



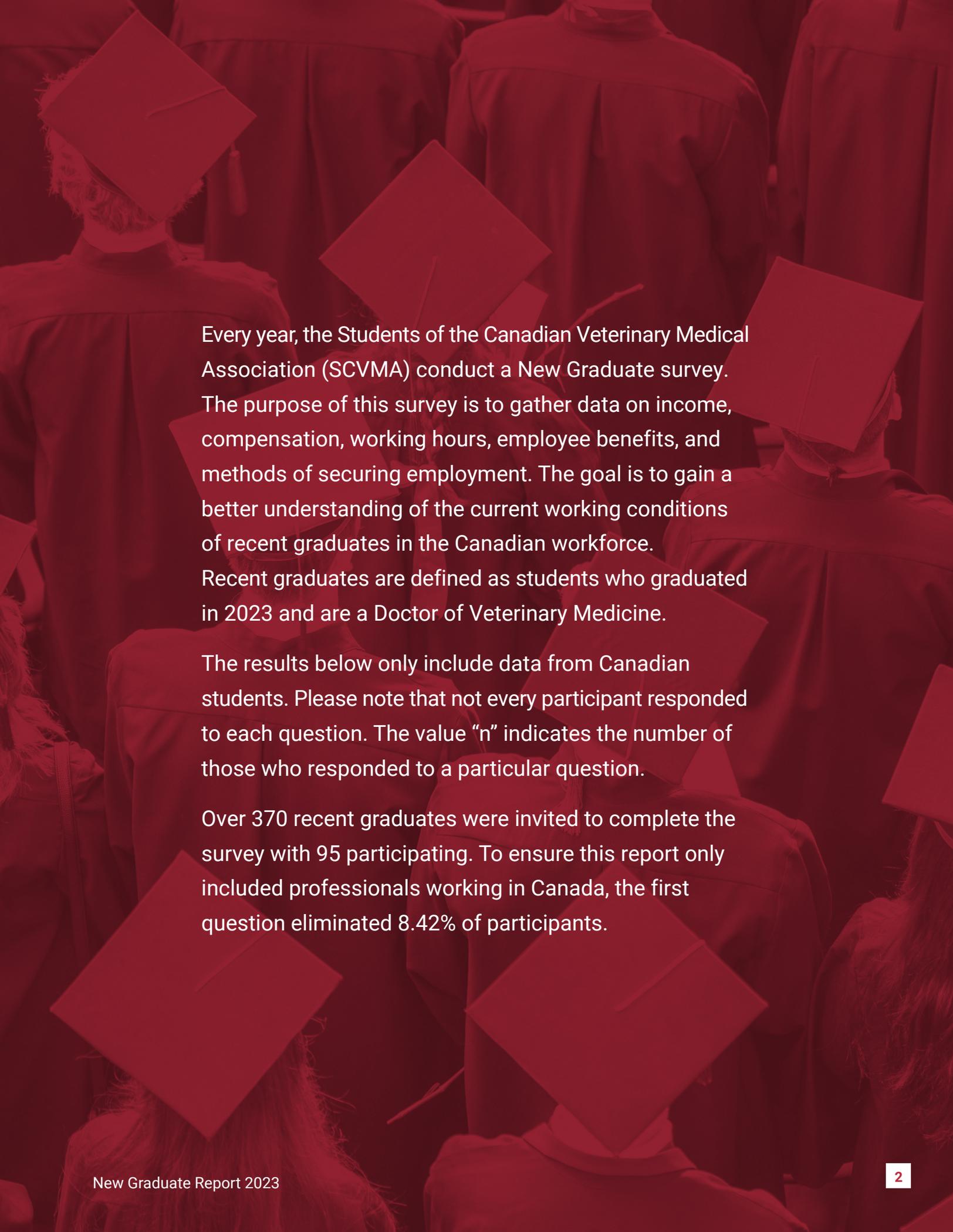
New Graduate Report

CLASS OF 2023



SCVMA • CEACMV

**Students of the CVMA
Comité étudiant de l'ACMV**



Every year, the Students of the Canadian Veterinary Medical Association (SCVMA) conduct a New Graduate survey. The purpose of this survey is to gather data on income, compensation, working hours, employee benefits, and methods of securing employment. The goal is to gain a better understanding of the current working conditions of recent graduates in the Canadian workforce. Recent graduates are defined as students who graduated in 2023 and are a Doctor of Veterinary Medicine.

The results below only include data from Canadian students. Please note that not every participant responded to each question. The value “n” indicates the number of those who responded to a particular question.

