



COLTON REDLANDS YUCAIPA
REGIONAL OCCUPATIONAL PROGRAM
Inspiring Possibilities

2016-2017

Veterinary Assistant Advisory

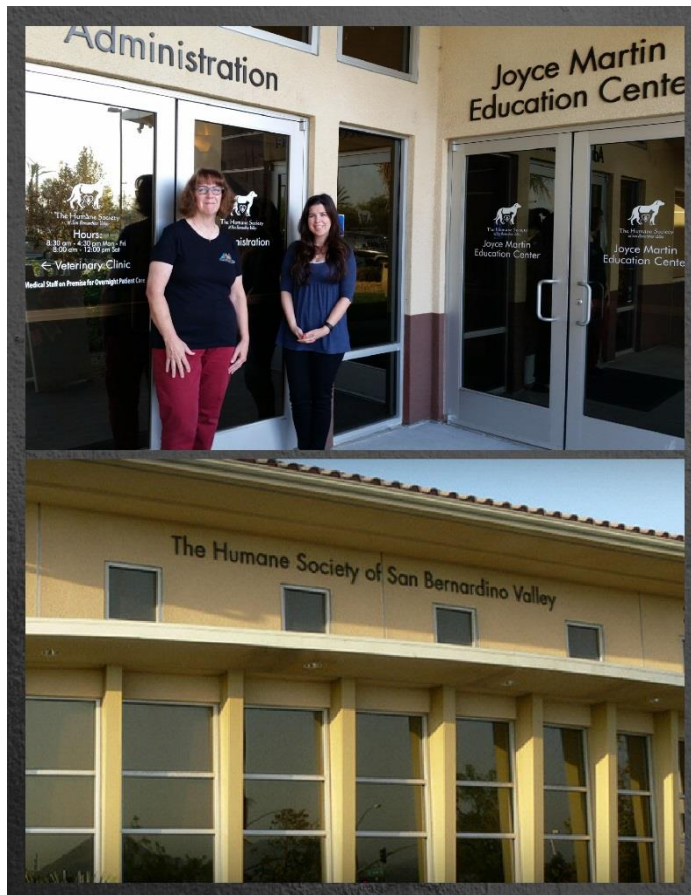


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2016-2017 Veterinary Assistant Advisory *(10/19/2016)*

CRY-ROP piloted several different models of course advisories this year and the Veterinary Assistant instructor had the opportunity to complete a five-hour job shadow with the Humane Society of San Bernardino Valley. This allowed time to discuss current industry practices, skills and education required, not only in the back office setting but in the front office as well.

Question 1

What does your hiring process look like?

Question 2

What interpersonal skills are lacking in today's workforce?

Question 3

What foundational/technical skills are necessary for entry level positions within your industry?

Question 4

What skills/knowledge is being required of new employees to address the latest trends in technology, equipment, regulations, laws, etc.?

Question 5

What skills have become obsolete in your industry due to changes in technology, equipment, regulations, laws, etc.?

Question 6

What types of training, education, certifications, or credentials are desirable for entry level positions in your field?

Industry Advisors

Jill H., Director of Fund Development & Community Outreach, Humane Society of San Bernardino Valley

Eric C., Call Center Personnel, Humane Society of San Bernardino Valley

Frances T., Receptionist, Humane Society of San Bernardino Valley

Dr. Robin D., Manager Veterinary Services, Humane Society of San Bernardino Valley



Agriculture and Natural Resources

Question 1: What does your hiring process look like?

Ads for job openings are posted when resumes and applications are received management begins reviewing applicants and scheduling interviews. Once there has been a successful interview reference checks with previous employers along with background checks are completed before being hired. Both online or paper applications available. Only the most qualified applicants are scheduled for an interview.

We also take applications for volunteers through the website which requires all applicants to be 18 years of age.

Question 2: What interpersonal skills are lacking in today's workforce?

Communication seems to be lacking as it has become more difficult to find individuals who communicate clearly and can follow directions. Strong work ethic and drive to complete tasks is also hard to find. Ability to interact with a diverse client base and the ability to perform phone triage.

Question 3: What foundational/technical skills are necessary for entry level positions within your industry?

Depending on the position within our organization would change the skills needed for an entry level position. For example, for a position with in fund raising and community outreach a new hire would need skills in marketing and fundraising preferably with a college degree, writing skills, communication, and public speaking. For a position as a technician, experience in a veterinary hospital is needed, preferably with handling of animals. Basic knowledge of a medical setting, computer skills, client communication skills.

Question 4: What skills/knowledge is being required of new employees to address the latest trends in technology, equipment, regulations, laws, etc.?

Many positions within this field require current OSHA training, training pertaining X-Ray machine safety, and handling and restraint training. Trade school prepares assistants in computer knowledge (Electronic Medical Records), radiology, and blood machine operation. Assistants and technicians who have been out of school for a while may need training for new technology as it emerges.

Question 5: What skills have become obsolete in your industry due to changes in technology, equipment, regulations, laws, etc.?

