

Strong Workforce Program Agriculture, Water, and Environmental Technologies: Veterinary Technician Careers Regional Workforce Advisory Meeting Proceedings September 21, 2026 Zoom

Introduction

The Los Rios Community College District (LRCCD), in partnership with Valley Vision and in collaboration with Sierra College, Yuba Community College District, and Lake Tahoe Community College, invests in Strong Workforce funding to organize and convene Regional Advisories. The objectives of the Regional Advisories are to build strong relationships between employers, educators, and the workforce that:

- Provide timely information on skills gaps and workforce needs, informing partners on major industry trend information
- Improve the efficiency of the advisory process for educators and employers
- Reflect a regional view of workforce needs and assets
- Provide opportunities for more systemic, ongoing engagement, including workforce partners in key industry sectors

Regional Advisory meetings provide crucial insights for guiding investments and improvements in Career Education (CE) programs to meet the rising demand for middle-skill positions. This report summarizes the Fall 2026 Regional Advisory meeting, which focused on careers in the Agriculture, Water, and Environmental Technologies sector, with an emphasis on Veterinary Technician Careers. It includes key findings, best practices, and detailed notes from the discussions.

Valley Vision's sector analysis identified veterinary technicians as the fastest-growing job in the region within the Agriculture, Water, and Environmental Technologies (AGWET) sector and noted a need for a stronger talent pipeline, which prompted this advisory. The session convened educators, employers, and nonprofit partners for a direct conversation about hiring needs, training gaps, and the day-to-day realities of working in animal health today.

Valley Vision supports a robust talent pipeline through our multiple Workforce Development initiatives. We prepare our regional workforce for the future by addressing skills gaps, advancing research, aligning efforts, and strengthening systems. Valley Vision's workforce efforts are supported by the Sacramento Employment and Training Agency (SETA), Golden Sierra Workforce Development Board (WDB), North Central Counties Consortium, Yolo WDB, Los Rios Community College District, and others.

The Strong Workforce program provides Career Education opportunities to increase social mobility and fuel regional economies with skilled workers.

Key Findings

- Demand for veterinary technicians in Greater Sacramento is strong and growing faster than the regional average, but the workforce is undersupplied. The region's 305 veterinary service establishments show a 23% higher concentration of veterinary employment than the national average. Vet tech jobs grew 52% from 2020 to 2025 and are projected to increase another 7.26% by 2030. A 2025 SPCA survey found 54% of California animal shelters reported a vet tech shortage, while the American Veterinary Medical Association predicts a national shortfall of 17,000 veterinarians by 2032.
- The training capacity for veterinary technicians is limited, especially outside Greater Sacramento. In this region, Cosumnes River College, Yuba College, and Carrington College Sacramento together offer about 71 licensed vet tech awards annually, while there are 128 job openings. Unfortunately, no licensed vet tech programs exist in the 15 counties north of Greater Sacramento, forcing students to seek training elsewhere. Expanding training capacity is costly, often exceeding hundreds of thousands of dollars, and federal funding is restricted to about \$4 million per year nationwide.
- Entry-level wages often meet or fall below the local living wage. Veterinary assistants average \$21.11 per hour, just under the region's \$21.17 living wage benchmark, while veterinary technicians earn between \$26.60 and \$30.98 per hour. The minimal earnings growth over a technician's career is a concern.
- Employer panelists noted the underutilization of licensed technicians, alongside low pay, is a key barrier to better wages and retention. While Assembly Bill 516 permits vet techs to perform most tasks not reserved for veterinarians, many practices still underuse their skills. Experts argue that utilizing technicians to the fullest can boost pay since they generate more revenue and allow veterinarians more time.
- Turnover and burnout are significant issues, with a 53% annual turnover rate for vet techs, which is above average for all occupations. A 2024 study found 56% of technicians reporting medium burnout levels. The profession faces unique emotional demands stemming from the legal status of animals and the strong bonds clients have with them.
- Employers prioritize attitude and trainability over credentials, with job postings indicating a shift away from requiring experience. In a pattern seen through job analysis, 84% of postings listed no preferred education level, and the demand for two or more years of experience has decreased noticeably.
- Consolidation and private equity ownership are affecting the economics of veterinary care, although the full impact is not completely understood. Between 30% and 50% of U.S. veterinary practices are now corporately owned, with rising costs leading pet owners to seek care less frequently. However, there is no current data isolating private equity's specific impact on clinic culture.
- Career progression within the vet tech track is limited, and specialty credentials don't expand duties. Veterinary careers mainly include Doctor of Veterinary Medicine (DVM), associate degrees, or high school diplomas, so technicians often aim for a full DVM. Although the Veterinary Technician Specialist credential indicates advanced knowledge, AB 516 allows technicians to perform most tasks legally permitted, so extra certification doesn't improve duties or pay. Panelists noted alternative pathways like shelter work, animal control, administrative roles, and continuing education as important but overlooked routes for advancement.

