*

Current Positions		
Positions	#	%
No Positions	110	4%
One Part-Time Position	432	14%
Two Part-Time Positions	109	3%
One Full-Time Position	2,151	69%
One Full-Time Position & One Part-Time Position	228	7%
Two Full-Time Positions	16	1%
More than Two Positions	85	3%
<b>Total</b>	<b>3,131</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	110	4%
1 to 9 Hours	67	2%
10 to 19 Hours	130	4%
20 to 29 Hours	205	7%
30 to 39 Hours	579	19%
40 to 49 Hours	1,152	37%
50 to 59 Hours	494	16%
60 to 69 Hours	233	8%
70 to 79 Hours	77	2%
80 or More Hours	50	2%
<b>Total</b>	<b>3,097</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Annual Income	#	%
<b>Volunteer Work Only</b>	26	1%
<b>Less than \$40,000</b>	268	11%
<b>\$40,000-\$59,999</b>	217	9%
<b>\$60,000-\$79,999</b>	404	16%
<b>\$80,000-\$99,999</b>	525	21%
<b>\$100,000-\$119,999</b>	374	15%
<b>\$120,000-\$139,999</b>	259	11%
<b>\$140,000-\$159,999</b>	140	6%
<b>\$160,000-\$179,999</b>	76	3%
<b>\$180,000-\$199,999</b>	44	2%
<b>\$200,000 or More</b>	135	6%
<b>Total</b>	<b>2,471</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Earnings**

Median Income: \$90k-\$100k

**Benefits**

Health Insurance: 52%

Retirement: 49%

**Satisfaction**

Satisfied: 92%

Very Satisfied: 59%

Source: Va. Healthcare Workforce Data Center

*The typical veterinarian earned between \$90,000 and \$100,000 in the past year. Among veterinarians who were compensated at their primary work location with either a salary or an hourly wage, 58% received health insurance and 55% had access to a retirement plan.*

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	1,811	59%
<b>Somewhat Satisfied</b>	1,011	33%
<b>Somewhat Dissatisfied</b>	207	7%
<b>Very Dissatisfied</b>	49	2%
<b>Total</b>	<b>3,078</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
<b>Paid Vacation</b>	1,695	56%	64%
<b>Health Insurance</b>	1,582	52%	58%
<b>Retirement</b>	1,479	49%	55%
<b>Paid Sick Leave</b>	1,125	37%	43%
<b>Dental Insurance</b>	1,103	36%	43%
<b>Group Life Insurance</b>	720	24%	27%
<b>Signing/Retention Bonus</b>	227	7%	9%
<b>Received At Least One Benefit</b>	<b>2,122</b>	<b>70%</b>	<b>78%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in Past Year		
In The Past Year Did You . . . ?	#	%
Experience Involuntary Unemployment?	29	1%
Experience Voluntary Unemployment?	168	5%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	64	2%
Work Two or More Positions at the Same Time?	514	15%
Switch Employers or Practices?	270	8%
<b>Experienced At Least One</b>	<b>833</b>	<b>25%</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 3.0% during the same time period.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at This Location</b>	68	2%	24	4%
<b>Less than 6 Months</b>	275	9%	100	16%
<b>6 Months to 1 Year</b>	213	7%	56	9%
<b>1 to 2 Years</b>	460	15%	106	17%
<b>3 to 5 Years</b>	611	20%	122	19%
<b>6 to 10 Years</b>	409	13%	74	12%
<b>More Than 10 Years</b>	1,004	33%	148	23%
<b>Subtotal</b>	<b>3,040</b>	<b>100%</b>	<b>631</b>	<b>100%</b>
<b>Did Not Have Location</b>	57		2,638	
<b>Item Missing</b>	225		53	
<b>Total</b>	<b>3,322</b>		<b>3,322</b>	

Source: Va. Healthcare Workforce Data Center

*More than two-thirds of all veterinarians receive a salary or commission at their primary work location.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 2%

**Turnover & Tenure**

Switched Jobs: 8%  
New Location: 21%  
Over 2 Years: 67%  
Over 2 Yrs, 2<sup>nd</sup> Location: 55%

**Employment Type**

Salary/Commission: 69%  
Business/Practice Income: 16%

Source: Va. Healthcare Workforce Data Center

*Among all veterinarians, 67% have worked at their primary work location for at least two years.*

Employment Type		
Primary Work Site	#	%
<b>Salary/Commission</b>	1,773	69%
<b>Business/Practice Income</b>	415	16%
<b>Hourly Wage</b>	285	11%
<b>By Contract/Per Diem</b>	72	3%
<b>Unpaid</b>	14	1%
<b>Subtotal</b>	<b>2,558</b>	<b>100%</b>
<b>Did Not Have Location</b>	57	
<b>Item Missing</b>	707	

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fell from 3.7% in January 2018 to 2.6% in December 2018. The unemployment rate from December 2018 was still preliminary at the time of publication.

## At a Glance:

### Concentration

Top Region:	35%
Top 3 Regions:	72%
Lowest Region:	2%

### Locations

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

Source: Va. Healthcare Workforce Data Center

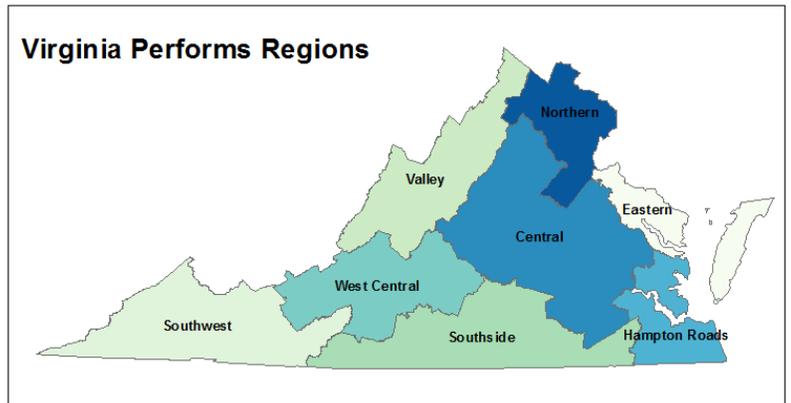
*More than one-third of all veterinarians work in Northern Virginia, the most of any region in the state. Along with Central Virginia and Hampton Roads, these three regions employ 72% of all veterinarians in the state.*

