VetSet2Go is a collaborative project to define the capabilities most important for employability and success in the veterinary profession, and create assessment tools and resources to build these capabilities.

Welcome to the second newsletter for our 2.5-year VetSet2Go study, which began in August 2015.

The past few months have been focused on wrapping up our Phase 1 interviews, focus groups and investigations; disseminating our employability and veterinary resilience surveys to stakeholders across Australia, NZ, the UK and USA; publishing journal articles; and presenting at international conferences.

The coming months hold major and exciting project milestones, such as our inaugural Veterinary Employability Forum in February, and—in parallel—the Delphi process that will decide the veterinary employability framework and inform a White Paper. We will also shortly launch our client perceptions survey and begin developing our Phase 2 assessment tools and resources.

We appreciate your ongoing participation in this initiative.
—A/Prof. Martin Cake, Project Leader

Veterinary Employability Forum

Our inaugural Veterinary Employability Forum will be held at Peppers Salt Resort & Spa, Kingscliff on the Tweed Coast of New South Wales from 8-9 February 2017.

This VetSet2Go initiative will offer an opportunity to:
- share the latest international research on veterinary employability, including the distinct perspectives of employers, employees, and clients
- join an emerging community of practice

in veterinary employability and professional skills
- contribute to the development of a veterinary employability framework, defining for the first time the key capabilities underpinning career success and satisfaction
- explore what constitutes resilience in a veterinary context

Peppers Salt Resort & Spa, Kingscliff

Keynote speakers will include:
Can undergraduate assessment enhance employability? —Dr Kate Cobb
BVetMed, PGCE, MMed, PhD, MRCVS
Lecturer in Veterinary Education & Deputy Sub-Dean for Teaching, Learning and Assessment, University of Nottingham

Developing employability in the Health Sciences —A/Prof. Jessica Vanderlelie
BBiomedSci, BHSc, PhD
IRU Vice Chancellors' Fellow, OLT National Teaching Fellow & Senior Lecturer, School of Medical Science, Griffith University

Interdisciplinary perspectives on employability: Building teacher resilience —A/Prof. Caroline Mansfield
BA, GradDipEd(WACAE), MEd, PhD
OLT National Teaching Fellow & Associate Professor, School of Education, Murdoch University

Abstracts are invited in the broad themes of employability and the capabilities underpinning veterinary professional practice.

For more details or to register, please visit:
www.vetset2go.edu.au/veterinary-employability-forum

Abstracts close Friday 28th October.
Registrations close Monday 14th November.

Subproject updates

Case studies subproject
(Lead: Dr Melinda Bell / Murdoch)
This subproject interviewed 9 matched pairs of employers and their graduate employees, and analysed the findings, which informed the stakeholder perceptions survey.

Employer expectations subproject
(Lead: Dr Dan Schull / UQld)
This subproject explored how employers, from a range of workplace backgrounds, approach the selection of new graduate veterinarians for employment. It also explored the qualities that employers seek.

Eighteen employers, from a range of workplace backgrounds in Australia, were interviewed either face-to-face, by telephone or via Skype. Data is being qualitatively analysed using thematic analysis.

Preliminary results were provided to the stakeholder perceptions subproject in July 2016 to inform the development of the multinational survey instrument.

Quotes from stakeholder interviews

*"I think it's the ability to **feel satisfied in all aspects of your life**. So you feel satisfied that you are doing a good job at work, that you are not overwhelmed by the amount of hours, and you are still able to do what you want to do in your regular, out-of-work life, so that you can still achieve in both of those areas."—**Recent graduate***

*"A level of **confidence** [is important.] I think if clients can tell that you're not confident, it's hard for them to trust you and then problems arise."—**Employer of a recent graduate***

*"We want to see that **enthusiasm and the excitement** about the opportunity. Because there will be plenty of time later on down the track when you're tired and [laughter] feeling like you're working too hard and all of those sorts of things. So if we start with someone who is a bit ambivalent about it, then we're like, well, we've got nowhere to go." —**Employer of a recent graduate***

