

The Veterinary Workforce -AAIV Perspectives-

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AAIV – Who We Are

- AVMA allied organization
- Non-profit
- Founded in 1954
- ~500 members

Mission:

To advance the professional skills and standards of veterinarians engaged in any phase of industry, corporate, and public employment.



The AAIIV Exists To...



AAIV Board Members and Special Guests
AVMA Convention 2016

- Advance professional standards
- Increase awareness DVM contributions
- Inform profession on diverse opportunities
- Promote communication and collaboration



AAIV Members

Work Force Related Issues

- Industry positions attractive
- Industry position expansion
 - One health
 - Public health
 - Etc...
- Extensive education/experience requirements (eg regulatory expertise)
- Must continue to support benefits/value of traditional GP positions



Why Veterinary Industry?

Shared during Interview

- New challenge
- Broaden skills
- More impact
- Greater scale of influence
- Business involvement
- Performance based pay

Not Shared

- Disillusionment
- Better hours
- Allergies
- Injuries
- Partial retirement
- More pay and benefits



Industry Vet - Pros and Cons

Pros

- Mergers & acquisitions
- Travel/relo
- +/- animal contact
- Performance criteria
- Pay and benefits
- Opportunities for advancement
- Schedule flexibility

Cons

- Mergers & acquisitions
- Travel/relo
- +/- animal contact
- Performance criteria
- Policies and procedures
- Weekend/evening hours



Who Hires “Industry” Veterinarians?

- Manufacturing
 - Pharmaceutical and biological (vaccine)
 - Medical supplies and equipment
 - Pet foods and livestock feeds
- Distribution
- Laboratory services and equipment
- Pet and livestock insurance



Plus schools, government, private industry...



Career Choices

- Academia
- Public health
- Food safety
- Laboratory animal
- Zoological
- Military
- Biomedical engineering
- Regulatory
- Legal
- Pharmaceuticals (human and animal)



What Kinds of Work?

- Technical service
- Quality control
- Business development
- Research & development
- Regulatory affairs
- Pharmacovigilance
- Project management
- Sales & marketing
- Production



Workforce Needs in Veterinary Medicine*

Report Conclusions

1. Minimal workforce shortages. Societal needs for DVM expertise growing, but positions lacking.
2. Ed and research funding decline -> inability to serve societal needs.
3. Current ROI on DVM ed not sustainable and slow response.
4. Losing presence in FA production and care.
5. Global food security is critical, complex and requires One Health solutions.



Workforce Needs in Veterinary Medicine

Conclusions & Recommendations #1

1. Minimal workforce shortages. Societal needs for DVM expertise growing, but positions lacking.
 - Partnerships, mentoring, networking
 - State and federal gov re-examine policies
 - AAVMC, AAHA and AVMA – develop strategies to meet workforce needs

Relevance to AAIV

- AAIV implementing collaborative partnership - SMEs
- Networking events at NAVC and AVMA
- Participate in career transition workshops
- Increase awareness





AAIV Board Members
AVMA Convention 2016



AAIV Meeting and Reception
AVMA Convention 2016



Workforce Needs in Veterinary Medicine

Conclusions & Recommendations #2

2. Ed and research funding decline -> inability to serve societal needs.

- Increase commitment to research, zoonotic/one health approach

Relevance to AAIV

- Industry research centers of excellence already exist – potential for collaboration
- Many AH companies offer or fund educational programs
- Quarterly educational webinars for members
 - Oct 4th Dr. Mike Chaddock – ‘Fix the Debt’



“Fix the Debt” Summit Recs



DVM Scholarships (local & national effort)



Skills

Professional Skills Integrated in the DVM Curriculum



5-6 Year DVM (incl. pre-vet) to reduce total tuition



Workplace On-Boarding (best practices earning power)



Focus on Preventive Medicine (earning potential)



Career Awareness to DVM Students (choices, breadth)



Student Financial Literacy (advisors, CVM report cards)



Practice Ownership Literacy (entrepreneurship)



Advocacy to Governments (funding for VM education)



Minimize Cost of Borrowing (loan rates, subsidies)

Workforce Needs in Veterinary Medicine

Conclusions & Recommendations #3

3. Current ROI on DVM ed not sustainable and slow response.

- Collaborative action
- National curricula
- Alternative DVM ed and research delivery models

Relevance to AAIV

- Industry willing to support and fund but not able to be sole supporter
- Industry based intern programs @ AH HQ and broad reach into general practices



Workforce Needs in Veterinary Medicine

Conclusions & Recommendations #4

4. Losing presence in FA production and care.
 - Reorient ed toward herd health and improving financial health of farm operation
 - Create centers of emphasis on FA medicine
 - News ways to deliver cost-effective services to rural and underserved areas including leverage technicians

Relevance to AAIV

- Industry provides many field-based herd health programs
- Potential exists for greater university and industry collaboration
- Telehealth (NAVC – VIC)



Workforce Needs in Veterinary Medicine

Conclusions & Recommendations #5

5. Global food security is critical, complex and requires One Health solutions.
 - Veterinary organizations collaborate to increase awareness of our profession's capacity to address this issue
 - One Health think (action) tank

Relevance to AAIV

- Similar mission for many AH companies
- Industry vets often focused on global food security



Workforce Needs in Veterinary Medicine

The Bottom Line

- **Collaborate** within and beyond
- **Proclaim** and **demonstrate** relevance to the public and to decision makers to ensure continued success



Deb and Mia collaborating and demonstrating at AVMA Convention 2016



Thank you!



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