



Technician Utilization Engagement + Growth + Productivity

PROMOTE GROWTH

Visit WSAVT.org for information on continuing education, how to become a licensed technician and more.

KNOW THE LAWS

The WSAVT website and the Washington State Department of Health online have all the information you need to keep your team informed on the state's laws.

NOT SURE IF YOUR TECHNICIAN OR ASSISTANT IS A WSAVT MEMBER?

WSAVT members can be licensed technicians, unregistered assistants or students. Sponsor your team members for just \$40 a year per associate.

Website: WSAVT.org/join

VETERINARY TECHNICIAN SPECIALTIES

Specialty technicians are highly valuable and add substantial opportunities for revenue growth in your practice. Supporting your technician in their pursuit for additional education and certification improves your clinic's standard of care and your team's engagement.

Consider the possibilities at:
<https://www.navta.net>

WSAVT SCHOLARSHIP OPPORTUNITIES

As a part of our commitment to our state's veterinary medical professionals, the WSAVT awards 3 scholarships yearly to qualified candidates. See our website on how your interested team members can apply.

Website:
<https://www.wsavt.org/scholarships>

WSAVT CAREER CENTER

Find highly qualified Licensed Veterinary Technicians by posting your job openings to the WSAVT Career Center. Browse resumes using our search function.

Website: <https://careers.wsavt.org/>



An AVMA Study States:

"Results of regression analysis suggested that the typical veterinarian's gross income increased by \$93,311 for each additional credentialed veterinary technician per veterinarian in the practice."

"Results indicated that in 2007, the number of credentialed veterinary technicians per veterinarian in a practice had a significant ($P = 0.02$) impact on gross practice revenue, such that the average veterinary practice generated \$161,493 more gross revenue for each unit increase in the number of credentialed veterinary technicians per veterinarian."

The AVMA has recently formed the AVMA Task Force on Veterinary Technician Utilization to help practices use their teams as efficiently as possible. The AVMA will begin to share the findings at their Annual Economic Summit in October, 2019



Appropriate Utilization

We believe technicians should be utilized to the highest of their abilities, inappropriate utilization of technicians is not only strongly discouraged but often illegal. Per Washington State Law and our State's Practice Act, Licensed Veterinary Technicians are not permitted to diagnose, prognos or perform surgery. Asking technicians or other personnel that are not licensed and not trained on such tasks invites undue stress, burnout, qualified personnel exiting the profession as well as legal consequences. Refer to the state practice guidelines.



Grow your practice's revenue

Increasing your practice's financial performance may increase the potential for growth opportunities

Increase efficiency

Utilizing Licensed Veterinary Technicians and other staff members appropriately allow the DVM to see additional patients

Improve employee engagement

Losing a valued employee will cost your practice \$10,000**

Expand your practice's services

Providing patients comprehensive care for all life stages in one location

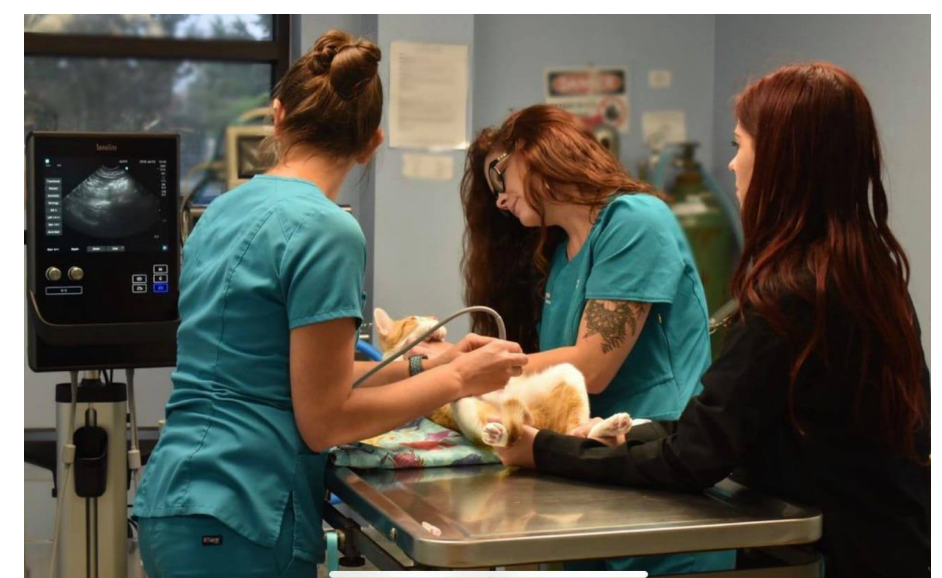


Technician Shortage

Having trouble finding licensed technicians? Us too. The shortage of licensed technicians in Washington State, as well as across the nation, puts limits on how our practices and profession will grow. Both recent studies and direct feedback say that technicians want to be utilized appropriately and compensated accordingly.

Tips to hire and retain Licensed Veterinary Technicians:

Prepare to help them practice as the medical professionals they are
Provide competitive pay & benefits
Support continuing education - for required hours and beyond



What could your Licensed Veterinary Technicians be doing?

Anesthesia: Induction, intubation and maintenance
CORE Dental Procedures (Comprehensive Oral and Radiographic Evaluation)
Centesis: including FNA
Handling controlled drugs: Adminstrating, preparing, packaging, labeling and delivery
Diagnostic procedure analysis: cytologic, fecal, hematology and urinalysis
*See WAC 246-935-050

* <https://avmajournals.avma.org/doi/pdf/10.2460/javma.236.8.846>

** <https://catalystvetpc.com/combata-succumb-high-turnover/>

+ <https://www.avma.org/News/JAVMANews/Pages/190615c.aspx>