

# MUST BE MORE THAN THIS TECHNICIAN LIFE!

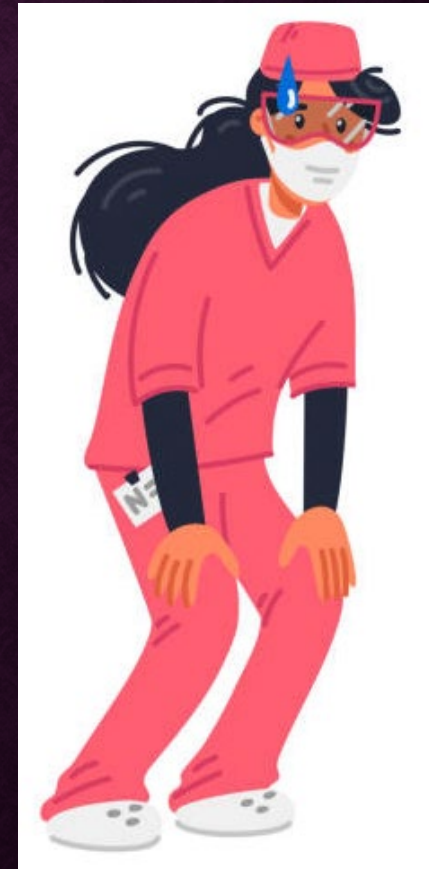
Exploring opportunities outside of your clinic

VANESSA HUIZAR, LVT, VTS (DENTISTRY)

San Antonio, TX



**VTS** DENTISTRY  
RELIEF  
SERVICES



# TURNOVER

- Estimated 25% turnover
  - 1 in 4
- Leave between 5-10 years in the field
- Young workforce
- Can lead to resentment
- Why should I even try mentality



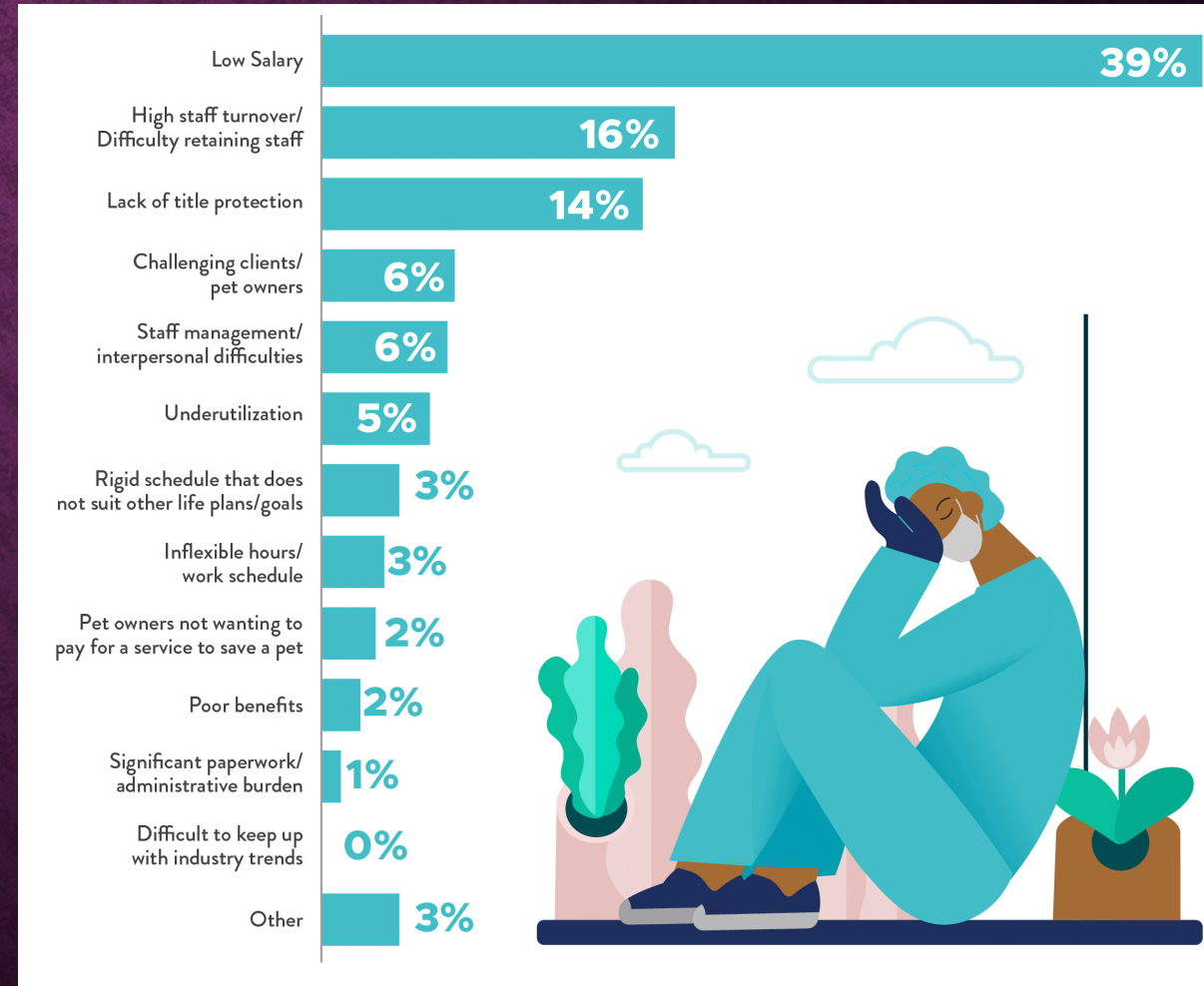
# BURNOUT

- Exhaustion caused by excessive and prolonged stress
  - Mental
  - Physical
  - Emotional
- Can lead to negative feelings towards job
- Decrease in work efficacy/safety
- Feelings that you can't do anything right and it doesn't matter



