

Developing veterinary talent to meet pork industry needs.



DR. TOM WETZELL
SWINE VETERINARY CONSULTANT
FOR HIS KINGDOM, LLC

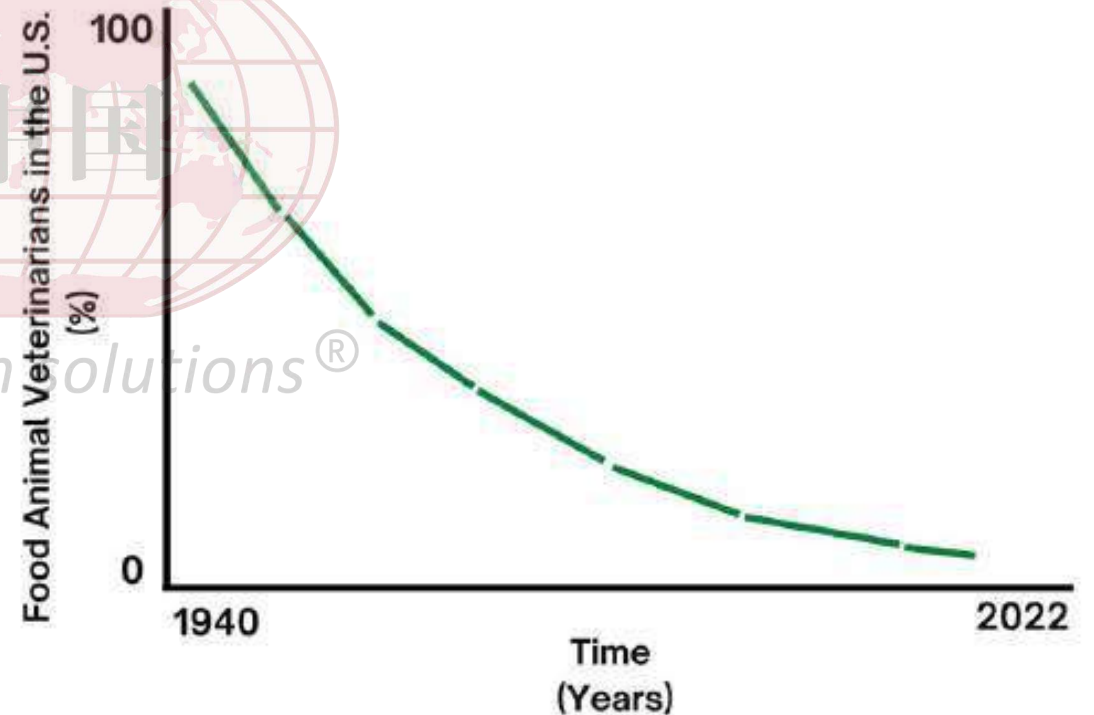
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Changes in veterinarian workforce in USA

American Veterinary Medical Association Census of Veterinarians 2022

- 78,717 veterinarians in clinical practice
- 7,540 veterinarians in food production or mixed practice

FIGURE 1. The percentage of food animal veterinarians as a part of the total number of veterinarians in the United States over time.



Challenges in Swine Veterinary Services

Challenges

- ▶ Competing interest from small animal veterinary services
- ▶ Recruitment of swine veterinarians
- ▶ Consolidation of livestock industry
- ▶ Limited opportunity for swine industry growth
- ▶ Current graduate vets are likely to have on average 7 career changes!

Changes in veterinarian workforce in USA

- ▶ Over past 10 years
- ▶ 22% increase in number of veterinarians in small animal clinical practice
- ▶ 15% decrease in food animal clinical practice
- ▶ • American Association of Bovine Practitioners – 50% leave membership within 10 years
- ▶ • Number One reason – Companion Animal
- ▶ Estimates have projected a shortage of 14,000-24,000 companion animal veterinarians by 2030

