



Veterinary Public Health Workforce Update

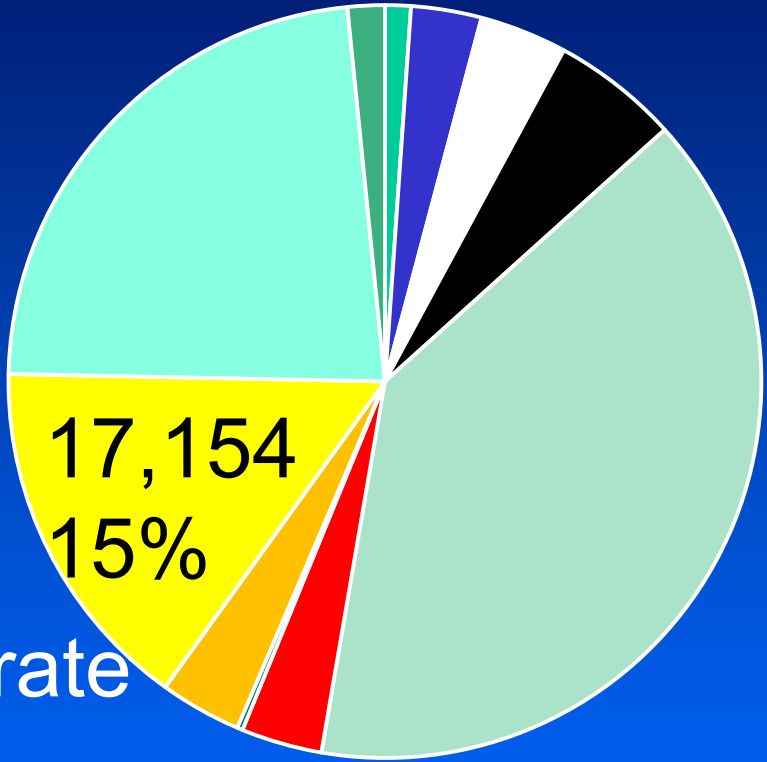
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NAFV EVP

