



LOS RIOS
COMMUNITY
COLLEGE DISTRICT

Regional Industry Advisory: Veterinary Technician Careers

09.21.2026 | Workforce Development

VETERINARY TECHNICIAN CAREERS

Welcome and Introduction



Caitlin Blockus

Valley Vision

Workforce Development | Senior Project Manager



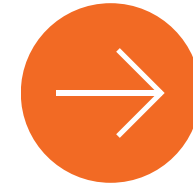
Liz Kilkenny

Valley Vision

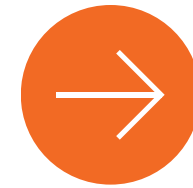
Workforce Development | Project Manager

VETERINARY TECHNICIAN CAREERS

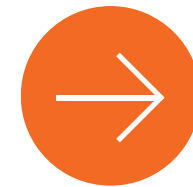
Housekeeping



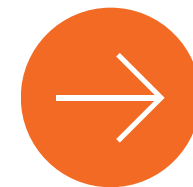
Enable your video camera (optional)



Please stay on  unless you are called on to ask a question



Submit all questions and commentary using the chat function



This meeting is being recorded and will be provided as part of the post-meeting materials



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VETERINARY TECHNICIAN CAREERS

Agenda

1:00 Welcome and Introduction

1:10 Labor Market and Trend
Analysis

1:45 Panel Discussion

2:45 Conclusion and Next Steps

VETERINARY TECHNICIAN CAREERS

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VETERINARY TECHNICIAN CAREERS

Labor Market & Trend Analysis

Anna Hoehenrieder

Centers of Excellence for Labor Market
Research

Research Analyst



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Veterinary Technology and Animal Care in Greater Sacramento

Anna Hoehenrieder, Research Analyst
North (Greater Sacramento) Center of
Excellence for Labor Market Research
Monday, September 21, 2026

The Centers of Excellence for Labor Market Research



Economic Region	Regional Director
North Far North	Ebony J. Benzing (North)
	Sara Phillips (Far North)
Bay Area	Marcela Reyes
Central Valley/Motherlode	Patricia Salinas
South Central Coast	Jacob Poore
Los Angeles	Luke Meyers
Orange County	Jesse Crete
Inland Empire/Desert	Shannon Moran
San Diego/Imperial	Tina Ngo Bartel
Statewide	Laura Coleman

Our Research Focuses On:

We use data about...

Industries & businesses

Size & performance of labor market

Occupations & job titles

Wages & earnings

Education & training requirements

Credentials

Skills

Emerging trends

To answer these questions...

What is the **employment outlook** for students?

Which jobs offer the opportunity to earn a **living wage**?

What **skills and credentials** are needed?

Where are the opportunities for **career mobility**?

And others.

And support...



Investments into new and relevant programs



Reviewing and modifying existing programs



Assessing regional labor market needs



Grant applications

Presentation Overview

- Overview of veterinary services industry
- About veterinary technicians
- Traditional labor market demand (LMI)
- Job postings analysis
- Postsecondary training programs
- Conclusions and further resources

Veterinary Services Industry

In Greater Sacramento:

- 305 establishments
- 23% higher concentration of employment in Greater Sacramento than the national average

In California:

- Revenue up 4.0% over last year
- Vet visits down 1.2% over last year

In US:

- 30-50% of vet practices are corporate owned (up to 75% for specialty care)

Lightcast 2026.3 – Industry Table

American Veterinary Medical Association. "Veterinary Industry Tracker."

<https://www.avma.org/resources-tools/veterinary-economics/veterinary-industry-tracker>

Solman, Paul. "As Veterinary Costs Climb, Private Equity Ownership of Clinics Draws Scrutiny." *PBS NewsHour*, July 1, 2026.

<https://www.pbs.org/newshour/show/as-veterinary-costs-climb-private-equity-ownership-of-clinics-draws-scrutiny>



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Veterinary Shortage

- American Veterinary Medical Association projects 70,000 new veterinarians will be needed in the US by 2032 and only 53,000 are projected to graduate (gap of 17,000)
- SPCA found in 2025 that 60% of California shelters had a Veterinarian shortage, and 54% had a Vet Tech shortage
- Shortage is often worse in rural areas



Gitter, Robert J., and Bill LaFayette. *Demand for and Supply of Veterinarians in the U.S. to 2032*. American Association of Veterinary Medical Colleges, June 7, 2024.