Mental Health of the profession

Merck Veterinarian Wellbeing Study 2022

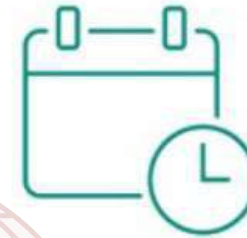
About the Study



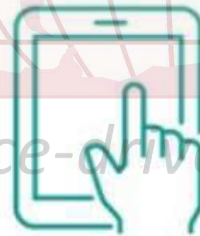
Veterinary
Wellbeing
Study



Random Sample of
30K Veterinarians



Conducted
Sept-Oct 2021



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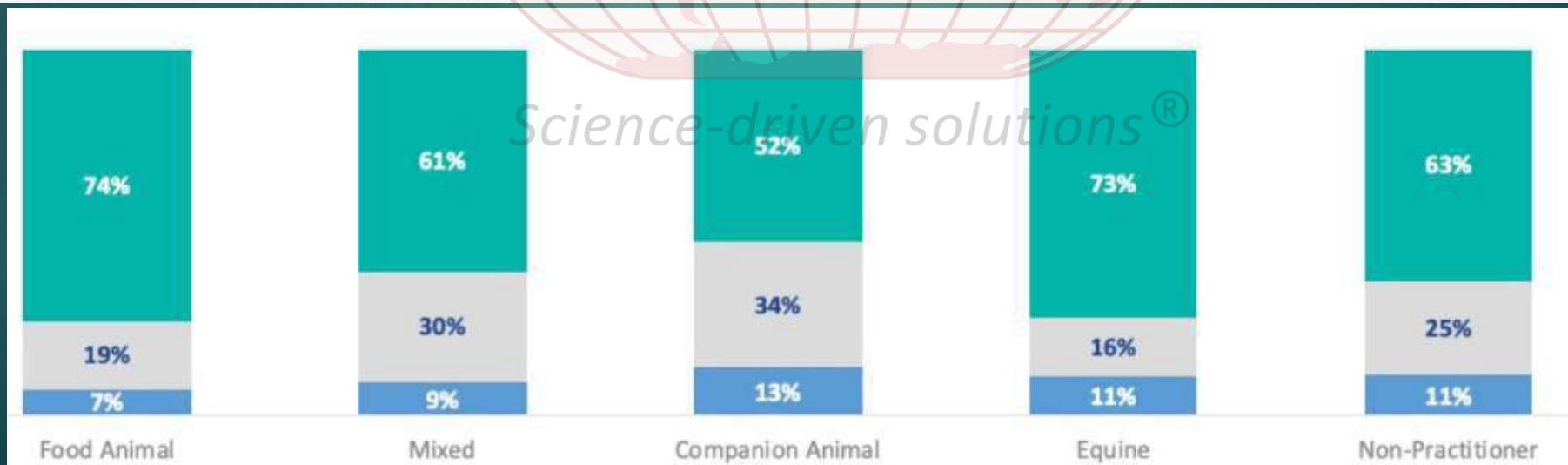
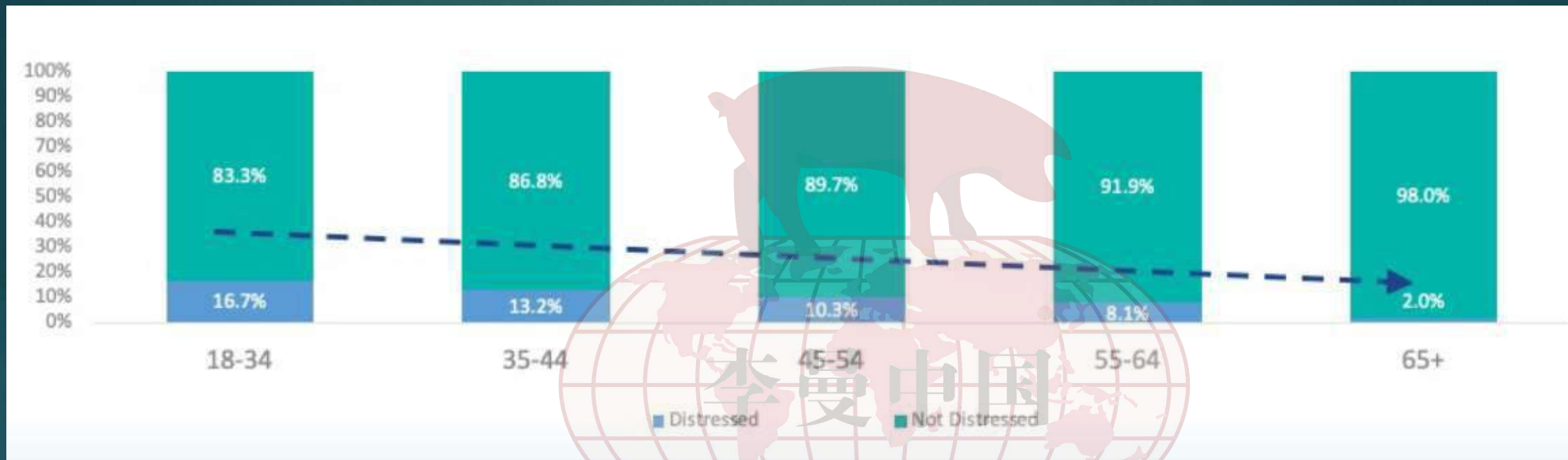


2,495 veterinarians completed
surveys (8.4%)

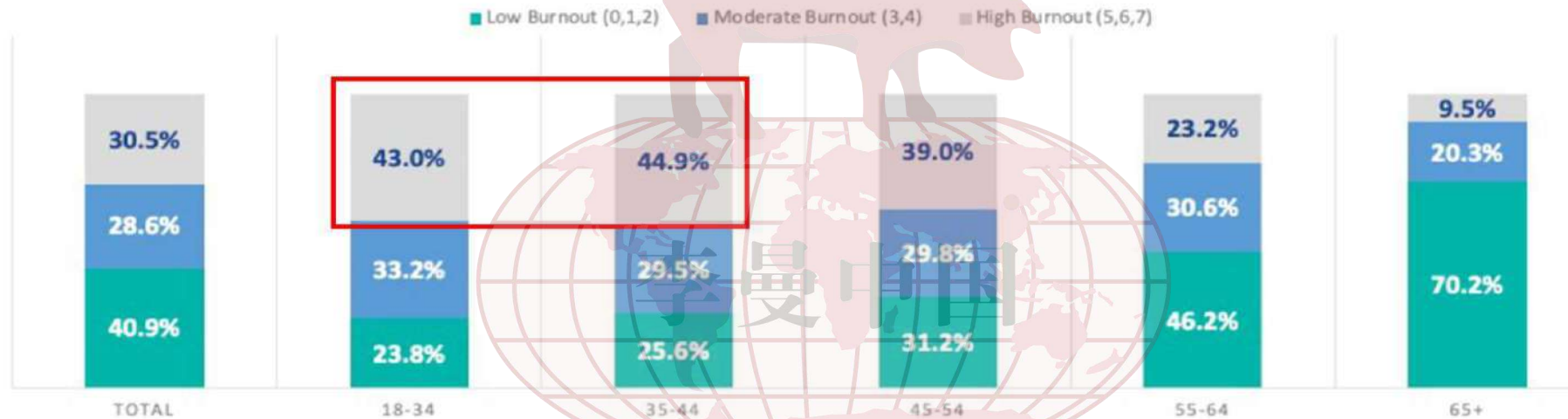
448 veterinary staff
surveys completed (2021)