# WE LOVE WHAT WE DO, SO WHY DO WE FEEL THIS WAY?

- PayScale
- Unreal expectations
- Poor management
- Short staffing
- Lack of training
  - Encouragement
- Lack of communication
- Unfair treatment
- Poor tech utilization
- Ceiling effect
- Time for growth



## REASONS PEOPLE LEAVE VETERINARY MEDICINE

Lack of  
appreciation from  
management

Mental toll pain,  
suffering & death on  
animals has on us

Verbal abuse from  
clients &  
coworkers

Physical stress  
restraint of large  
animals does to our  
bodies

Physical abuse of  
animal bites and  
scratches

Guilt of not being able  
to save them all

Trauma of seeing  
devastating cases

*@not\_another\_vet\_nurse*

# HOW WILL I KNOW IT'S TIME TO START LOOKING?



- Dread going to work
  - And stay that way all day/everyday
- Lack of encouragement to grow
- Abusive behavior
  - NO ONE DESERVES THIS
- You are in demand!



# TYPES OF VETERINARY CAREERS

- General Practice
- Management
- Emergency
- Company Reps
- Specialty
- Relief
- Education
- At home care
- Research
- Consultant
- Telemedicine
- Lecturer
- Scribe
- Zoological



# DUTIES

## **Vet**

Administer treatments, assist in surgery, pre/post operative care, calculate drug dosages, take patient histories, handle and restrain patients, and provide client education. Run anesthesia, perform lab tests, take x-rays, assist in dentals.

## **Vet Tech**

A Vet Tech has all of the same duties as a Veterinarian other than these 4 things that only Veterinarians can do:

1. prescribe medications
2. interpret tests/diagnose,
3. initiate treatment
4. perform solo surgeries.

## **Assistant**

Assistants are quite limited in duties when compared with Vets and Vet Techs. They can Feed and water animals, clean and disinfect cages and work areas, and sterilize equipment. Mainly they assist Vets and Vet Techs.

# EMERGENCY MEDICINE

- Fast paced
- Night/Day shifts
  - Holiday
  - Relief
- Triage
- In-Patient tech
- Wound care
- Bandaging
- Diagnostics
- Client education



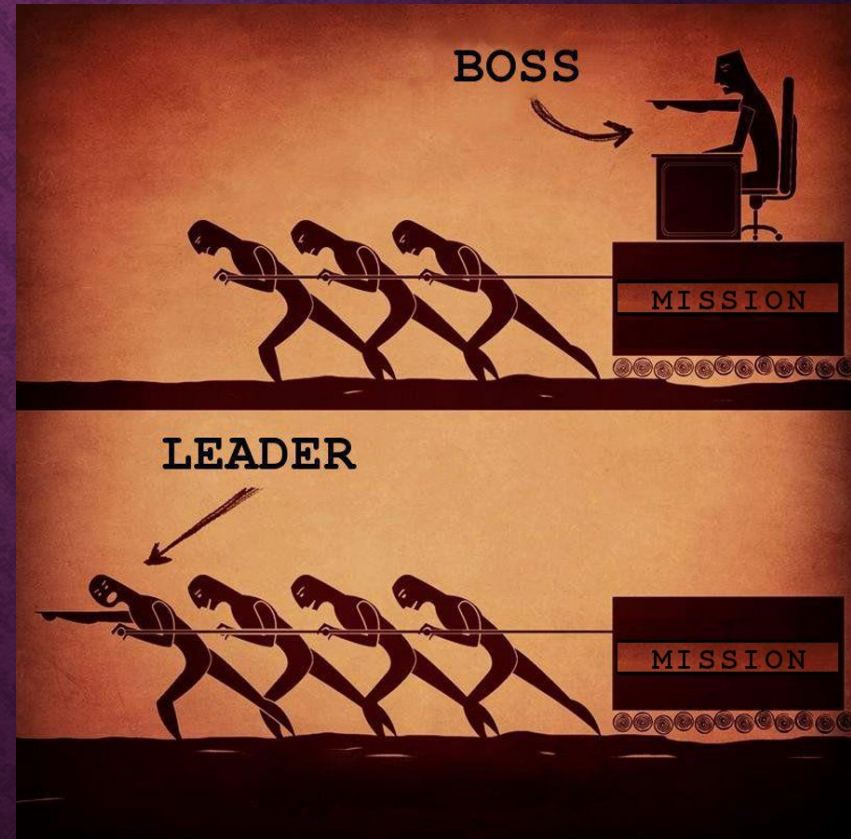
# SPECIALTY MEDICINE

- Give it one year, before you decide it's not for you
- Higher degree of medicine
- Fancy equipment
  - MRI, CT Machine, Fluoroscopy
- A lot of client communication
  - Sicker the patient-crazier the clients