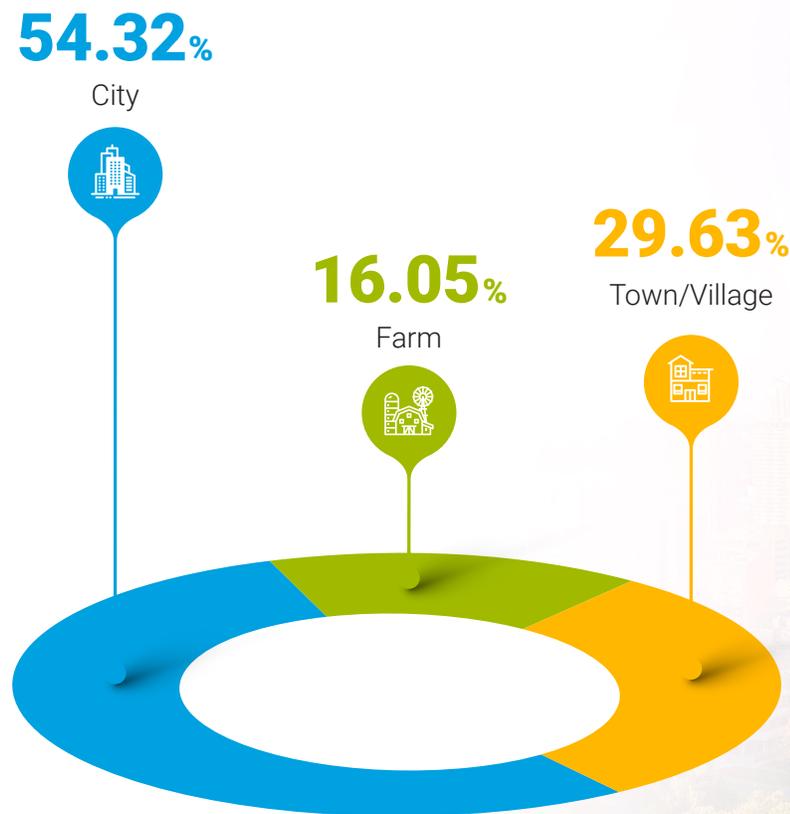
Over 370 recent graduates were invited to complete the survey with 95 participating. To ensure this report only included professionals working in Canada, the first question eliminated 8.42% of participants.

Demographics

Respondents were asked to choose the location that best described where they grew up. 16.05% grew up on a farm, 29.63% grew up in a town with a population less than 50,000, and 54.32% grew up in city with a population greater than 200,000 (n=81).

Figure 1:

Location Where Respondents Grew Up (n=81).

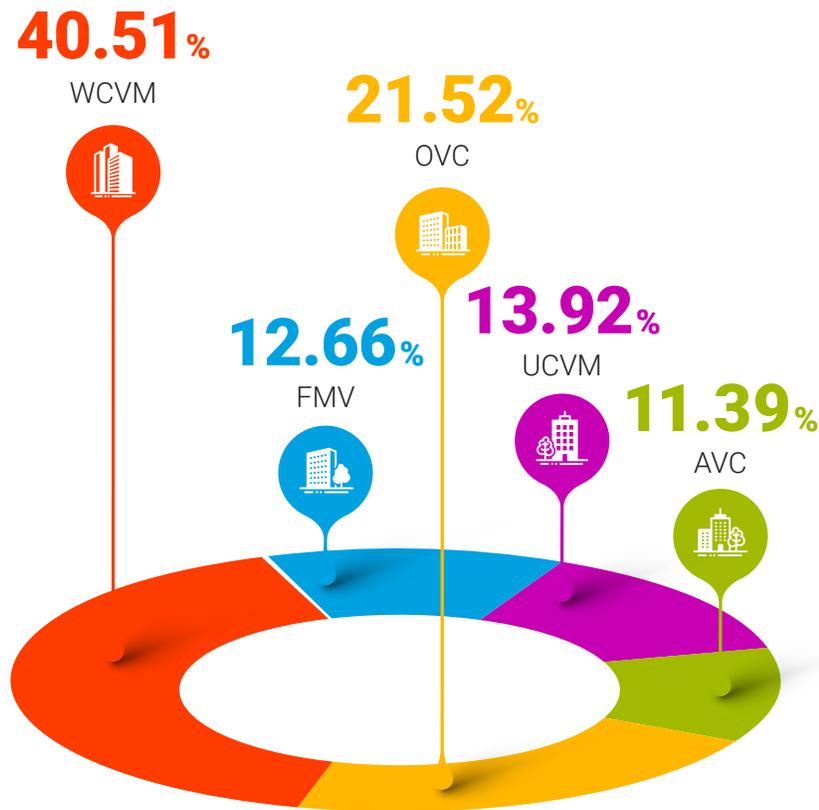


Demographics cont.

The majority of respondents graduated from the Western College of Veterinary Medicine (WCVM). Of the 79 respondents to this question, none indicated they attended a veterinary college in Canada as an International student.

Figure 2:

Graduating College (n=79)



