

Labor Market Analysis for Program Recommendation:  
 0102.10/Veterinary Technician (Licensed)  
 (Veterinary Technology Certificate)  
 CVML Center of Excellence, June 2025



Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met <input checked="" type="checkbox"/>	Endorsed: Some LMI Criteria Met <input type="checkbox"/>	Not LMI Endorsed <input type="checkbox"/>
<b>Program LMI Endorsement Criteria</b>			
	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
Supply Gap:	<i>Comments:</i> There are projected to be <b>180 annual job openings</b> throughout the SCV/SML subregion for <i>Veterinary Technologists &amp; Technicians</i> and <i>Veterinary Assistants &amp; Laboratory Animal Caretakers</i> , which <b>are more than the 108 awards conferred by educational institutions (non-community colleges)</b> .		
	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
Living Wage: (Entry-Level, 25 <sup>th</sup> )	<i>Comments:</i> <i>Veterinary Technologists &amp; Technicians</i> and <i>Veterinary Assistants &amp; Laboratory Animal Caretakers</i> . have an entry-level hourly wage <b>above the SCV/SML living wage of \$16.08</b> .		
	Yes <input checked="" type="checkbox"/>		No <input type="checkbox"/>
Education:	<i>Comments:</i> The Bureau of Labor Statistics (BLS) lists an associate degree as the typical entry-level education for <i>Veterinary Technologists &amp; Technicians</i> and a high school diploma or equivalent for <i>Veterinary Assistants &amp; Laboratory Animal Caretakers</i> . National-level educational attainment data indicates that <b>between 46% and 58% of workers in the field have completed some college or an associate degree as their highest level of education</b> .		
<b>Emerging Occupation(s)</b>			
	Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>
<i>Comments:</i> N/A			

The Central Valley/Mother Lode Center of Excellence for Labor Market Research (CVML COE) prepared this report to determine whether there is a supply gap in the South Central Valley/Southern Mother Lode regional labor market related to the following middle-skill occupations:

- Veterinary Technologists and Technicians (SOC 29-2056)
- Veterinary Assistants and Laboratory Animal Caretakers (SOC 31-9096)

Middle-skill occupations typically require a community college education while above middle-skill occupations typically require at least a bachelor's degree.

Based on the available data, there appears to be a supply gap for *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers* in the SCV/SML subregion. In addition to *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers* having an entry-level hourly wage above the SCV/SML subregion’s living wage, the typical entry-level education for *Veterinary Technologists* is an associate degree and the typical entry-level education for *Veterinary Assistants & Laboratory Animal Caretakers* is a high school diploma or equivalent. Between 46% and 58% of incumbent workers have completed some college or an associate degree as their highest level of education. **Due to all the regional labor market criteria being met, the COE endorses this new program.**

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers*.

### Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th percentile)	Typical Entry-Level Education	Community College Educational Attainment
Veterinary Technologists and Technicians (29-2056)	NCV/NML: 41 SCV/SML: 40	NCV/NML: 101 SCV/SML: 108	NCV/NML: \$21.40 SCV/SML: \$18.99	Associate degree	58%
Veterinary Assistants and Laboratory Animal Caretakers (31-9096)	NCV/NML: 113 SCV/SML: 140	NCV/NML: 108 SCV/SML: 108	NCV/NML: \$17.15 SCV/SML: \$17.11	High school diploma or equivalent	46%
<b>Total</b>	<b>334</b>	<b>209</b>	<b>-</b>	<b>-</b>	<b>-</b>

#### Demand:

- The number of jobs for *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers* is projected to increase 8% through 2028. There will be 180 annual job openings in the SCV/SML subregion.
- *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers* have an entry-level hourly wage above the living wage of \$16.08 in the SCV/SML subregion.
- There were 168 online job postings for *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers* over the past 12 months.
- The Bureau of Labor Statistics (BLS) lists an associate degree as the typical entry-level education for *Veterinary Technologists & Technicians* and a high school diploma or equivalent as the typical entry-level education for *Veterinary Assistants & Laboratory Animal Caretakers*.
- National-level educational attainment data indicates that between 46% and 58% of workers in the field have completed some college or an associate degree as their highest level of education.