Meeting Proceedings

Welcome and Introduction

Valley Vision staff welcomed attendees to the advisory and highlighted the importance of collaboration between industry, education, and community partners to support workforce development and align veterinary technician training with employer needs. Caitlin Blockus, Senior Project Manager for Workforce Development, opened the session and introduced Liz Kilkenny, Workforce Development Project Manager, as general facilitator. Blockus also framed the advisory's purpose: Valley Vision's sector analysis identified veterinary technician as the fastest-growing job in the region's AGWET sector and a role in need of a stronger talent pipeline, which is why Valley Vision convened educators, employers, and nonprofit partners for this conversation.

Labor Market Information and Job Posting Insights

During the advisory, Anna Hoehenrieder, Research Analyst with the Centers of Excellence for Labor Market Research, presented a detailed sector analysis on the Greater Sacramento regional veterinary services labor market and the growing demand for veterinary technician and veterinary assistant occupations across the region. Her presentation covered regional job market trends, occupational demand, skill needs, and the evolving role of policy and technology in veterinary care pathways. The analysis focused on the seven-county Greater Sacramento region: Yolo, Yuba, Sutter, Placer, El Dorado, Nevada, and Sacramento counties, and examined current 2025 conditions alongside projected workforce demand through 2030.

Veterinary services continue to represent a growing and economically significant part of the region's broader animal health and agricultural economy. In Greater Sacramento, the industry includes 305 veterinary services establishments, and the region's concentration of veterinary employment is 23% higher than the national average, reflecting the area's position as a genuine hub for the field. Statewide, California veterinary revenue rose 4.0% over the past year even as vet visits declined by 1.2% over the same period. Hoehenrieder connected this divergence to the industry's ownership structure: nationally, 30% to 50% of veterinary practices, and up to 75% of specialty care practices, are now corporately owned, a shift she linked to a stronger profit focus and rising costs of care industry-wide.

Hoehenrieder's presentation also detailed the scale of the shortage facing the profession nationally and statewide. The American Veterinary Medical Association projects that 70,000 new veterinarians will be needed in the U.S. by 2032, while only 53,000 are projected to graduate, a gap of roughly 17,000. A 2025 SPCA survey found that 60% of California animal shelters reported a veterinarian shortage and 54% reported a veterinary technician shortage, with the presentation noting that shortages are consistently more pronounced in rural areas. Contributing factors included the post-pandemic surge in pet ownership; rising client willingness to pursue advanced, costly treatments as options like MRI and dialysis become available for pets; increasing educational costs paired with wages too low to attract new entrants; and high rates of burnout and mental health strain among veterinarians.

The presentation distinguished clearly between the field's two primary support roles, shown in Figure 1.1. Veterinary technicians and technologists must hold a license, prepare vaccines and serums, sterilize instruments and materials, prepare tissue and blood samples, execute laboratory tests, and may assist a veterinarian during surgery; the role typically requires an associate degree. Veterinary assistants and laboratory animal caretakers, by contrast, require no licensure except for medication administration, and largely clean and disinfect cages and work areas, sterilize instruments, and prepare samples for lab examination only under the supervision of a technician, veterinarian, or scientist; the role typically requires only a high school diploma. Hoehenrieder noted that California does not differentiate licensure based on a bachelor's versus an associate degree, and that most employers hire for the technician role with an associate's degree. Two recent pieces of legislation have expanded what licensed technicians may do: [Assembly Bill 516](#) allows technicians to perform any task not explicitly prohibited by law, and [Senate Bill 602](#) allows technicians to administer vaccines and parasitic control without a veterinarian on site, provided one is available by phone or online, a change that has driven growth in technician employment at vaccine clinics and similar settings.