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	617	20%	105	16%
Eastern	47	2%	11	2%
Hampton Roads	506	17%	125	19%
Northern	1,063	35%	192	29%
Southside	63	2%	10	2%
Southwest	119	4%	18	3%
Valley	230	8%	55	8%
West Central	329	11%	59	9%
Virginia Border State/DC	6	0%	16	2%
Other US State	40	1%	71	11%
Outside of the US	1	0%	4	1%
<b>Total</b>	<b>3,021</b>	<b>100%</b>	<b>666</b>	<b>100%</b>
<b>Item Missing</b>	<b>243</b>		<b>19</b>	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



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

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	49	2%	103	3%
1	2,361	76%	2,378	77%
2	414	13%	377	12%
3	135	4%	156	5%
4	35	1%	27	1%
5	31	1%	13	0%
6 or More	67	2%	39	1%
<b>Total</b>	<b>3,093</b>	<b>100%</b>	<b>3,093</b>	<b>100%</b>

\*At the time of survey completion, Dec. 2018.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	2,604	91%	508	86%
<b>Non-Profit</b>	102	4%	48	8%
<b>State/Local Government</b>	90	3%	17	3%
<b>Veterans Administration</b>	1	0%	0	0%
<b>U.S. Military</b>	18	1%	10	2%
<b>Other Federal Government</b>	44	2%	10	2%
<b>Total</b>	<b>2,859</b>	<b>100%</b>	<b>593</b>	<b>100%</b>
<b>Did Not Have Location</b>	57		2,638	
<b>Item Missing</b>	405		91	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

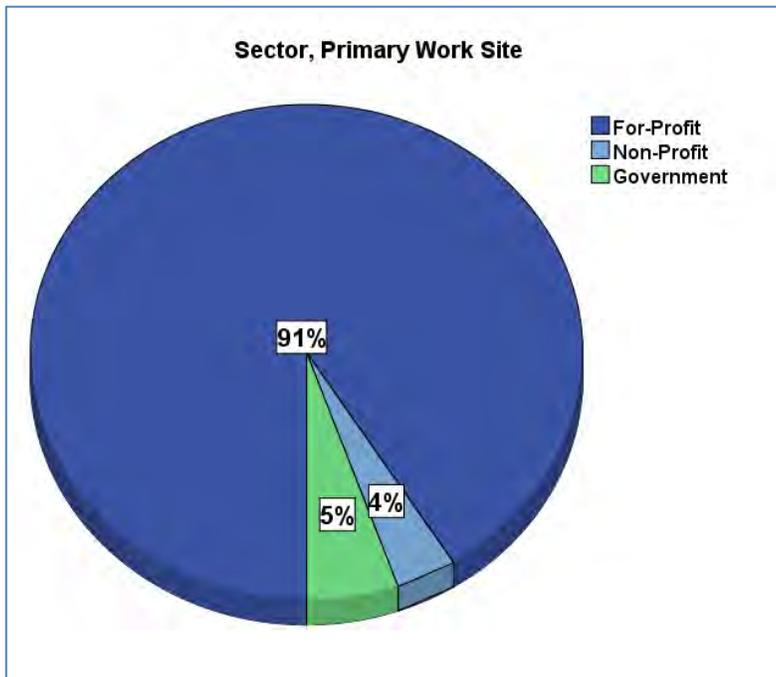
**Sector**

For Profit:	91%
Federal:	2%

**Top Establishments**

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

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

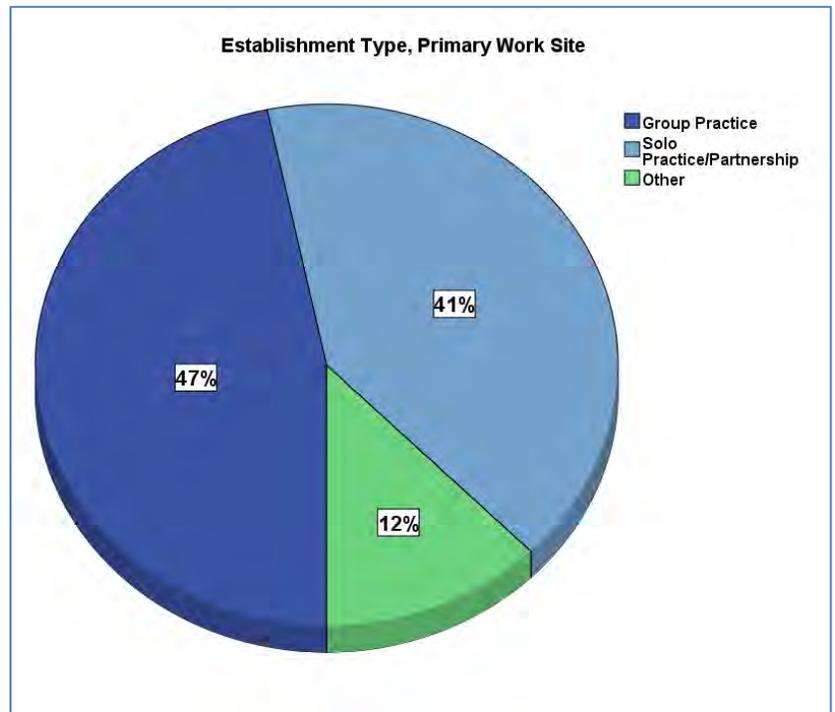
*Most veterinarians work in for-profit establishments. In addition, 4% work in the non-profit sector, and 3% work for state or local governments.*

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
<b>Group Practice</b>	1,302	47%	233	40%
<b>Solo Practice/Partnership</b>	1,140	41%	212	37%
<b>Veterinary Education Program</b>	65	2%	14	2%
<b>Public Health Program</b>	34	1%	14	2%
<b>Non-Veterinary Education Program</b>	17	1%	6	1%
<b>Veterinary Technology Education Program</b>	8	0%	3	1%
<b>Supplier Organization</b>	7	0%	3	1%
<b>Other Practice Setting</b>	214	8%	94	16%
<b>Total</b>	<b>2,787</b>	<b>100%</b>	<b>579</b>	<b>100%</b>
<b>Did Not Have Location</b>	57		2,638	

Source: Va. Healthcare Workforce Data Center

Nearly half of all veterinarians work at a group practice as their primary work location, while another 41% work at a solo practice or partnership.

Among those veterinarians who also have a secondary work location, 40% work at a group practice and 37% work at a solo practice or partnership.