#### Supply:

- Between 2021 and 2024, there were no community colleges in the SCV/SML subregion that conferred awards in relevant programs.
- Between 2020 to 2023, non-community college institutions in the SCV/SML subregion conferred an average of 108 awards in relevant programs.

## Demand

### Occupational Projections:

Exhibit 2 shows the annual percent change in jobs for *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers* from 2018 through 2028. Employment in these occupations experienced a 17% increase in 2022 (SCV/SML), compared to the 5% increase across all occupations in California. Additionally, these occupations experienced a 6% increase in 2023 (SCV/SML), compared to the no change (0% increase) across all occupations in California. Employment projections for *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers* in the SCV/SML subregion are expected to continue increasing year over year through 2028.

**Exhibit 2: Annual Percent Change in Jobs for Veterinary Technologists & Technicians and Veterinary Assistants & Laboratory Animal Caretakers, 2018-2028**

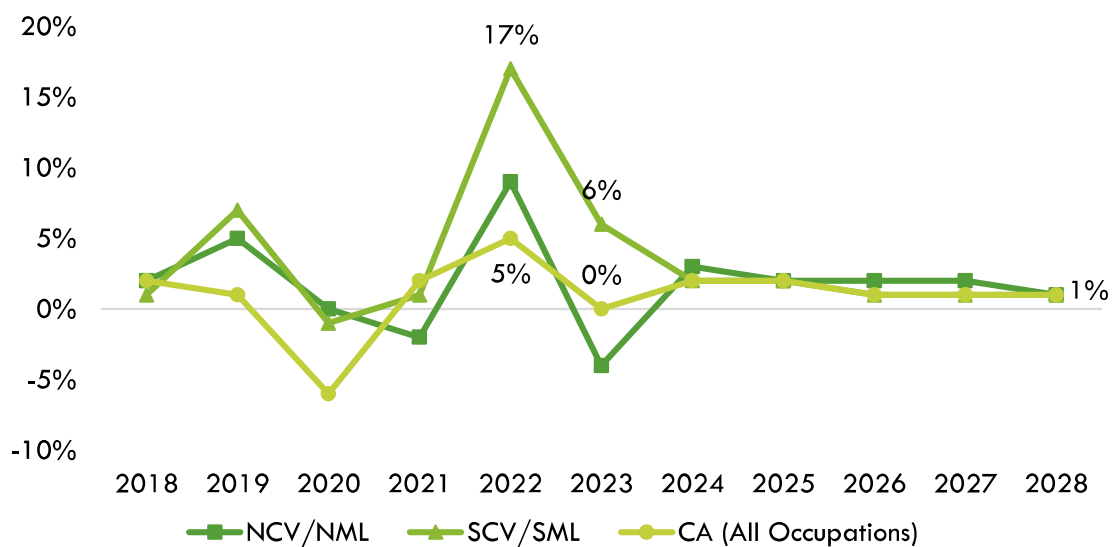


Exhibit 3 shows the five-year occupational demand projections for *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers*. In the SCV/SML subregion, the number of jobs for *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers* are projected to increase by 8% through 2028. There are projected to be 180 jobs available annually in the SCV/SML subregion.