Veterinary Technologists and Technicians	Veterinary Assistants and Laboratory Animal Caretakers
• Needs licensing • Prepare vaccines and serums • Sterilize instruments and materials and maintain equipment and machines • Prepare tissue samples, take blood samples, and execute laboratory tests • May assist a veterinarian during surgery • Typically requires Associate degree	• No licensing requirement, except for medication administration • Clean and disinfect cages and work areas • Sterilize instruments and materials and maintain equipment and machines • Prepare samples for lab examination under supervision of vet tech, veterinarian, or scientists • Typically just requires high school diploma

Figure 1.1 Veterinary Technicians and Assistants: Roles and Requirements

Employment outlook data presented by Hoehenrieder showed strong projected growth for both occupations through 2030. Greater Sacramento reported 1,135 veterinary technician jobs and 1,731 veterinary assistant jobs in 2025, with technicians projected to grow 7.26% and assistants 6.39% by 2030, both comfortably above the region's roughly 6% all-occupations growth rate (Figure 1.2). The region is expected to see 128 annual openings for technicians and 363 for assistants. Entry-level earnings were \$26.60 per hour for technicians and \$21.11 per hour for assistants, with technician wages reaching \$30.98 per hour at the 75th percentile. She noted that veterinary assistant pay sits just below the region's \$21.17 living-wage benchmark for a single adult, and that although technician pay clears that benchmark, the vet tech median is worth only about \$22 per hour once adjusted for cost of living, with the narrow span between the 25th and 75th percentile representing very little earnings growth across an entire career.

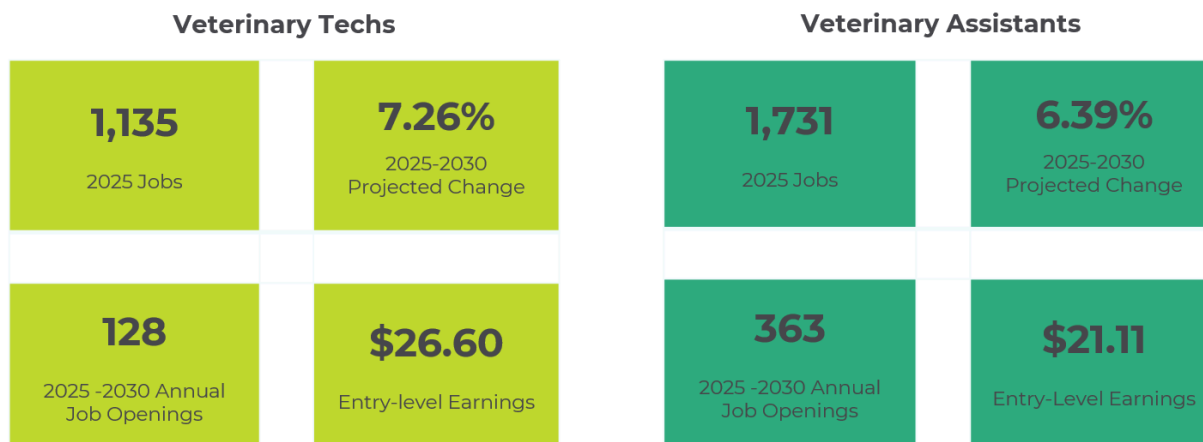


Figure 1.2 Employment Outlook for Veterinary Technicians and Assistants in Greater Sacramento

Wage analysis presented during the advisory drew a sharper picture of what those entry-level figures mean over the course of a career. Regional vet tech pay outpaces the national median at every point along the earnings scale, ranging from \$26.60 per hour at the 25th percentile to \$29.37 at the median and \$30.98 at the 75th percentile, each point running several dollars above the comparable national figure. Once wages are adjusted for the region's cost of living, however, that advantage narrows considerably; the cost-of-living-adjusted median falls to roughly \$22.00 per hour, converging with national pay rather than clearly exceeding it. Hoehenrieder pointed to the curve's shape in Figure 1.3 as the more significant signal. The relatively flat distance between the 25th and 75th percentile shows that a vet tech has limited room to grow earnings through tenure alone, in contrast to fields where experience and seniority translate into substantially higher pay over time.