Margin of error at 95% confidence was +/- 1.94

Key Findings – Distress has increased; greater in younger vets



Key Findings – Highest burnout among younger vets, those with high workloads and chaotic schedules



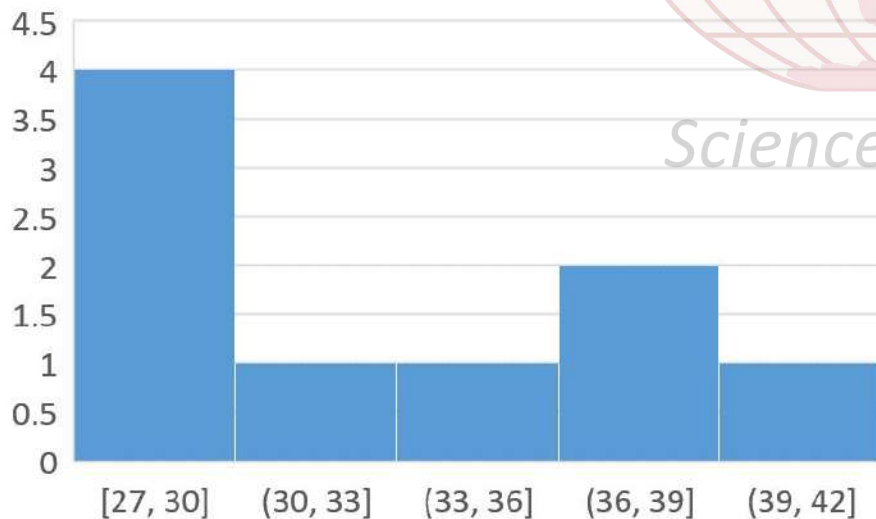
Calm *Science-driven solutions*[®] **Chaotic**



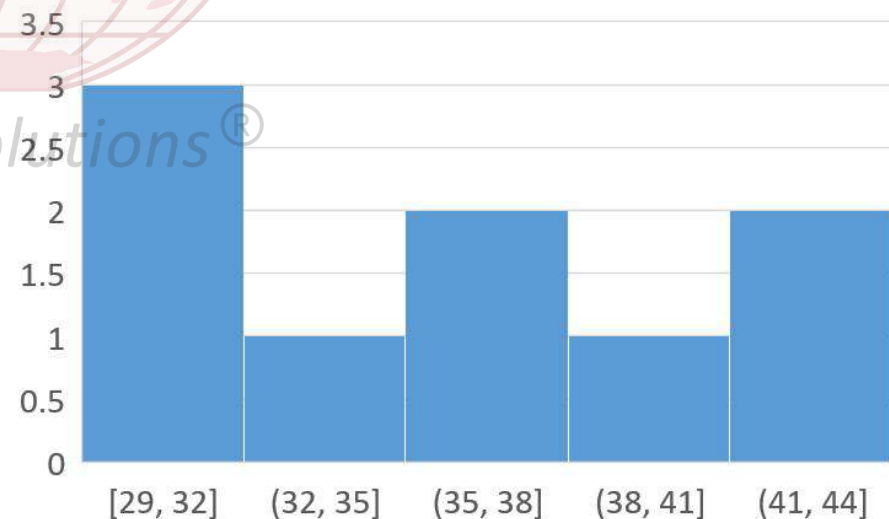
2023 AASV Survey Demographics

	Phase 1 (Left the Swine Industry)	Phase 2 (Left practice for other swine roles)
Number of Participants	11	12
Age Range	27-41 years of age	29-43 years of age
Gender - Males	4	4
Gender - Females	7	8