**Exhibit 3: Occupational Demand in NCV/NML, SCV/SML and CVML<sup>1</sup>**

Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
NCV/NML	838	935	97	12%	154
SCV/SML	1,013	1,092	79	8%	180
<b>CVML</b>	<b>1,851</b>	<b>2,027</b>	<b>176</b>	<b>9%</b>	<b>334</b>

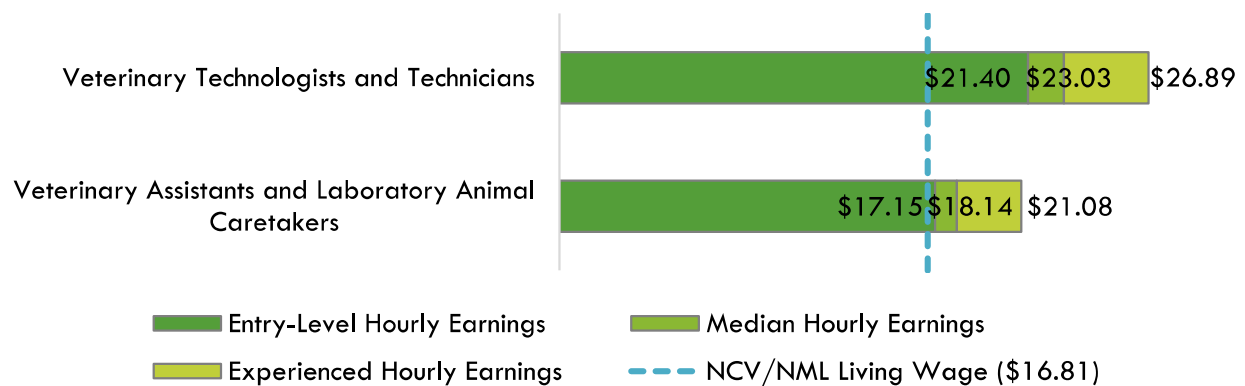
<sup>1</sup> Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

## Wages:

The labor market endorsement in this report considers the entry-level hourly wages for *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers* as they relate to the subregions and region's living wage. NCV/NML, SCV/SML and CVML wages are included below to provide a complete analysis of the subregions and region.

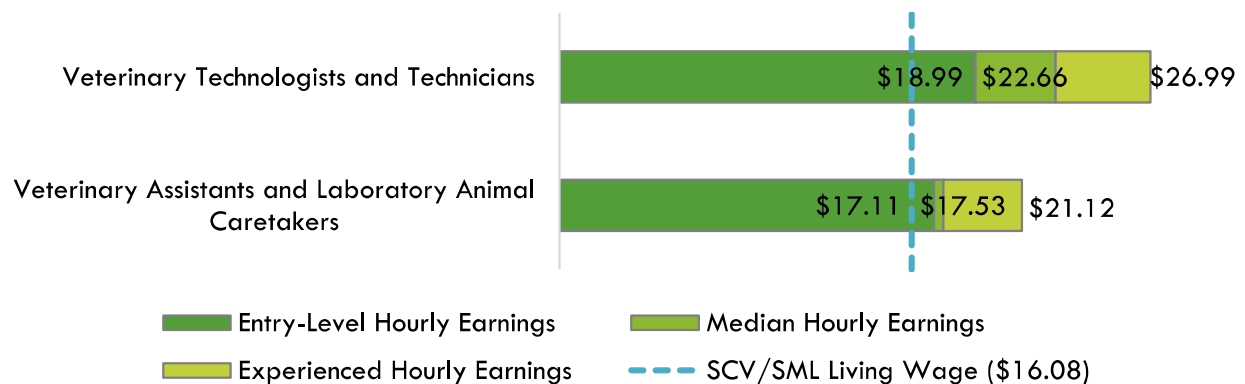
*Veterinary Technologists & Technicians* (\$21.40) and *Veterinary Assistants & Laboratory Animal Caretakers* (\$17.15) have an entry-level hourly wage above the living wage for one adult in the NCV/NML subregion (\$16.81). The NCV/NML average wage for these occupations is \$21.12, which is below the average statewide wage of \$22.78. Exhibit 4a shows the wage range for *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers* and how they compare to the NCV/NML subregion's living wage.