Solorzano, Anthony. "America Has a Shortage of Veterinarians, Putting Students in High Demand." *Los Angeles Times*, May 20, 2025. <https://www.latimes.com/california/story/2025-05-20/veterinary-students-are-in-high-demand-despite-huge-school-debt-and-alarming-suicide-rates>



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Drivers of the Shortage

- Increases in Pet Ownership
- Wages not high enough relative to educational debt
- High Burnout and Mental Health Issues

About Veterinary Techs and Assistants

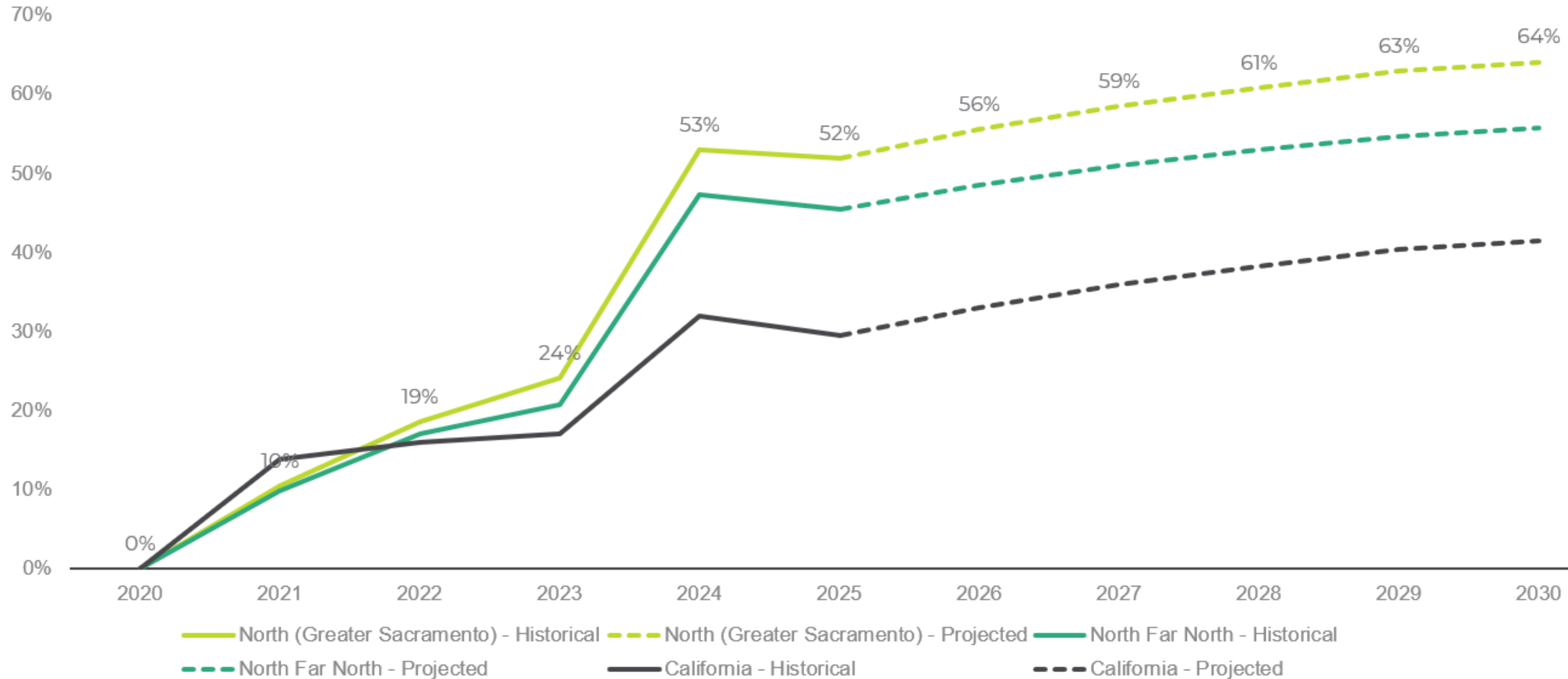
Veterinary Technologists and Technicians