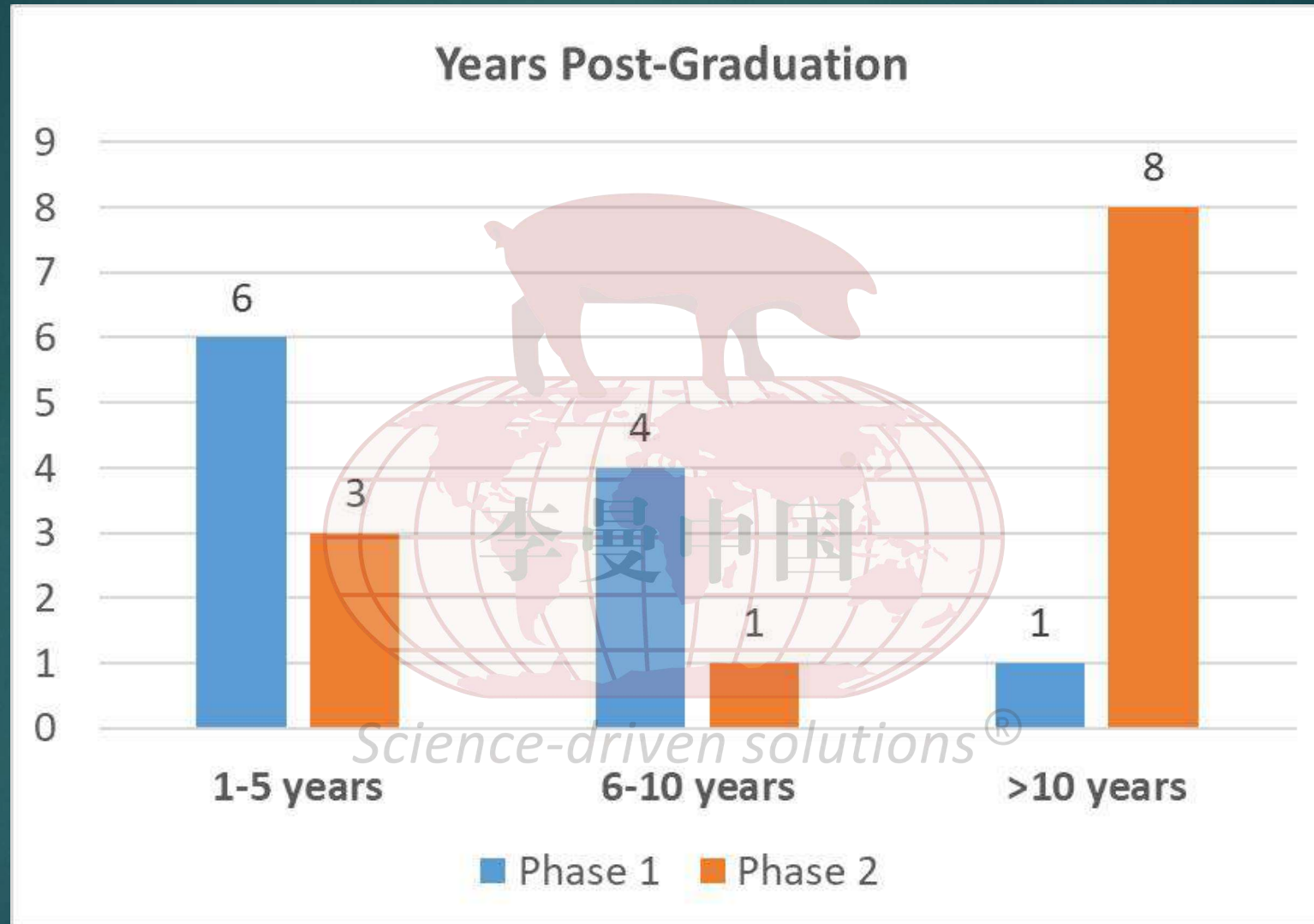
Phase 1 Age Distribution



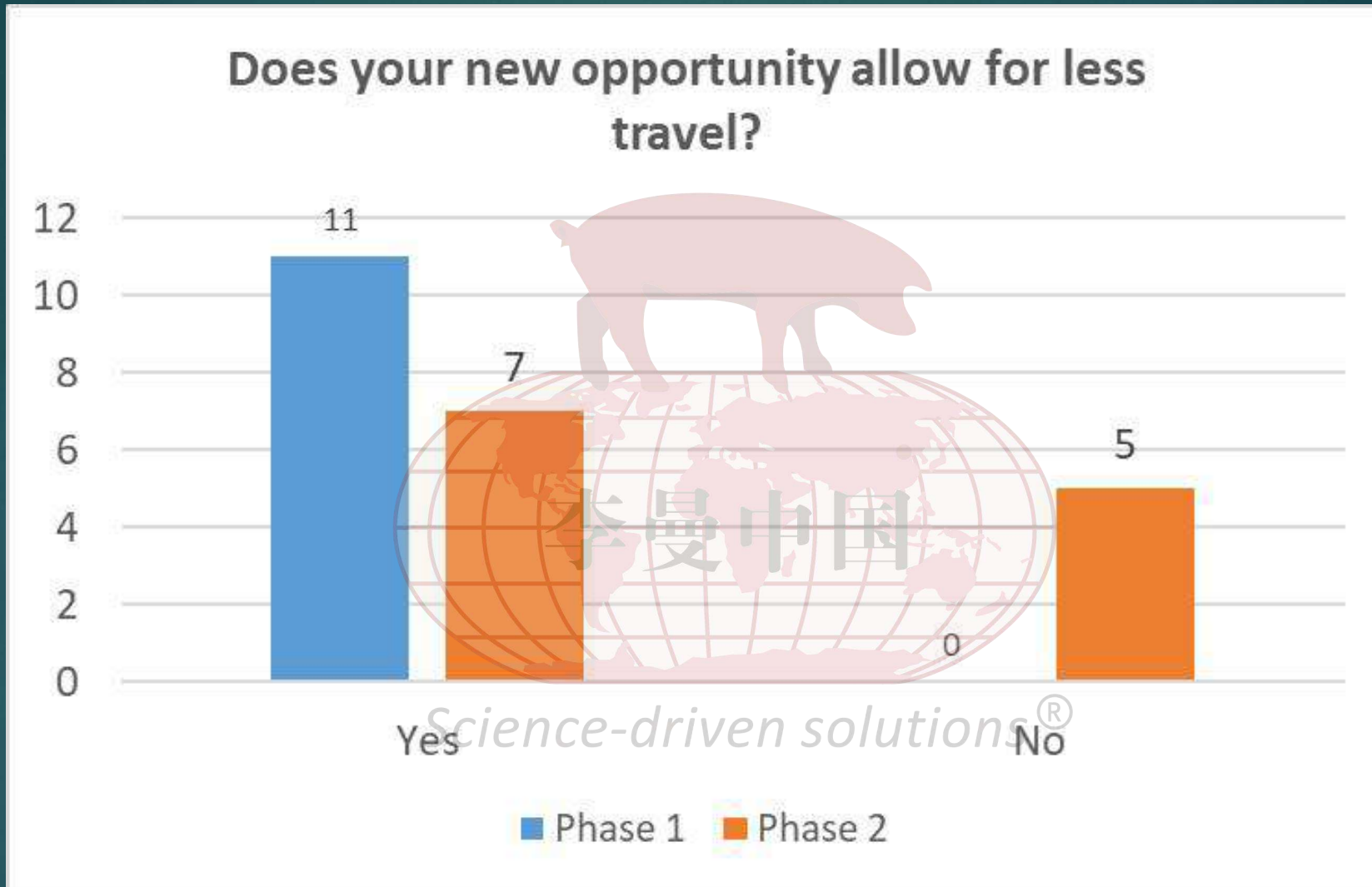
Phase 2 Age Distribution



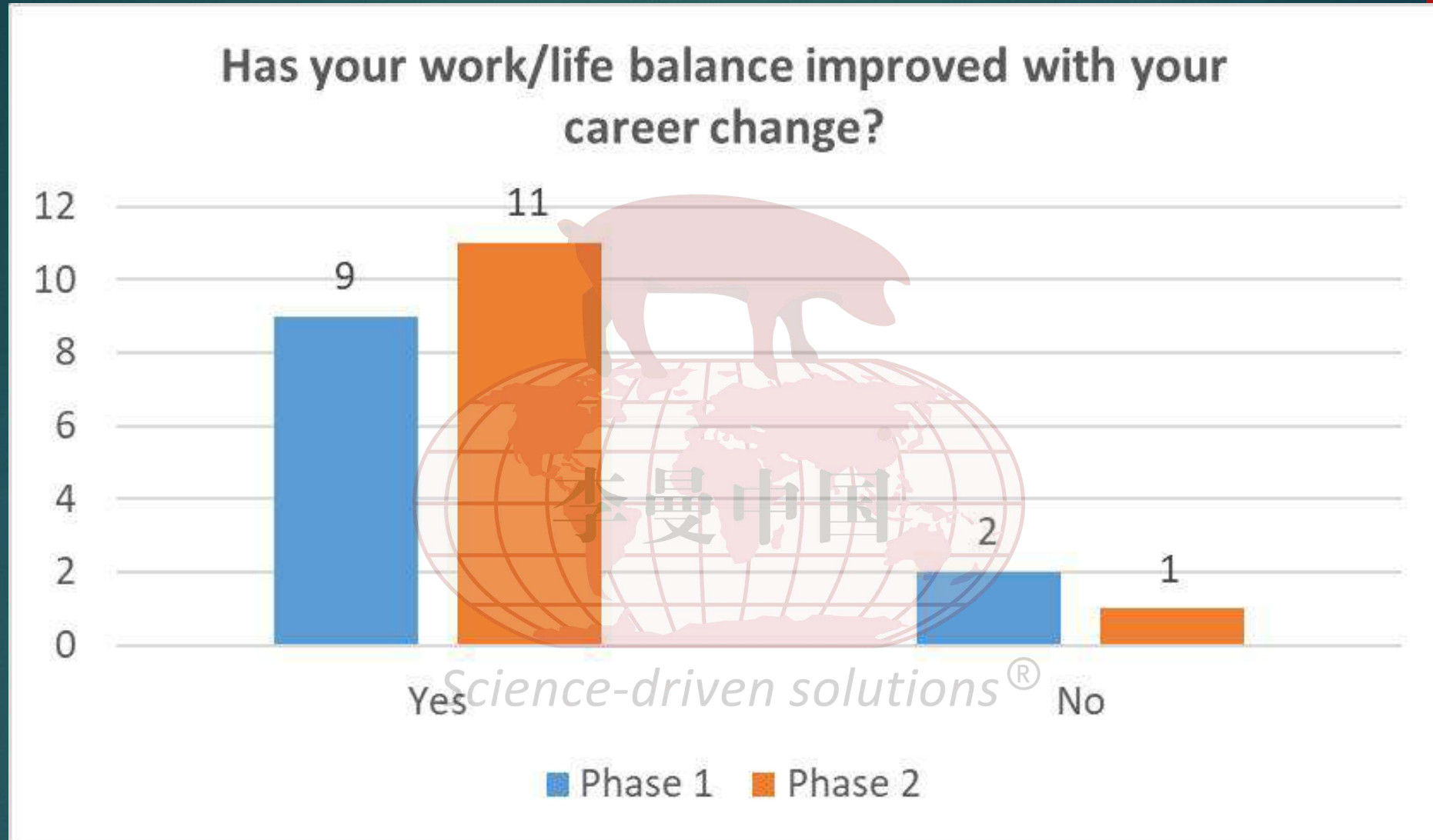
Demographics – Years post graduation



New position have less travel involved?



Better work/life balance with new position?

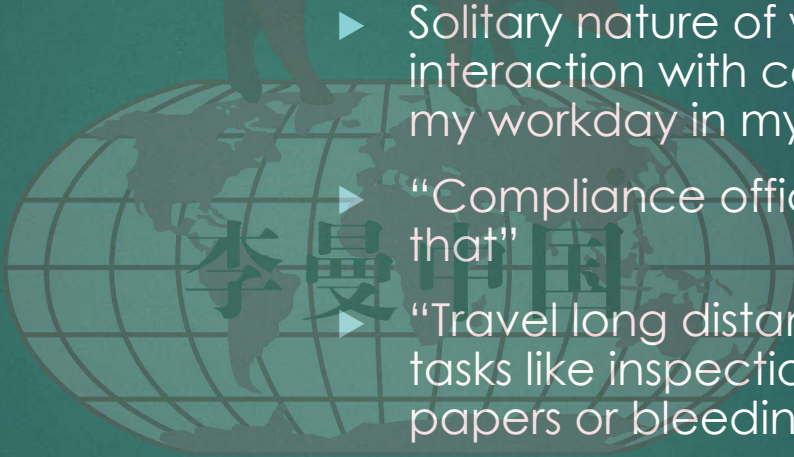


Why are veterinarians not staying in swine medicine?

Work/Life Balance

- ▶ “Can’t disconnect from swine job”
- ▶ “On call 24/7”
- ▶ “No flexibility to deal with family emergencies”
