

**Program Endorsement Brief: 0102.10 – Veterinary Technician (Licensed)
Registered Veterinary Technician**

Los Angeles/Orange County Center of Excellence, July 2021

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Living Wage: (Entry-Level, 25th)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Emerging Occupation(s)			
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

The Los Angeles/Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to two middle-skill occupations: *veterinary technologists and technicians* (29-2056), and *veterinary assistants and laboratory animal caretakers* (31-9096). Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.¹ This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

Based on the available data, there appears to be a supply gap for the two veterinary-related occupations in the region. While the majority of annual job openings have entry-level wages below the living wage in both counties, more than one-third of current workers in both occupations have completed some college or an associate degree. **Therefore, due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **1,005 jobs available annually** in the region due to new job growth and replacements, **which is more than the 383 awards conferred annually** by educational institutions in the region.
 - The occupations in this report include various veterinary roles, including veterinary technologists, veterinary technicians, veterinary assistants, and

¹ The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor’s degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

laboratory animal caretakers. **Since these occupational codes do not solely represent veterinary technicians and assistants, the data in Exhibit 1 is likely overstated.**

- Over the past 12 months, there have been **2,402 online job postings for the two veterinary-related occupations**. The highest number of job postings were for veterinary technicians, veterinary assistants, registered veterinary technicians, credentialed veterinary technicians, and certified veterinary assistants
- **Living Wage Criteria** – In Los Angeles County, **the majority (72%) of annual job openings** for these veterinary-related occupations **have entry-level wages below the county's living wage** (\$15.04/hour).²
- **Educational Criteria** – Within the LA/OC region, **72% of the annual job openings** for veterinary-related occupations **typically require a high school diploma or equivalent**.
 - National-level educational attainment data indicates **between 44% and 57% of workers in the field have completed some college or an associate degree**.

Supply:

- Between 2017 and 2020, **two community colleges** in the region issued awards in veterinary technician (licensed) programs, conferring an annual average of **72 awards**.
- Between 2016 and 2019, non-community college institutions in the region conferred an annual average of **309 awards**.

² Living wage data was pulled from California Family Needs Calculator on 7/26/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for veterinary-related occupations. In Los Angeles/Orange County, the number of jobs related to the two occupations of interest is projected to increase by 11% through 2024. There will be more than 1,000 job openings per year through 2024 due to job growth and replacements.

NOTE: The occupations in this report include a variety of veterinary roles, including veterinary technologists, veterinary technicians, veterinary assistants, and laboratory animal caretakers. Since these occupational codes do not solely represent veterinary technicians and assistants, the data in Exhibit 1 is likely overstated.

This report includes employment projection data by Emsi, which uses EDD information. Emsi's projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	4,491	5,023	531	12%	650
Orange	2,562	2,804	242	9%	355
Total	7,053	7,826	773	11%	1,005

Wages

The labor market endorsement in this report considers the hourly wages for the two veterinary-related occupations in Los Angeles County, as they relate to the county's living wage. Orange County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

Los Angeles County – The majority (72%) of annual openings for the veterinary-related occupations have entry-level wages **below** the living wage for one adult (\$15.04 in Los Angeles County). Typical entry-level hourly wages are in a range between \$13.09 and \$16.78. While entry-level *veterinary technologists and technicians* typically earn more than the county's living wage (\$16.78/hour), entry-level *veterinary assistants and laboratory animal caretakers* make less than the living wage (\$13.09/hour). Experienced workers can expect to earn wages between \$17.04 and \$27.52, which are higher than the living wage estimate.

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Orange County – The majority (72%) of annual job openings for the veterinary-related occupations have entry-level wages **below** the living wage for one adult (\$17.36 in Orange County). Typical entry-level hourly wages are in a range between \$13.40 and \$17.44. While entry-level *veterinary technologists and technicians* typically make more than the county’s living wage (\$17.44/hour), *veterinary assistants and laboratory animal caretakers* make less than the living wage (\$13.40/hour). Experienced workers can expect to earn wages between \$17.49 and \$28.58, which are higher than the living wage estimate.

