

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

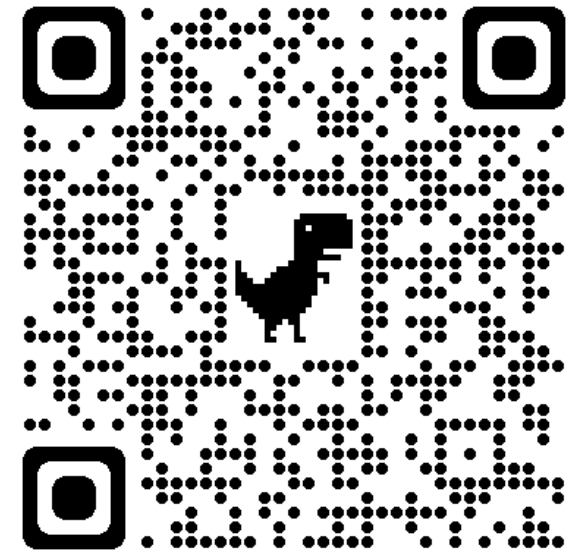
- Identified key stakeholders – students, recent graduates, and practice owners
- Conducted 60+ individual interviews
- Analyzed themes to identify common pain points and desires for each group



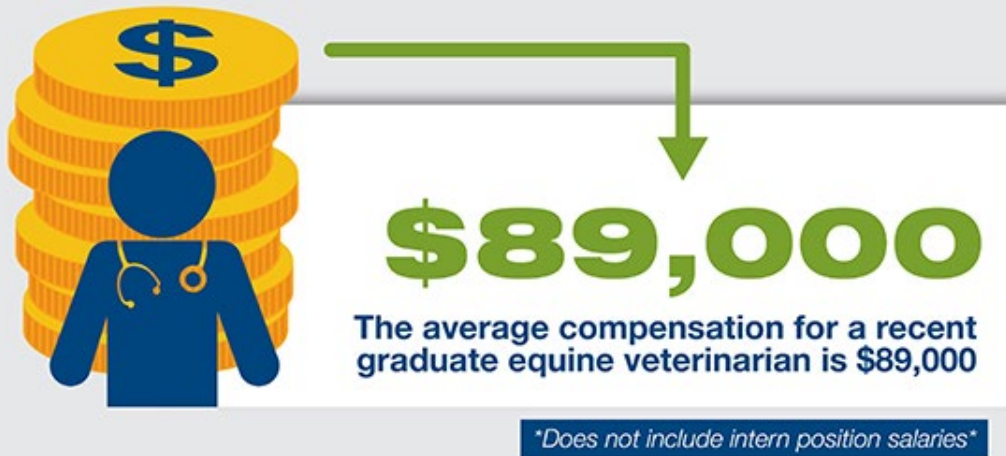
Commission on Equine Veterinary Sustainability



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



AVERAGE COMPENSATION for Recent Graduate Equine Veterinarians



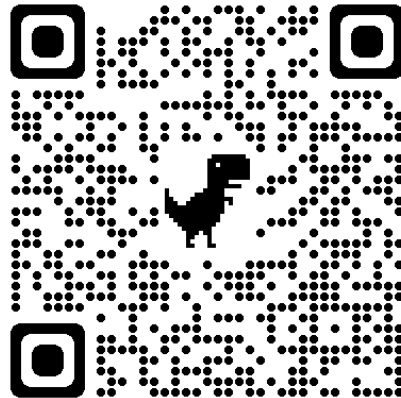
Compensation Subcommittee

- 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

BEST PRACTICES
for AAEP Internship
Program Practices



TRANSFORMING
EQUINE PRACTICE
Developed by the
AAEP Internship Subcommittee 2023



Internship Subcommittee

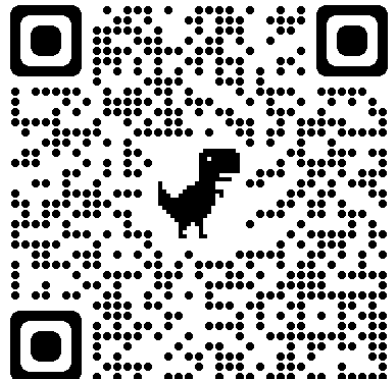
- Best Practices handbook
- Red flags/Green flags
- AAEP Career Night guidance
- Multiple member webinars, including roll out to practices hosting interns on “Best Practices”
- Revised Internship Hub on the AAEP web site in early 2024



Emergency Coverage 2.0: Innovative Strategies to Revolutionize After-Hours Care



TRANSFORMING
EQUINE PRACTICE



AFTER-HOURS CARE: How Horse Owners Can Help Ease the Strain



SAVE
NON-EMERGENCY
ISSUES FOR THE
NEXT DAY



If you have your veterinarian's cell phone number, please be judicious about when you use it and **don't text with non-urgent questions after normal business hours.**

UNDERSTAND THE
HEALTH ISSUES
WHICH REQUIRE AN
AFTER-HOURS CALL



Talk with your veterinarian about the health concerns which should be considered an emergency. **Understanding when a call is needed helps you feel more confident in assessing situations.**

WELCOME THE
VETERINARIAN WHO IS
ON CALL AS IF THEY
WERE YOUR OWN



As veterinarians begin to form emergency cooperatives with other veterinary practices or designate a single member of their team to respond to emergencies, chances are your regular veterinarian won't be the one responding to your after-hours call but that **won't impact the care your horse will receive.**

aaep.org

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

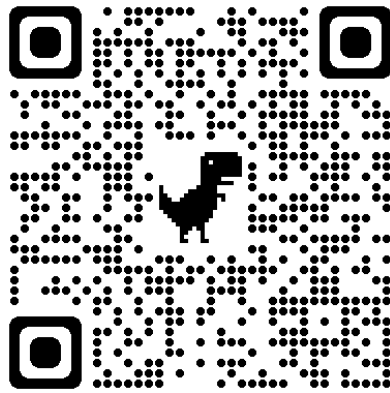
**Building a Thriving Equine
Veterinary Practice:
A Culture Transformation Toolkit**



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?