Exhibit 4a: Wages by Occupation in NCV/NML



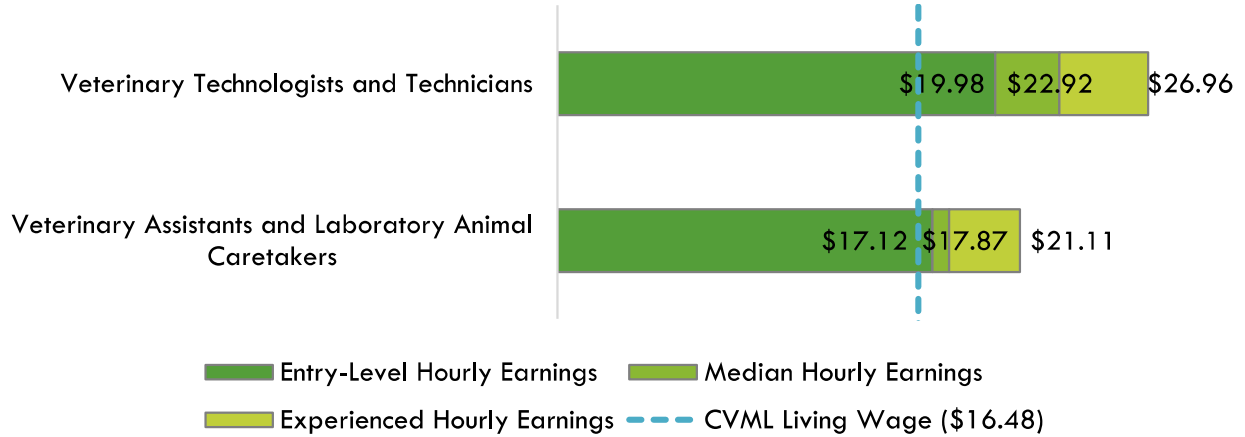
*Veterinary Technologists & Technicians* (\$18.99) and *Veterinary Assistants & Laboratory Animal Caretakers* (\$17.11) have an entry-level hourly wage above the living wage for one adult in the SCV/SML subregion (\$16.08). The SCV/SML average wage for these occupations is \$20.37, which is below the average statewide wage of \$22.78. Exhibit 4b shows the wage range for *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers* and how they compare to the SCV/SML subregion's living wage.

Exhibit 4b: Wages by Occupation in SCV/SML



*Veterinary Technologists & Technicians* (\$19.98) and *Veterinary Assistants & Laboratory Animal Caretakers* (\$17.12) have an entry-level hourly wage above the living wage for one adult in the CVML region (\$16.48). The CVML average wage for these occupations is \$20.71, which is below the average statewide wage of \$22.78. Exhibit 5 shows the wage range for *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers* and how they compare to the CVML region's living wage.

### Exhibit 5: Wages by Occupation in CVML



## Job Postings:

**Important Online Job Postings Data Note:** Online job postings data is sourced from Lightcast, a labor market analytics firm that scrapes, collects, and organizes data from online job boards such as LinkedIn, Indeed, Glassdoor, Monster, GovernmentJobs.com, and thousands more. Lightcast uses natural language processing (NLP) to determine the related company, industry, occupation, and other information for each job posting. However, NLP has limitations that include understanding contextual words of phrases; determining differences in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.<sup>2</sup> For these reasons, job postings could be assigned to the wrong employer, industry, or occupation within Lightcast’s database.

Additionally, there are several limitations when analyzing job postings. A single job posting may not represent a single job opening, as employers may be creating a pool of candidates for future openings or hiring for multiple positions with a single posting. Additionally, not all jobs are posted online, and jobs may be filled through other methods such as internal promotion, word-of-mouth advertising, physical job boards, or a variety of other channels.

There were 168 online job postings for Veterinary Technologists & Technicians and Veterinary Assistants & Laboratory Animal Caretakers listed in the past 12 months, which are shown in Exhibit 6.