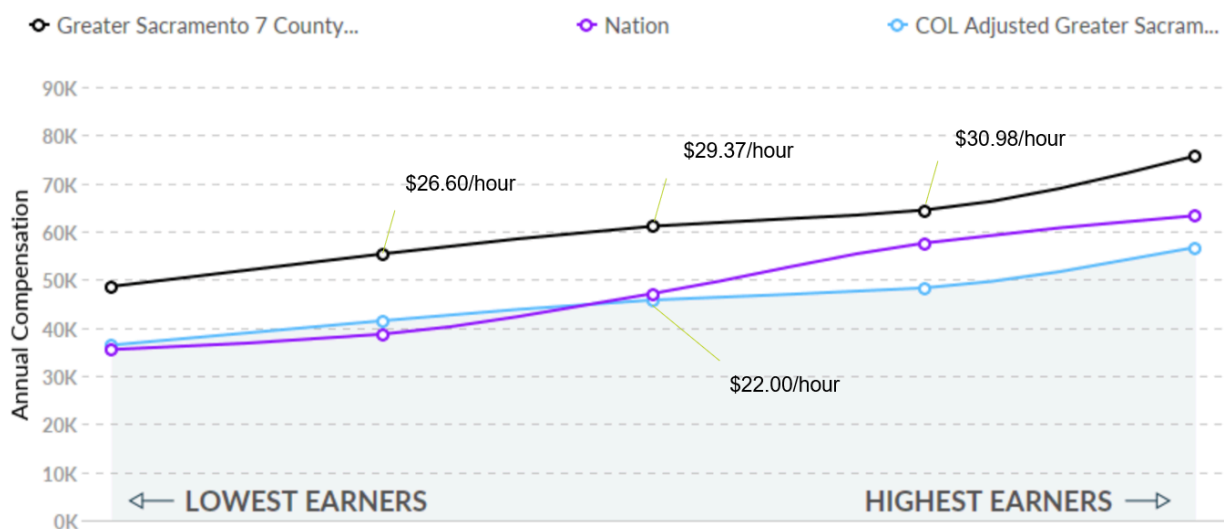


Figure 1.3 Vet Tech Earnings by Percentile: Greater Sacramento vs. National, Cost-of-Living Adjusted

Hoehenrieder's demographic analysis found the veterinary workforce heavily female and predominantly white relative to other racial and ethnic groups, with roughly half of current technicians 34 or younger and fewer than a quarter 45 or older, a pattern indicating that workers tend to enter the field young and do not remain for a full career (Figure 1.4). The region's 53% annual turnover rate for vet techs is above the Greater Sacramento average across all occupations.

