

**Status Report**  
**Licensed Veterinary Technician Apprenticeship Program**

Prepared in support of  
Washington State Veterinary Board of Governors  
October 15, 2021 Work Session

Prepared by  
Cascade Veterinary Clinics & SkillSource/North Central Workforce Development Council

**Draft apprenticeship standards** – Please see attached. The standards have been revised to date as follows, with additional revisions primarily to curriculum development underway:

- New OJT work processes have been mapped directly to CVTEA Accreditation Policies and Procedures – Appendix I. The work processes are ordered by category. Within each category Cascade Veterinary Clinics has ordered the skills by required competency level, beginning from those requiring basic competency to those requiring advanced competency (see CVC-CVTEA Appendix I crosswalk below). Hours have been assigned to the major work process categories. The term of the proposed apprenticeship is 6,000 hours.
- Instructors will be qualified as a Licensed Veterinary Technician (LVT) and/or Doctor of Veterinary Medicine (DVM), and be a graduate of an AVMA CVTEA or CVMA-accredited program.
- Curriculum development – mapping the curriculum to CVTEA curriculum specified in the CVTEA Accreditation Policies and Procedures is underway (see CVC-CVTEA RSI Crosswalk below). Currently the total required related supplemental instruction (RSI) for the apprenticeship program is 990 hours. Apprenticeship completion requires successfully completing the veterinary technician national examination (VTNE).
- Apprenticeship committee oversight membership will be expanded to eight members and include a total of three employer representatives, plus one external DVM and/or LVT faculty member from an AVMA-accredited institution. The employee representatives will determine employee representation on the committee and will be equal to the total number of employer representatives.
- Apprentice selection procedures have been revised to describe the selection process.
- Equal Employment Opportunity (EEO) Plan objectives have been revised to articulate specific EEO activities to promote and recruit diverse apprentices.
- The initial probationary period for the apprenticeship is 1,000 hours, or one year, whichever comes first.
- Other editorial clarifications concerning disciplinary and administrative procedures have been added, per consultation with Washington State Apprenticeship and Training Council consulting staff.

**CVC-CVTEA Appendix I Crosswalk** – Please see attached. Cascade Veterinary Clinics staff veterinarian staff assigned required competency levels to the CVTEA essential skills on a range of 1 to 4, with 1 requiring basic competency to 4 requiring advanced competency. The spreadsheet also notes where RSI and labs are required.

**CVTEA-CVC RSI crosswalk** – Please see attached. SkillSource staff reviewed CVTEA accreditation course objectives with the proposed CVC courses and identified candidate textbooks offered by AVMA-accredited programs at Washington community and technical colleges and Community College of Denver. This work is ongoing. SkillSource has applied for grant funding under Career Connect Washington to provide a learning management system (LMS) and work process tracking system along with dedicated subject matter expertise to identify and integrate supporting curriculum.

**Response to WSAVT-WSVMA letter to Veterinary Board of Governors dated August 18, 2021** – Please see attached.