



**FINLEY +
ASSOCIATES**
STRATEGY. ACTION. IMPACT.

BCVTA 2026 Membership Wage and Compensation Survey

August 27, 2026

Prepared for the BCVTA Executive Director



This material is used as a discussion guide and is not a complete record of the discussion or the decisions made.



Report Contents

- 1 Overview & Executive Summary**
- 2 Getting to know the respondents
- 3 Advocacy & Employers
- 4 Association measures
- 5 BCVTA-only questions
- 6 Needs-based segments
- 7 Conclusions and recommendations
- 8 Supplemental slides (demographics)



About this survey



- A membership survey was administered by Finley & Associates to more than 13,000 RVTs across Canada, including 1615 RVTs in British Columbia.
- The survey was open from Mar 10-30, 2026.
- **British Columbia's n=761** (those who completed the survey).
- The **response rate** = 47% (which is exceptional for this type of study and leads the PAs in response rates, where the national average was 30%).
- The **completion rate** = 88% (which is about average for this type of study).
- **Length:** Median completion time = 19.25 minutes (longer than promised; however, many respondents wrote lengthy responses to open-ended questions, contributing to the increased length).

FOR REFERENCE

Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



About this report



FOR REFERENCE

This report focuses on BCVTA's data, with national comparisons.

- ↑ Statistically higher than national score.
- ↓ Statistically lower than national score.

There are boxes throughout the report that are hyperlinks; clicking the box will take you to a different slide in the report.

[Click to view detailed demographics.](#)

The instructions to “click” always assume you’re reading in “Presentation mode” or a PDF. If you’re reading in PPT editing mode, you can still use the hyperlink function, but you have to “Ctrl” + “Click” for the hyperlinks to work.

For each slide that takes you to a new slide, there is a “Return” hyperlink at that slide that functions the same way.



Summary takeaways specific to BCVTA

- 1 n=761 BC RVTs responded (47% response rate):**
A robust provincial base, well above the 30% national average and the highest response rate of any PA.
- 2 BC RVTs out-earn the national average across the board.** They earn more at every tenure range and in every needs-based segment, and the wage distribution is unusually tight, with nearly half in the \$30–\$34.99/hour band.
- 3 Above-average pay still isn't enough for many.** Despite earning more than national, a majority still need a secondary income to maintain a satisfactory standard of living, and 56% report struggling to earn a living wage.
- 4 BC's membership is the most urban and least full-time of any province.** 93% work in urban areas; the province has the lowest full-time share, with more part-time, casual and locum RVTs.
- 5 BCVTA outperforms national on three association measures.** Executive Director and Board performance, and Overall as a member all exceed national averages.
- 6 BC RVTs lean toward online and virtual learning.** They favour on-demand and virtual professional development, and are notably more open to a virtual provincial conference and less drawn to in-person than nationally.
- 7 Overall, BCVTA members are broadly in-line with the national average across most measures,** with compensation, urban concentration and professional-development preferences being the clearest differences.

Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026; Finley & Associates.



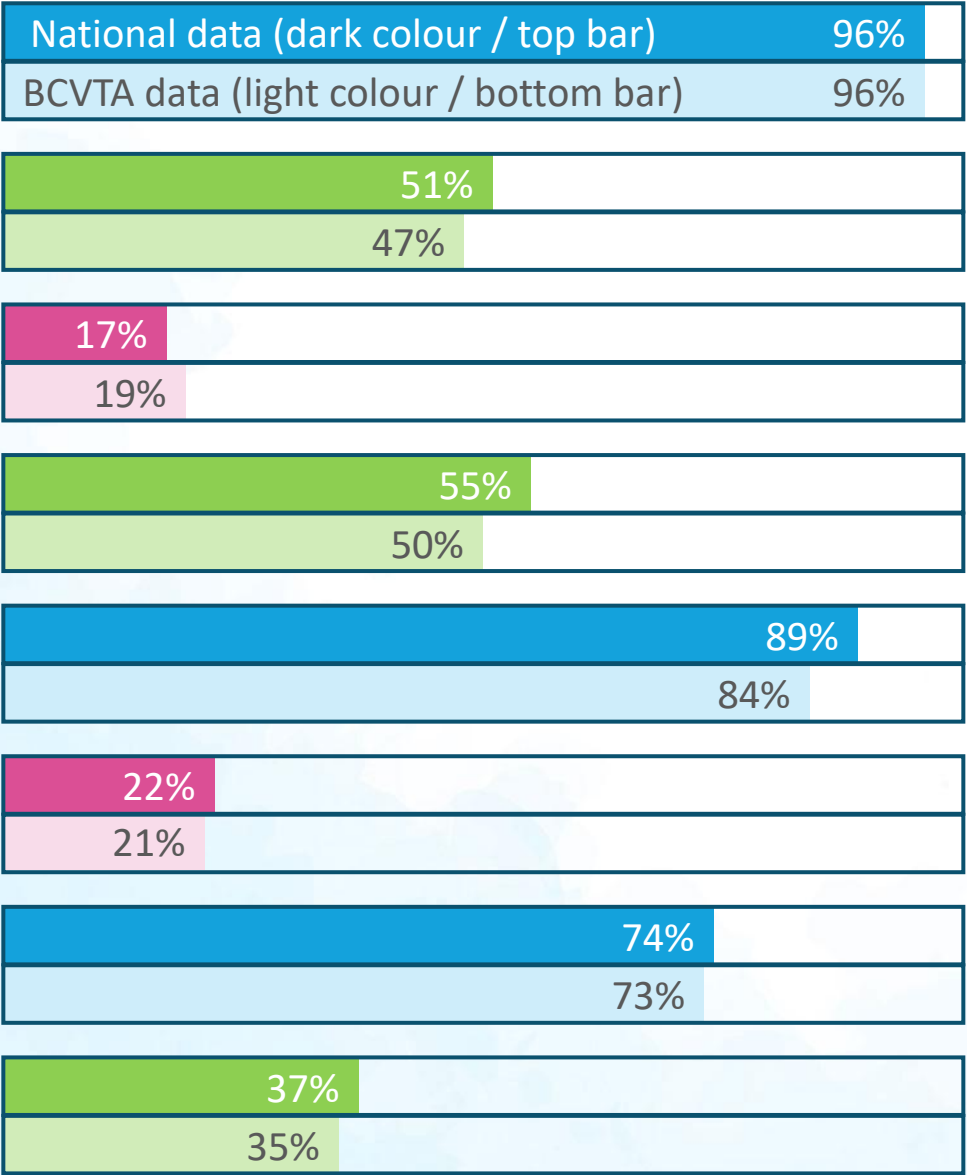
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Summary of demographics.
Most RVTs are white women under 35 years old; BC RVTs have the highest racial diversity in the country.

