Initiatives to Increase Veterinary Public Practice Opportunities

Diagnostic Laboratory and Veterinary Workforce Development Committee 2013

Valerie E. Ragan DVM
Director
Center for Public and Corporate Veterinary Medicine- VMRCVM
Evolution of the Veterinary Profession

Horses

Livestock

Companion Animals

A possible new point of transition in the future

AAVMC Foresight Report 2007
A Increased Recognition of the Broader Role of the Veterinarian in Society

“The convergence of animal health and public health in the area of zoonotic and newly emerging diseases is a critical link to societal well-being.”

- Final Report, AAVMC Foresight Project 2007
Veterinary Workforce Studies

PREPUBLICATION COPY

Workforce Needs in Veterinary Medicine

Committee to Assess the Current and Future Workforce Needs in Veterinary Medicine

Based on Agriculture and Natural Resources
Board on Higher Education and Workforce

Final Report on Earth and Life Studies
Policy and Global Affairs Division

This prepublication version of Workforce Needs in Veterinary Medicine has been provided to the public to facilitate timely access to the report. Although the substance of the report is final, editorial changes may be made throughout the text and citations will be checked prior to publication. The final report will be available through the National Academies Press in summer 2013.

NATIONAL RESEARCH COUNCIL
OF THE NATIONAL ACADEMIES

THE NATIONAL ACADEMIES PRESS
Washington, D.C.
www.nap.edu

Final Report

For:
American Veterinary Medical Association

April 16, 2013
## Veterinarians by Organization

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<th>TMAC Table 3:</th>
<th>All</th>
<th>Civilian</th>
<th>Uniformed Service</th>
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Veterinarians by Occupation and Type of Service

TMAC Table 5: Occupational Series

93% 0701
7% Other

Non-0701 7%

TMAC Table 4: Type of Service

Civilian Service 70%
Armed Forces 30%

TMAC 2013
Veterinarians by Occupation and Type of Service

TMAC Table 5: Occupational Series

- 0701: 93%
- Other: 7%

TMAC Table 4: Type of Service

- Civilian Service: 70%
- Armed Forces: 30%

TMAC 2013
Trends in Veterinary Medicine in Academia

- Desperate need for trained graduates for faculty positions
- Trends suggest that the academic veterinary community will not meet its own needs

Gilsdorf NRC report overview 2013
Non-practice Trend Projections

2013 U.S. Veterinary Workforce Study: Modeling Capacity Utilization
Trends in Veterinary Medicine in Private Industry

- Trends affecting private industry suggest that hiring of veterinarians is poised to grow.
- The high salaries offered in industry are suggestive of a strong demand for veterinary expertise for which there is a true shortage.

Gilsdorf NRC report overview 2013
Trends in Veterinary Medicine in Private Industry

- Veterinarians are needed with specialized training in laboratory animal studies, toxicology, pharmacokinetics, pathology, and/or other sciences

Gilsdorf NRC report overview 2013
Corporate Compensation Ranges

Table 24. 2011 Compensation Range

- <75,000: 3.40%
- 75,000-99,999: 6.00%
- 100,000-124,999: 19.00%
- 125,000-149,999: 24.10%
- 150,000-174,999: 22.40%
- 175,000-199,999: 11.20%
- 200,000-224,999: 7.80%
- 225,000 or greater: 6.00%
Emerging Public Practice Opportunities

- “One World One Health”
- Disease surveillance
- Risk assessment/modeling
- Emergency preparedness/response
Emerging Public Practice Opportunities

- Food safety/security/defense
- Laboratory/diagnostics
- Research and development
- Conservation medicine
Emerging Public Practice Opportunities

- Animal welfare
- Biothreat reduction
- Global trade
- International consultation
However….

“Societal needs for veterinary expertise are substantial and growing, but the potential contributions of veterinary medicine are not realized because appropriate positions in relevant sectors are lacking.”

Gilsdorf NRC report overview 2013
Looking to the Future...

- There are numerous emerging opportunities for veterinarians
- The current employment market is ambiguous
- The future will be bright for the prepared

Gilsdorf NRC report overview 2013
Task Force - Expanding federal opportunities
Where do we go from here?

Addressing Federal Hiring Needs with Veterinary Medical Professionals

A White Paper

Prepared by
Center for Public and Corporate Veterinary Medicine
Virginia-Maryland Regional College of Veterinary Medicine,
Government Relations Division
American Veterinary Medical Association,
And
The National Association of Federal Veterinarians

June 2013
Expanding federal opportunities –

Recommendation:

1) The classification standard for Veterinary Medical Officers should be expanded
Expanding federal opportunities - Recommendation:

2) The DVM /VMD degree should qualify applicants for a broader range of positions, and in many cases, should be the preferred candidate.
Expanding federal opportunities - Recommendation:

3) PhD research positions should be open to DVM/VMDs with appropriate academic or research experience
Plans from here:

- Share the White paper and recommendations with federal executives and HR personnel
- Working now with OMB to modify and expand the 701 series description
- Next phase – Modify and use to increase state and industry opportunities.
“The future will be bright for those prepared”

Career transition workshops
Veterinary Career Transition Workshops

- Focusing on preparing for changing careers and pathways
- Over 175 veterinarians participated in the last 12 months
Career Transition Workshops

“It was phenomenal and I finally feel like I actually have options and no longer have to feel trapped in my current job. Thank you SO MUCH for your help!!!!”

- Workshop attendee Nov 2012
“I came away from the career transition lectures at NAVC inspired and encouraged. I thank you all for organizing the content and delivering the message - it was ALL relevant to any veterinarian wishing to make a transition.” Dr. C

“This workshop changed my life” Dr. Mary B.
New business created - Got order from Brazil through Novagen Genetica for thousands of doses of caprine semen.

MUCH THANKS, MUCH ENCOURAGEMENT, YOU KNOW NONE OF THIS WOULD HAVE HAPPENED AS QUICKLY WITHOUT YOUR HELP!!!

Dr. Michael Jacobs
VMRCVM has the only Center for Public and Corporate Veterinary Medicine in the United States, and is the only veterinary school with full time faculty dedicated to public practice.
Where We Are

- Washington DC
- College Park
- Leesburg
- Blacksburg
Why should we care about public practice opportunities?

- Expand the opportunities for our profession, especially in these challenging economic times
- The world needs what we have to offer
  - If we don’t step into these new areas, someone else will
Public Practice Veterinarians

“The world is our clinic”

Questions?