**Exhibit 6: Number of Job Postings by Occupation (n=168)**

Occupation	Job Postings	Percentage of Job Postings
Veterinary Assistants and Laboratory Animal Caretakers	86	51%
Veterinary Technologists and Technicians	82	49%

The top employers in Veterinary Technologists & Technicians and Veterinary Assistants & Laboratory Animal Caretakers by number of job postings are shown in Exhibit 7.

**Exhibit 7: Top Employers by Number of Job Postings (n=168)**

Employer	Job Postings	Percentage of Job Postings
Banfield Pet Hospital	13	8%
University of California-Davis	12	7%
VCA Animal Hospitals	7	4%
ShotVet	7	4%
Hope Company	6	4%
PetVet Care Centers	6	4%
Valley Oak SPCA	5	3%
PetIQ	5	3%
Fresno Veterinary Specialty and Emergency Center	5	3%
Animal Medical Clinic	4	2%

<sup>2</sup> K. R. Chowdhary, Fundamentals of Artificial Intelligence (Basingstoke: Springer Nature, 2020), <https://link.springer.com/book/10.1007/978-81-322-3972-7>.

The top specialized, common, and software skills for *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers* listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 8.

**Exhibit 8: Top Skills by Number of Job Postings (n=168)**

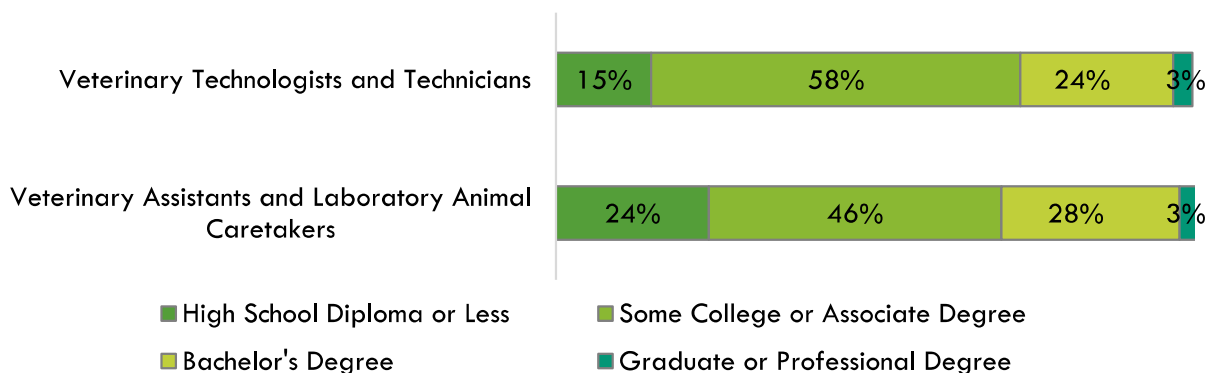
Top Specialized Skills	Top Common Skills	Top Software Skills
Surgery (43)	Communication (69)	Atlassian Bamboo (5)
Animal Care (38)	Customer Service (38)	Software Systems (2)
Medication Administration (36)	Compassion (23)	FIS GetPaid (Accounts Receivable Software) (1)
Laboratory Testing (32)	Operations (22)	Microsoft Excel (1)
Safe Restraining Techniques (Veterinary) (28)	Management (21)	Practice Management Software (1)
Disinfecting (24)	Multitasking (20)	-
Radiography (24)	Lifting Ability (19)	-
Anesthesia (22)	Cleanliness (18)	-
Veterinary Medicine (22)	Detail Oriented (15)	-
Animal Handling (19)	Writing (14)	-

### Educational Attainment:

The Bureau of Labor Statistics (BLS) lists an associate degree as the typical entry-level education for *Veterinary Technologists & Technicians* and a high school diploma or equivalent as the typical entry-level education for *Veterinary Assistants & Laboratory Animal Caretakers*. National-level educational attainment data indicates that between 46% and 58% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 9 shows the educational attainment for *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers*.