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

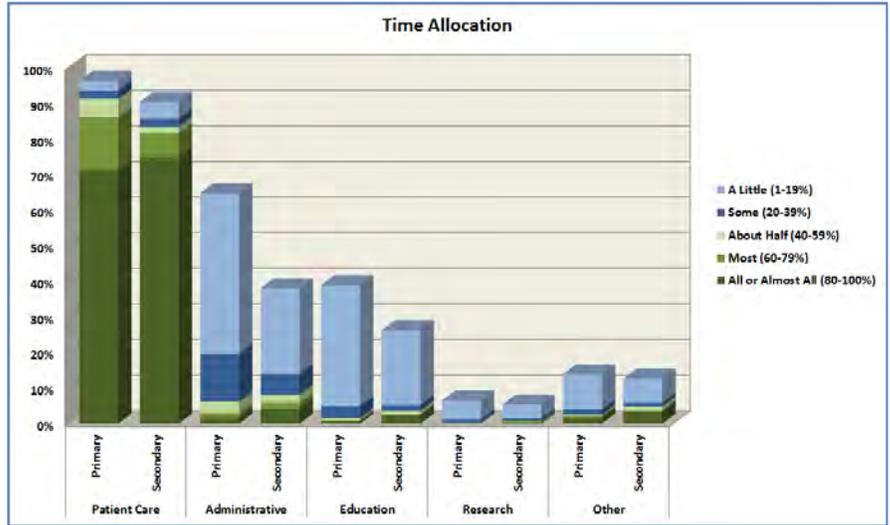
Patient Care: 86%  
Administrative: 3%  
Education: 1%

### Patient Care Veterinarians

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



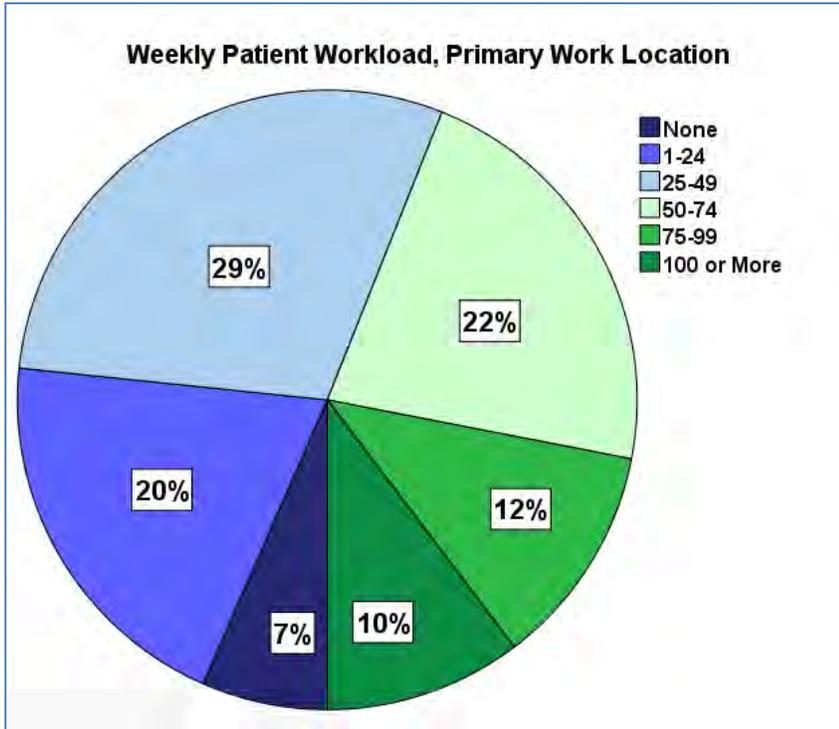
Source: Va. Healthcare Workforce Data Center

*A typical veterinarian spends most of her time treating patients. In particular, 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	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
<b>All or Almost All (80-100%)</b>	71%	75%	2%	4%	1%	2%	0%	0%	2%	4%
<b>Most (60-79%)</b>	15%	7%	1%	2%	0%	0%	0%	1%	0%	0%
<b>About Half (40-59%)</b>	5%	2%	3%	2%	1%	1%	0%	0%	0%	1%
<b>Some (20-39%)</b>	2%	2%	13%	6%	3%	2%	1%	1%	1%	1%
<b>A Little (1-19%)</b>	3%	5%	45%	24%	34%	21%	5%	4%	10%	7%
<b>None (0%)</b>	4%	10%	35%	62%	61%	74%	93%	95%	86%	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 typical veterinarian treated between 25 and 49 patients per week at her primary work location. For veterinarians who also had a secondary work location, the median workload was between 1 and 24 patients per week.*

# of Patients Per Week	Patient Care Visits			
	Primary		Secondary	
	#	%	#	%
<b>None</b>	189	7%	79	13%
<b>1-24</b>	577	20%	306	51%
<b>25-49</b>	845	29%	101	17%
<b>50-74</b>	633	22%	56	9%
<b>75-99</b>	335	12%	26	4%
<b>100-124</b>	148	5%	8	1%
<b>125-149</b>	66	2%	8	1%
<b>150-174</b>	25	1%	7	1%
<b>175-199</b>	10	0%	3	1%
<b>200 or More</b>	47	2%	2	0%
<b>Total</b>	<b>2,875</b>	<b>100%</b>	<b>596</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All Veterinarians		Veterinarians over 50	
	#	%	#	%
<b>Under Age 50</b>	42	2%	-	-
<b>50 to 54</b>	108	4%	11	1%
<b>55 to 59</b>	243	9%	46	5%
<b>60 to 64</b>	601	22%	202	20%
<b>65 to 69</b>	801	30%	336	33%
<b>70 to 74</b>	391	15%	187	18%
<b>75 to 79</b>	121	5%	52	5%
<b>80 or Over</b>	57	2%	19	2%
<b>I Do Not Intend to Retire</b>	309	12%	163	16%
<b>Total</b>	<b>2,672</b>	<b>100%</b>	<b>1,016</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Veterinarians**

Under 65: 37%  
Under 60: 15%

**Veterinarians 50 and Over**

Under 65: 25%  
Under 60: 6%

**Time until Retirement**

Within 2 Years: 5%  
Within 10 Years: 21%  
Half the Workforce: By 2043

Source: Va. Healthcare Workforce Data Center

*More than one out of every three veterinarians expect to retire by the age of 65. Among veterinarians who are already at least age 50, one-quarter expect to retire by age 65.*

*Within the next two years, 10% of Virginia's veterinarians plan on pursuing additional educational opportunities, and 7% plan to increase their patient care hours.*