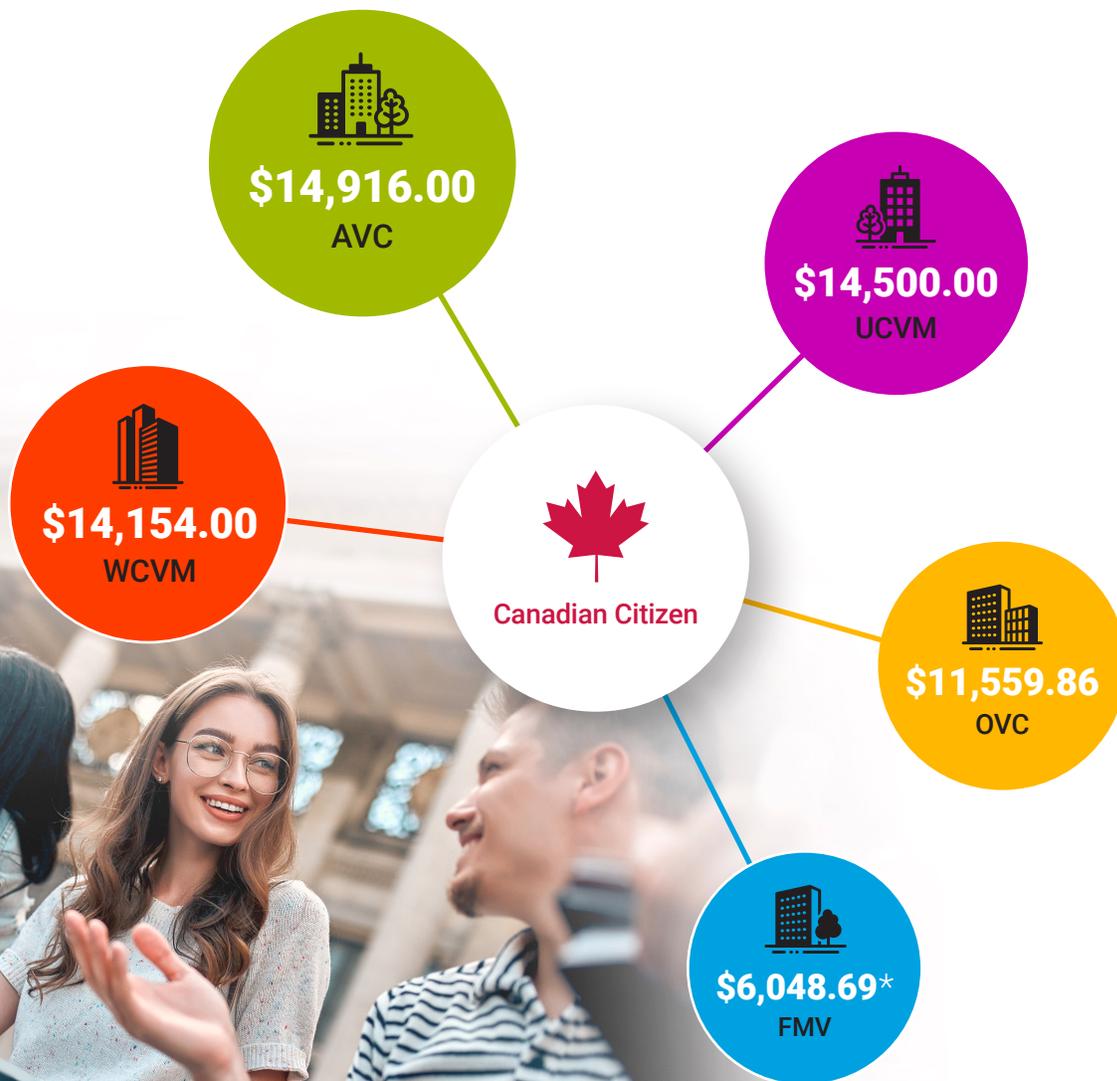
Tuition and debt

Table 1 lists the approximate annual tuition cost (in CAD dollars) for full-time DVM students for each veterinary college in 2023.

Table 1:

Education Costs by Province

These costs do not include fees since they vary college to college.



*Tuition fees for Quebec students

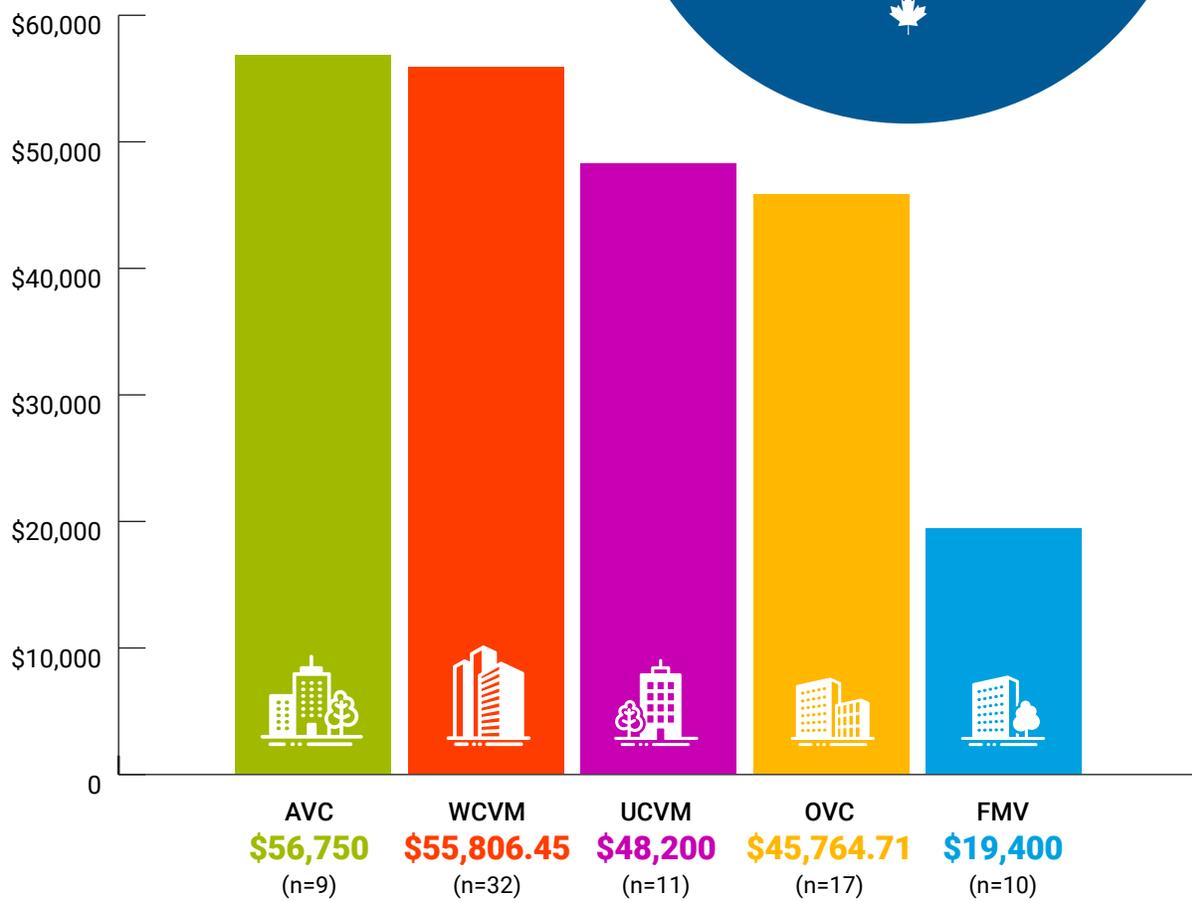
Tuition and debt cont.