Of the 168 online job postings, 26% (equivalent to 43 postings) of cumulative job postings for *Veterinary Technologists & Technicians* and *Veterinary Assistants & Laboratory Animal Caretakers* listed a minimum education requirement in the SCV/SML subregion. Of the 43 postings, 74% (32) requested a high school diploma or GED.

**Exhibit 9: National-level Educational Attainment for Veterinary Technologists & Technicians and Veterinary Assistants & Laboratory Animal Caretakers**



# Educational Supply

## Community College Supply:

Exhibits 10a and 10b show the annual and three-year average number of awards conferred by community colleges in the programs that have historically trained for the two occupations included in this report. The only community college in the region that has conferred awards in relevant programs is Modesto, which is located in the NCV/NML subregion. Of the 64 awards, 40 were for a certificate of 16 to 30 semester units, 23 were for an associate degree, and 1 was a certificate of 8 to 16 semester units.

### Exhibit 10a: NCV/NML Community College Awards (Certificates and Degrees) 2021-22 through 2023-24

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
0102.10	Veterinary Technician (Licensed)	Modesto	63	50	59	57
		<b>Subtotal/Average</b>	<b>63</b>	<b>50</b>	<b>59</b>	<b>57</b>
0102.20	Artificial Inseminator (Licensed)	Modesto	8	5	8	7
		<b>Subtotal/Average</b>	<b>8</b>	<b>5</b>	<b>8</b>	<b>7</b>
<b>NCV/NML Supply Grand Total</b>			<b>71</b>	<b>55</b>	<b>67</b>	<b>64</b>

### Exhibit 10b: SCV/SML Community College Awards (Certificates and Degrees) 2021-22 through 2023-24

There were no awards conferred in the SCV/SML subregion.

## Community College Student Outcomes:

Exhibit 11 shows the Strong Workforce Program (SWP) metrics for the Veterinary Technician (Licensed) program in the Kern Community College District (KCCD), the SCV/SML subregion, the CVML region, and California. Of the 2,595 veterinary technician students statewide in the 2023-24 academic year, 20% (518) attended a CVML institution.

CVML students that exited veterinary technician programs in the 2022-23 academic year had median annual earnings (\$31,348), which is below the statewide median annual earnings (\$35,864). Notably, 50% of SCV/SML veterinary technician students attained a living wage, which is higher than the percentage of students who attained a living wage statewide (28%).

### Exhibit 11: Veterinary Technician (Licensed) (0102.10) Strong Workforce Metrics

SWP Metric	KCCD	SCV/SML Region	CVML Region	California
SWP Students	167	210	518	2,595
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	26%	33%	36%	34%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	94%	94%	94%	63%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	N/A	N/A	8%	9%
SWP Students Who Transferred to a Four-Year Postsecondary Institution	N/A	N/A	2%	91%
SWP Students with a Job Closely Related to Their Field of Study	N/A	N/A	N/A	N/A
Median Annual Earnings for SWP Exiting Students	\$33,124 (\$15.93)	\$32,194 (\$15.48)	\$31,348 (\$15.07)	\$35,864 (\$17.24)
Median Change in Earnings for SWP Exiting Students	90%	118%	42%	58%
SWP Exiting Students Who Attained the Living Wage	55%	50%	38%	28%



2023-24



2022-23



2021-22



N/A

## Non-Community College Supply:

For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for the two occupations studied in this report. Exhibits 12a and 12b show the annual and three-year average number of awards conferred by non-community college institutions in programs that have historically trained for the occupations of interest. Between 2020 and 2023, the NCV/NML subregion conferred an average of 37 awards annually in related training programs, and the SCV/SML subregion conferred an average of 108 awards annually in related training programs.