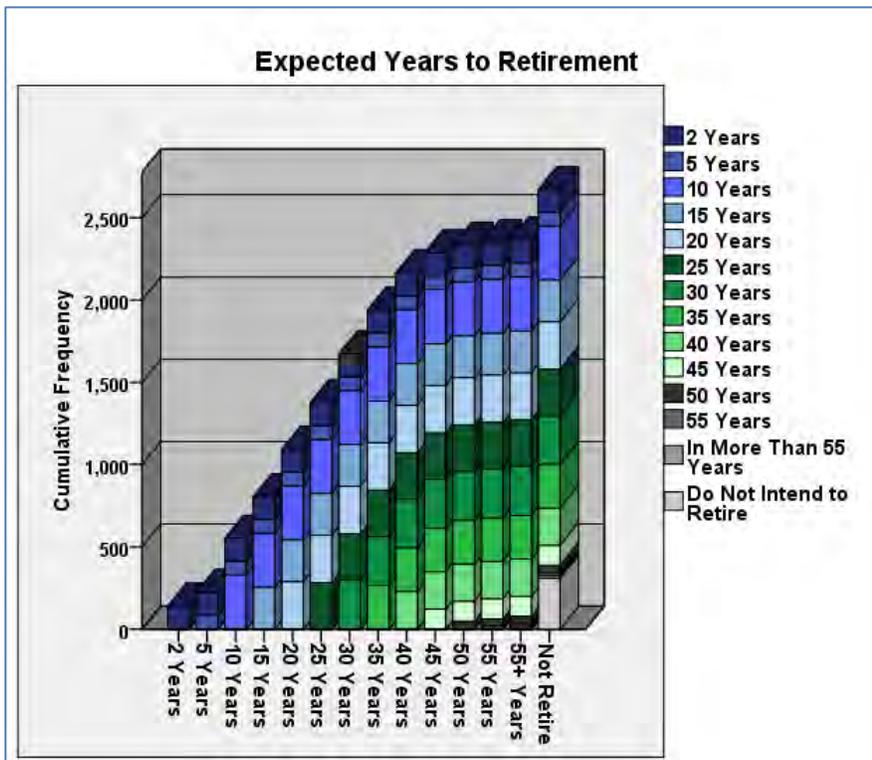
Future Plans		
<b>2 Year Plans:</b>	<b>#</b>	<b>%</b>
<b>Decrease Participation</b>		
<b>Leave Profession</b>	63	2%
<b>Leave Virginia</b>	152	5%
<b>Decrease Patient Care Hours</b>	403	12%
<b>Decrease Teaching Hours</b>	17	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	235	7%
<b>Increase Teaching Hours</b>	110	3%
<b>Pursue Additional Education</b>	323	10%
<b>Return to Virginia's Workforce</b>	11	0%

Source: Va. Healthcare Workforce Data Center

*By comparing retirement expectations to age, we can estimate the maximum years to retirement for veterinarians. While only 5% of veterinarians expect to retire in the next two years, 21% plan to retire within the next decade. More than half of the current workforce expect to retire by 2043.*

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
<b>2 Years</b>	140	5%	5%
<b>5 Years</b>	83	3%	8%
<b>10 Years</b>	328	12%	21%
<b>15 Years</b>	253	9%	30%
<b>20 Years</b>	288	11%	41%
<b>25 Years</b>	282	11%	51%
<b>30 Years</b>	298	11%	63%
<b>35 Years</b>	265	10%	72%
<b>40 Years</b>	227	8%	81%
<b>45 Years</b>	121	5%	86%
<b>50 Years</b>	47	2%	87%
<b>55 Years</b>	15	1%	88%
<b>In More Than 55 Years</b>	15	1%	88%
<b>Do Not Intend to Retire</b>	309	12%	100%
<b>Total</b>	<b>2,672</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 2028. Retirement will peak at 12% of the current workforce in 2028 before declining to under 10% of the current workforce around 2058.*

## At a Glance:

### FTEs

Total: 3,119  
 FTEs/1,000 Residents<sup>2</sup>: 0.368  
 Average: 0.96

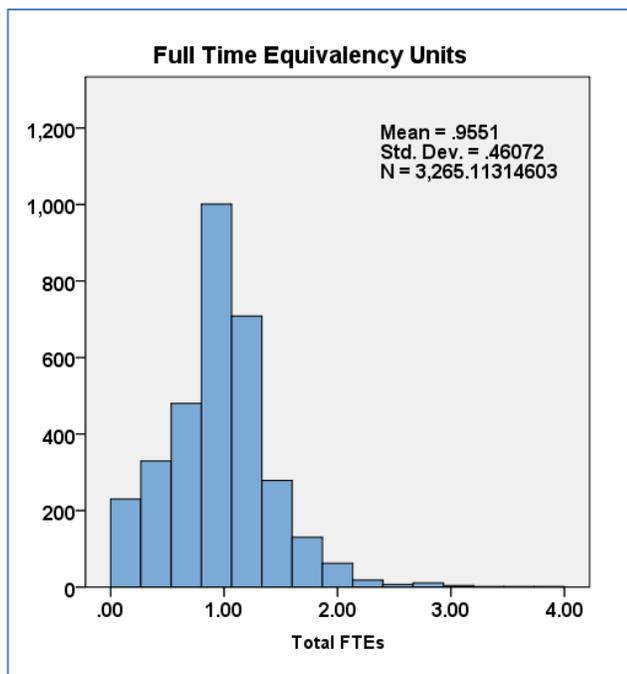
### Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

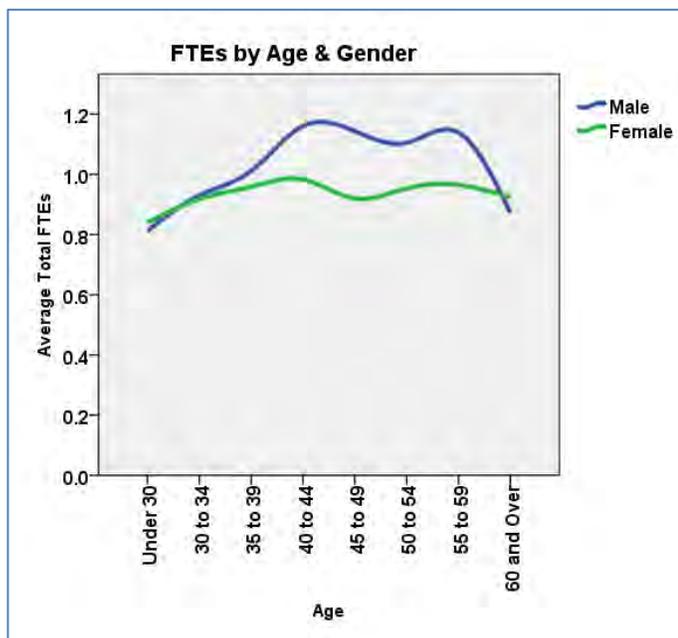


Source: Va. Healthcare Workforce Data Center

*The typical veterinarian provided 0.96 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	0.83	0.80
30 to 34	0.92	0.93
35 to 39	0.97	1.01
40 to 44	1.03	1.05
45 to 49	0.98	1.04
50 to 54	0.99	0.96
55 to 59	1.03	1.05
60 and Over	0.89	0.89
<b>Gender</b>		
Male	1.01	1.05
Female	0.93	0.95