October 15, 2016

US Veterinarians- 2015

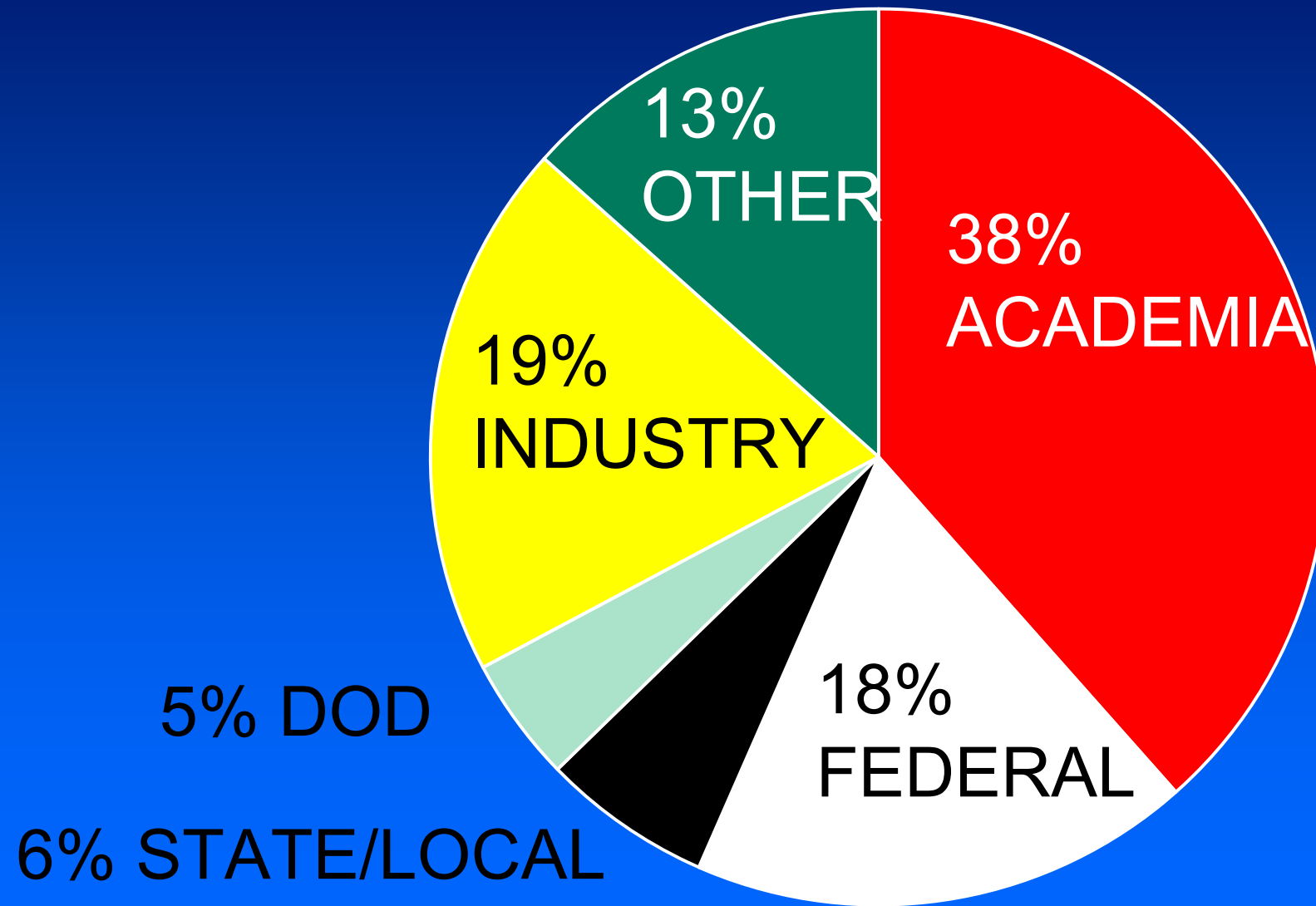
Total = 111,406



Public and Corporate

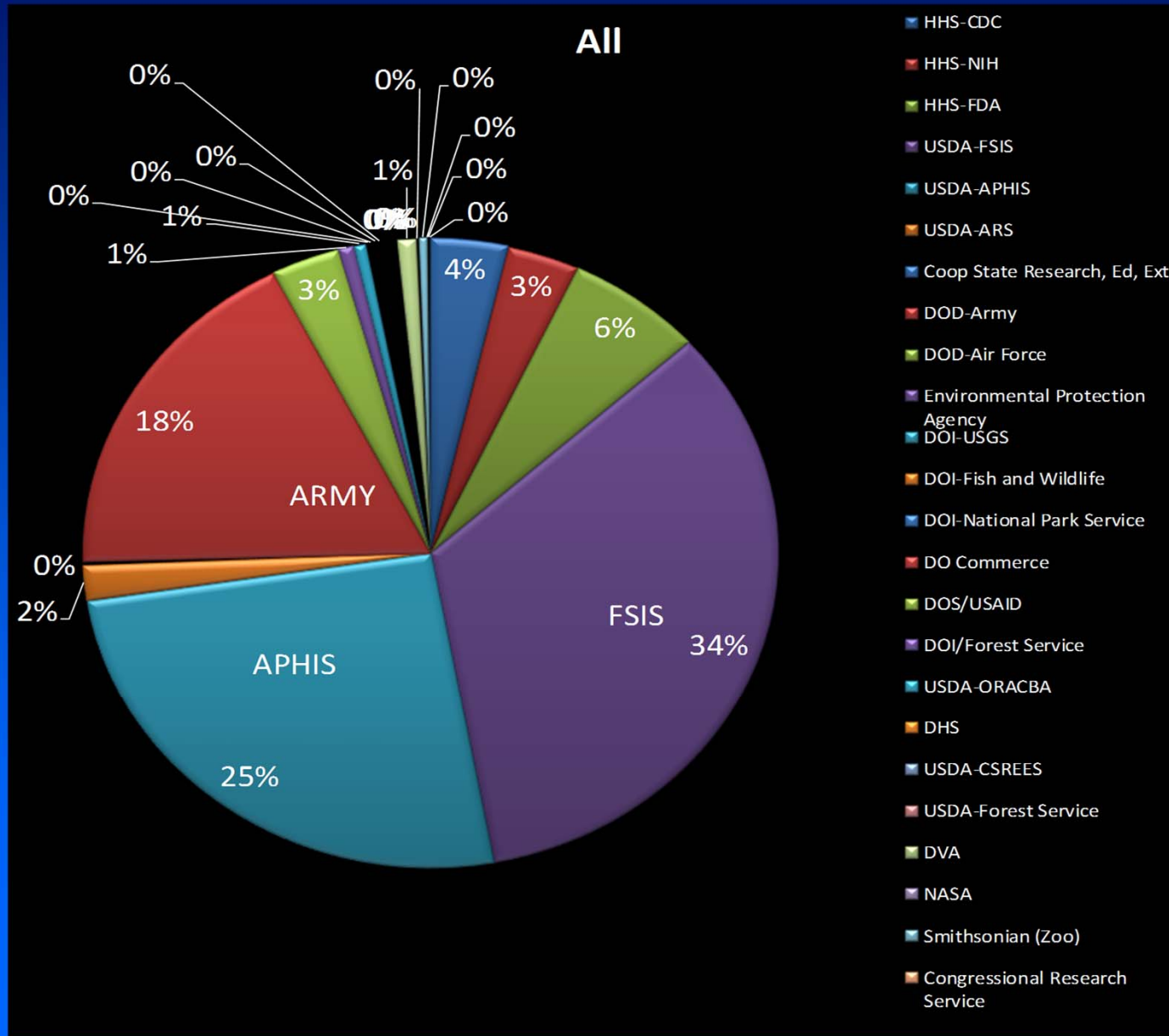
- Food animal exclusive
- Mixed animal
- Companion animal exclusive
- Other
- Total Public & Corporate
- Not Listed Above
- Food animal predominant
- Companion animal predominant
- Equine
- Species Unspecified
- Employment Unknown