National n=4055
BCVTA n=761



of respondents are women

of respondents are under 35 years old

of respondents have a university degree

of respondents own their home

of respondents are white / Caucasian

of respondents have at least one diagnosis

of respondents are in a relationship

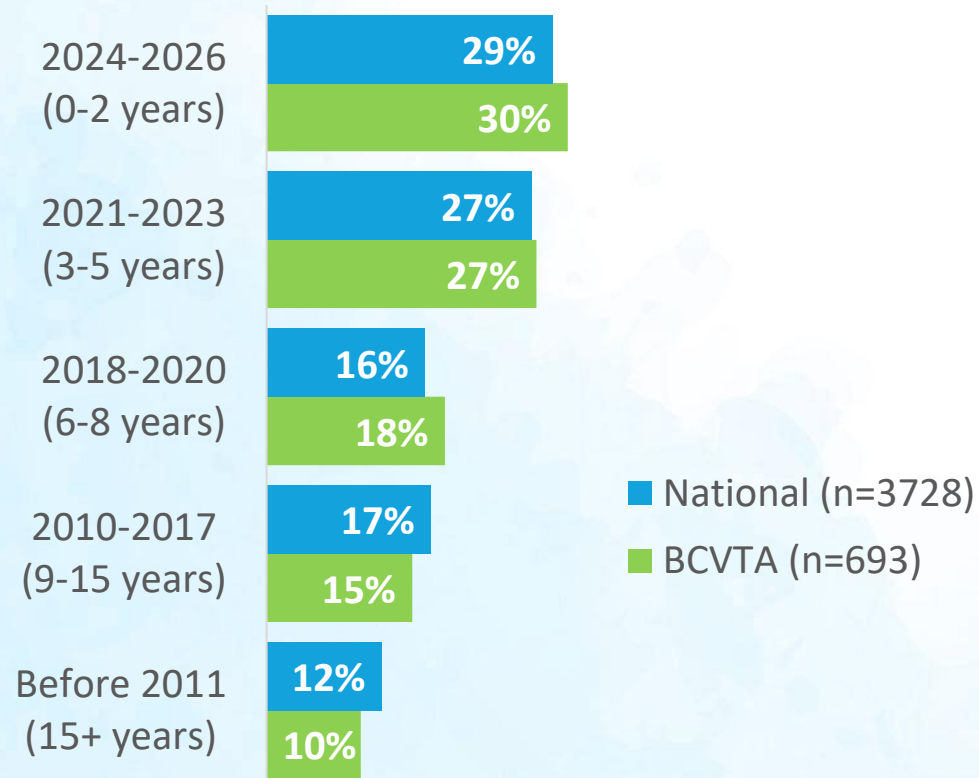
of respondents' household income <\$75,000

Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.