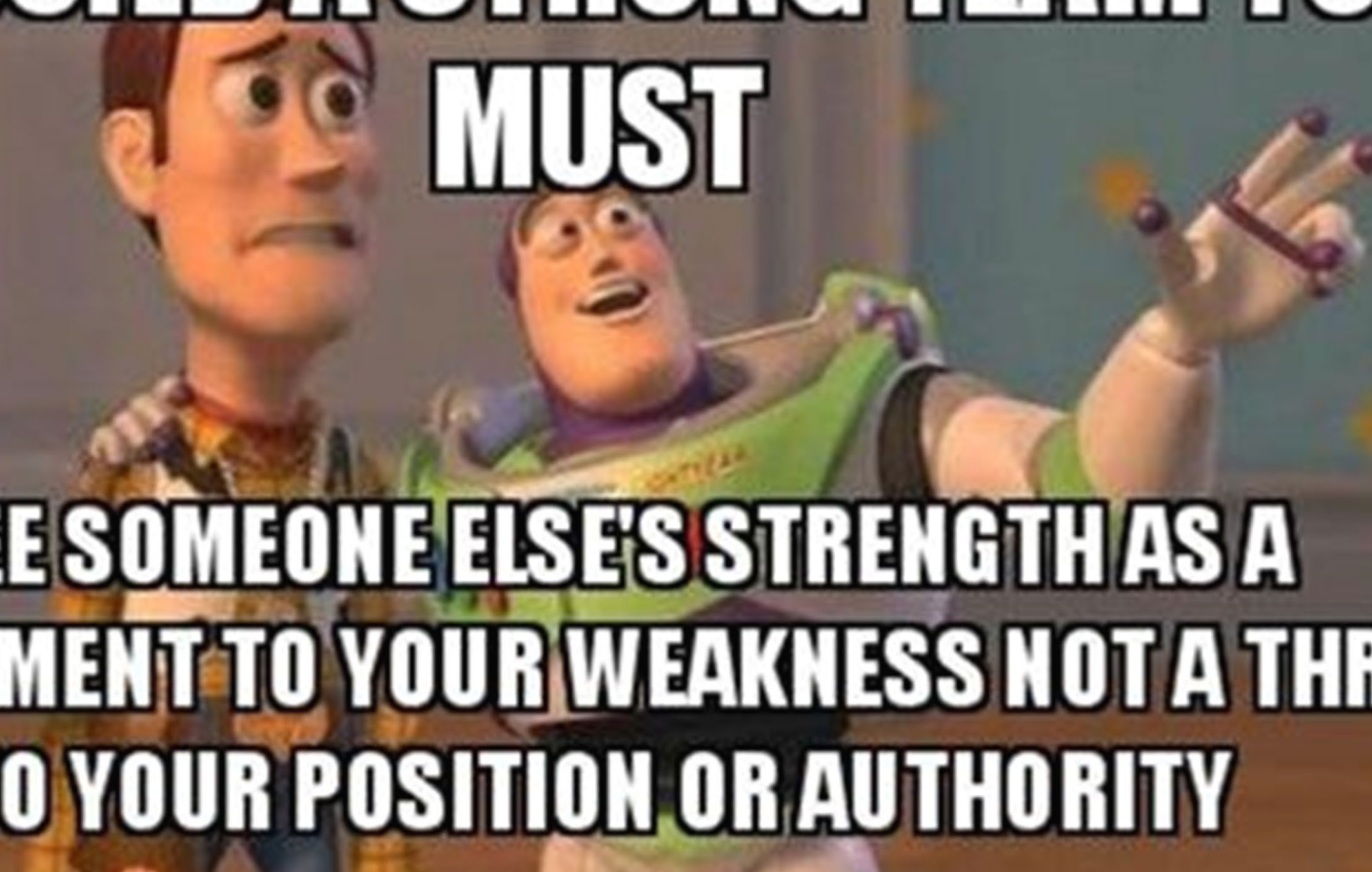
# MANAGEMENT

- Supervisor
  - Lead Tech
- Inventory
- Hospital
- Office
- On floor vs off floor management
- Larger the hospital the more managers there will be
- COMMUNICATION
- Feedback



**TO BUILD A STRONG TEAM YOU  
MUST**

**SEE SOMEONE ELSE'S STRENGTH AS A  
COMPLEMENT TO YOUR WEAKNESS NOT A THREAT  
TO YOUR POSITION OR AUTHORITY**





# ULTRASONOGRAPHY

- Technicians can perform ultrasounds if it is interpreted by a vet
  - Interpretation companies
- Certifications/trainings available
- Travel ultrasonography companies
- Still interacting with pets

# RESEARCH

- The American Association for Laboratory Animal Science (AALAS)
  - Ensure animals are being treated ethically and humanely
- Many different types of animals can be in research
- Veterinary Technicians recognize the human animal bond
  - More compassionate and aware of pain
- Minimal public interaction
- Animal Rights Group



# RESEARCH

- Certification levels based on experience and education
- Assistant Laboratory Animal Technician (ALAT).
  - More husbandry
- Laboratory Animal Technician (LAT)
- Laboratory Animal Technologist (LATG)
- Certified Manager of Animal Resources (CMAR) certification

	ALAT	LAT	LATG
Number of questions	120	155	180
Time limit	2 hrs	2.5 hrs	3 hrs
Anim Hus, Health, Welfare	66–92%	65–91%	50%
Facility Admin & Mgmt	8–34%	9–35%	50%

		Education level			Lab animal work experience (years)
		Current cert. level	HS/ GED or higher	AA/AS or higher	
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\* Work experience must be acquired after attaining the specified certification.

\*\* Option for those without documentation of education level.