US Public Health Veterinarians- 2015



Public Practice Employment College or university Federal government State or local government Uniformed services Industry Other Public & Corporate

Veterinarians in the Federal Government



Annual Survey on the number of veterinarians in federal service

- 2933 employed in 2016; In 2015 there were 3199
- 1009 employed in FSIS in 2016; 1023 in 2015
- 781 employed in APHIS in 2016; 649 in 2015
- 670 employed in VS in 2016; 528 in 2015

There have been several Veterinary Workforce Assessments since 2009

- GAO in 2009
- TMAC in 2012
- AVMA Veterinary Economic Analysis in 2012
- National Academy of Sciences in 2013
- GAO in 2014
- USDA/APHIS/VS in 2014

2009 GAO Report

- The GAO report stated;
- “The federal government lacks a comprehensive understanding of the sufficiency of its veterinarian workforce”

2009- GAO Report Recommendations

- GAO recommended that USDA and HHS conduct department-wide assessments of their veterinarian workforces
- GAO also recommended the formation of an advisory group

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Formation of the TMAC

- The Office of Personnel Management (OPM) facilitated the creation of Veterinary Medical Officer (VMO) advisory council composed of federal agencies, NAFV, AVMA, and AAVMC to address the issues and concerns raised in the 2009 GAO report
- It was called the Talent Management Advisory Council (TMAC)



TMAC Background

- 26 agencies employ veterinarians
 - 4 USDA
 - 3 HHS
 - DOI, DHS, VA, DOC, EPA, DOD,
- OPM facilitated & VMO's were designated as Mission Critical until 2010



TMAC Background

- Developed VMO TMAC Strategic Plan FY 2011
 - Sub group formed to lead the workforce planning process
(Workforce Planning, Emergency Management & Recruitment/Retention)

TMAC Assessments

- In 2012, the TMAC published the first federal veterinary workforce assessment
- Also in 2012, the TMAC published an assessment of the veterinary workforce needed to staff a large transboundary animal disease outbreak

National Academy of Sciences report on Workforce Needs in Veterinary Medicine 2013

- “The **public sector has unfilled positions for veterinarians** who have specialized training in epidemiology, food safety, wildlife and ecosystem health, and public health, but these jobs **typically offer salaries much lower** than those in the private sector, and cannot attract the top candidates”

National Academy of Sciences report on Workforce Needs in Veterinary Medicine

- Recommendation 1B:
- “to meet the need for positions for veterinarians in public practice, the committee urges state and federal governments to re-examine their policies on remuneration, recruitment, and retention of veterinarians”

NAS Recommendation

- Food Safety and Inspection Service (FSIS) was the only federal agency that offered hiring incentives
- Animal Plant Health Inspection Service (APHIS) lost over 200 personnel from 2012 to 2015 but did not have funding to rehire

Food Safety and Inspection Service

- In 2010, FSIS had a 15% PHV vacancy rate
- They increased recruitment incentives and were able to lower the rate to 6% in 2 years
- After 2012, funding for incentives was reduced significantly and the vacancy rate rose again to over 11%

Agricultural Research Service

- The Agricultural Research Service had a goal of maintaining 65 veterinarians with advanced degrees to conduct research to improve animal health and production
- Currently ARS has only 45 veterinarians
- The ARS animal research budgets are very limited, therefore, as ARS loses veterinarians, they eliminate those positions