- 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

Veterinary Assistants and Laboratory Animal Caretakers

- 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

Vet Tech Job Growth



Employment Outlook in Greater Sacramento

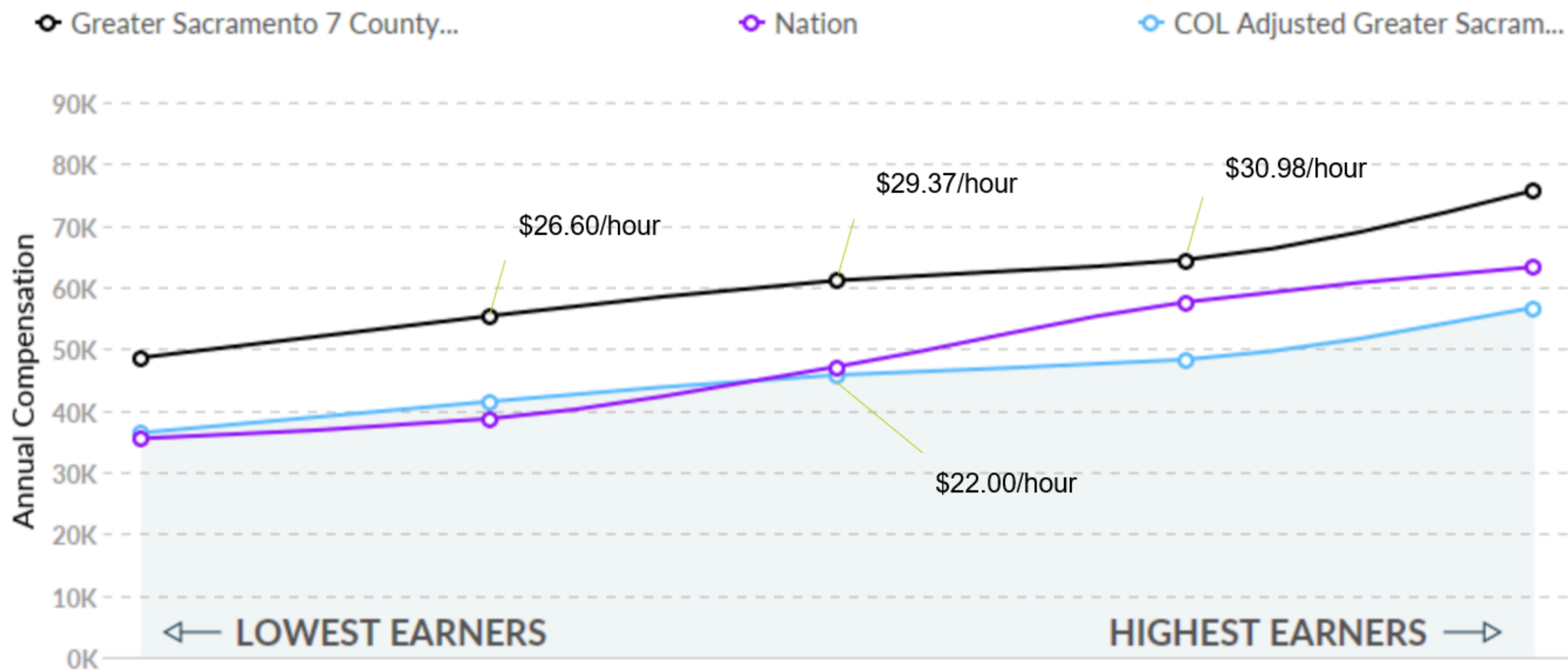
Veterinary Techs

1,135 2025 Jobs	7.26% 2025-2030 Projected Change
128 2025 -2030 Annual Job Openings	\$26.60 Entry-level Earnings