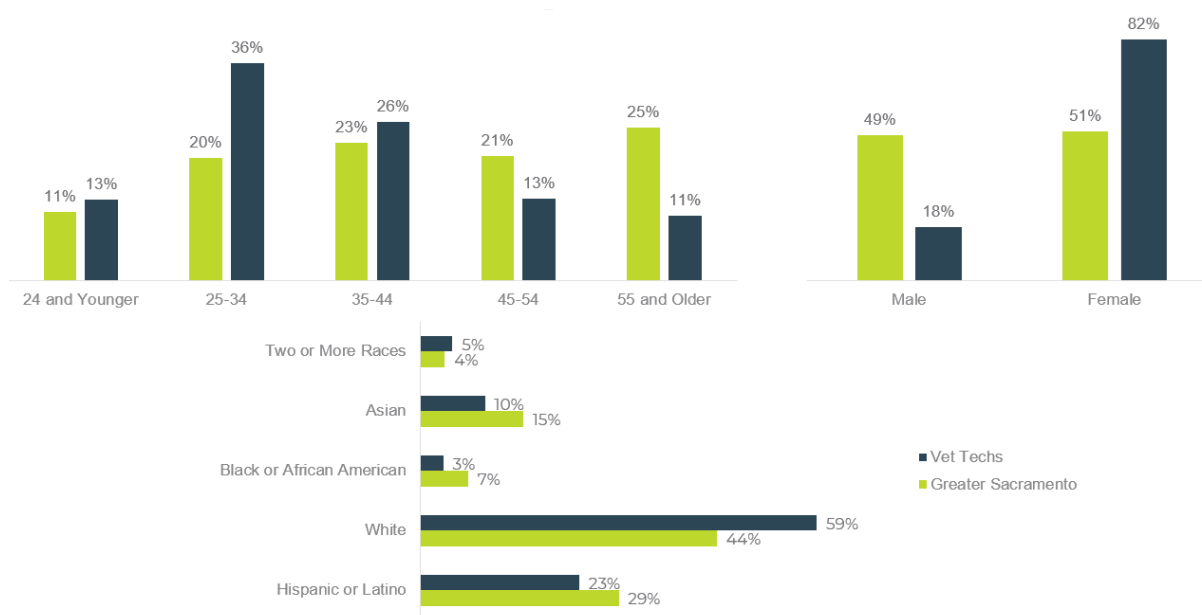


Figure 1.4 Current Demographics of the Veterinary Technician Workforce in Greater Sacramento

The presentation also addressed workforce well-being as a retention factor. Hoehenrieder noted that the technician role carries real physical and emotional demands, including close work with sick animals, supporting clients through difficult moments, physical lifting, and exposure to occupational hazards common in animal care settings. National data reflect these pressures. A 2024 study of over 1,000 U.S. vet techs found 56% experiencing medium burnout and 31% experiencing high or very high burnout, with factors including clinic culture, work hours, job satisfaction, and financial stress all playing a role. Compensation stood out as a particular area of opportunity within the study city by Hoehenrieder. Veterinary practice members identified pay as their top concern, and a notable share reported carrying credit card or student debt. She framed these findings as pointing toward practical levers, such as clinic culture and scheduling, that employers can influence directly, alongside the broader question of compensation.

To better understand current employer demand, the Centers of Excellence analyzed veterinary technician job postings from September 2025 through August 2026. Over that period, 315 vet tech postings were identified, with UC Davis emerging as the top poster by a wide margin, also by far the largest poster for vet assistant roles, alongside corporate multi-location practices such as VCA Animal Hospitals, Ethos Veterinary Health, and Veterinary Emergency Group, and government and nonprofit employers including the City of Sacramento and Placer SPCA (Figure 1.5). Median advertised earnings across postings were \$28.92 per hour, slightly below the actual regional median pay for vet techs.

Employer	Number of Postings
University of California, Davis	45
VCA Animal Hospitals	41
Ethos Veterinary Health	20
Veterinary Emergency Group	13
PetVet Care Centers	8
PetCo/VetCo	8
Placer SPCA	6
City of Sacramento	5
Rocklin Ranch Veterinary Hospital	4
Old Towne Animal Hospital	4

315 Job Postings

\$28.92 Median

Figure 1.5 Employers with the Most Vet Tech Job Postings in Greater Sacramento

The analysis also identified the specialized, common, and software skills most frequently requested across postings as shown in Figure 1.6. Specialized skills included anesthesia, surgery, medication administration, medical records, radiography, and phlebotomy; common skills emphasized communication, compassion, complex problem solving, detail orientation, customer service, and negotiation; and software skills centered on practice management platforms, Microsoft Office, and inventory control systems. On education and experience, 84% of postings listed no preferred education level and only about 1% preferred a bachelor's degree, while 67% listed no experience requirement, down sharply from roughly two years of required experience just six months prior, a shift Hoehenrieder attributed to employers compromising on requirements in order to fill open positions amid the shortage.