Table 2:

Balance of student loans (n=78)

The national average balance of student loans upon graduation from a veterinary college in Canada was

\$45,184.23

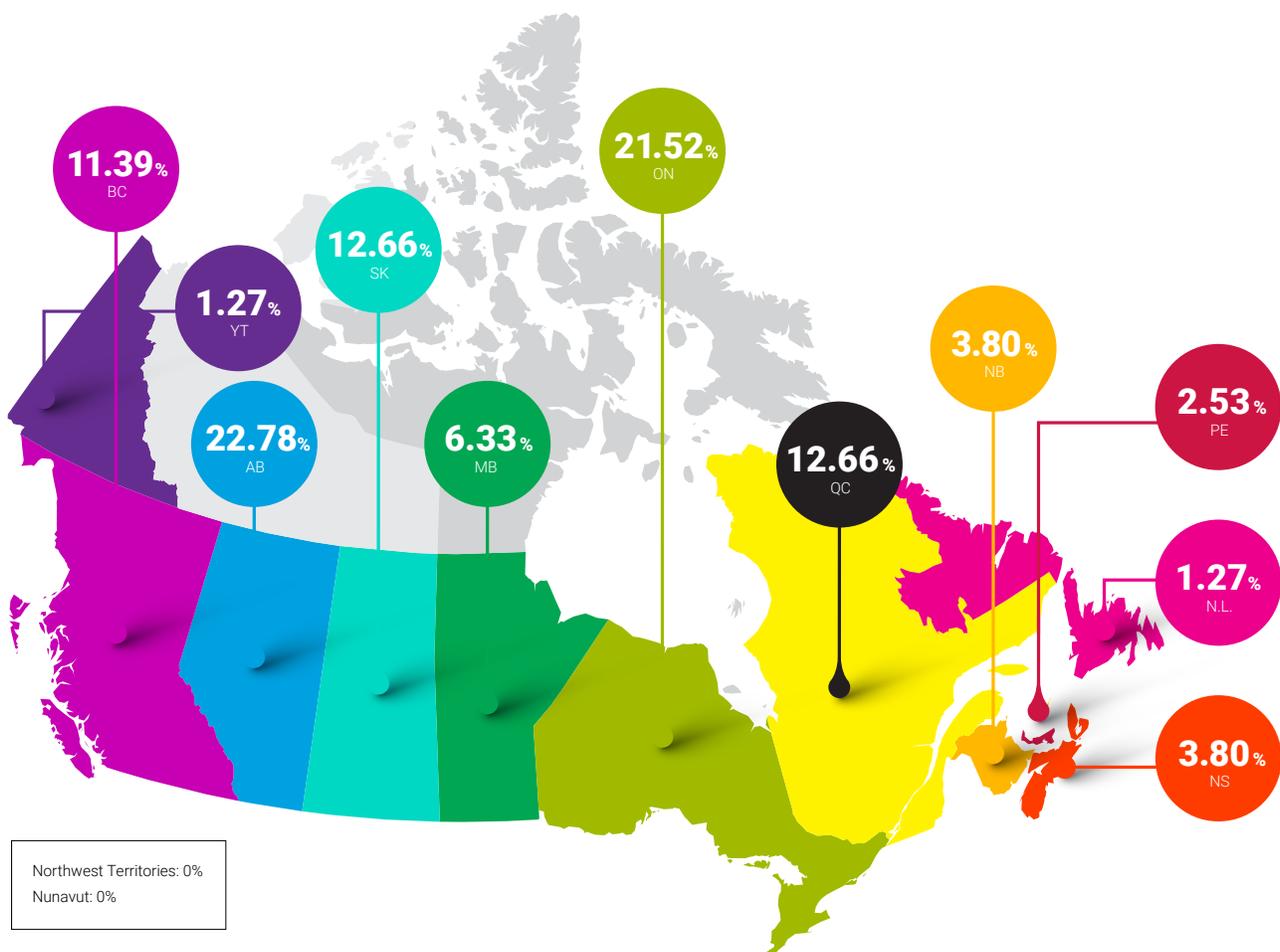


Income and compensation data

To gain an understanding whether recent graduates (Figure 2) are currently employed in the same province that supported their education, we asked participants to select the province they resided in when they applied to veterinary college, and their current province of employment (n=79 and n=63 respectively).

