

The 2025 Veterinary Workforce Outlook

Trends That Will Redefine Hiring and Retention



Introduction

The veterinary industry is standing at a crossroads. By 2025, demand for pet care will outstrip available professionals by nearly 15,000 DVMs nationwide. The future of your practice hinges on how you adapt today. This outlook explores the macro trends shaping veterinary staffing — and how to stay ahead.





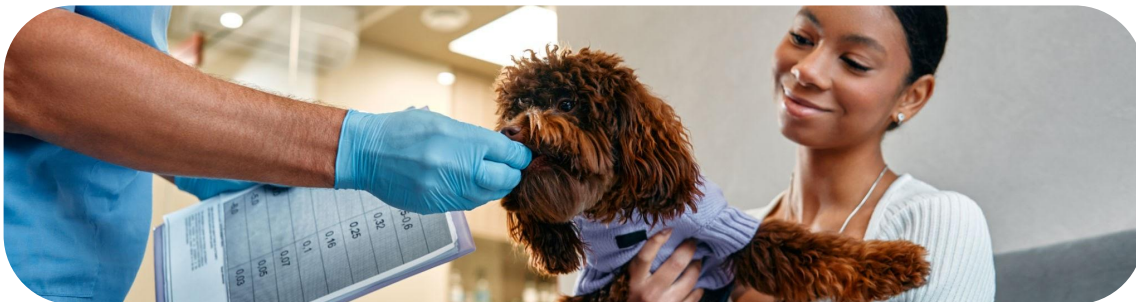
Demand Explosion

- Pet ownership has risen from 67% to 70% of households in just 3 years.
- 43% of pet owners report difficulty finding timely vet appointments.
- This demand surge means clinics can't afford to operate with staffing gaps.



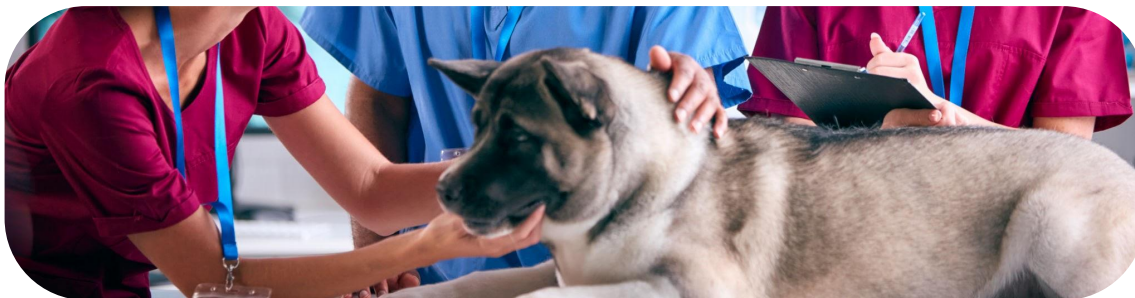
The Shifting Workforce

- Millennial and Gen Z vets prioritize work-life balance over salary.
- Remote tele-triage roles are on the rise.
- Technicians increasingly expect career laddering and CE opportunities.



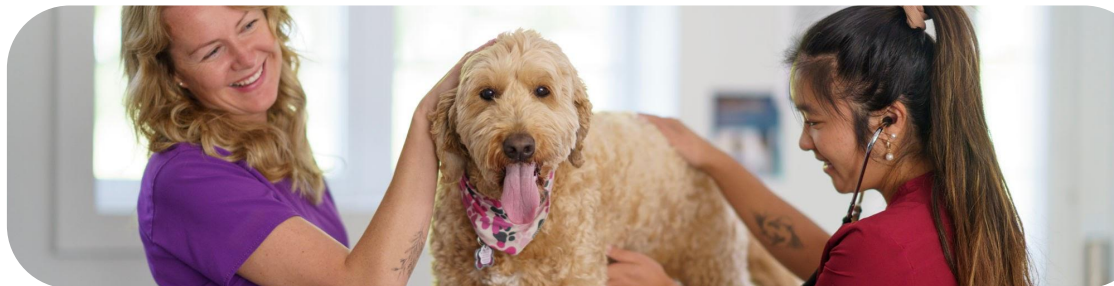
Risks on the Horizon

- Without intervention, turnover among vet techs will hit 40% by 2025.
- Clients may turn to non-vet alternatives (retail chains, telehealth apps).
- Burnout is projected to reduce DVM longevity by 6–8 years.



The Path Forward

- Clinics must adopt flexible staffing models.
- Build loyalty with transparent career paths.
- Partner with staffing providers who actively track market data and adjust pipelines accordingly.

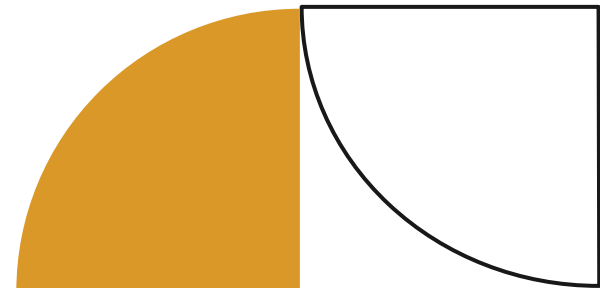




Conclusion —

The future is not about surviving the workforce crisis — it's about thriving through proactive adaptation.

With a nationwide veterinary talent network, we help clinics future-proof their staffing, offering flexible models and deep market expertise to ensure they stay competitive.





Thank you!