# VETERINARY SCRIBE

- Not just typing
  - Locate medical history, previous diagnostics
- In clinic
  - Work Side by side with doctor
  - Chart in real time
- Remote
  - Listening to recordings
- Must be a fast typer





## EDUCATION

- Must be licensed
- Over 200 AVMA Accredited programs
  - In person and Online
- Part time/ Full time
  - Guest Lecturer
- In-person/Online
- Lesson Plans
- Lecturing/Labs
- Student Assessment
- Patience

# TELEHEALTH/PHONE TRIAGE

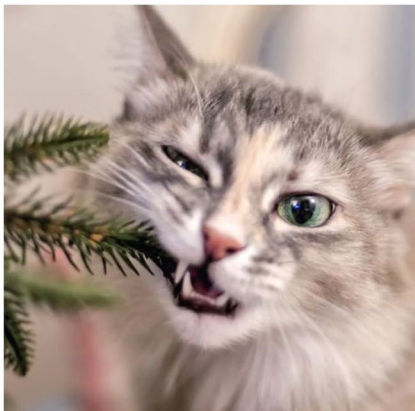
- In Person/Remote
- Triage
  - Cannot prognose/diagnose
  - Refer to Poison Control
  - Schedule appointment
- Can be go between doctor and client
  - Call backs



# POISON CONTROL

- Remote
- Certified technician
- Emergency Experience
- Veterinary Information Specialists
  - Pet Poison Helpline
- Manage potential toxic exposure
- Take full medical histories and phone triage
- High stress moments due client distress
- Help with all species
  - Sugar glider to miniature pigs
- Client education
- Toxicology Training

**ASPCA**<sup>®</sup>  
ANIMAL POISON  
CONTROL CENTER  
888.426.4435



 **PET  
POISON  
HELPLINE**

24/7 Animal Poison  
Control Center

**(855) 764-7661**

# ToxinTails



SEPTEMBER

## Moldy Dinner Scraps Nearly Kill Hungry Dog

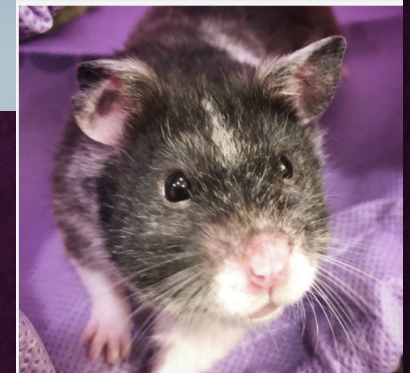
As summer begins to wind down, festive outdoor barbeques transition to indoor crock-pot feasts. After that slowly simmering supper has been served, however, the toxicology experts at Pet Poison Helpline want to warn pet lovers not to leave the leftovers out where an animal can find them.

[READ MORE](#)



