

Thank you for attending Banfield Pet Hospital's 21st Pet Healthcare Industry Summit

Together, we discussed how we could move upstream on critical issues in our profession: equity, inclusion & diversity, mental health, and the talent shortage.

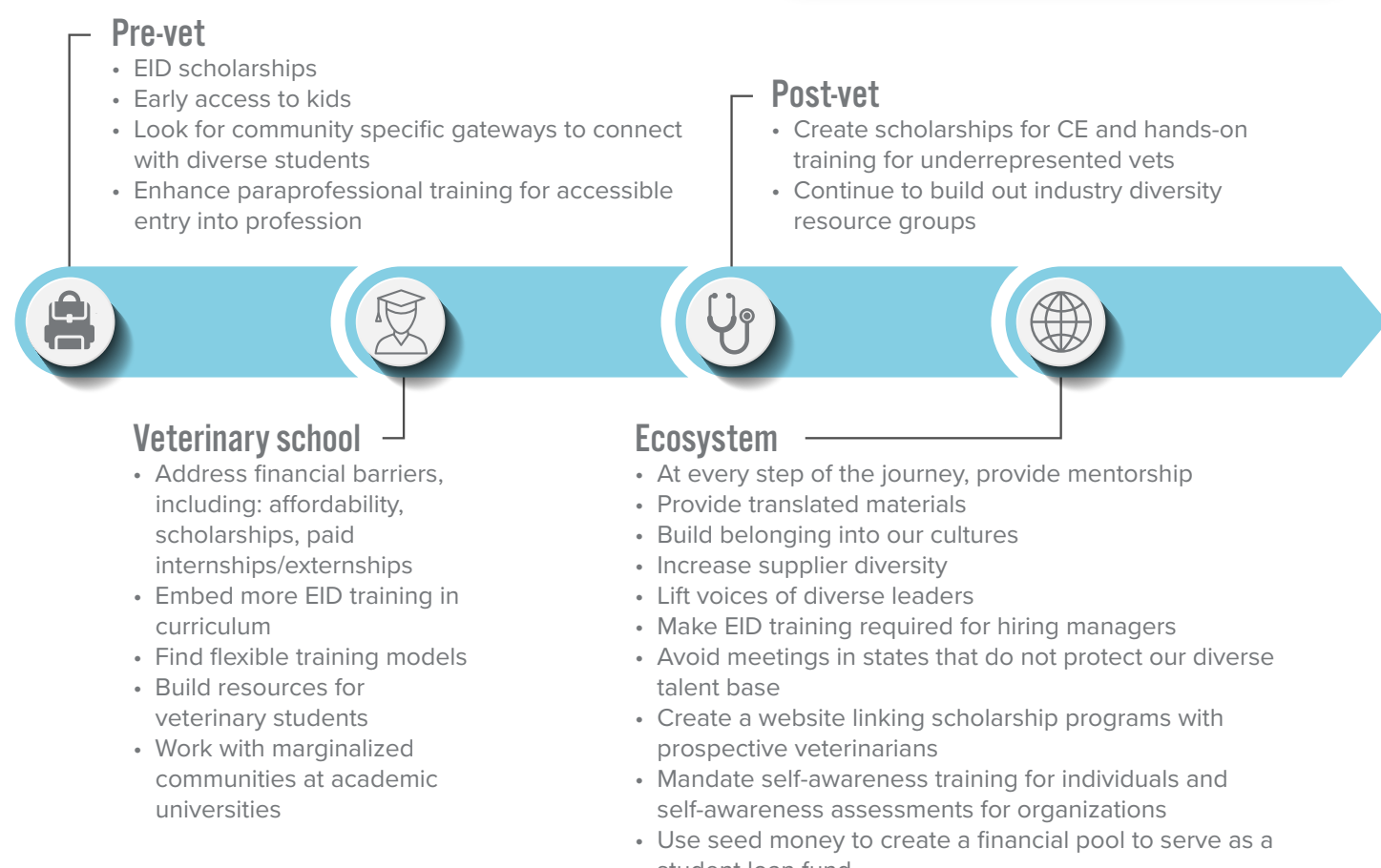
As a group, we brainstormed how to address these ongoing areas of tension with a focus on how to create a positive disruption that allow us to go from incremental change to remarkable progress.

The following summarizes these potential actions, providing ideas we hope you use whether in your individual life or within your organization.