Figure 3:

Province of Application (n=79)

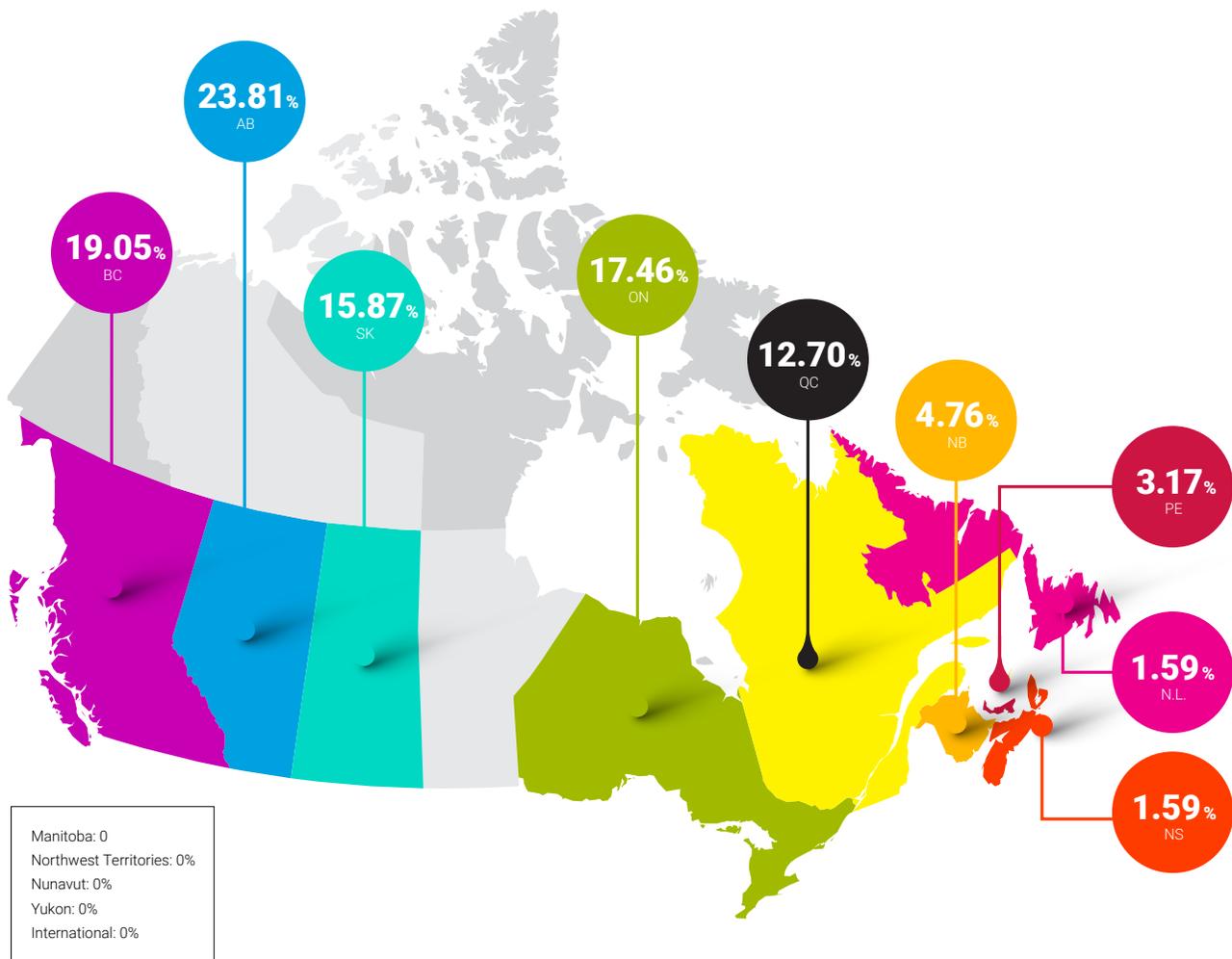


*Due to rounding, percentages may not always appear to add up to 100%

Income and compensation data cont.

Figure 4:

Province of Employment (n=63)