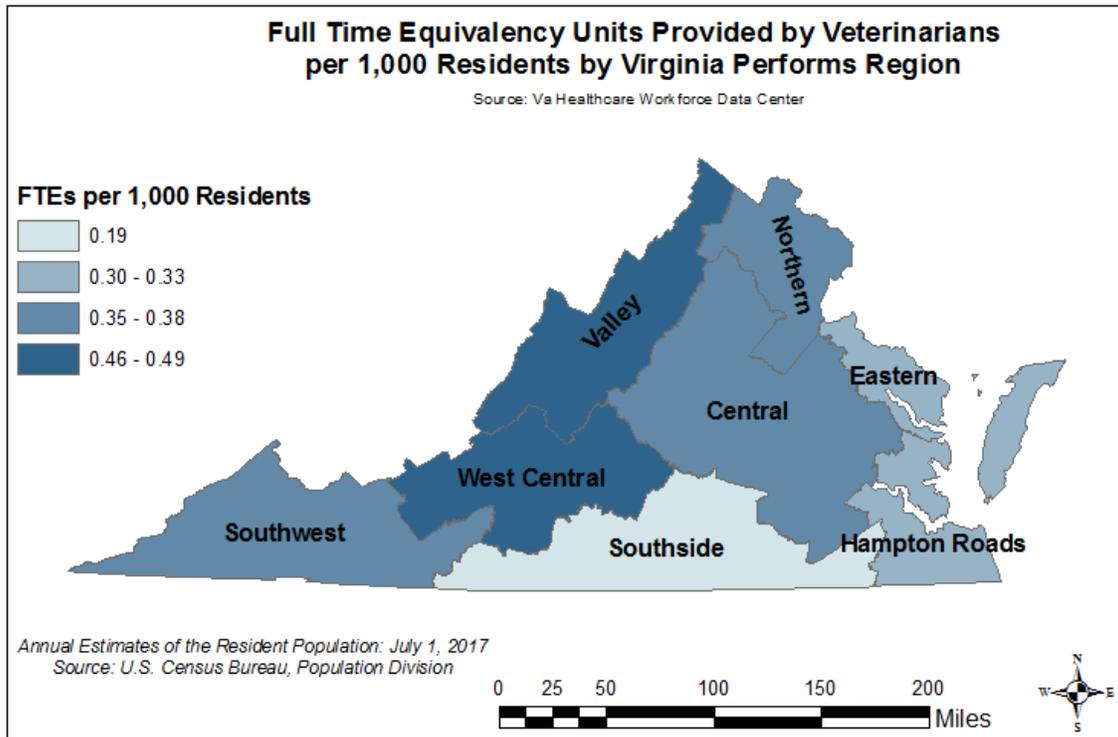
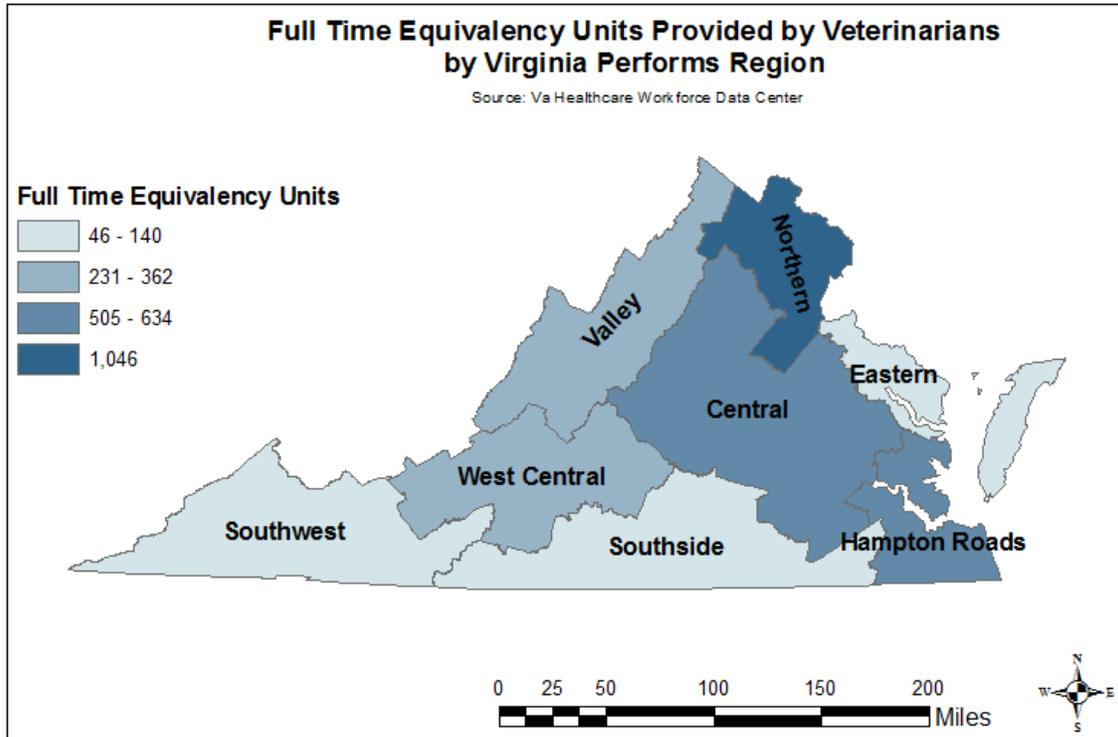
Source: Va. Healthcare Workforce Data Center

