

THE VETERINARY RETENTION CRISIS

How do I retain the best Veterinarians?

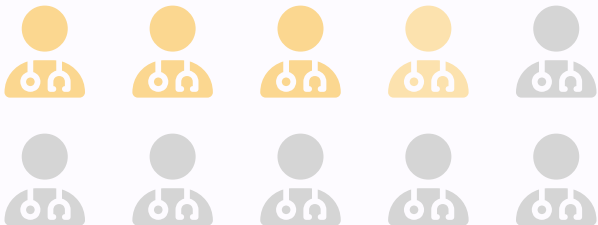
Turnover builds for months before anyone hands in a resignation. Here's what the numbers reveal about why Veterinary teams reach a breaking point. With fewer DVMs graduating than are needed to fill demand, this is the year that building a retention strategy can no longer wait.

1 · A PROFESSION UNDER PRESSURE



Nearly 4 out of 5 practices can't fully staff their teams. When roles sit open, the work doesn't disappear, but lands on the people who stayed.

Nearly 4 of every 10 Veterinarians report “High Levels” of burnout



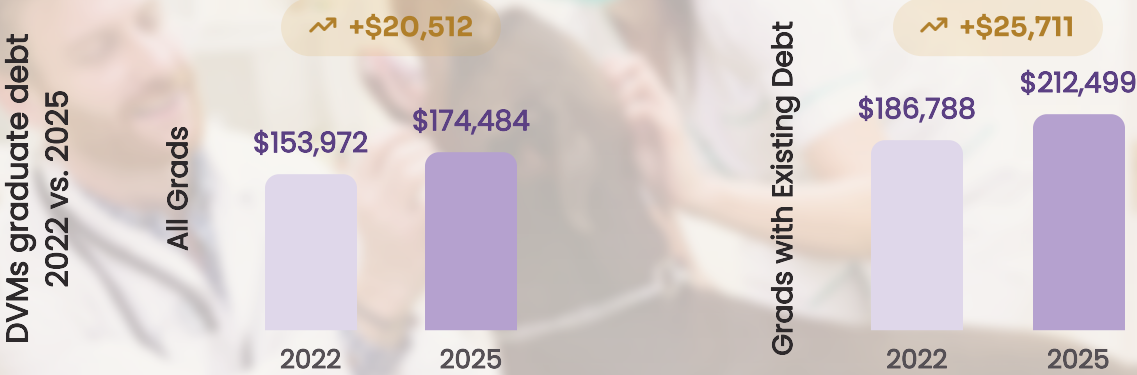
Technician turnover is so frequent it is now treated as routine in many clinics.



Burnout costs the U.S. Vet industry \$1-2 billion per year in lost revenue

2 · THE DEBT BURDEN

New DVMs start their careers deeper in debt

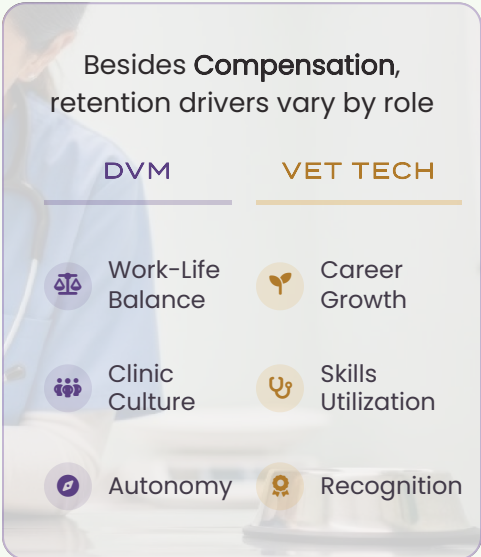
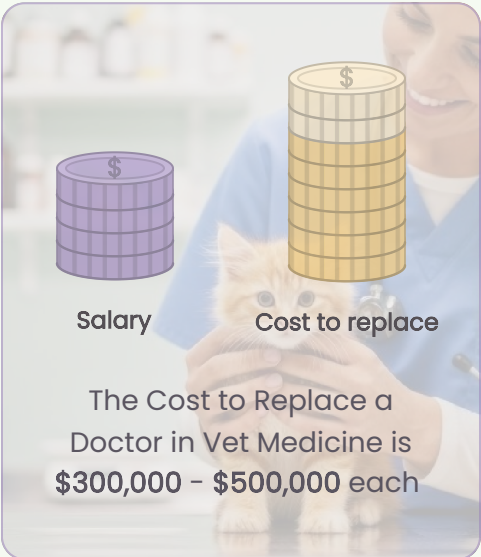
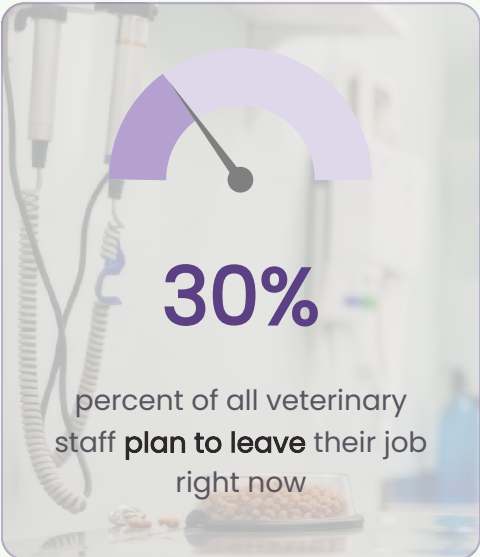


Rising debt makes compensation the top factor for new DVMs, fueling the salary war

3 · WHY THEY LEAVE

The drivers of turnover and its cost

The DVM that submits their notice was looking for 3-6 months. The Vet Tech has felt under-utilized since they started. Pressure builds from staffing shortages that last longer than expected. In voluntary departures, 42% report that their organization could have done something to prevent the resignation.



It costs \$71,000, or 1.5x the salary, to replace a single Veterinary Technician

Retention starts long before the resignation.

Burnout, debt, and shortages are only the surface symptoms. Discover 3 universal laws of veterinary retention, and how to predict who will leave before a Vet staff walks out the door.

READ THE FULL ARTICLE →



Reduce turnover, increase engagement, and build high-performing workplaces with proven employee retention strategies.

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