Subject lines of recent emails:

- “Veterinarian searching for alternatives to clinical/private practice”
- “Career transition advice”
- “Non-practice options”
- “Opportunities”
- “Help!”

A survey conducted by the 2013-2014 AVMA Future Leaders showed that almost 30% of veterinarians were considering a transition in the future.

"Top 5 Signs it’s Time to Quit Your Job in Veterinary Medicine"

1. You dread being there.
2. You’re not developing in your career.
3. Conversations outside of work are about how bad work is.
4. You’re showing physical signs of stress.
5. You forgot why you got into this work.
   - Dr. Andy Roark

Biggest problems I see...

- Applying for jobs first without doing personal assessments
- Short-term view: Focusing on a job instead of a career
- No awareness of the breadth of opportunities for veterinarians
Career Transition Survey 2017

- Conducted by the Center for Public and Corporate Veterinary Medicine
- To determine drivers for change, resource and assistance needs
- Sent nationwide through several venues
- 425 responses as of 12/1/2017
- Representing graduates of all US CVMs and 12 international CVMs
- Publications on findings pending

WHAT ARE THE DRIVERS FOR WANTING TO CHANGE CAREERS?

Top Five Reasons – Career Transition Survey 2017

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>But what if…</td>
<td>15.50%</td>
</tr>
<tr>
<td>• You develop allergies to cats, hay, whatever.</td>
<td>12%</td>
</tr>
<tr>
<td>• You develop epilepsy and can’t do surgery or drive</td>
<td>10.60%</td>
</tr>
<tr>
<td>• You get run over by a goat and are permanently injured</td>
<td>9.80%</td>
</tr>
<tr>
<td>• Your spouse/SO moves to another city and the clinic there doesn’t need anybody</td>
<td>8.70%</td>
</tr>
<tr>
<td>• You just want to do something different</td>
<td>8.70%</td>
</tr>
<tr>
<td>• You aren’t making enough money</td>
<td>6.00%</td>
</tr>
<tr>
<td>• Your boss is a …….</td>
<td>4.00%</td>
</tr>
</tbody>
</table>

All these happened!

But what if...

- You develop allergies to cats, hay, whatever.
- You develop epilepsy and can’t do surgery or drive
- You get run over by a goat and are permanently injured
- Your spouse/SO moves to another city and the clinic there doesn’t need anybody
- You just want to do something different
- You aren’t making enough money
- Your boss is a ……. All these happened!

Should I stay - or Should I go?

- Transition is not easy!
- Transition should involve leaving a “career you love” and moving into a new “career you love”

Job or career?

- Do you need a job right now, or do you want a new career?
- Different approaches………..
Career transition can be simultaneously exciting and scary.

Survey says:
Top 3 Challenges to Making a Career Change

- 18% - I don’t know how my clinical skills and education can be translated to another career
- 15.6% - I don’t know what opportunities are available with a DVM
- 14.6% I don’t know where/how to start

WHERE DO YOU START?

Start with **Self Assessment**

What would make you happy?

- What do you like to do?

Questions to consider

- What do I do today that I want to continue doing?
  - Work with people?
  - Work with animals?
  - Supervision?
  - Work with data?
  - Etc...
Questions to consider

- What do I do today that I don’t want to do tomorrow?
  - Work with people?
  - Work with animals?
  - Supervision?
  - Work with data?
  - Etc....

Questions to consider

- What do I NOT do today that I WANT to do tomorrow?
  - Travel?
  - Research?
  - Public service?
  - Teach?
  - Sleep?
  - Get outside more?
  - Etc....

Explore with your own interests

- Explore yourself first
- String together your own key words into google and see what pops up!

Do your personal assessment BEFORE you start looking for a job!

It’s important to recognize what will meet your personal life goals and will make you happy BEFORE you look for a job.

What do you do next?

Assessments
- Self assessments
- Career assessments

Elements of Ideal Career

(As described by participants in CPCVM Career Transition Workshops)
- Fulfilling
- Challenging
- Professional Growth
- Advancement
- Work/Life Balance
- Salary
- Benefits
- Security
- Valued in society-Respected
Elements of Ideal Career
(As described by participants in CPCVM Career Transition Workshops)

• Variety
• Resourced
• Good hours
• Flexibility
• Meaningful
• Animal interaction
• People interaction
• Leadership opportunity
• Free time - vacation/holiday

Elements of Ideal Career
(As described by participants in CPCVM Career Transition Workshops)

• Employability
• Travel
• Transferability
• Location
• Cohorts/Peers
• Great Leadership
• Significant purpose

You may not know what career path you want right now, but you DO know what’s important to you.

ASSESSING THE RIGHT ENVIRONMENT

What kind of a team to you want to be a part of?

When ‘I’ is replaced by ‘we’

Even ‘illness’ becomes ‘wellness’

Scott Isaacs MD
WHAT OTHER KINDS OF THINGS CAN I DO?

What can you do?

• What do you enjoy?
  • Like to teach? Learn new things?
    ▪ Adjunct faculty
    ▪ Tutor
    ▪ Short term international contracts
  • Like to write?
    ▪ One veterinarian started a company writing newsletters for clinics
    ▪ Blog and sell ads on your webpage

What can you do?

• Have an expertise? – Consult
  ▪ Travel (paid by someone else 😊)
  ▪ Can do a lot by email
• Have an idea? May be a healthy distraction and supplement to private practice, or lead to a new career.