AVMA Economic Analysis

- “Market indicators suggest excess capacity at the national level to supply clinical veterinary services”
- “we calculate excess capacity for veterinary services were highest for equine practice (23% excess capacity), followed by small animal (18%), food animal (15%), and mixed practices (13%)”

AVMA Economic Analysis

- “We assume that in 2012 the demand for veterinarians employed in government, academia, industry, and “other” (tax exempt and municipalities) sectors is equal to supply (i.e., there is no shortfall or surplus at the national level)”

2014 GAO Veterinary Workforce Report

- GAO had 3 recommendations:
- 1. Assess the veterinarian workforce needs under possible scenarios for an emergency response to a large-scale animal disease outbreak

2014 GAO Veterinary Workforce Report

- 2. Improve government-wide veterinarian workforce planning efforts by OPM initiating efforts to monitor and evaluate TMAC's progress toward government-wide goals for the federal veterinary workforce; and

2014 GAO Veterinary Workforce Report

- 3. Evaluate whether the need for government-wide direct-hire authority for veterinarians continues to exist and modify or terminate the authority as appropriate

APHIS Veterinary Services Assessment 2014

- VS remained mindful of the significant downward pressure on APHIS' and VS' dollars
- In response, VS deliberately limited hiring to reduce staffing costs driven by reduced appropriations
- This created a number of vacancies that started being addressed in 2014

APHIS Veterinary Services Assessment 2014

- VS total staff levels were reduced by attrition (2010 to 2014) from 2055 employees to approximately 1740 positions employees, a 15% reduction
- If the 2017 budget is approved by Congress, APHIS may receive additional funds to rehire personnel

Food Safety and Inspection Service

- FSIS is the only federal agency currently reporting a veterinary workforce vacancy rate
- FSIS currently has an 11 % vacancy rate
- FSIS is also the only federal agency currently offering recruitment incentives

Food Safety and Inspection Service

- FSIS recruitment include:
- In select areas that are difficult to staff, a multi-year recruitment incentive or a one-time bonus *may* be available for newly appointed in-plant veterinarians

Food Safety and Inspection Service

- **Multi-Year Relocation Incentive and Relocation Expenses**
- Multiple-year incentive *may* be offered to current in-plant Veterinary Medical Officers who accept reassignment from a location that is not hard-to-fill, to a difficult-to-staff location.
- Moving expenses will be paid in conjunction with relocation incentives for Veterinary Medical Officers who relocate to a difficult-to-staff location; one-year signed service agreement to remain in federal service contingent with move

Food Safety and Inspection Service

- In difficult-to-staff locations, a multi-year recruitment incentive *may* be available for newly appointed in-plant Veterinary Medical Officers for up to four years
 - Year 1: 10% of Base Salary
 - Year 2: 15% of Base Salary
 - Year 3: 20% of Base Salary
 - Year 4: 25% of Base Salary

Food Safety and Inspection Service

- **Student Loan Repayment Program (SLRP)**
- \$10,000 gross payment per year for three years, totaling \$30,000 before applicable taxes, with a signed three-year service agreement

Food Safety and Inspection Service

- FSIS offers Creditable Service for Annual Leave Accrual for directly-related work performed either outside the federal government or during active duty in a uniformed service
- This incentive is available for all newly-hired Veterinary Medical Officers

Food Safety and Inspection Service

- FSIS will pay travel and transportation expenses to the Veterinary Medical Officer's/Public Health Veterinarian's first post of duty
- It includes the actual costs incurred because of the employee's travel and transportation of household goods to the first post of duty

Food Safety and Inspection Service

- FSIS OFO has created a Public Health Veterinarians (PHV) staffing workgroup to determine what they need to do to improve recruitment and retention
- FSIS also has a PHV training workgroup to improve training offered

USDA Efforts

- In February 2016, the CHCO of USDA declared its veterinarians as Mission Critical Occupations for the Department
- As a result, USDA is conducting an assessment of its veterinary workforce with a report to OPM
- This report is scheduled to be completed this month

USDA Efforts

- NAFV, APHIS, and FSIS have a meeting with the USDA CHCO at the end of October to discuss ongoing efforts in evaluating their respective veterinary workforces

TMAC Efforts in 2017

- Based on the action being taken by USDA to close any Gaps found in their veterinary workforce, the TMAC intends to use that assessment and resulting actions as a model to be discussed, modified and implemented by other federal agencies for their veterinary workforces

TMAC Efforts in 2017

- TMAC will work to refine position veterinary positions to reflect the business acumen skills of recent and experienced veterinary graduates