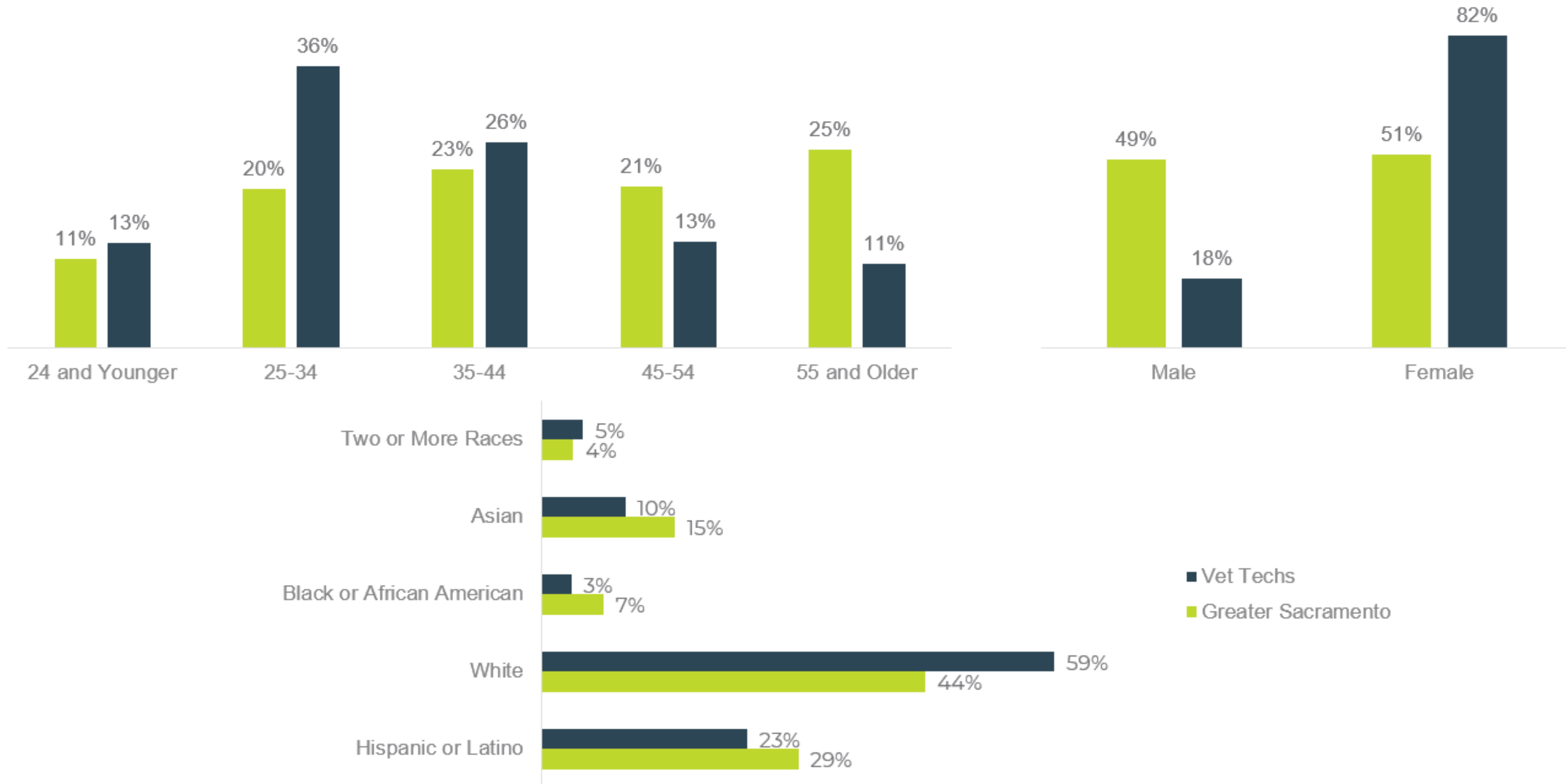
Veterinary Assistants

1,731 2025 Jobs	6.39% 2025-2030 Projected Change
363 2025 -2030 Annual Job Openings	\$21.11 Entry-Level Earnings

Vet Tech Earnings



Current Demographics



Vet Tech Mental Health

- Vet tech job is emotionally and physically taxing
- Over double the rate of suicide as the general population
- 2024 study of over 1000 vet techs across the US found 56% had medium burnout, and 31% had high or very high burnout
- Factors associated with burnout included personality, coping skills, poor clinic culture, long work hours, low satisfaction with one's position, and financial stress
- Poor financial compensation was rated as the number one issue by veterinary practice members
- 58% carried credit card debt and 48% carried student debt

Reinhard, Addie R., Victoria P. Celt, Leah E. Pilewki, and Mariel K. Hendricks. "The Newly Credentialed Veterinary Technician: Perceptions, Realities, and Career Challenges." *Frontiers in Veterinary Science* 12 (2025): 1437525.