Job Postings

Over the past 12 months, there have been 2,402 online job postings for these veterinary-related occupations. The highest number of job postings were for veterinary technicians, veterinary assistants, registered veterinary technicians, credentialed veterinary technicians, and certified veterinary assistants. The top skills were anesthesiology, cleaning, patient care, x-rays, and customer service. The top employers, by number of job postings, in the region were VCA Animal Hospitals, Banfield Pet Hospital, and Thrive Affordable Vet Care.

It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists an associate degree as the typical entry-level education for *veterinary technologists and technicians*, and a high school diploma or equivalent for *veterinary assistants and laboratory animal caretakers*. In the LA/OC region, the majority of annual job openings (72%) typically require a high school diploma or equivalent.

National-level educational attainment data indicates between 44% and 57% of workers in the field have completed some college or an associate degree. Of the 42% of veterinary technician and assistant job postings listing a minimum education requirement in Los Angeles/Orange County, 93% (931) requested a high school diploma, 5% (49) requested an associate degree and 2% (23) requested a bachelor’s degree.

Educational Supply

Community College Supply – Exhibit 2 shows the annual and three-year average number of awards conferred by community colleges in Veterinary Technician (Licensed) (TOP 0102.10). The two colleges with recent completions in the region are LA Pierce and Mt. San Antonio. Over the past 12 months, there were no other related program recommendation requests from regional community colleges.

Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020

TOP	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Year Average
0102.10	Veterinary Technician (Licensed)	LA Pierce	37	50	36	41
		Mt San Antonio	31	45	22	33
		LA Subtotal	68	95	58	74
Supply Total/Average			68	95	58	74

Non-Community College Supply – For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for the two occupations of interest. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in Veterinary/ Animal Health Technology/ Technician and Veterinary Assistant (51.0808), and Veterinary Sciences/Veterinary Clinical Sciences, General (51.2501).

Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, non-community college institutions in the region conferred an average of 309 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2016-2019

CIP	Program	Institution	2016-17 Awards	2017-18 Awards	2018-19 Awards	3-Year Average
51.0808	Veterinary/Animal Health Technology/ Technician and Veterinary Assistant	California Healing Arts College	30	33	41	35
		Cal State Polytechnic University-Pomona	30	41	20	30
		Carrington College-Pomona	95	79	0	58
		Platt College-Los Angeles	96	90	152	113
		Platt College-Anaheim	-	7	39	15
		Stanbridge University	31	47	35	38
Supply Total/Average			282	297	287	289
51.2501	Veterinary Sciences/ Veterinary Clinical Sciences, General	American College of Healthcare and Technology	-	22	39	20
Supply Total/Average			-	22	39	20
Supply Total/Average			282	319	326	309

Appendix A: Occupational demand and wage data by county

Exhibit 4. Los Angeles County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Veterinary Technologists and Technicians (29-2056)	1,732	1,976	244	14%	182	\$16.78	\$21.46	\$27.52
Veterinary Assistants and Laboratory Animal Caretakers (31-9096)	2,759	3,046	287	10%	468	\$13.09	\$14.72	\$17.04
Total	4,491	5,023	531	12%	650			

Exhibit 5. Orange County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Veterinary Technologists and Technicians (29-2056)	1,004	1,120	116	12%	100	\$17.44	\$22.29	\$28.58
Veterinary Assistants and Laboratory Animal Caretakers (31-9096)	1,557	1,684	126	8%	255	\$13.40	\$15.09	\$17.49
Total	2,562	2,804	242	9%	355			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Typical Entry-Level Education
Veterinary Technologists and Technicians (29-2056)	2,736	3,096	360	13%	282	Associate degree
Veterinary Assistants and Laboratory Animal Caretakers (31-9096)	4,317	4,730	414	10%	723	High school diploma or equivalent
Total	7,053	7,826	773	11%	1,005	

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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