With X-Rays going to digital film there is no longer a need to know how to perform dark room developing. With increased technology, there are more skills and knowledge required for entry-level positions. Electronic Medical Records have increased the speed at which paper and file record keeping has become obsolete. Note: Veterinary field seems to be ahead in digital record keeping as compared to the medical field.

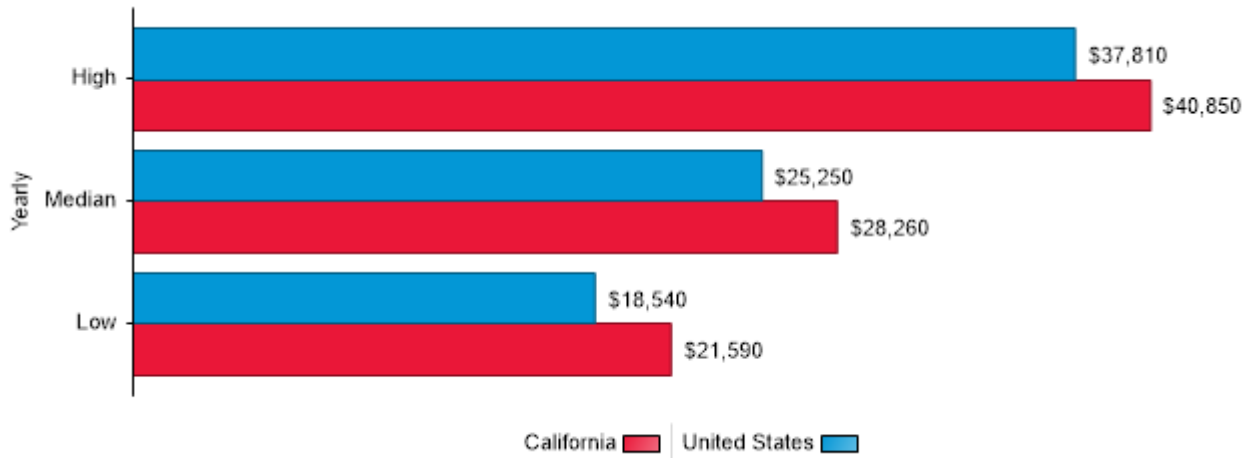
Question 6: What types of training, education, certifications, or credentials are desirable for entry level positions in your field?

A College degree depending on the position applied for within the organization. Marketing classes, Animal science degrees, certification from technician school – Registered Veterinary Technician (RVT), Certified Veterinarian Technician (CVT), and hands on experience through volunteering are all helpful in this field.

Labor Market Information: Veterinary Assistant

<https://www.onetonline.org/>

Yearly Wages for Veterinary Assistants and Laboratory Animal Caretakers in CALIFORNIA

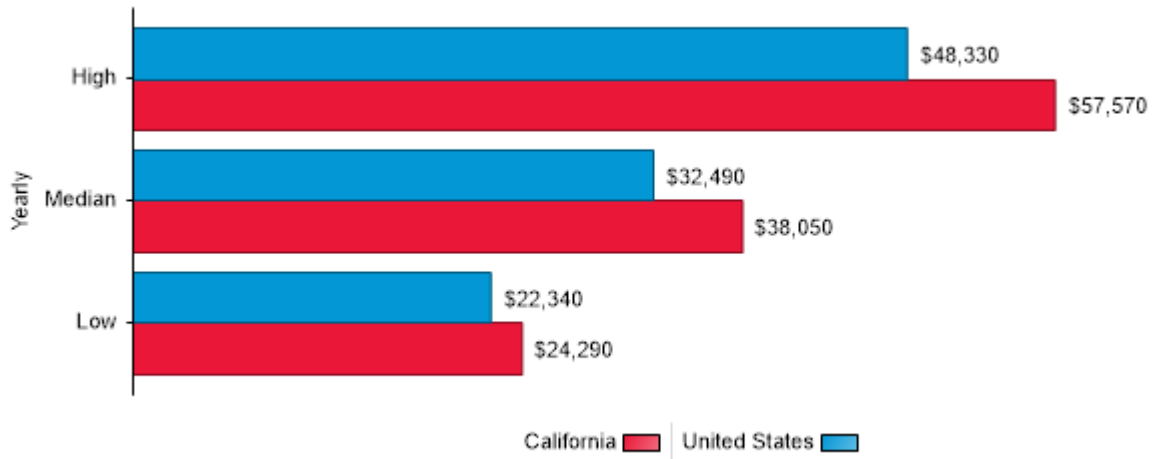


Projected Employment for Veterinary Assistants and Laboratory Animal Caretakers in CALIFORNIA

National	Employment		Percent Change	Projected Annual Job Openings*
	2014	2024		
United States	73,400	80,000	9%	2,190

State	Employment		Percent Change	Projected Annual Job Openings*
	2014	2024		
California	10,600	12,600	+19%	420

Yearly Wages for Veterinary Technologists and Technicians in CALIFORNIA



Projected Employment for Veterinary Technologists and Technicians in CALIFORNIA

National	Employment		Percent Change	Projected Annual Job Openings*
	2014	2024		
United States	95,600	113,600	19%	2,740

State	Employment		Percent Change	Projected Annual Job Openings*
	2014	2024		
California	9,400	12,200	+30%	370