



COUNTY OF LOS ANGELES

ANIMAL CARE AND CONTROL

Partnering with Local Colleges
to Strengthen the RVT Pipeline

[ANIMALCARE.LACOUNTY.GOV](https://animalcare.lacounty.gov)



WHY IT MATTERS

- Due to continuing national veterinary shortage, our veterinary team is stretched thin—impacting animal care, adoptions, and live outcomes.
- Growing our own pipeline through education partnerships is key to long-term sustainability.
- Collaborating with local colleges allows us to invest in the next generation of Registered Veterinary Technicians (RVTs).



CURRENT RVT AND VETERINARIAN STAFF SHORTAGES

- High vacancy rates across Veterinarians (over 50%), RVT, and ACA classifications
- Resulting impacts:
 - Longer stays in care for animals
 - Delays in spay/neuter → delayed adoptions
 - Increased risk of euthanasia due to space and medical limits
- Staff burnout and retention are ongoing concerns
- RVT candidates not willing to work specific hours or overnight shifts



COLLABORATION WITH CEO, DHR, AND ISD

**Strategic partnerships have already
delivered key improvements:**

- CEO & DHR Support:
 - Approved part-time Veterinarian positions
 - Increased base salaries and added hiring/retention bonuses
 - Developed job flyers and promotional materials to boost recruitment
- ISD Partnership:
 - Streamlined our as-needed vet contracting process
 - Goal: Make it easier and faster to onboard new vendors



EXISTING COLLEGE OPPORTUNITIES

- **Current internship opportunities:**
 - **Platt College**
 - **Pierce College**
 - **Mt. San Antonio College (Mt. SAC)**
 - **Carrington College**
- **A plethora of programs are available but oversight is limited by our staffing.**



BARRIERS TO PROGRAM PARTICIPATION

- Lack of dedicated staff for intern supervision
- Without mentorship, interns have limited hands-on exposure
- Liability concerns require close staff monitoring
- We're missing a critical opportunity to engage and recruit new talent early.
- **The Staffing Catch-22:** We need more staff to train interns, but can't train interns without more staff.
- Internships should be a pipeline, not a burden.
- Investment is needed to break the cycle and grow internal capacity.



OUR LEADERSHIP PIPELINE STRATEGY

- Two Supervising RVT positions recently filled — strong early results:
 - More structure in medical teams
 - Increased ability to onboard and mentor new hires
- Long-term vision: ACA → RVT → Sup RVT career ladder
- Promotes retention and internal growth.



THE BIG PICTURE: WHY IT MATTERS

- Additional staffing means faster medical care, more adoptions, lower euthanasia
 - Under California Food and Agricultural Code §30503, dogs must be spayed/neuter prior to being adopted to a new owner
- Internships lead to future hires and institutional knowledge
- More RVTs means better service for animals, residents, and our contract cities
- **Need more Supervising RVTs to implement these programs**



THANK YOU



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