Veterinary resilience subproject
(Leads: Dr Michelle McArthur/UAdel & A/Prof. Susan Matthew/WSU)

This subproject is currently surveying the professional motivations and resilience of veterinarians. At present, there are few measures specifically developed for use in veterinary medicine to examine motivations or resilience, which are thought to be important to wellbeing. To participate in the survey, please visit:

www.surveymonkey.com/r/Resilientvet

Client expectations subproject
(Lead: Prof. Susan Rhind / Uni of Edinburgh)

Client expectations have been characterised through 8 focus groups and 6 interviews, exploring the capabilities and behaviours influencing positive or negative experiences from veterinary interactions. This has informed an international survey of client expectations, which will be released shortly.

Stakeholder perceptions subproject
(Lead: Dr Melinda Bell / Murdoch)

A multinational survey of stakeholders is currently being undertaken to find consensus around the factors perceived to be most important in veterinary employability. The survey has been extended until Friday 4th November. To participate in the survey, please visit:

http://murdochbus.au1.qualtrics.com/SE/?SID=SV_6SyOANXus6mCclJ

Stakeholder consultation

We have sought input from our Critical Friends in terms of project design decisions, such as our working definition of employability; our project outcomes and outputs; and our potential connections to past and current work.

The second round-table meeting of our Local Advisory Group will be held at Murdoch University shortly after the Veterinary Employability Forum, as we begin drafting the White Paper (date TBA).

Project-associated journal articles

The complete list of project-associated journal articles is available on our website's Dissemination page. The following article has recently been accepted for publication:

Bell M., Cake M. & Mansfield C. 2016. **Beyond competence: why we should talk about employability in veterinary education.** *Journal of Veterinary Medical Education.*

This paper suggests that expanding the educational mission to include employability may provide broader focus, by stretching the endpoint, scope and scale of veterinary education into the crucial transition to practice period, and beyond. It also suggests that one educational approach may be to conceptualise competency, professionalism and employability as overlapping dimensions of the successful veterinary professional.
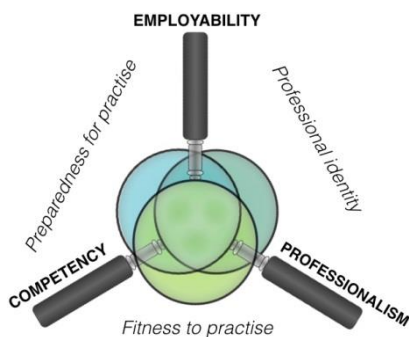
A model of the successful veterinary professional, incorporating the overlapping dimensions of competency, professionalism and employability, viewed through different lenses depending upon perspective and context

Seminars and conferences

Since our last newsletter, we have presented at:

- the UK VetEd Symposium at the University of Glasgow (7-8 July 2016);
- the Association for Medical Education in Europe (AMEE) Conference in Barcelona (27-31 August 2016);
- the 5th Australian Positive Psychology and Wellbeing Conference in Adelaide (22-24 September 2016); and
- the Australian Collaborative Education Network (ACEN) Conference in Sydney (28-30 September 2016).

Dr Melinda Bell, Dr Sanaa Zaki and A/Prof. Susan Matthew presenting at ACEN

We will soon present at:
- the West Australian Network for Dissemination (WAND) seminar at Murdoch University (10 November 2016);
- the Melbourne Academy for Veterinary and Agricultural Learning and Teaching (MAVALT) Veterinary Symposium at The University of Melbourne (29-30 November 2016); and
- the Teaching and Learning Forum at Curtin University (2-3 February 2017).

How to get involved in VetSet2Go

Please register your interest via our website. There will be opportunities to receive news, provide feedback, participate in surveys, contribute to the development of the veterinary employability framework, pilot resources and attend events.

www.vetset2go.edu.au | www.vetset2go.ac.uk

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