APRIL

## Dog Poisoned from Drinking Windshield Cleaner at Gas Station

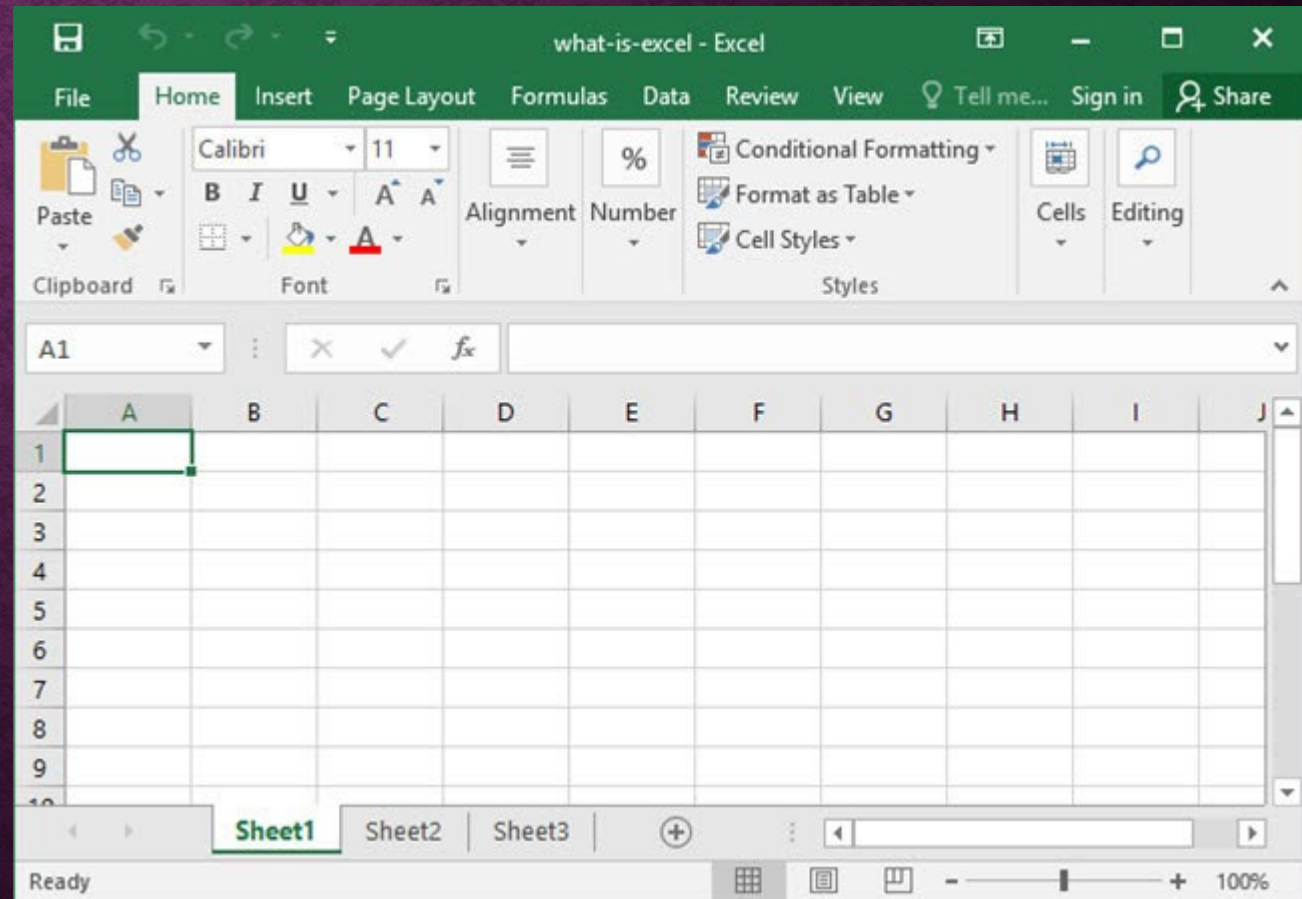


JANUARY

## Hungry Hamster Fills Cheeks with Potentially Deadly Antidepressant

# PROCUREMENT ANALYST

- Computer People Unite
- Work from Home
- Compiling spread sheets
  - Invoices
  - Tacks spending
- Use veterinary knowledge about products being used and how valuable they are to the clinic.
- Need experience in Excel, business forecasting, finance



# SALES REPRESENTATIVE

- Inside vs Outside Sales Rep
- Must be a people person
- Usually involves a lot of travel
- Education vs sales
  - Veterinary knowledge helpful
- Can be draining
  - Life work/balance
- Lunch and Learns
  - You will always be a hero
- May require a bachelors degree



I had to go out to a rural practice and do one of my first lunch and learns. I am from a city & didn't have much exposure to rural life just yet.

The practice I was going to treated anything that walked through the door, but they liked birds & poultry especially. I walked into their back door to go to their break room and was confronted with a loose turkey!

I had my hands full with catering. I saw the turkey, got spooked, dropped the catering, and booked it out the back door. I wasn't sure if they were generally nice and I didn't want to find out.

Turns out, it was a patient being treated for bumblefoot and he was a sweet man. I came back in & completed my lunch and learn with the turkey standing next to me the entire time!

-Sara Skoczen, RVT



# SERVICE/DIAGNOSTIC TECH

- Lots of travel
- Anesthesia machines
- Blood machines
- Minimal to none pet interaction
- Education
  - General maintenance
  - How to use machines
    - ventilators
- Consult on new builds/remodels



# RELIEF TECHNICIAN

- Additional income
  - Emergency
    - Weekends/nights/holidays
- You set your own schedule
- Strong technical skills
- Strong communication skills
- Must be able to adapt
- On your own or through a company
  - Roo
  - RSVP (TX, FL, GA)



# INSURANCE

- Claims Adjuster

- Calling for records/invoices
- Process incoming emails/faxes
- Set up claims
- Speaking with clients

- Indeed.com

- LinkedIn

- Look often

- Very competitive



# GOVERNMENT

- City/County Shelters
  - Spay/Neuter
  - Vaccines/Wellness
  - Definition of MacGyver it
  - Euthanasia
- [www.usajobs.gov](http://www.usajobs.gov)
  - Military Dogs
  - Animal Health Technicians





## CONSULTING/TRAINING

- Certified or specialized
- Veterinary education in clinical setting
  - Online
- Lunch and learn
- Labs
- Private or through companies
  - Midmark
  - Sound
  - MyVet imaging
  - Sedecal

# BEHAVIOR TECHNICIAN

- A pet's behavior is one of the number one reasons a pet is relinquished
  - Risk of euthanasia
- Behavioral euthanasia
- Work along sides veterinarian to develop a treatment plan
  - Treatment of existing behavior issues
- The Academy of Veterinary Behavior Technicians (AVBT)
- Fear Free Training
- Training outside of clinics
  - Puppy socials
  - Prevention of wrong behavior




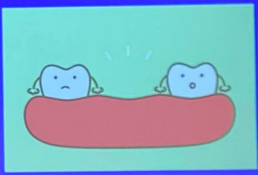

# LECTURING

- In-clinics
- State conferences
- National conferences
- Internationally



### Missing teeth

- Hypodontia
  - Missing 1-5 permanent teeth
- Oligodontia
  - Missing 6 or more
- Anodontia
  - Missing all teeth
- Absence of teeth
  - Delayed eruption
  - Did not develop
  - Fell out
- Radiographs needed to determine if really gone or if any roots retained
- Check all teeth on puppies and kittens