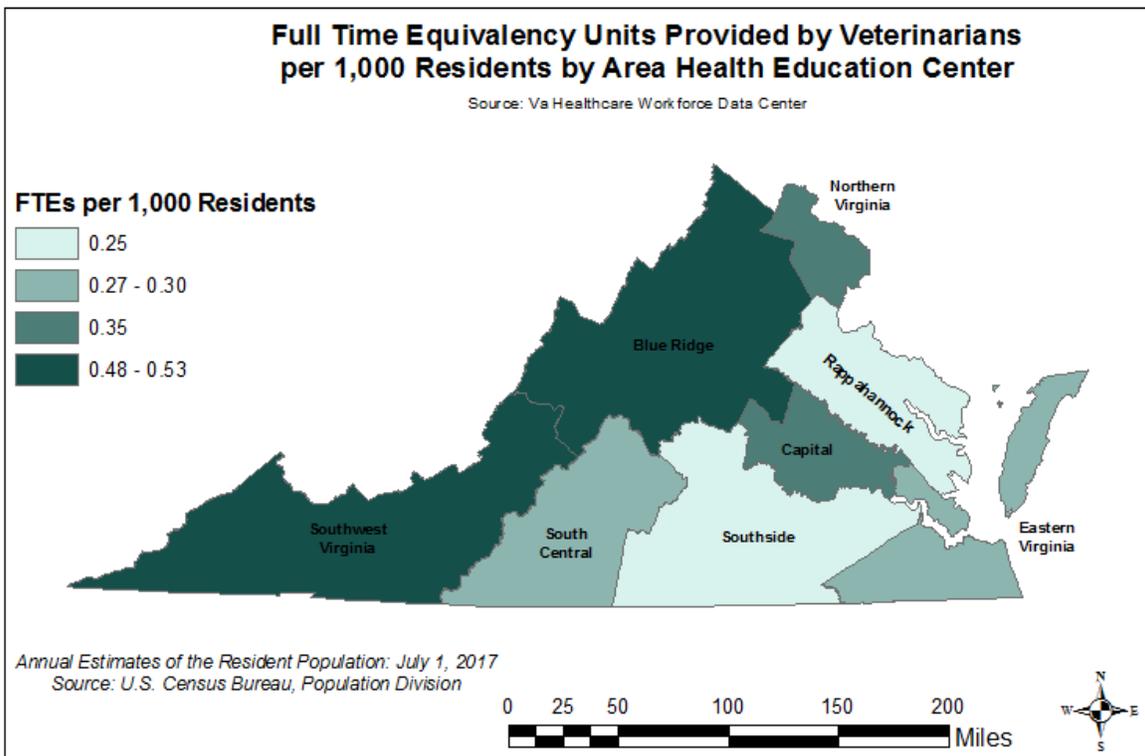
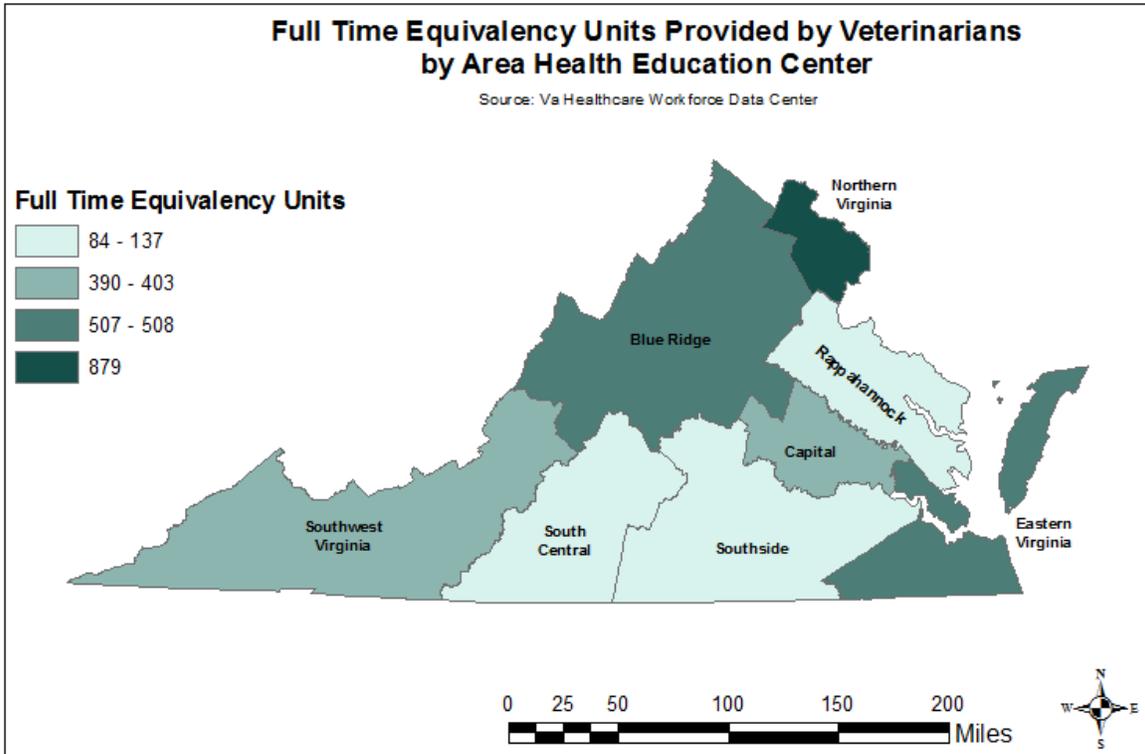


