



Canadian Veterinary
Medical Association
l'Association canadienne
des médecins vétérinaires

Veterinary Workforce: CVMA's Engagement

Presentation to AHC

Jost am Rhyn, September 20, 2022

Situation in brief

- CVMA 2020 Workforce study suggests a long-term need of 3.5 - 4% growth p.a. in veterinary population. (Estimated annual retirement rate of 3%)
- International vs Canadian educated veterinarians: 355 Canadian trained; 277 (44%) international trained, 187 from accredited, 90 from non-accredited schools (2019 data)
- Increase of NEB registrations over the past few years: Average of +16%
- No shortage of qualified vet school applicants

CVMA Working Group on Veterinary Workforce

Recommended Areas for Action:

Supply of Veterinarians

Domestic Veterinary
Education Capacity

Withdrawal of Veterinarians from
Practice (Temporary or Retire)

Immigration of Internationally
Trained Veterinarians

Operating Protocols and Business Models for Veterinary Healthcare Delivery

Research Veterinary
Practice Models

Utilization and Retention of Veterinary
Technicians / Technologists

Veterinary Practice Team Wellness

Retention of Veterinarians

Maximize Efficiency in Veterinary
Healthcare Delivery

CVMA Workforce Priorities

- Support research that benchmarks how high functioning veterinary practices utilize registered technicians/technologist
- Collaborate to promote optimal utilization of RVTs in practice
- Support provincial VMAs in efforts to increase funding of Canadian veterinary colleges.

Recent Activities

- ✓ Webinar series on recruitment and retention: (February 2022)
 - Recruitment and retention tactics
 - Why developing yourself, your skills, and your systems will help you and your team fulfill their potential
 - Team culture – do you have a contaminated petri dish or a flourishing garden
- ✓ Submitted a request to Federal Minister of Immigration, requesting that veterinarians be designated exempt from the Labour Market Assessment
- ✓ Launched provision of professionally facilitated on-line wellness community for veterinarians.
- ✓ Launched “Working Mind Program” offering evidence-based courses designed to address and promote mental health and reduce stigma of mental illness in the workplace
- ✓ CVMA Summit, July 2022: “Time for a veterinary workforce paradigm shift”
- ✓ CVMA Congress on Canadian Veterinary Workforce, June 2022

CVMA Congress on Veterinary Workforce – June 2022

Objective:

To invite major stakeholder groups with the objective of identifying and coordinating plans and actions addressing the veterinary workforce shortage on a national level.

Most impactful actions to be addressed on a NATIONAL level, in priority order:

A) Veterinary Professional Supply

1. Increase capacity of Canadian Veterinary Colleges
2. Address shortage in remote and rural areas
3. Increase number of suitable RVT graduates
4. Ameliorate process for immigration of veterinarians and veterinary technicians
5. Develop and implement pathway for restricted/specific licensure for Canadian and internationally trained veterinarians
6. Increase National Exam capacity to credential international graduates
7. Attract graduates from internationally accredited schools to the Canadian labour market

Most impactful actions to be addressed on a NATIONAL level, in priority order (cont'd):

B) Retention and Veterinary Service Delivery

1. Undertake quantitative and qualitative study on attrition / retention
2. Provide tools on effective management of retention of veterinary teams
3. Provide tools and services addressing wellness
4. Undertake research and provide tools on how to build and manage most effective veterinary teams
5. Partner for national program to promote pet insurance
6. Undertake public awareness campaign of the value and roles of veterinarians in practice

CVMA Strategy

To address Veterinary Workforce issue of primarily NATIONAL scope and assisting national, provincial, regional, and local stakeholders with the integration of research findings and guidelines into their plans and actions.



Thank you!



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Une profession, une seule voix.**