- ▶ “It means that when you leave work at the end of the day, you have time off. You don't need to be by your phone or thinking about work.”
- ▶ “My daytime schedule is rigorous but no after-hours emergencies and I don't take my work home with me now.”
- ▶ “Very important for long term job satisfaction”

Reasons for leaving swine industry

- 
- ▶ Interactions with supervisors
 - ▶ Workplace culture
 - ▶ Salary and bonuses
 - ▶ Lack of advancement opportunities
 - ▶ Gender challenges
 - ▶ Solitary nature of work – not a lot of interaction with colleagues – “80% of my workday in my vehicle”
 - ▶ “Compliance officer – not trained for that”
 - ▶ “Travel long distances for mundane tasks like inspection for health papers or bleeding pigs”
 - ▶ COVID related challenges
 - ▶ “Pay not competitive with companion animal counterparts and working in much tougher conditions”

Concerns

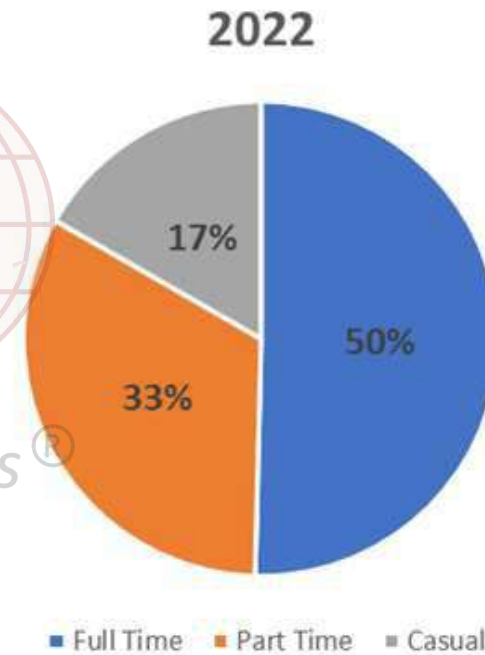
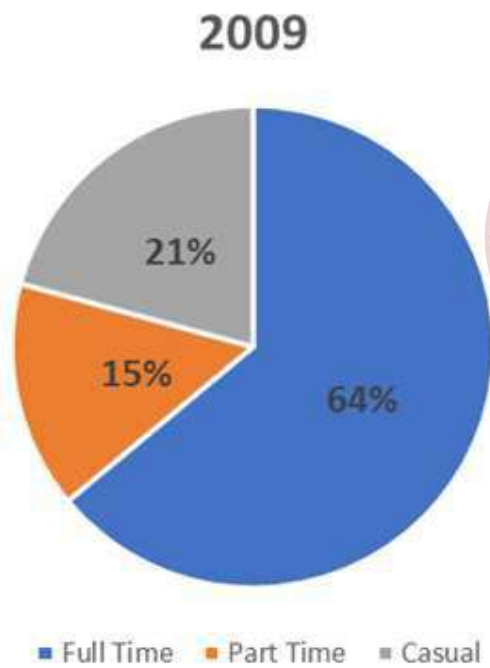
- ▶ Compensation
- ▶ Communication/Leadership
- ▶ Work/Life Balance
- ▶ Travel