Specialized Skills	Common Skills	Software Skills
- Anesthesia - Surgery - Medication Administration - Medical Records - Radiography - Phlebotomy - Laboratory Testing - Safe Restraining Veterinary Techniques - Infectious Disease Control - Numerical Analysis	- Communication - Compassion - Management - Complex Problem Solving - Detail Oriented - Research - Customer Service - Investigation - Negotiation - Computer Literacy	- Practice Management Software - Microsoft Office (Excel, Outlook, Word) - Spreadsheets - QuickBooks (Accounting Software) - Inventory Control Systems

Figure 1.6 Employer-Preferred Skills for Veterinary Technician Roles

On the training supply side, Hoehenrieder's analysis found a significant gap between program completions and job openings. The three institutions offering licensed vet tech training in the region, Cosumnes River College, Yuba College, and Carrington College, Sacramento, produced

a combined three-year average of 71 annual awards against 128 annual openings for the occupation (Figure 1.7). The gap is more severe outside the region; no licensed vet tech training program exists anywhere in the 15 counties from Greater Sacramento to the top of the state, adding pressure equivalent to another 28 annual openings onto regional programs, though Shasta College does offer an online vet assistant program. An alternative licensure pathway exists for individuals with at least two years of clinical experience who complete 20 units of specific coursework, though most candidates complete this online, often out of pocket and without financial aid. Expanding capacity is costly; new or expanded programs run into the hundreds of thousands of dollars, and the primary federal funding source available, the Veterinary Services Grant, provides only about \$4 million annually nationwide, which Hoehenrieder assessed as nowhere near enough to meaningfully close the gap.

Program	Institution	Latest Three-Year Average		
		Certificates	Associate Degrees	Total
Veterinary Technology (Licensed)	Cosumnes River	6	11	17
	Yuba	-	20	20
	Carrington College-Sacramento	-	34	34

Annual Openings: 128

Annual Awards: 71

Figure 1.7 Greater Sacramento Vet Tech Program Completions vs. Annual Openings

On career advancement, Hoehenrieder highlighted two emerging credentialing models. Colorado State University's new [Veterinary Professional Associate](#) designation is tied to a master's degree in veterinary clinical care and was green-lit in 2025 for both licensure and the degree program; its effects are not yet observable, and the designation drew substantial opposition over concerns it could dilute the veterinary profession. The Veterinary Technician Specialist credential, overseen by the National Association of Veterinary Technicians in America, signifies advanced specialty knowledge; most holders report improved knowledge, skill, and confidence, but few report a promotion or a change in how clients understand their role. Hoehenrieder observed that this credential has difficulty translating into higher pay due to a structural issue: since AB 516 already allows technicians to perform any task not legally barred, extra certificates do not grant new responsibilities, thus no clear way to justify higher wages.

Hoehenrieder closed her presentation with three takeaways. There is a large supply gap for vet techs, and programs should expand, particularly in rural areas, though expansion is very costly. Demand is strong, but career progression opportunities are few, and raising pay is difficult without passing costs on to pet owners. Turnover and mental health challenges are worsening; pay is a factor, but improving clinic culture and reducing long hours are levers that do not necessarily increase costs. She cited two Center of Excellence resources as further reading: the [COE Priority Jobs and Programs report](#), which names vet tech a regional priority job, and the

[Agriculture, Water, and Environmental Technology sector profile](#) released this year, which highlights vet tech as a featured occupation. Both are available at coeccc.net.

Panel Discussion

Employer panelists from private practice, municipal sheltering, and academic veterinary medicine shared perspectives on hiring needs and workforce challenges across the Greater Sacramento region. Panelists emphasized the continued and often difficult-to-fill demand for licensed veterinary technicians, and highlighted the importance of building workforce pipelines through partnerships with community colleges and training programs, while pointing to fuller technician utilization as the clearest available lever for improving pay and retention within the field. The panel included:

- Harmony Lindberg, RVT, CVPM, UC Davis School of Veterinary Medicine, Veterinary Medical Teaching Hospital, Clinical Operations Administrator
- Alexandra Thornton, DVM, cVMA, CCRP, Fear Free Elite, Sactown Vet, Veterinarian
- Ryan Hinderman, Front Street Animal Shelter, Communications Manager

Organizational Hiring Needs and Workforce Context

Employers consistently described sustained, often difficult-to-fill demand for veterinary technicians and support staff across independent general practice, municipal sheltering, and large academic teaching hospital settings. Whether in a single-location private practice, a city-run animal shelter, or a 24/7 academic teaching hospital, technician roles were framed as essential to daily operations and directly connected to both patient care and the client experience.