**Exhibit 12a: NCV/NML Subregional Non-Community College Awards, 2020-2023**

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
01.8301	Veterinary/Animal Health Technology/Technician and Veterinary Assistant	Carrington College-Stockton	20	15	34	23
		Stellar Career College	7	24	10	14
		<b>Subtotal/Average</b>	<b>27</b>	<b>39</b>	<b>44</b>	<b>37</b>
<b>NCV/NML Supply Grand Total</b>			<b>27</b>	<b>39</b>	<b>44</b>	<b>37</b>

**Exhibit 12b: SCV/SML Subregional Non-Community College Awards, 2020-2023**

CIP Code	Program	College	2020-2021 Awards	2021-2022 Awards	2022-2023 Awards	3-Year Award Average
01.8301	Veterinary/Animal Health Technology/Technician and Veterinary Assistant	San Joaquin Valley College-Bakersfield	55	38	64	52
		San Joaquin Valley College-Fresno	88	32	46	55
		<b>Subtotal/Average</b>	<b>143</b>	<b>70</b>	<b>110</b>	<b>108</b>
<b>SCV/SML Supply Grand Total</b>			<b>143</b>	<b>70</b>	<b>110</b>	<b>108</b>

## Appendix A: Methodology

The CVML COE prepared this report by analyzing data from occupations and education programs.

Occupational data is derived from Lightcast, a labor market analytics firm that consolidates data from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS) and other government agencies. Program supply data is drawn from two systems: Taxonomy of Programs (TOP) and Classification of Instructional Programs (CIP).

Using a TOP-SOC crosswalk, the CVML COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education but also require short-to long-term on-the-job training where multiple community colleges have existing programs.

The CVML COE determined labor market supply for an occupation or SOC code by analyzing the number of program completers or awards in a related TOP or CIP code. The COE developed a “supply table” with this information, which is the source of the program supply data for this report. TOP code data comes from the California Community Colleges Chancellor's Office MIS Data Mart ([datamart.cccco.edu](http://datamart.cccco.edu)) and CIP code data comes from the Integrated Postsecondary Education Data System ([nces.ed.gov/ipeds/use-the-data](http://nces.ed.gov/ipeds/use-the-data)), also known as IPEDS. TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education in the United States and Canada. Institutions outside of the California Community College system do not use TOP codes in their reporting systems.

Data included in this analysis represent the labor market demand for relevant positions most closely related to the proposed program as expressed by the requesting college in consultation with the CVML COE. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study which can signal demand and show what employers are looking for in potential employees but is not a perfect measure of the quantity of open positions.

All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

## Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	<p>Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics and the American Community Survey. For more information, see <a href="https://lightcast.io/">https://lightcast.io/</a></p>
Living Wage	<p>The living wage is derived from the Insight Center’s California Family Needs Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: <a href="https://selfsufficiencystandard.org/California/">https://selfsufficiencystandard.org/California/</a></p> <p>Wage figures are used by the CCCC0 to calculate the percentage of students that attained the regional living wage.</p>
Typical Education and Training Requirements, and Educational Attainment	<p>The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see <a href="https://www.bls.gov/emp/documentation/education/tech.htm">https://www.bls.gov/emp/documentation/education/tech.htm</a></p>
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	<p>The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations. For more information, see <a href="https://www.onetonline.org/help/online/">https://www.onetonline.org/help/online/</a></p>
Educational Supply	<p>The CCCC0 Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: <a href="https://datamart.cccco.edu">https://datamart.cccco.edu</a></p> <p>The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see <a href="https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions">https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</a></p>
Student Metrics and Demographics	<p>DataVista, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: <a href="https://datavista.cccco.edu/">https://datavista.cccco.edu/</a></p>

Data Type	Source
Population and Occupation Demographics	<p>The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. For more information, see: <a href="https://www.census.gov/programs-surveys/acs">https://www.census.gov/programs-surveys/acs</a></p> <p>Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products. For more information, see: <a href="https://usa.ipums.org/usa/about.shtml">https://usa.ipums.org/usa/about.shtml</a></p>

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