<https://doi.org/10.3389/fvets.2025.1437525>

Volk, John O., Ulrich Schimmack, Elizabeth B. Strand, Addie Reinhard, Joseph Hahn, Julie Andrews, Kevin Probyn-Smith, and Robert Jones. "Merck Animal Health Veterinary Team Study Reveals Factors Associated with Well-Being, Burnout, and Mental Health among Nonveterinarian Practice Team Members." *Journal of the American Veterinary Medical Association* 262, no. 10 (2024): 1330–37. <https://doi.org/10.2460/javma.24.03.0225>



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Job Postings Analysis

- Online advertisements, September 2025-August 2026
- Excludes staffing companies

Employers with the Most Postings

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

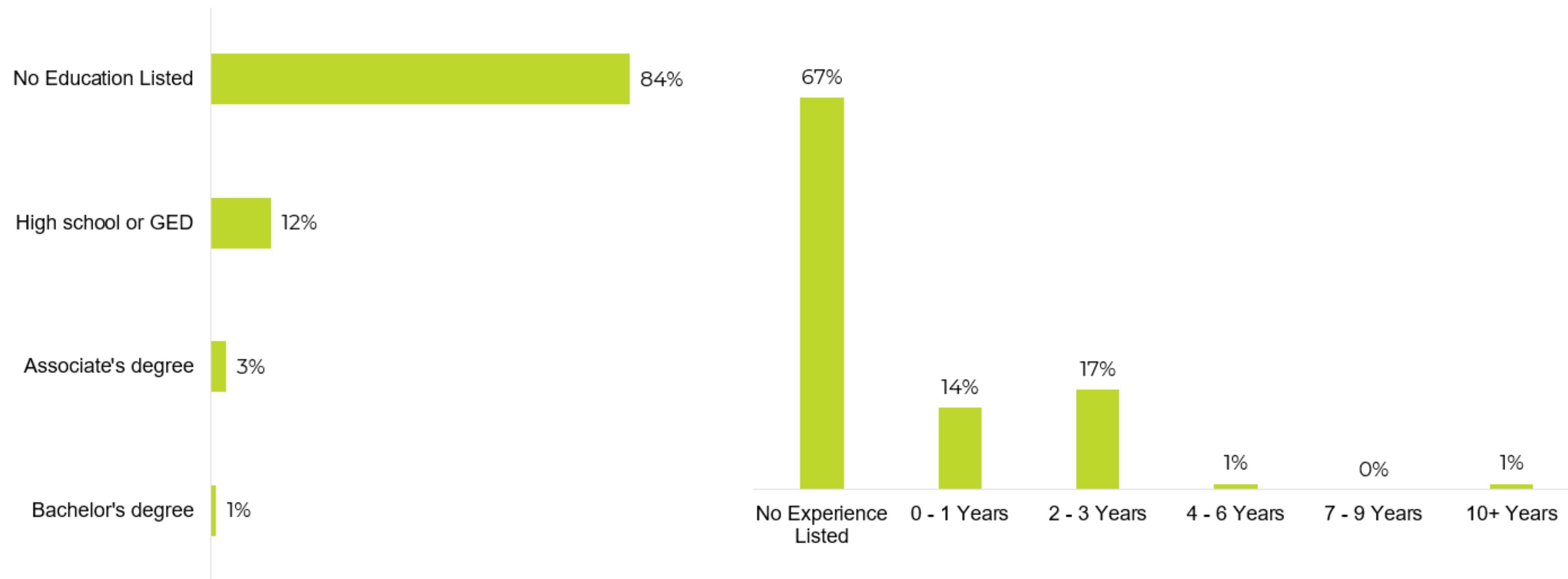
315 Job Postings

\$28.92 Median

Employer Preferred Skills

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

Employer Preferred Education/Experience



Postsecondary Training Options

Greater Sacramento Program Completions

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

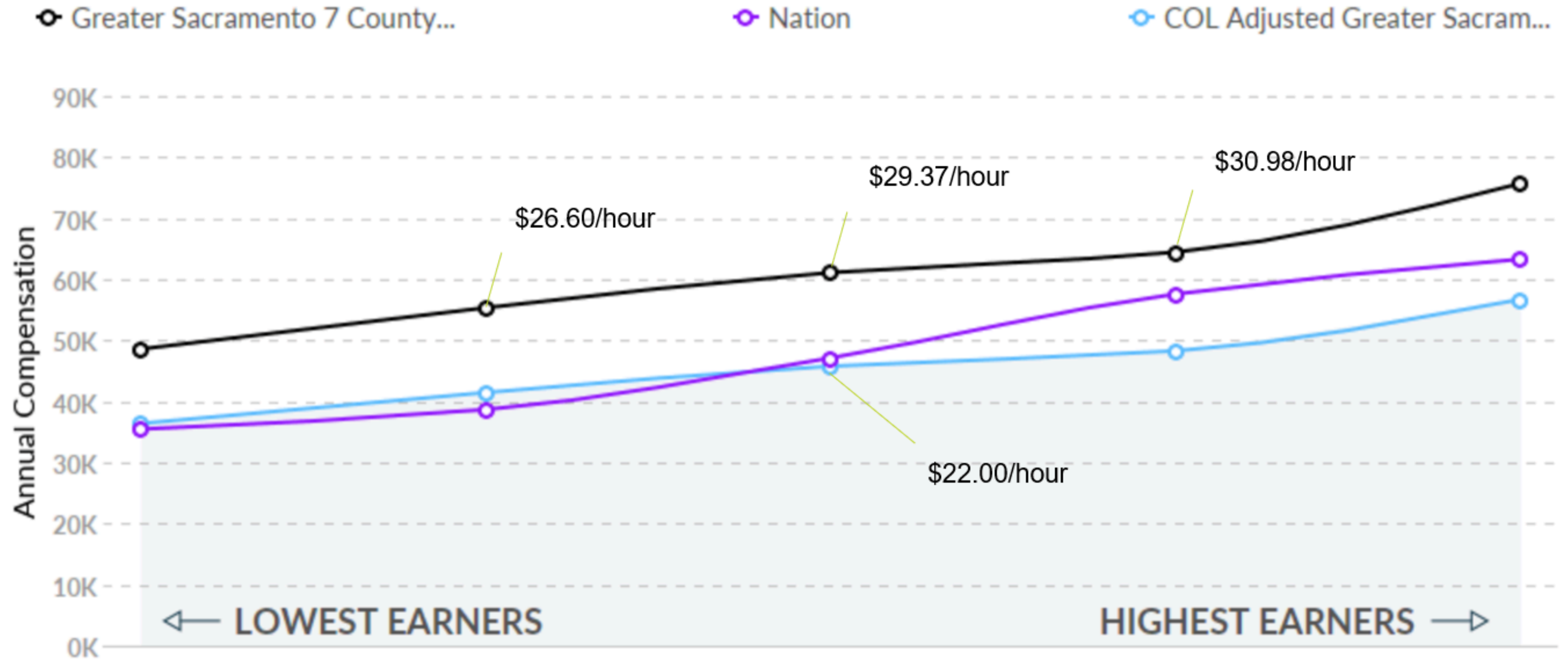
Annual Openings: 128

Annual Awards: 71

Government Resources for Veterinary Services Shortage

- Those interested in working as a veterinarian in areas with a designated shortage can apply for loan repayment:
<https://www.cdfr.ca.gov/ahfss/AUS/CAVetNeeds.html>
 - Currently no areas in Greater Sacramento have a qualified shortage, but half of the state's shortages are in areas in the Far North (including neighboring Lake County)
- The federal Veterinary Services Grant:
<https://www.nifa.usda.gov/grants/programs/veterinary-services-grant-program/vsgp-applicants>

Vet Tech Earnings



Further Professional Training

- Veterinary Professional Associate (VPA) in Colorado
 - Associated with masters in veterinary clinical care
- Veterinary Technician Specialist (VTS)
 - Overseen by National Association of Veterinary Technicians in America
 - Credential signifies advanced knowledge and skill in a chosen specialty area
 - Most VTS holders felt their knowledge, skills, and competence improved, and found many perceived them as such
 - Few VTS holders report they were promoted or offered a leadership role and most feel the role was not understood by clients

Kogan, Lori R., Leslie Carter, and Kelly Foltz. "Veterinary Technician Specialists: Perceptions and Experiences Related to VTS Credentials and Skill Utilization." *Journal of Veterinary Emergency and Critical Care* 35, no. 5 (2025): 533–545. <https://doi.org/10.1111/vec.70039>

Larkin, Malinda. "Veterinary Professional Associate Role Moves Ahead." *AVMA News*, March 17, 2025.

