

Building a framework for veterinary employability



The VetSet2Go project (2015-2018, www.vetset2go.edu.au) set out to explore what employability means in the veterinary context, to define the capabilities most important for employability and success in the veterinary profession, and create assessment tools and resources to build these capabilities.

The project was a multi-national collaboration between 14 academics across veterinary schools in Australia (Murdoch, Queensland, Sydney, Adelaide), the United Kingdom (Edinburgh, Nottingham) and the United States (Washington State). Additional perspectives, including those of practitioners, professional bodies and interdisciplinary experts, were gathered through consultation, advisory groups, a world-first Veterinary Employability Forum (48 delegates, February 2017), and a Delphi process.

The VetSet2Go evidence	What's important for employability & success
Systematic Review <ul style="list-style-type: none"> 32 included sources 10 consensus frameworks 	<ul style="list-style-type: none"> Effective communication, empathy, relationship-centred care, awareness of limitations, professional values, problem-solving, teamwork, resilience, confidence, business skills
Case studies <ul style="list-style-type: none"> 9 semi-structured interviews of Australian employer-employee pairs 	<ul style="list-style-type: none"> Self-confidence, communication, teamwork, emotional intelligence, 'interpersonal skills', resilience and work-life balance, keenness to learn
Employers - recruitment <ul style="list-style-type: none"> 18 semi-structured interviews of Australian employers 	<ul style="list-style-type: none"> Personal attributes (responsible, agreeable, confident, independent, proactive, organized, diligent, resilient, self-aware, teachable, work ethic) Interpersonal skills (teamwork, communication, leadership, manners, professional image, client relations) Veterinary capabilities (animal handling, business sensibilities, veterinary knowledge & skills, physical capability, problem-solving) Job match (career goals, cultural fit, retention likelihood, realistic expectations)
Resilience <ul style="list-style-type: none"> Literature review 340 survey respondents – veterinarians 110+ surveys - recent graduates (ongoing) 15+ interviews of graduates (ongoing) 	<ul style="list-style-type: none"> Emotional competence, motivation, personal resources (self-efficacy, optimism, reflection), social support, organisational culture, life balance, wellbeing strategies Self-compassion, mindfulness, social support
Client expectations <ul style="list-style-type: none"> 1599 survey responses 8 focus groups 6 interviews 	<ul style="list-style-type: none"> Commitment to quality care and animal welfare, decision making and problem solving, commitment to quality and the profession, professionalism, communication skills
Stakeholder survey <ul style="list-style-type: none"> 1519 survey responses from stakeholders (recent graduates, employed veterinarians, vet and non-vet employers, allied staff, academics and policy makers) 	<ul style="list-style-type: none"> Communication skills (clients and colleagues), teamwork, working behavior (work ethic, honesty, integrity), technical competence, psychological capital (motivation, resilience, personal efficacy)
Delphi Panel <ul style="list-style-type: none"> 32 international experts, representatives, practitioners 3 rounds of consensus voting 	<ul style="list-style-type: none"> Communication (clients and colleagues), teamwork, reflection, professionalism, keen to learn, resilience, adaptability, knowledge & skills, proactive, problem-solving, workflow management, diligence, responsibility