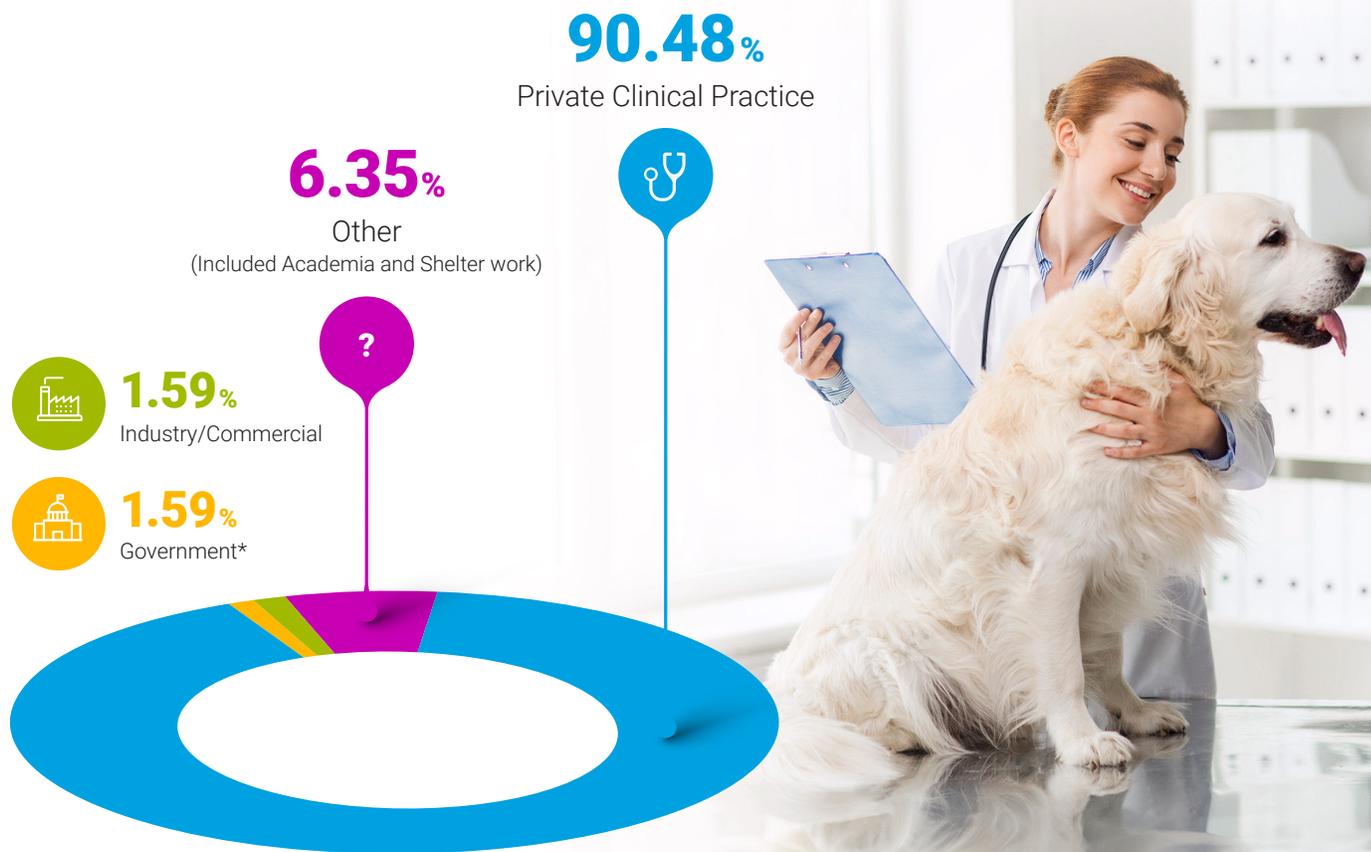
Respondents not engaged in internship or residency (n=62) indicated a mean annual base salary of \$105,193.55. For those graduates currently employed in residency or part of an internship (n=14) the mean annual base salary was \$51,857.14.

Employment data

Participants were questioned about their current positions, search methods, securing employment and other various queries. Figure 5 shows the employment type within the veterinary profession. Most graduates are employed in a private/clinical practice.

Figure 5:

Type of Employment (n=63)



*Government: Federal, Provincial, Territorial or Municipal

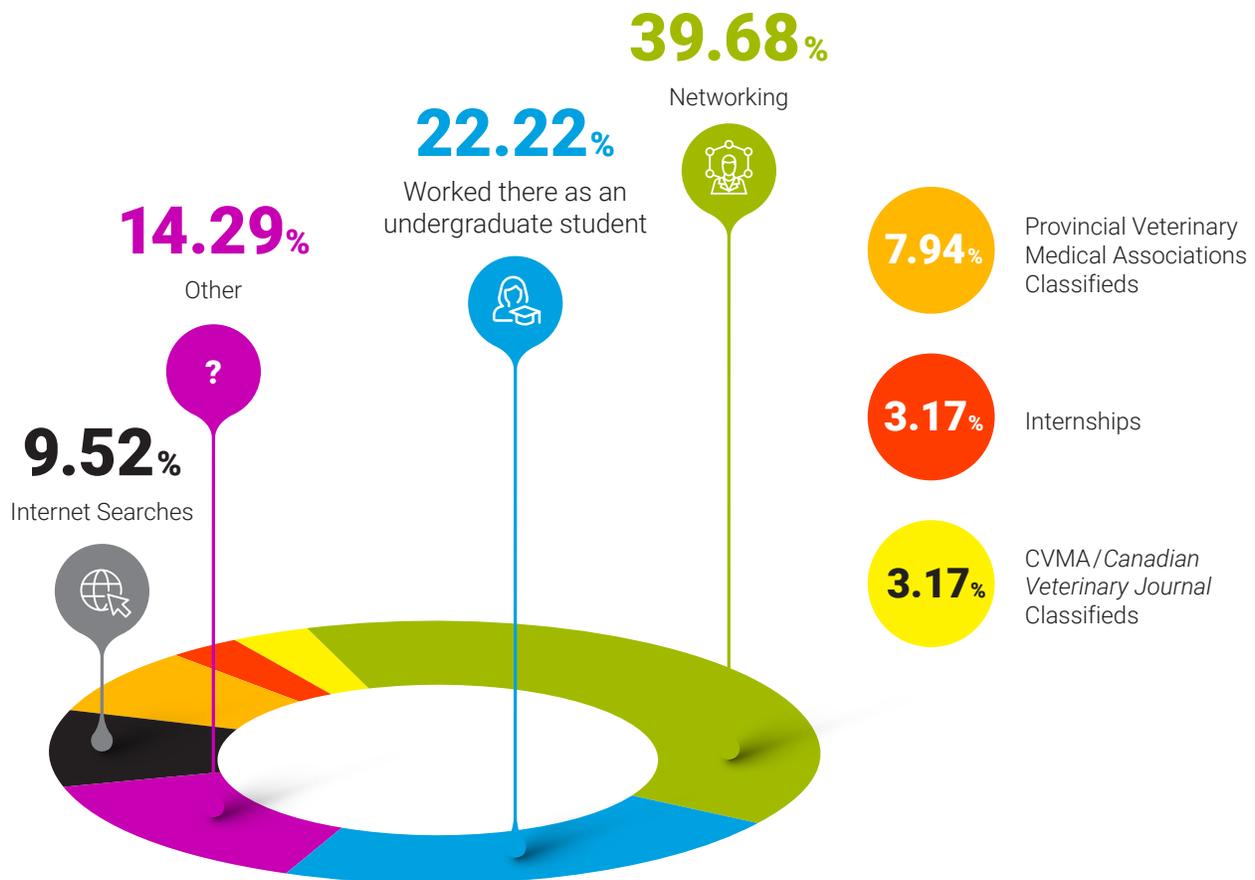
**Due to rounding, percentages may not always appear to add up to 100%