<https://www.avma.org/news/veterinary-professional-associate-role-moves-ahead>

National Association of Veterinary Technicians in America. "VTS Credentials." <https://navta.net/vts-credentials/>



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Conclusion

- A large supply gap exists for veterinary technicians
- Vet tech training programs should be expanded, especially in rural areas, but starting or expanding new programs is very costly
- Vet tech jobs have strong demand, but few opportunities for career progression
- Vet tech turnover and mental health is an increasing issue
 - Veterinary practices can work to increase clinic culture and reduce long hours

Thank You!

Anna Hoehenrieder, Research Analyst
North (Greater Sacramento) Center of
Excellence for Labor Market Research
Anna.Hoehenrieder@losrios.edu

Visit Our Website:

[Home - Centers of Excellence for Labor Market
Research](https://coeccc.net)

Or <https://coeccc.net>

Related Resources

Priority Jobs and Programs in Greater Sacramento

<https://coeccc.net/greater-sacramento/2025/08/priority-jobs-and-programs-in-greater-sacramento/>

Agriculture, Water and Environmental Technologies

Sector Profile

<https://coeccc.net/greater-sacramento/2026/03/agriculture-water-and-environmental-technologies/>

Data Sources & Notes

- Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast's occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and non-QCEW employee classes of worker) and the American Community Survey (self-employed and extended proprietors). For more information, see <https://lightcast.io/>.
- The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, visit <https://www.bls.gov/emp/documentation/education/tech.htm>.
- The CCCCCO Management Information Systems (MIS) Data Mart provides information about students, courses, student services, outcomes, and faculty and staff. For more information, visit <https://datamart.cccco.edu>.
- The Chancellor's Office Curriculum Inventory System (COCI) collects data on courses and programs offered by the California Community Colleges. For more information, visit <https://coci2.ccctechcenter.org/>.
- The National Center for Education Statistics (NCES) Integrated Postsecondary Education Data System (IPEDS) collects data from providers of postsecondary education, including the number of postsecondary awards earned (completions). For more information, visit <https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions>.

Additional Sources

- American Veterinary Medical Association. "Federal Veterinary Grant Program Accepting Applications." *AVMA News*. <https://www.avma.org/news/federal-veterinary-grant-program-accepting-applications>
- American Veterinary Medical Association. "Veterinary Industry Tracker." <https://www.avma.org/resources-tools/veterinary-economics/veterinary-industry-tracker>
- American Veterinary Medical Association. "U.S. Pet Insurance Industry Surpasses \$4.7B in 2024." *AVMA News*, June 11, 2025. <https://www.avma.org/news/us-pet-insurance-industry-surpasses-4b-2024>
- Gabbatt, Adam. "'A Soul Killer': What's Behind the US's Critical Veterinarian Shortage?" *The Guardian*, February 26, 2024. <https://www.theguardian.com/science/2024/feb/26/us-vet-shortage-pets-health>
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- Larkin, Malinda. "Veterinary Professional Associate Role Moves Ahead." *AVMA News*, March 17, 2025. <https://www.avma.org/news/veterinary-professional-associate-role-moves-ahead>
- Modesto Junior College. *CTE Program Narrative: Veterinary Technology*. January 26, 2016. <https://crconsortium.com/wp-content/uploads/2016/03/Veterinary-Technology-AS-Degree.pdf>
- National Association of Veterinary Technicians in America. "VTS Credentials." <https://navta.net/vts-credentials/>

