

How can we nurture and retain more veterinary professionals in their chosen field?



Prioritize stress management for mentor and mentee



Create a supportive work environment



Provide mental health coverage and employee assistance programs (EAP)



Have the difficult conversations about finances and how they affect individuals, practices, and pet owners



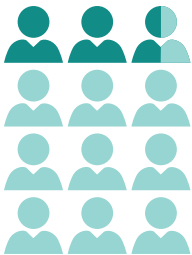
Provide living wages for all team members



Create opportunities for career advancement for more staff members

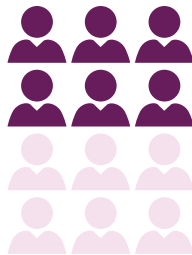
The state of wellbeing among veterinary staff: Finances are a major concern

Clinic staff (apart from practice managers) reported lower overall job satisfaction rates than the general US adult population



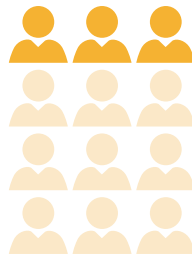
20%
of clinic staff

reported experiencing serious psychological distress



50%
of staff

reported feeling dissatisfied with their income



25%
of clinic staff

reported needing to work a second job to make ends meet

The state of wellbeing among younger, less experienced veterinarians: Mentoring can make a huge difference here

Mentoring can make a huge difference here



Job satisfaction and wellbeing in veterinarians were reported to be lowest in younger, less experienced veterinarians



Serious psychological distress was highest in veterinarians aged 34 and younger (17%)



Veterinarian wellbeing was inversely proportional to their degree of student debt

1. Merck Animal Health Veterinary Team Wellbeing Study II. 2023. www.merck-animal-health-usa.com/offload-downloads/2023-vet-team-wellbeing-presentation
 2. Merck Animal Health Veterinary Wellbeing Study IV. 2023. www.merck-animal-health-usa.com/offload-downloads/2023-vet-wellbeing-presentation