Employment data cont.

Of those employed, 85.71% secured employment before graduating. The most popular search method that helped recent graduates secure employment was networking and working with the employer as an undergraduate student. Other search methods included internet searches, Provincial Veterinary Medical Associations Classifieds, Other, CVMA Classifieds (n=63)

Figure 6:

Method of Employment Search (n=63).



*Due to rounding, percentages may not always appear to add up to 100%

Employment data cont.

Out of 62 respondents to a question on job satisfaction, 51.61% were very satisfied with their current position, 37.10% were satisfied, and the rest (11.29%) were either neutral, dissatisfied or very dissatisfied.

Out of 75 respondents to a question on career path, 90.67% of new graduates were following the same career path they intended upon graduating from veterinary college. Reasons that influenced one to change career paths included: Changes to professional interest, lack of relevant employment, changes in my personal life and finally lack of mentorship.

Graduates were asked to describe the three top challenges they've encountered as a recent graduate. The majority of respondents described issues surrounding client communication, lack of confidence, and time management.



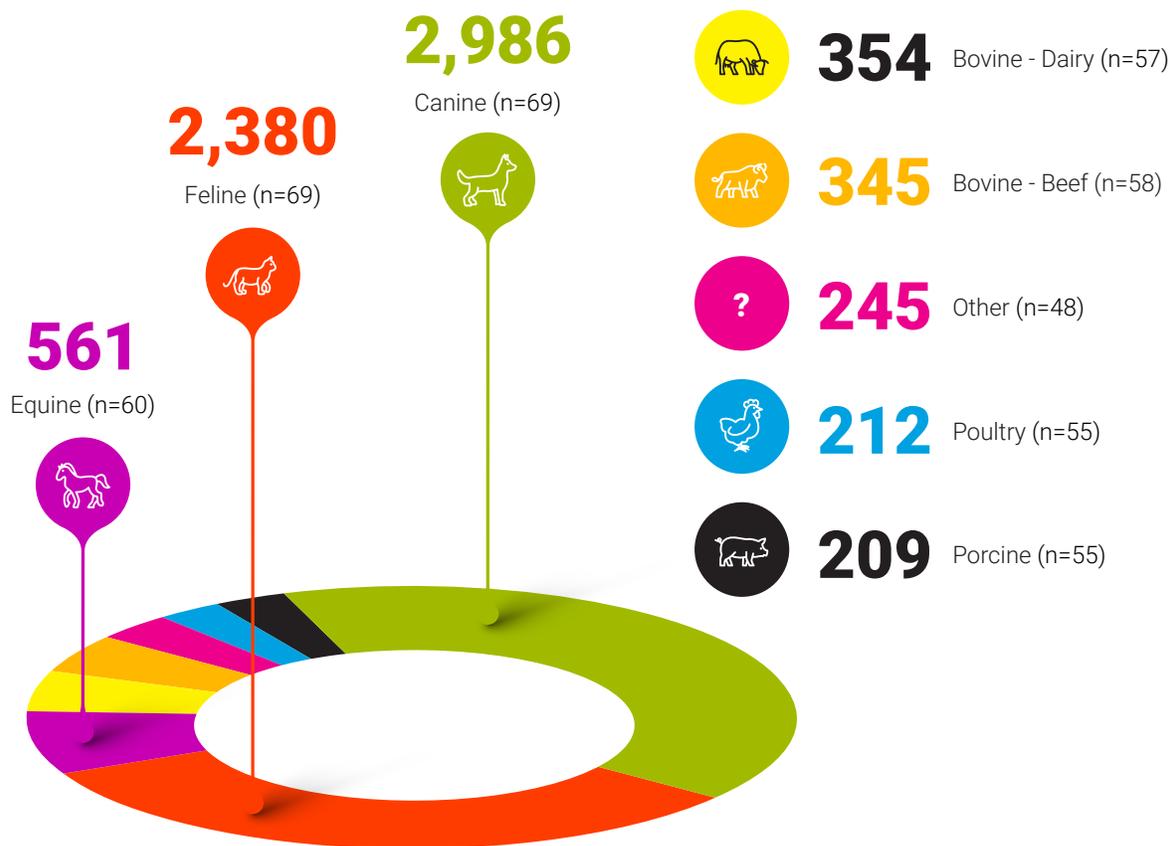
Working conditions

New graduate veterinarians worked an average of 45 hours per week (n=76). The results also showed they worked with an average of 7 full-time veterinarians and 3 part-time veterinarians, though answers were quite variable.