Additional Sources Cont'd

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- Reinhard, Addie R., Victoria P. Celt, Leah E. Pilewki, and Mariel K. Hendricks. "The Newly Credentialed Veterinary Technician: Perceptions, Realities, and Career Challenges." *Frontiers in Veterinary Science* 12 (2025): 1437525. <https://doi.org/10.3389/fvets.2025.1437525>
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- Solorzano, Anthony. "America Has a Shortage of Veterinarians, Putting Students in High Demand." *Los Angeles Times*, May 20, 2025. <https://www.latimes.com/california/story/2025-05-20/veterinary-students-are-in-high-demand-despite-huge-school-debt-and-alarming-suicide-rates>
- U.S. Department of Agriculture, National Institute of Food and Agriculture. "Veterinary Services Grant Program." Last updated May 5, 2026. <https://www.nifa.usda.gov/grants/programs/veterinary-services-grant-program>
- Volk, John O., Ulrich Schimmack, Elizabeth B. Strand, Addie Reinhard, Joseph Hahn, Julie Andrews, Kevin Probyn-Smith, and Robert Jones. "Merck Animal Health Veterinary Team Study Reveals Factors Associated with Well-Being, Burnout, and Mental Health among Nonveterinarian Practice Team Members." *Journal of the American Veterinary Medical Association* 262, no. 10 (2024): 1330–37. <https://doi.org/10.2460/javma.24.03.0225>

Break

Return for the Employer Panel at:
1:45

VETERINARY TECHNICIAN CAREERS

Industry Panel Discussion



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, Owner



Ryan Hinderman

Front Street Animal Shelter

Communications Manager



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VETERINARY TECHNICIAN CAREERS

Handshake

Diangelo Andrews

Valley Vision

Project Coordinator



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VETERINARY TECHNICIAN CAREERS

Connecting to Handshake at Los Rios



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VETERINARY TECHNICIAN CAREERS

Introducing Handshake at Los Rios Community College District

Handshake is a modern platform designed to connect employers with student talent across the Los Rios Community College District, comprising American River, Cosumnes River, Folsom Lake, and Sacramento City Colleges. Handshake provides a pathway to a diverse, skilled, and eager workforce ready for internships, apprenticeships, part-time, and full-time roles.



VETERINARY TECHNICIAN CAREERS

Unlock Opportunities with Handshake

Post Jobs & Internships

Efficiently post jobs and internships with a seamless process. Schedule start and end dates, track applicants, and manage hiring all in one place. Reach over 70,000 students districtwide.

Engage Directly with Students

Search for candidates by major, skills, and interests. Message students directly to promote opportunities and encourage them to apply. Connect with your future workforce.

Attend Career Fairs

Meet students at in-person and virtual career fairs. Offer employer information sessions to highlight your organization and career pathways. Take part in on-campus hiring events and panels.

Build Your Brand

Customize your Handshake profile with your logo, company description, and testimonials. Gain visibility as an employer of choice for early talent in the public sector and beyond.



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VETERINARY TECHNICIAN CAREERS

Join a Thriving Network & Get Started

Growing Network

Join 6,000+ employers and 34 California Department agencies already using Handshake, including the California Department of Justice and the California Department of Motor Vehicles. Be among the leading recruiters.

Simple Steps

Visit joinhandshake.com and select “Employers.” Search for Los Rios Community College District and connect. Post your opportunities and start hiring! It’s straightforward.

Personalized Assistance

Need support? Contact the Career Center or Work Experience and Internship Program (WEXP) office at any Los Rios college for personalized assistance. Benefit from personalized guidance.



VETERINARY TECHNICIAN CAREERS

Upcoming Events



Supply Chain and Logistics Careers

October 29, 2026

1:00 pm - 3:00 pm



Dental Assisting Careers

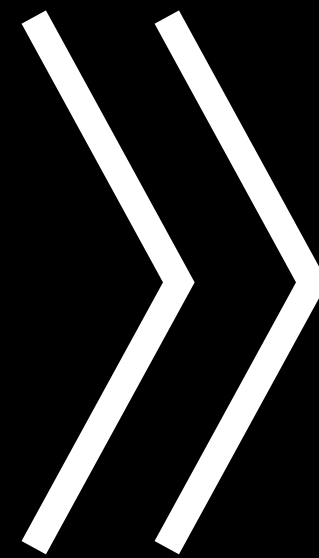
November 17, 2026

1:00 pm - 3:00 pm

VETERINARY TECHNICIAN CAREERS

Let us Know What You Think!

**SCAN
ME!**



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Contact Us

For more information, please contact:

Liz Kilkenney, Project Manager, Valley Vision
liz.kilkenney@valleyvision.org

Caitlin Blockus, Senior Project Manager, Valley Vision
Caitlin.Blockus@valleyvision.org