Coming back to swine veterinary practice

- ▶ What would it take to come back to swine practice?
 - ▶ Comparable salary
 - ▶ More veterinarians to share workload
 - ▶ Improved culture where vets feel valued
 - ▶ Improved work/life balance and flexibility

Change in Veterinary Working Hours



Opportunities to attract swine veterinarians

- ▶ Align Individuals to Strategy and Purpose
- ▶ Develop workplace practices to meet the needs of the changing workforce
- ▶ Career and Lifestyle Planning
- ▶ Support the Personality Profiles
- ▶ Promoting swine veterinary medicine as a fantastic career

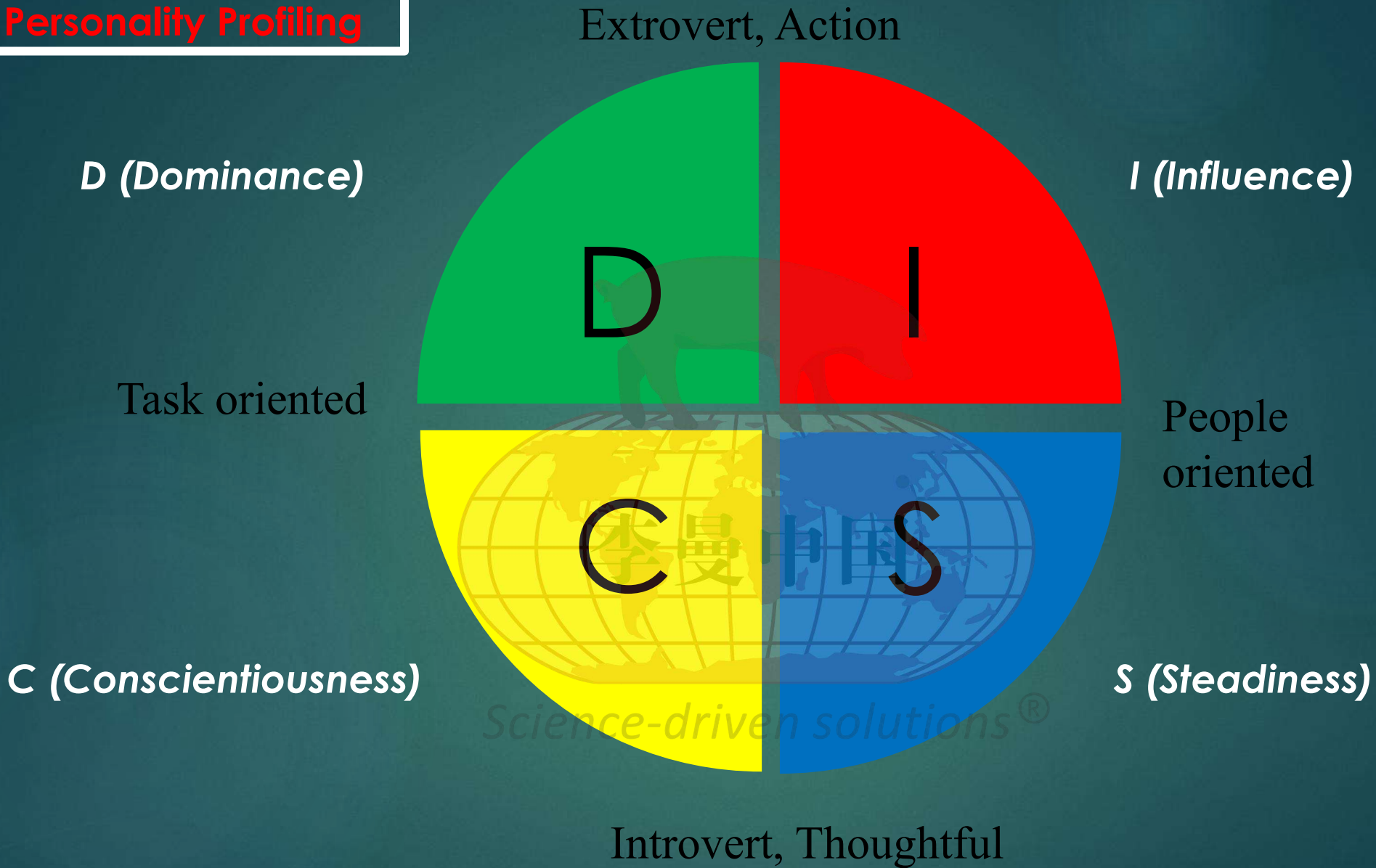
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Work practices to support next generation swine veterinarians

Flexible Workplace Program

- ▶ 4 day week
- ▶ Flexible days and hours for working parents
- ▶ Flexible remuneration and reward structures
- ▶ Paid parental leave (gender equity)
- ▶ Continuing education
- ▶ Salary increments while on leave
- ▶ Innovative recruitment strategies!
- ▶ Technology to support workflows (vet and client)
- ▶ Veterinary Teams - team-based consults and farm technicians
- ▶ Telemedicine