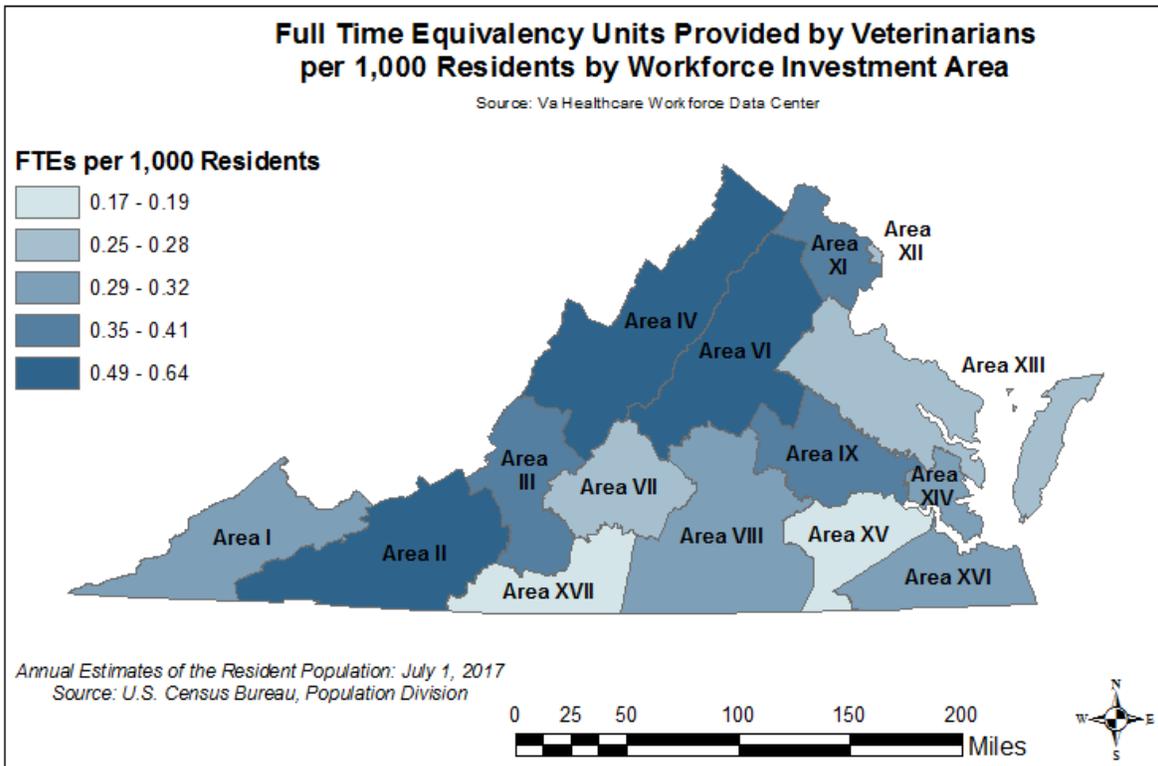
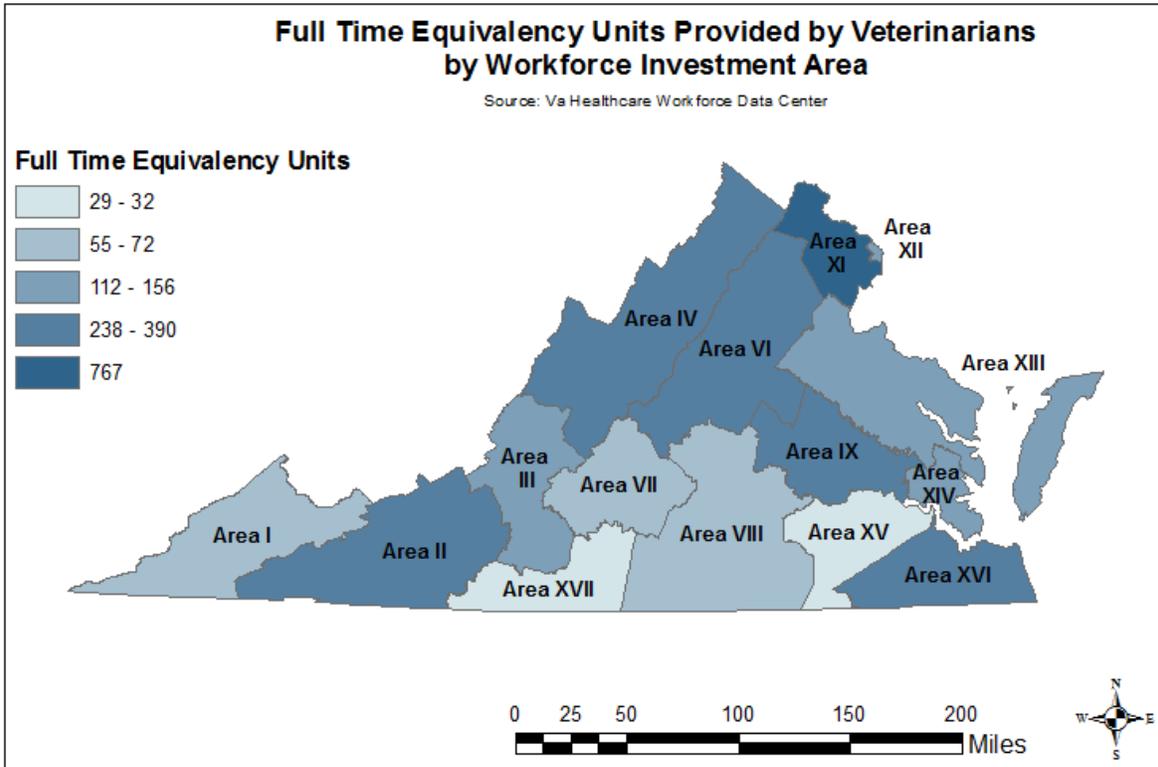
Source: Va. Healthcare Workforce Data Center