The figure below indicates the amount of time respondents spend treating various animal species.

Figure 7:

Number of Hours Worked with Various Species (n=75)

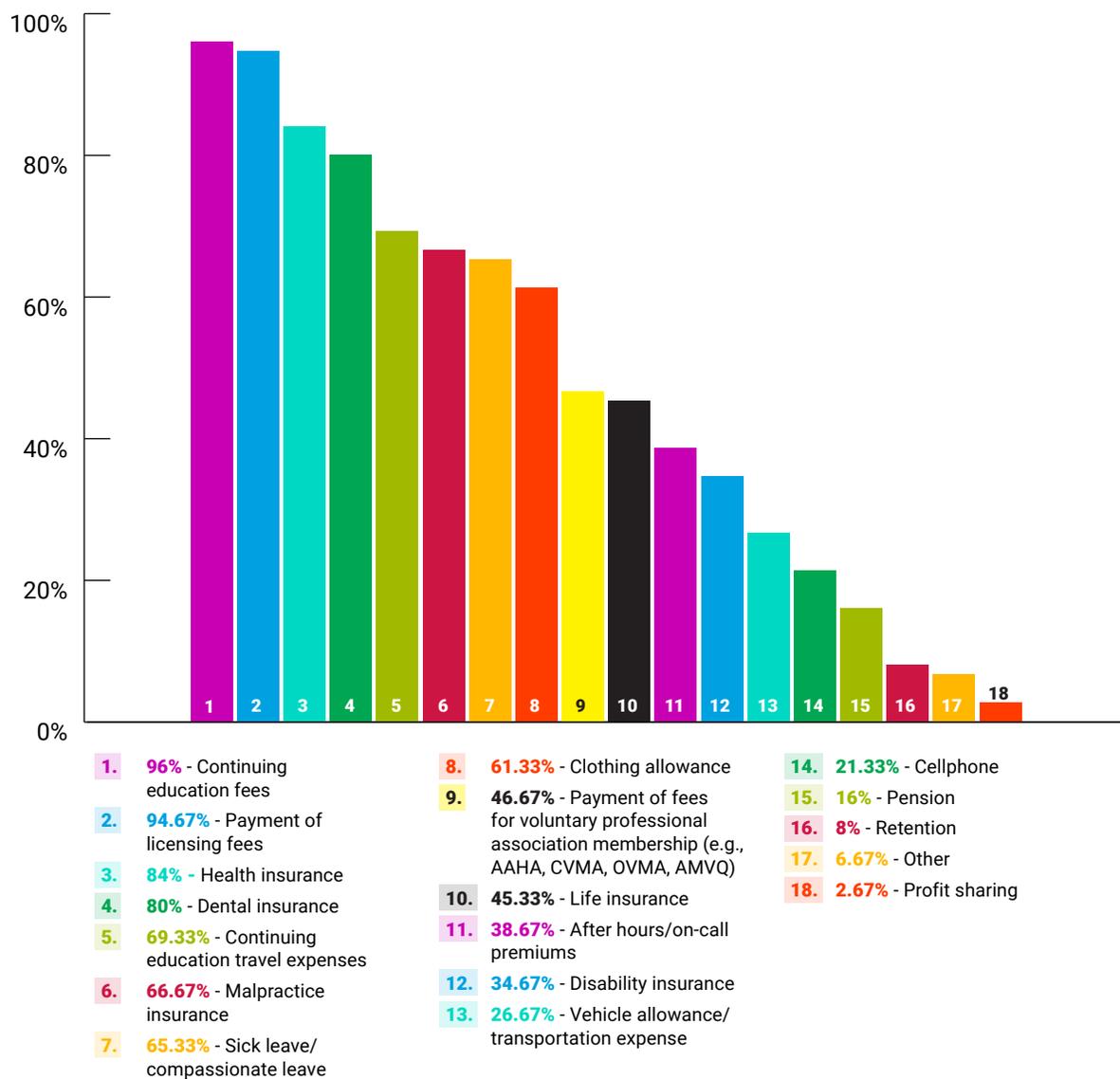


Working conditions cont.

In addition to their method of compensation, participants were asked to select which professional benefits are offered by their employer. The majority had their licensing fees paid (94.67%).

Figure 8:

Benefits Commonly Offered By Employer (n=75)



Other

All recent graduates are members of the CVMA, however we wanted to know which other professional organizations graduates were members of. Of the 75 who answered the question (some made more than one selection), 17.33% are members of the Ontario Veterinary Medical Association, 14.67% are members of the American Hospital Association, followed by 5.33% are members of the Association des médecins vétérinaires du Québec en pratique des petits animaux. In addition, 29.33% answered “Other” and 41.33% that they are not a member of any other professional organization.

On behalf of the Students of the Canadian Veterinary Medical Association, I would like to thank those of the graduating Class of 2023 that took the time to respond to our New Graduate Survey.



Bailey Brazeau
Western College of Veterinary Medicine
Class of 2025