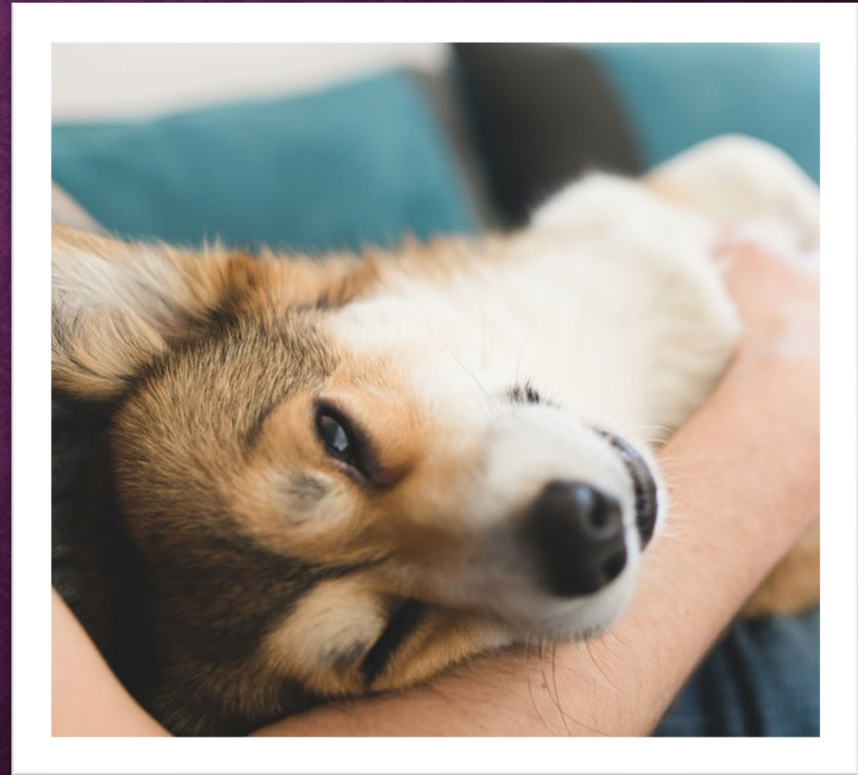
missionvet  
Specialty + Emergency

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Sonda

# PET/HOUSE SITTING SITTING

- GREAT SIDE HUSTLE
- Charge what your worth
  - Medications
  - Multiple pets
- In their house/your house
- Visits per day





# HOSPICE CARE

- SQ Fluids
- Medications
- Glucose checks
- Nutritional support
- Rehab and Mobility
- QOL
- Comfort

# VACCINE/WELLNESS CLINICS



- Can be rewarding to provide affordable medicine
- Weekends/evening
- Low overhead
- Can be minimal staff
- Client education

# VOLUNTEER

- Give back to the community
  - Doesn't have to be pet related
- Street Dog Coalition
  - Houseless and at Risk for Houselessness
  - Veterans
- Big Fix – large spay and neuter events
- Pet food drives
  - Animeals (Meals on wheels)
    - San Antonio





CHANGING LIVES THROUGH RESPONSIBILITY

SNIPSA is a non-profit organization.  
Today we are assisted by hundreds of volunteers.  
If you are able, please contribute any amount.

ESTIMATED COST OF SERVICES RECEIVED:

Spay/Neuter	=	\$200 – \$500
Vaccinations	=	\$25 – \$50
Microchip	=	\$25 – \$50
Pain Medications	=	average \$30
<hr/>		
TOTAL PER PET	=	\$280 – \$630

EVERY SINGLE DOLLAR  
MAKES A DIFFERENCE.

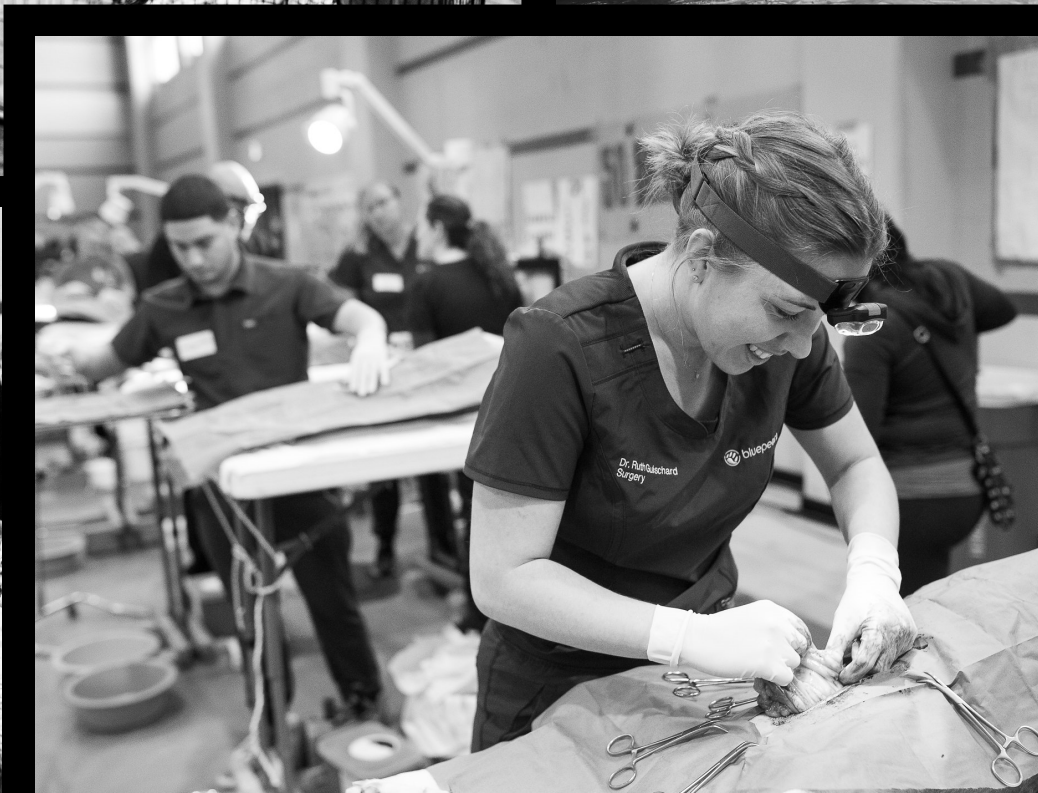
THANK YOU!