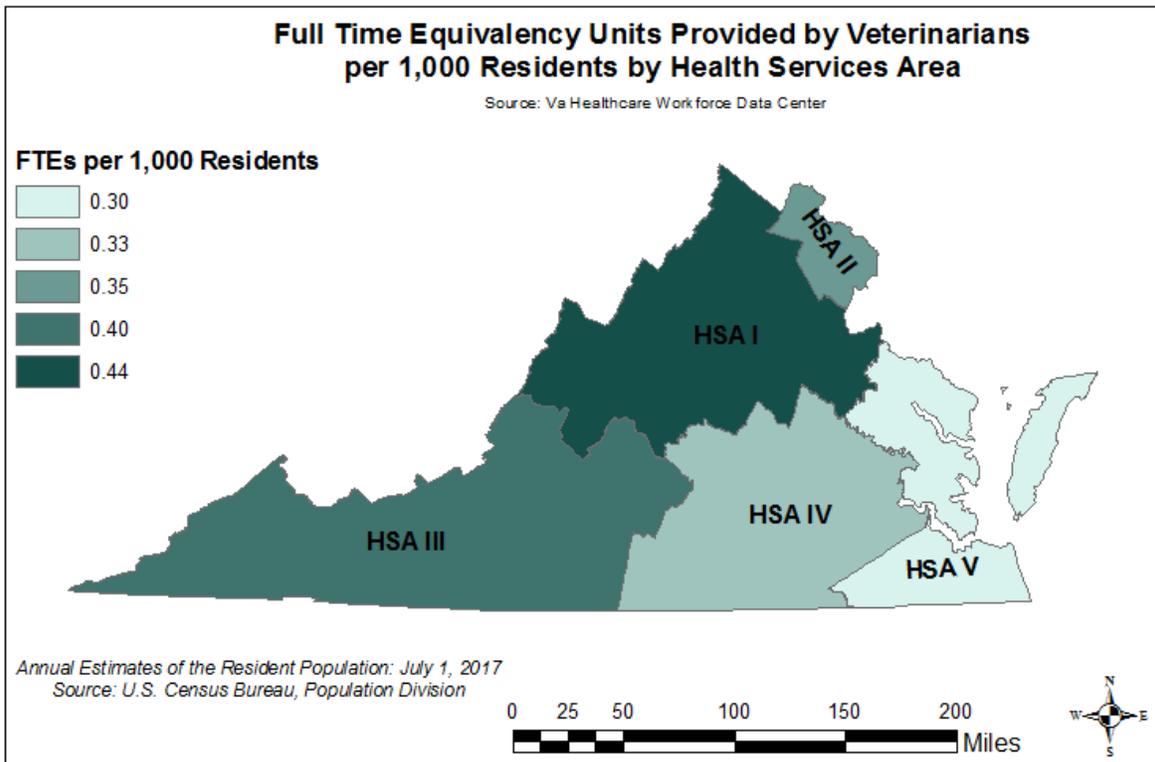
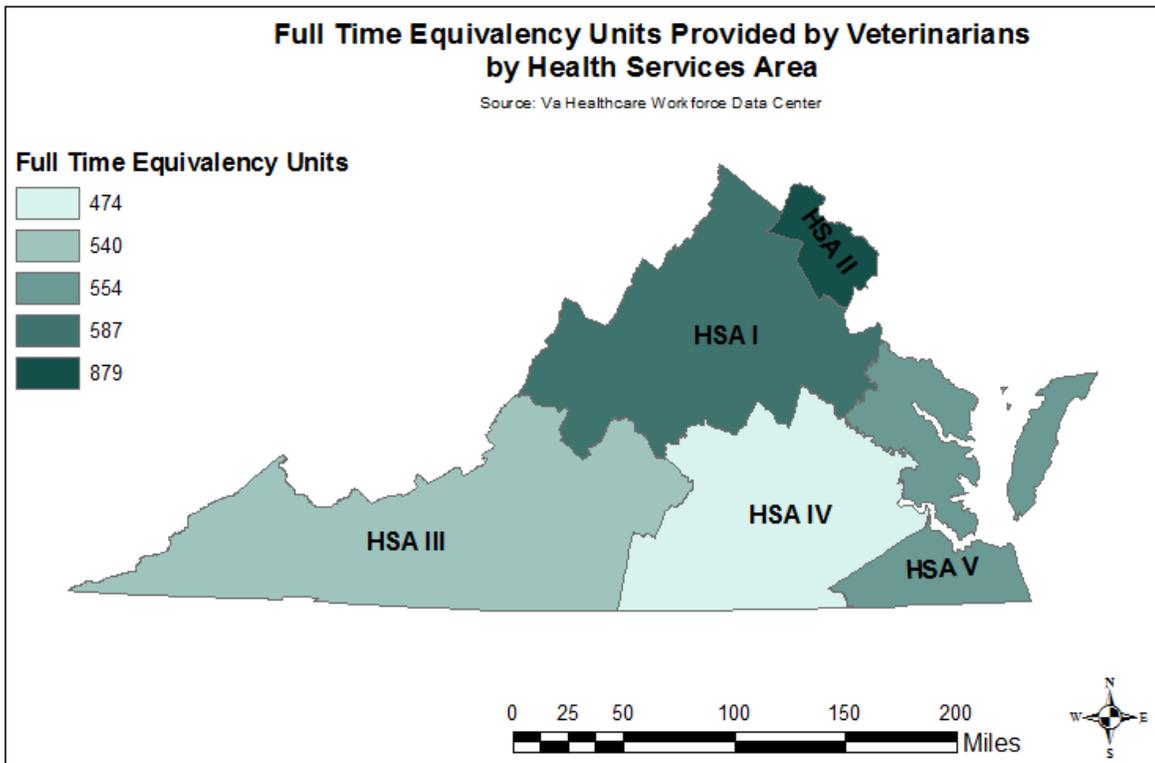
<sup>2</sup> Number of residents in 2017 was used as the denominator.

<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>	2,089	69.41%	1.44069	1.36431	1.49809
<b>Metro, 250,000 to 1 Million</b>	233	69.10%	1.447205	1.37048	1.50487
<b>Metro, 250,000 or Less</b>	538	74.35%	1.345	1.27369	1.39859
<b>Urban Pop 20,000+, Metro Adj.</b>	27	66.67%	1.5	1.42047	1.55977
<b>Urban Pop 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban Pop, 2,500-19,999, Metro Adj.</b>	150	74.67%	1.339286	1.26828	1.39265
<b>Urban Pop, 2,500-19,999, Non-Adj.</b>	50	80.00%	1.25	1.18373	1.29981
<b>Rural, Metro Adj.</b>	77	70.13%	1.425926	1.35033	1.48274
<b>Rural, Non-Adj.</b>	21	61.90%	1.615385	1.52974	1.67975
<b>Virginia Border State/DC</b>	644	71.27%	1.40305	1.32866	1.45895
<b>Other US State</b>	641	71.29%	1.402626	1.32826	1.45851

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
<b>Under 30</b>	335	68.66%	1.456522	1.28842	1.54611
<b>30 to 34</b>	599	72.62%	1.377011	1.21809	1.57415
<b>35 to 39</b>	607	72.49%	1.379545	1.22033	1.57704
<b>40 to 44</b>	554	74.73%	1.338164	1.18373	1.52974
<b>45 to 49</b>	482	68.88%	1.451807	1.28425	1.5411
<b>50 to 54</b>	487	72.28%	1.383523	1.22385	1.58159
<b>55 to 59</b>	470	68.94%	1.450617	1.2832	1.53984
<b>60 and Over</b>	936	68.06%	1.469388	1.29981	1.67975

Source: Va. Healthcare Workforce Data Center

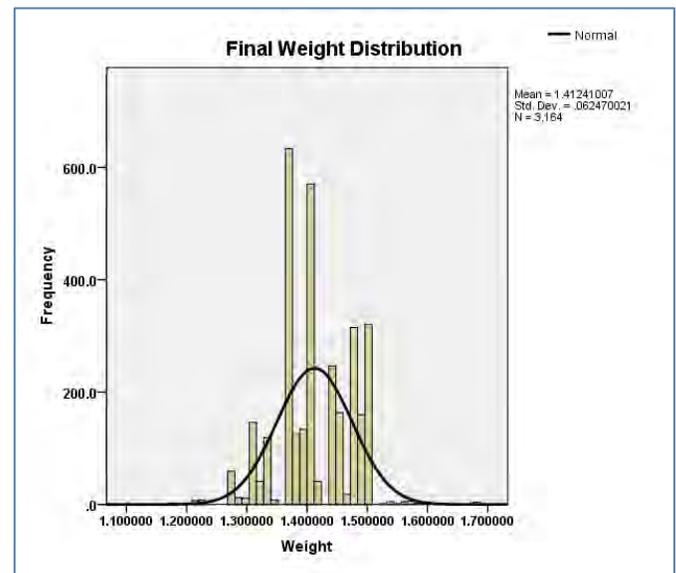
See the Methods section on the HWDC website for details on HWDC Methods:

[www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

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: 0.707672**



Source: Va. Healthcare Workforce Data Center