Equity, Inclusion & Diversity

Your collective thoughts and ideas around equity, inclusion & diversity reflected a staged approach, with resources rolling out at different phases of a veterinary professional's career path

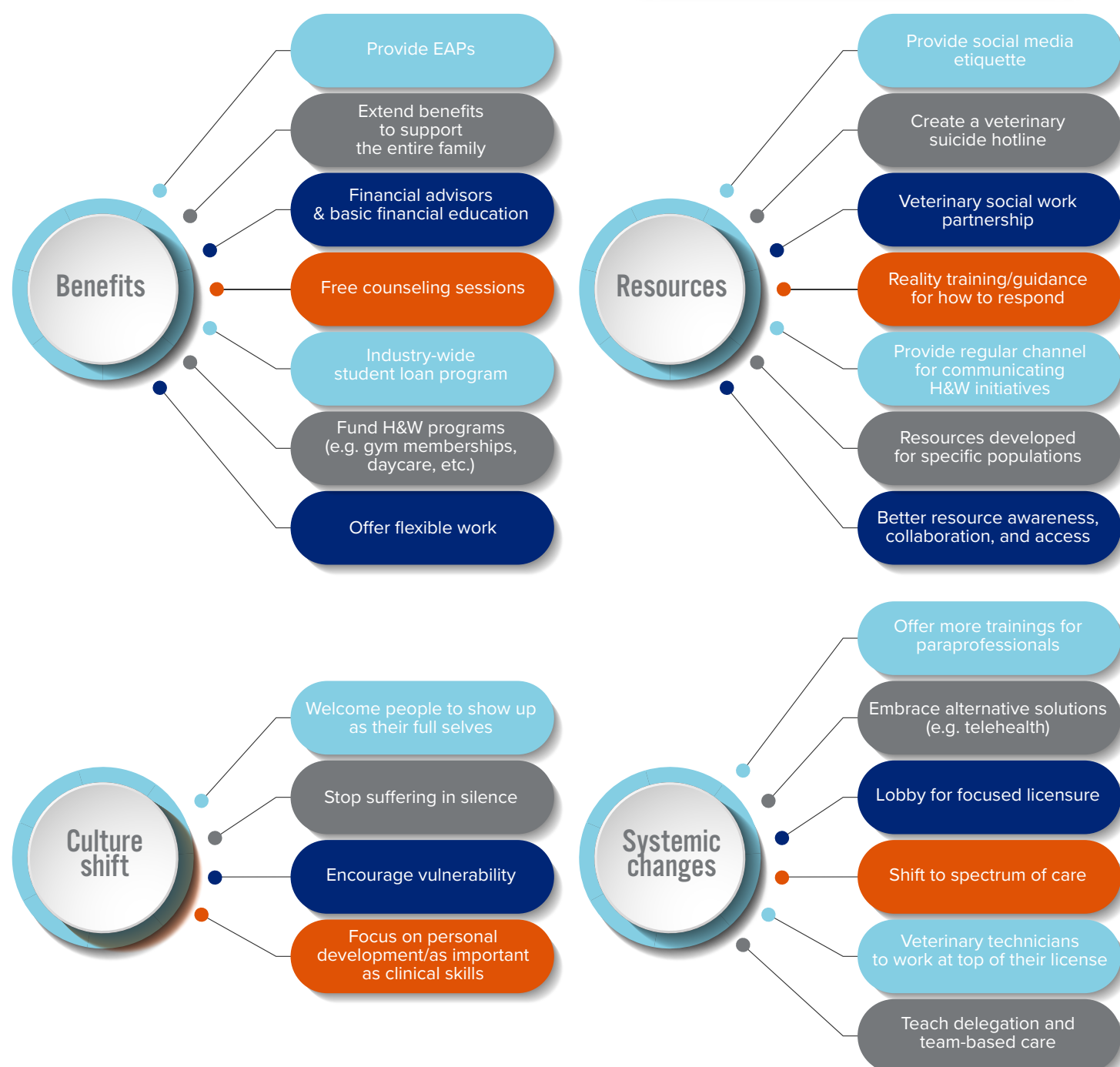
WHAT IF we developed a professional platform that helped interested young students find a cohesive map, empowering them to plot a journey to career success? This site would provide tools and resources to assist them in every step of the journey.



Mental health

Ideas identified to move the conversation upstream around mental health circled around four main concepts: shifting our culture, creating systematic changes, expanding our resources, and homing in on our benefits.

WHAT IF we ensured industry-wide access to leading tools and resources to support mental health for the entire veterinary team?



Talent shortage

There were a host of ideas for how we can address the talent shortage. Below are 21 of the most popular ideas (in no particular order).

WHAT IF we ensured today's educated veterinary professionals are supported in using their skills to the fullest while challenging paradigms – ultimately facilitating the path to a veterinary career for a broader group of passionate individuals?

- Expose profession to youth
- Break model on how we attract talent
- Leverage existing mentorship programs
- Develop programs similar to JetBlue's Gateways Programs
- Leverage talent that is not accepted into veterinary school
- Decrease graduation time
- Make it easier for people to rejoin our profession
- Expand recruitment of entry level paraprofessionals
- Use veterinary technicians at the top of their license
- Create midlevel practitioner
- Further develop and leverage technology
- Embrace virtual VCPR
- Provide loan guarantees at a lower rate backed by industry
- Use the military academy model to pay for veterinary education
- Increase salaries
- Accelerate competency-based education and distributive model
- Use credentialed veterinary technicians at the top of their licenses
- Create a compilation of turn-key resources and initiatives for veterinary professionals
- Speed up accreditation boards
- Provide counseling both for financial and mental health
- Interdisciplinary and team-based healthcare training/learning experiences