DISC Personality Profiling



Communication and Coordination
Among team members

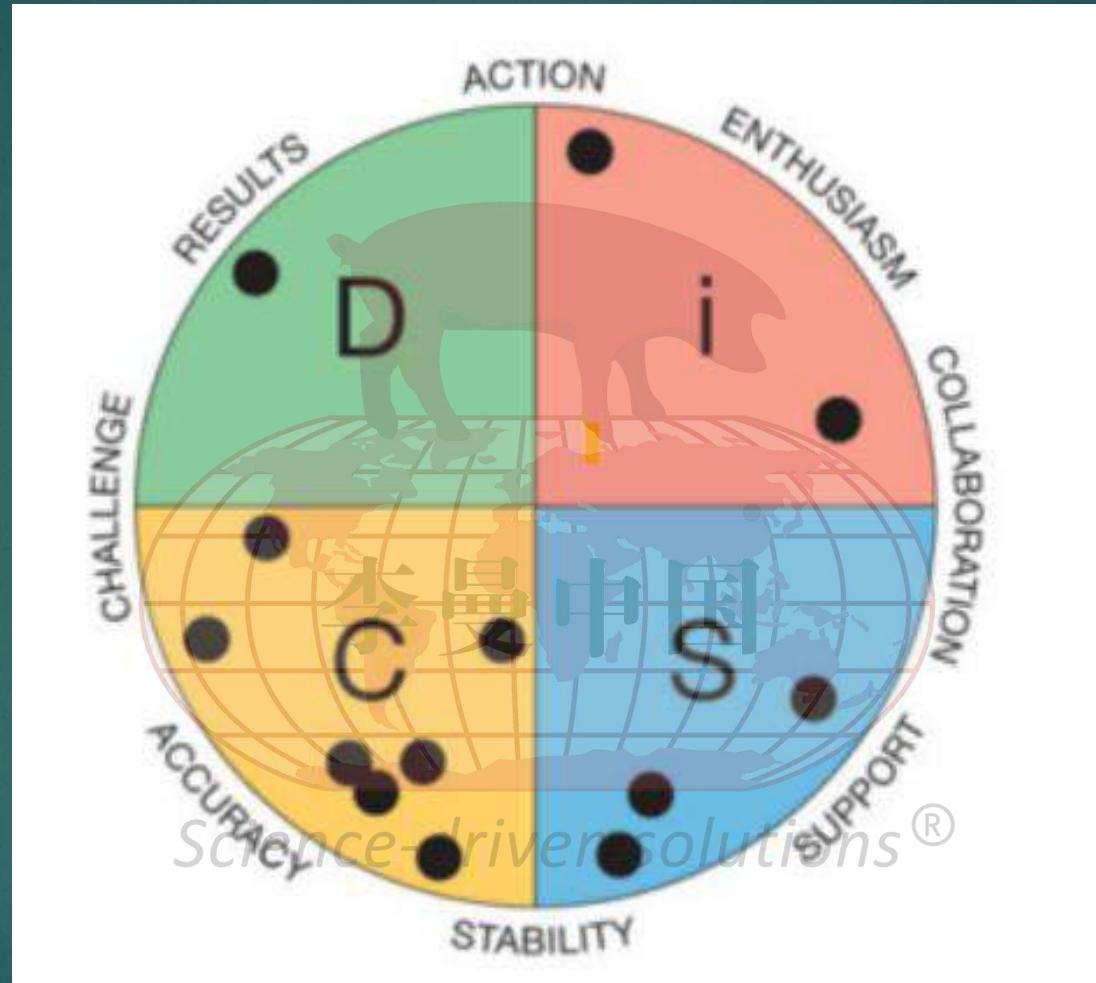
DISC Team Blend

Decision Makers

Communicators

Scientists

Stabilizers



Training Beyond Veterinary School (Preparation for challenges ahead)

- ▶ Teaching techniques for dealing with adversity
- ▶ Strategic plan, Purpose, Values, Vision
- ▶ Financials
- ▶ Communication Skills (Social Media)
- ▶ Telemedicine



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Meeting the needs of new veterinarians

- ▶ The next generation of veterinarians wants to prioritize:
- ▶ lifestyle,
- ▶ team building,
- ▶ physical and mental health and
- ▶ engaging with their community!



Mentoring younger veterinarians

ONE TO ONE DEFINED MENTORING

- ▶ Advise or train (someone, especially a younger colleague)
- ▶ To drive personal growth, building skills, knowledge, and understanding

CAREER GOALS (SMART Goals)

- ▶ Specific, Measurable, Attainable, Relevant, Time-Based
- ▶ Short Term (1 Year)
- ▶ Medium-Term (2-5 Years)
- ▶ Long Term (5+ Years)

DEVELOPMENT PLANS

- ▶ Strengths
- ▶ Areas for Development



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"A mentor is someone who sees more talent and ability within you than you see in yourself and helps bring it out of you." – **Bob Proctor**



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Thank you for your attention



Dr. Tom Wetzell
For His Kingdom

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