

Veterinary Professional Perception Survey on Workforce Data Collection

The College of Veterinarians of Ontario is inviting veterinary professionals to participate in a survey and share their perspectives on workforce data collection. Access to a consistent and available veterinary workforce is important to animals, the public, and veterinary teams. To support solutions and better understand the veterinary workforce, reliable data is essential.

Background

As part of the College's Council-approved Strategic Plan, a key objective is to partner with others to improve access to veterinary services. Supporting this objective is an initiative to explore the College's role in collecting workforce data, including demographic, geographic, education, and employment information. In December 2025, Council approved the establishment of the Veterinary Professionals Data Advisory Group and its Terms of Reference to examine workforce data collection practices and identify opportunities to strengthen the quality, consistency, and usefulness of workforce information. The Advisory Group, which includes key partners such as Ontario Association of Veterinary Technicians, Ontario Veterinary Medical Association, veterinary technician educators, Ontario Veterinary College and the Ontario Ministry of Agriculture, Food and Agribusiness, will provide Council with evidence-informed findings and recommendations in December 2026 to support decision-making regarding potential future workforce data collection initiatives within the profession.

As part of this survey, this College is seeking input from both veterinarians and veterinary technicians to help inform the Advisory Group's work and ensure its recommendations are informed by those working within the profession. Any future workforce data collection initiatives would be considered only after the transition to the College of Veterinary Professionals of Ontario (CVPO), making this an important opportunity to gather feedback. This initiative is grounded in a simple principle: what is measured can be better understood, monitored, and improved.

Why Workforce Data Matters

Workforce data collected by the College is used to inform regulatory decision-making, identify emerging trends, support broader workforce planning initiatives, and provide valuable information to government, researchers, educators, employers, and other partners seeking to better understand and support Ontario's veterinary workforce.

Current State

The College has collected basic demographic, geographic, education, and employment information through licence applications, annual licence renewals, and licensed member updates for many years.

However, these data collection practices were developed over time and have not been comprehensively reviewed to assess whether the information being collected continues to meet the needs of the profession. A review is needed to ensure the data collected is relevant, meaningful, and sufficient to support a better understanding of the veterinary workforce

Privacy and Confidentiality

The College is committed to collecting workforce information in a respectful, responsible, and transparent manner.

Information collected by the College would be reported in aggregate or deidentified form whenever possible to protect individual privacy and confidentiality. The collection, use, storage, and disclosure of information would be governed by applicable legislation and the College's [Privacy Code](#), which outlines the College's commitment to safeguarding personal information and ensuring it is handled appropriately, securely, and transparently.

The College recognizes that some workforce and demographic questions may be sensitive. Understanding veterinary professionals' perspectives regarding data collection, privacy, confidentiality, and reporting is an important first step in considering future workforce data collection initiatives and ensuring that any approach is respectful, transparent, and informed by the profession's feedback.

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