At Sactown Vet, hiring priorities centered heavily on disposition over prior experience. Dr. Thornton described looking first for candidates who are warm, engaged, and willing to take initiative, treating technical skill as something the practice can teach. The most in-demand role currently is the doctor assistant rather than the RVT position itself, since Thornton prefers to keep licensed technicians working at the top of their scope rather than in front-of-house support functions.

Front Street Animal Shelter, representing the municipal and sheltering side of the field, described recruitment through government job postings and private industry, with a focus on candidates who have experience in triage and high-volume spay/neuter environments. Hinderman identified the animal care technician role, responsible for intakes, vaccinations, and daily animal care, as the hardest to fill with candidates who stay long-term, though he noted the role also functions as a strong pipeline toward RVT licensure.

UC Davis Veterinary Medical Teaching Hospital, operating at a much larger scale with approximately 273 technicians across roughly 40 specialties, described hiring as shaped by standardized government hiring processes and a 24/7 operational need. Lindberg identified overnight ward coverage and high-acuity specialties such as oncology and radiation oncology as the hardest positions to fill, and noted that large-animal roles in particular are constrained by a scarcity of licensed candidates comfortable working safely around large animals.

Across all three organizations, veterinary technician roles were consistently regarded as essential to both practice operations and the client experience, with an ongoing, shared need for licensed technicians who can work independently across clinical, client-facing, and operational responsibilities.

Workforce Challenges, Skill Gaps, and Hiring Barriers

Across the three organizations, a shared picture emerged of technician roles that are consistently in demand, but shaped by a persistent gap between formal training and full utilization once hired. Employers did not point to a shortage of qualified applicants so much as a structural reluctance, particularly in general practice, to make full use of what licensed technicians are legally permitted to do.

Dr. Thornton identified this underutilization as the central challenge facing the field. She described veterinarians as territorial about clinical tasks, routinely declining to delegate work that Assembly Bill 516 already permits licensed technicians to perform independently, such as unblocking a cat with a urinary obstruction. This reluctance, she argued, functions as a wage suppressant: fuller utilization would free veterinarians for additional appointments, generate more revenue for the practice, and create room to pay technicians more. She noted that specialty hospitals, including UC Davis, have already adopted fuller utilization models, while general practice remains the primary gap. Lindberg echoed this assessment, noting that technician utilization varies considerably because scope of practice differs by state and by licensure status, making it difficult to standardize expectations or advocate for the field as a whole; she identified helping technicians become licensed and supporting them in working to the top of that license as the most effective lever currently available.

Panelists connected this utilization gap to compensation constraints across their organizations: UC Davis's union-governed pay structure and Front Street's municipal salary caps leave limited room for wage flexibility, while Sactown Vet's independent status allows Thornton more latitude to raise pay through expanded technician responsibilities, though she described this as still extremely difficult to sustain. Recruitment itself adds a further constraint at UC Davis specifically: most technician talent trains and remains within the region or the nearby Bay Area, and Lindberg noted that out-of-area recruitment efforts, such as trade show outreach, have shown limited return given the hospital's inability to offer relocation assistance.

Employers consistently emphasized that hands-on exposure to real clinical environments is one of the most effective ways to close the readiness gap for new technicians. Sactown Vet's partnership with Carrington College was described as effective precisely because of its strict internship standards, which teach students to navigate a professional environment quickly and give the practice a clear read on which students are likely to pursue RVT licensure. UC Davis has similarly worked to standardize its student placements from Cosumnes River College, Yuba College, and Carrington, though fourth-year veterinary students competing for the same day-one clinical opportunities complicates meaningful technician placements. Front Street offers no formal RVT partnership but provides extensive volunteer and externship opportunities that build the hands-on animal-handling experience Hinderman said new graduates often lack.