[www.snipsa.org](http://www.snipsa.org)

## SNIPSA – “BIG FIX”

- San Antonio has a very large stray pet population
- Free spay and neuter event
  - Lower income zip codes
- Volunteer
- Over 450 pets neutered in April
- MASH style operations

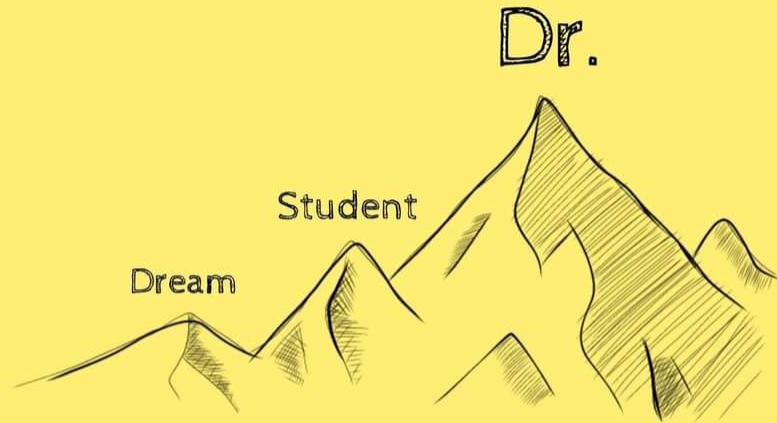


# MOTIVATIONAL LEADER

- Podcasts
- Blogs
- Social Media
- Trainings
- Share your stories
  - You may help some one and never know it



# VETERINARIAN



"It's still a long climb,  
But worth climbing."

© mrvanofficial



# PASSION OR EVEN INTEREST

- Is there something you do that makes you happy?
- Dentistry was mine
- Become the expert in your hospital
- Advocate for yourself
- How will this help the hospital?



# LVT, CVT, RVT, LVMT

- State Dependent
- 2 yr. program
  - Associates
  - Technician
- 4 yr. program
  - Bachelors
  - Technologists
- Over 200 AVMA Accredited programs
  - In person and Online
- VTNE
  - State Exam



# TITLE PROTECTION

“Unfortunately, there are very few states in the US that recognize this distinction and have a protective clause written into the veterinary practice acts clearly delineating the roles of a veterinary technician as someone who is credentialed and a veterinary assistant as someone who is not.

This tends to be coupled with a negative connotation with the word assistant – which is unfair as these people are incredibly skilled & integral to the success of a practice.”



**Alyssa Mages, BS, CVT**

*Co-Founder & Chief Visionary Officer*  
Empowering Veterinary Teams, LLC

# VETERINARY TECHNICIAN SPECIALISTS - VTS

- The Academy of Veterinary Emergency and Critical Care Technicians
- The Academy of Veterinary Dental Technicians
- The Academy of Internal Medicine Veterinary Technicians
- The Academy of Veterinary Technicians in Anesthesia and Analgesia
- The Academy of Veterinary Zoological Medicine Technicians
- The Academy of Veterinary Technicians in Clinical Practice
- The Academy of Veterinary Clinical Pathology Technicians
- The Academy of Veterinary Nutrition Technicians
- The Academy of Veterinary Surgical Technicians
- The Academy of Veterinary Behavior Technicians
- The Academy of Equine Veterinary Nursing Technicians
- Academy of Veterinary Ophthalmic Technicians\*
- The Academy of Dermatology Veterinary Technicians\*
- The Academy of Veterinary Technicians in Diagnostic Imaging\*
- The Academy of Physical Rehabilitation Veterinary Technicians\*

# VTS

- Overseen by NAVTA
  - Committee on Veterinary Technician Specialties (CVTS)
- Each specialty has their own rules and regulations
- Pre-application may be needed
- 3-5 years in the field prior to application
- 1-2 yr. long programs depending on specialty
- Case logs
- Case Reports
- CE
- Mastery of set skill sets
- Testing
- Maintenance of Credentials

