Transforming Equine Practice

AAEP Sustainability Initiative

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Keeping veterinarians in equine practice is perhaps the most significant issue ever faced by the profession.
Attrition Rate from Equine Practice

- Currently only 1.3% of graduates go directly into equine practice, with another 4.5% going into an equine internship

- 50% leave within the first five years.
  Reason: Salary & Lifestyle
Retention Task Force Work

- Identified key stakeholders – students, recent graduates, and practice owners
- Conducted 60+ individual interviews
- Analyzed themes to identify common pain points and desires for each group
Commission on Equine Veterinary Sustainability

- Compensation Subcommittee
- Internship Subcommittee
- Veterinary Students Subcommittee
- Emergency Coverage Subcommittee
- Practice Culture Subcommittee
Compensation Subcommittee

- Comprehensive compensation study
- Development of “small bites” messaging from the survey results
- Fee survey
- Education on business practices to support compensation
- Time tracking survey ongoing
Internship Subcommittee

- Best Practices handbook
- Red flags/Green flags
- AAEP Career Night guidance
- Multiple member webinars, including rollout to practices hosting interns on “Best Practices”
- Revised Internship Hub on the AAEP website in early 2024
Emergency Coverage Subcommittee

- Emergency cooperative
- Emergency only
- Haul in
- Solo practitioner rural/underserved area
- No emergency
- Part-time emergency
- Telehealth
- Client subscription fee
- Relief services
- Vet Tech assistance
Student Subcommittee

- Connect private practitioners with students to share their positive experiences
- Increase the clinical skills training offered at each student chapter
- Develop a speakers’ bureau
- Work with internship subcommittee to provide guidance for students
- Ensuring AAEP Core Competencies guidelines reflect current patient care needs
- Addressing challenges with the faculty advisor role
- More outreach to students prior to veterinary school
Practice Culture Subcommittee

7 Pillars Program

- Intangible Benefits
- Physical & Mental Safety
- Connection and Community
- Mattering at Work
- Professional & Personal Life
- Communication
- Opportunities for Growth
Peer-Peer Networking/Mentorship
Now What?

• Increase member awareness
• Disseminate resources
• Review metrics - are we making a difference?