Technology adoption, particularly around artificial intelligence, remains limited and cautious across the sector. Sactown Vet reported minimal use, and UC Davis has piloted an AI medical

record system on a limited basis, with attention focused on ensuring students still learn to write proper clinical records rather than relying on AI transcription. Employers consistently framed AI as a support tool for tasks like drug calculation checks and documentation rather than a substitute for hands-on clinical skill or client communication.

Career Pathways, Retention, and Advancement

Veterinary technician roles were consistently described as demanding, both physically and emotionally, with turnover and burnout shaping much of the conversation around retention. Panelists agreed that pay is only one factor, and that clinic culture, employee agency, and genuine support for staff well-being play an equally significant role in whether technicians stay in the field long-term.

Dr. Thornton described actively working to counter the field's prevailing narrative of burnout and exhaustion by giving technicians agency regardless of position, including the ability to respectfully question clinical decisions. She characterized this as a virtuous cycle: empowered technicians engage more, learn more, and are more likely to stay. Lindberg extended this point, noting that UC Davis has moved away from framing stress as something staff should leave at the door, instead building in structured time for teams to connect and acknowledging that veterinary staff carries emotionally demanding decision-making authority not present in human medicine.

Formal advancement within the technician track itself remains structurally limited. Thornton described being unable to offer much beyond incremental leadership roles once a technician reaches the ceiling of specialty certification, and both she and Lindberg pointed back to fuller utilization as the clearest path to creating room for technicians to grow and be paid more. Lindberg noted that the field extends well beyond clinical practice into research, public health, pharmaceutical work, continuing education, and teaching, and argued that these pathways need to be explicitly identified for technicians rather than assumed to be self-evident.

Front Street offered a distinct but complementary perspective, emphasizing lateral career pathways across animal welfare rather than vertical advancement within a single RVT position, since the shelter maintains only one technician role with no lead tier. Hinderman described a medical background as a meaningful asset across dog and cat foster coordination, animal control, administrative analyst positions, and shelter operations management, several of which are currently filled by former RVTs and offer a significant step up in pay and responsibility.

All three organizations expressed openness to partnering with community-based organizations on entry-level work experience opportunities, though flexibility varies significantly by governance structure; from Sactown Vet's ability to informally host shadowing to UC Davis's need to work through formally vetted and MOU'd arrangements. Underlying much of this discussion was a shared sense that genuine motivation, not just credentials, distinguishes technicians who build long careers in the field: Thornton traced her own path back to opening Sactown Vet out of love for the work, and Lindberg described the career switch that brought her into veterinary medicine and kept her there even through physically and emotionally demanding years. Thornton closed the panel by urging veterinary and technician training programs to address practitioner resilience more directly, arguing that the field's mental health conversation focuses on structural stressors while underpreparing new technicians for the emotional weight of client interactions they will carry throughout their careers.

Conclusion

The employer panel and closing discussion reinforced a shared regional understanding that veterinary technician careers are both essential to animal health service delivery and central to long-term workforce development. Across an independent practice, a municipal shelter, and an academic teaching hospital, there was consistent alignment around key needs, including expanding how fully licensed technicians are utilized within their existing scope of practice, strengthening lateral and non-clinical career pathways, and closing the persistent gap between regional training capacity and annual openings. Valley Vision Project Coordinator Diangelo Andrews closed the session by connecting attendees to Handshake, the Los Rios Community College District's platform linking employers directly to the district's approximately 70,000 students, offering employers a concrete next step for building on the internship and hiring partnerships discussed throughout the advisory.

Please click [here](#) to view the detailed event materials and access a video recording. You can also access comprehensive labor market data on veterinary technician and related animal health careers compiled by the Center of Excellence for the Greater Sacramento region [here](#). Additionally, if you're interested in staying updated on the latest news, insights, and opportunities in workforce development, you can sign up for Valley Vision's workforce development newsletter [here](#).

For more information about the report and labor market data provided, please contact:

- Liz Kilkenny, Workforce Development Project Coordinator, Valley Vision, liz.kilkenny@valleyvision.org
- Caitlin Blockus, Workforce Development Senior Project Manager, Valley Vision, caitlin.blockus@valleyvision.org
- Anna Hoehenrieder, Research Analyst, Center of Excellence for Labor Market Research, Anna.Hoehenrieder@losrios.edu