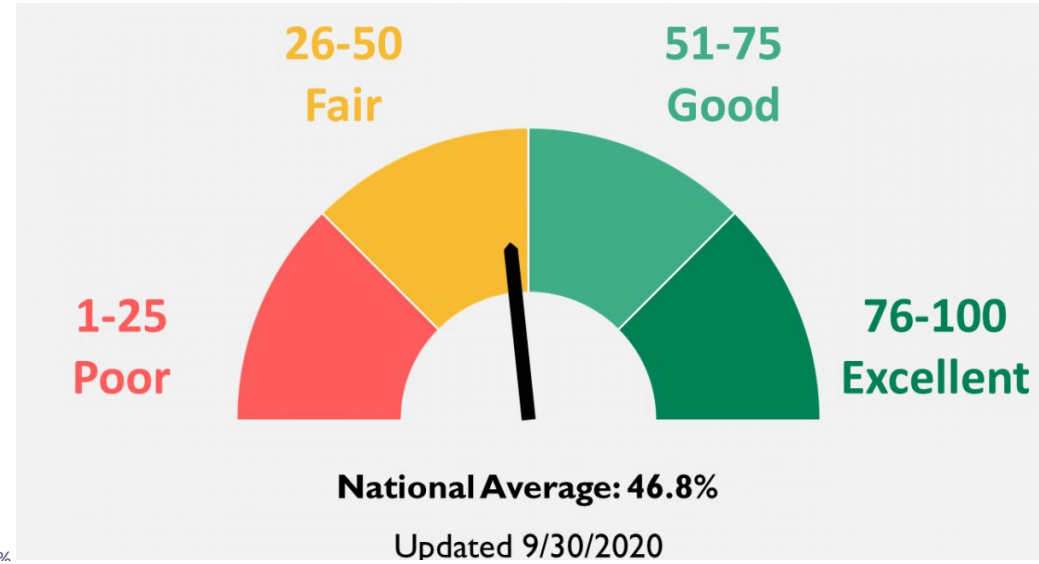
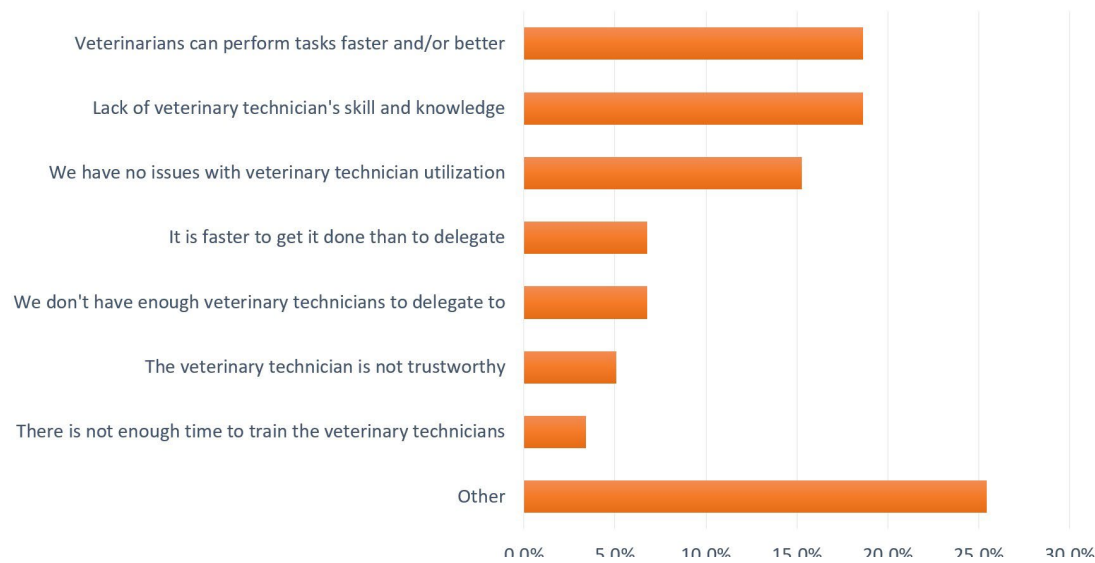


# CERTIFIED VETERINARY PAIN PRACTITIONER (CVPP)

- Overseen by The International Veterinary Academy of Pain Management (IVAPM)
- Certified Veterinary Technician
- 3-5 years as technician
- Case Studies
- Skills list
- CE related to pain control
- Examination



### Reasons for Underutilization



# TECHNICIAN UTILIZATION

# TECHNICIAN UTILIZATION

- Usually, a different answer between vets and technicians
- Only veterinarians can provide a prognosis and diagnosis, perform surgery, and prescribe medications
  - EVERYTHING ELSE IS US!!!
- Catheters
- Blood draws
- Diagnostics
- Bandages
- Medication administration
- State regulations
  - Scope of practice for Credentialed techs

# ROLES

## **Veterinarian**

- Consultations
- Prognosis and Diagnosis
- Treatment plan
- Surgery
- Prescribing medication

## **Technician/Assistant**

- Patient care and nursing
- Diagnostics
- Treatments
- Monitor anesthesia
  - Scrub nurse
- COHATS
- Client education leads to sales

# GET THAT MONEY

- ADVOCATE FOR YOURSELF
- Technicians are in demand
- Make sure you are being utilized to your full potential
  - Trainings
- Make a list of what you do and bring to the clinic
- Emotions are ok
- Negotiate
- Be prepared if they say no



# LOVE WHAT YOU DO

- Remember why you first got into this field
  - May be a steppingstone and that's ok
- Are you contributing?
  - Is that being recognized
- Find your niche
  - May have to create it
- Disconnect/Boundaries
- Hobbies outside of work





**"Never stop  
learning;  
for when we  
stop learning  
we stop  
growing"**

Loyal 'Jack' Lewman

**unlockinggrowth**

**unlockinggrowth.co**

# UNDERSTANDING THE TWO TYPES OF PERSONALITIES

## TYPE A PERSONALITY

- Self-driven & Highly Competitive
- Ambitious & Goal Oriented
- Impatient & Intolerant
- Aggressive & Hostile
- Controlling & Dominant
- High Risk of Heart Disease
- Entrepreneurial & Workaholic
- Sense of urgency
- Fast-paced & Too Busy To Enjoy Life
- Motivated by Challenges
- Easily Stressed Out



## TYPE B PERSONALITY

- Less competitive & Focused on Enjoying Life
- Easy-going, Relaxed & Highly Flexible
- Energetic, Outgoing, yet a Laid-back Attitude
- Imaginative & Creative
- Lighthearted & Persuasive
- High Levels Of Life Satisfaction
- Fun-loving, Easygoing & People-Oriented
- Enthusiastic & Spontaneous
- Friendly & Inspiring
- Self-confident & Reflective
- Highly Patient & Less Prone to Stress





PS

PROBLEM COPING MECHANISMS ASSOCIATED WITH

# Imposter Syndrome

## Over-Functioning

- Working long hours
- Difficulty delegating
- Extreme attention to detail
- Trouble switching off
- Over-preparing
- Perfectionism

## Under-Functioning

- Missing opportunities
- Procrastinating
- Avoiding difficult conversations
- Failing to be assertive
- Difficulty asking for help
- Staying under the radar

therapy  
withabby

**Crying is not a sign  
of weakness**



Thank you  
Any Questions?

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**VTS** DENTISTRY  
RELIEF  
SERVICES

# REFERENCES

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