AVMA/NAFV/CPCVM Task Force Update and Proposed Actions

Diagnostic Laboratory and Veterinary Workforce Development Committee 2015

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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
Division 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, DC

2013 U.S. Veterinary Workforce Study: Modeling Capacity Utilization

Final Report
For:
American Veterinary Medical Association

April 15, 2013
Task Force - Expanding federal opportunities
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
Initial meeting with USDA Sept 2014

- Dr. Gregory Parham, USDA Assistant Secretary for Administration
- USDA leadership and HR from APHIS, ARS, FSIS
- AVMA, NAFV, CPCVM
There are many global issues in which veterinarians could contribute. Example – the current Ebola crisis “cries out for veterinarians”

Currently, there are 800 retirement-eligible VMOs at USDA (50% of workforce)

There is not much external awareness of opportunities for veterinarians in federal service, and a need to broaden awareness of USDA programs to attract more veterinarians to join ARS, APHIS, or FSIS

The position description (701 series) for federal veterinarians is rather narrow in scope relative to the skills and expertise that veterinarians possess
May 2015

FEDERAL VETERINARIANS

Efforts Needed to Improve Workforce Planning
2013 report by the National Research Council states that the federal veterinary workforce faces an impending mass retirement.

USDA FSIS recruitment plan for FY projects 43% of FSIS veterinarians eligible to retire by 2018.

USDA Veterinary Services – 45% of veterinarians eligible to retire by 2016.

Expected national shortage of federal veterinarians could impact ability to meet mission requirements and respond to emergencies.
Why should we care about expanding 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.
Action items under discussion

- Identify POCs and adjunct faculty in each USDA program area (i.e. ARS, APHIS, FSIS, etc.) and develop standardized clerkship opportunities available to students from all North American veterinary colleges.

- Work with USDA to develop shadowing or short-term internship opportunities for veterinarians interested in career transition.
Action items under discussion:

- Offering a summer veterinary public practice institute
  - For veterinary students from all colleges, as well as interested veterinarians
  - Based in the DC area

- Your ideas??
Public Practice Veterinarians

“The world is our clini - ”