Career Transition Success – “Goats, travel”

New business created - Got order from Brazil through Novagen Genetics for thousands of doses of caprine semen.

MUCH THANKS, MUCH ENCOURAGEMENT, YOU KNOW NONE OF THIS WOULD HAVE HAPPENED AS QUICKLY WITHOUT YOUR HELP!!!

Dr. Michael Jacobs

ALTERNATIVES TO PRIVATE CLINICAL PRACTICE

Evolution of the Veterinary Profession

Horses
Livestock
Companion Animals

A possible new point of transition in the future ???
AVMA 2020 Vision Report

Veterinarians will be...

"Operating in a global context, recognizing the critical contribution that US veterinarians play internationally including global health, trade, food safety and security, and education."

Veterinary Workforce Studies

Veterinary Public Practice

Essentially:
All veterinary practice excluding fee-for-service private practice veterinary medicine

Veterinary Public Practice

“A new form of veterinary practice emphasis that encompasses public health, epidemiology, food safety, infectious diseases, zoonotic diseases, basic sciences, laboratory animal practice, veterinary college faculty, and practices supporting human health.”

- American Association of Veterinary Medical Colleges

The Scope of Public Practice

- Private practice veterinarians → focus is usually at an individual or herd level,
- Public practice veterinarians → potential to impact major animal populations at state, national or worldwide levels.

Public Practice Disciplines

- Animal welfare
- Aquatic medicine
- Biomedical research and engineering
- Conservation medicine
- Emergency preparedness and response
- Environmental health
- Epidemiology
- Food safety and defense
- Food security
- Global health
- Human-Animal bond/Interactions
- International Vet Med
- Lab animal medicine
- Nutrition
- Pathology
- Pharmaceuticals, biology, and diagnostics
- Public health
- Public policy
- Veterinary economics
- Wildlife and veterinary medicine
Employment Opportunities

- Academic institutions
- Corporations and Industry
- Government agencies (local, state, federal)
- International organizations
- Military
- Non-profit organizations
- Professional associations
- Create your own

Non-Private Practice Trend Projections

Trends in Veterinary Medicine in Private Industry

- Trends affecting private industry suggest that hiring of veterinarians is poised to grow
- The high salaries offered in industry are suggestive of a strong demand for veterinary expertise for which there is a true shortage

Trends in Veterinary Medicine in Academia

- Desperate need for trained graduates for faculty positions
- Trends suggest that the academic veterinary community will not meet its own needs

Corporate Compensation Ranges

Emerging Public Practice Opportunities

- “One World One Health”
- Disease surveillance
- Risk assessment/modeling
- Emergency preparedness/response
Emerging Public Practice Opportunities

- Food safety/security/defense
- Laboratory/diagnostics
- Research and development
- Conservation medicine

Emerging Public Practice Opportunities

- Animal welfare
- Biothreat reduction
- Global trade
- International consultation and veterinary capacity building

New Opportunities:
Emerging Infectious Diseases

New Opportunities:
Climate Change and Food Security

New Opportunities:
Antimicrobial Resistance

Exploring Veterinary career options

- AVMA Career Center: https://www.avma.org/ProfessionalDevelopment/Career/VCC/Pages/default.aspx
- Tons of places to look
- TALK to people!
Career transition workshop comments from practitioners

- “My mind was blown with all that I did not know”
- “The workshop provided opportunities/employment I didn’t even know existed.”

CAREER TRANSITIONING STEPS

Career Transition Steps

Step 1: Self Assessment
- Values, interests
- Personality
- Skills (translation/strengths/gaps)
- Personal inventory

Career Transition Steps

Step 2: Identify Elements/Requirements of Your Ideal Career
- Fulfilling
- Challenging
- Professional Growth
- Advancement
- Work/Life Balance
- Salary
- Benefits
- Security
- Location

Career Transition Steps

Step 3: Research Career Options

Career Transition Steps

Step 4: Research Job Opportunities
- AVMA Veterinary Career Center
- USAJOBS.gov
- Thevetrecruiter.com
- Network
- Ask your friends
Career Transition Steps

Step 5
- Build Professional Portfolio - resume, business cards, web presence, photo

Step 6
- Network - meetings, web discussion groups, professional organizations

How positions are found
- 75% Networking
- 15% Other
- 10% Recruiters
- *2336 - Created Positions


Career Transition Steps

Step 7
- Identify and contact career advisors
  - Find out who has the type of job you want
  - Contact them and find out their career pathway to get where they are
  - Ask them what their ideal candidate would look like if they were to hire

Step 8
- Identify career functions and gain skills
  - What would you need to be know or be able to do?
  - Do you need to gain additional skills/knowledge/experience?

Career Transition Steps

Step 9
- List target entities
  - Possible employers
  - If you are considering starting your own business - determine possible clients
Career Transition Steps

Step 10
• Start job search
  • AVMA Veterinary Career Center
  • USAJOBS.gov
  • Thevetrecruiter.com
  • Network
  • Ask your friends

Step 11
• Join associations/networks
  • American Association of Veterinary Laboratory Diagnosticians

Step 12
• Develop a transition timeline
  • Develop a checklist for what you need to do
  • Establish a timeline for each step

Step 13
• Develop a transition budget

Empower yourself
• Know what you want, know what you need
• Assess yourself early and often
• Get a job if you need one now, but create a career path
• Relax. Your next job is doesn’t have to be your last
• Release your creativity
• Enjoy the ride!

KEY TAKE HOME MESSAGES