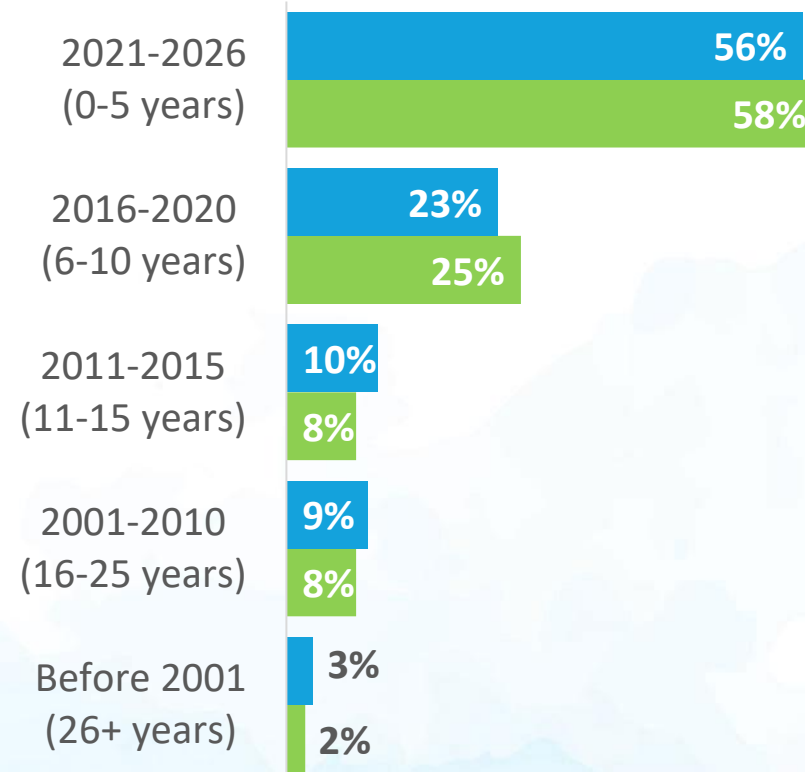


Not overly surprising that over 50% of RVTs have been with their current employer for less than 5 years; BC employer tenure in-line with national average.

Length of time with current employer –
Quintiles



Length of time with current employer –
5-year increments



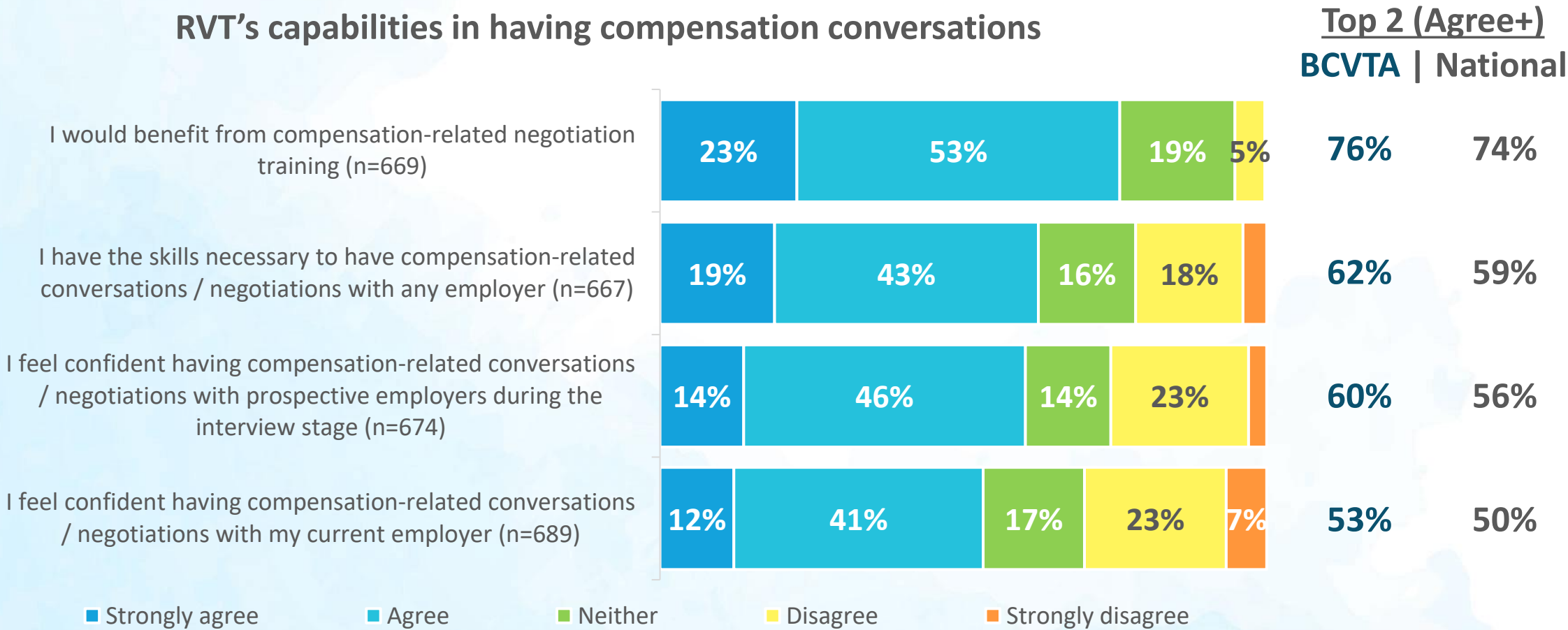
Average
number of
years working
as an RVT

12.1

Q: In what year did you start working with your current employer? Exclude time working as a student.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



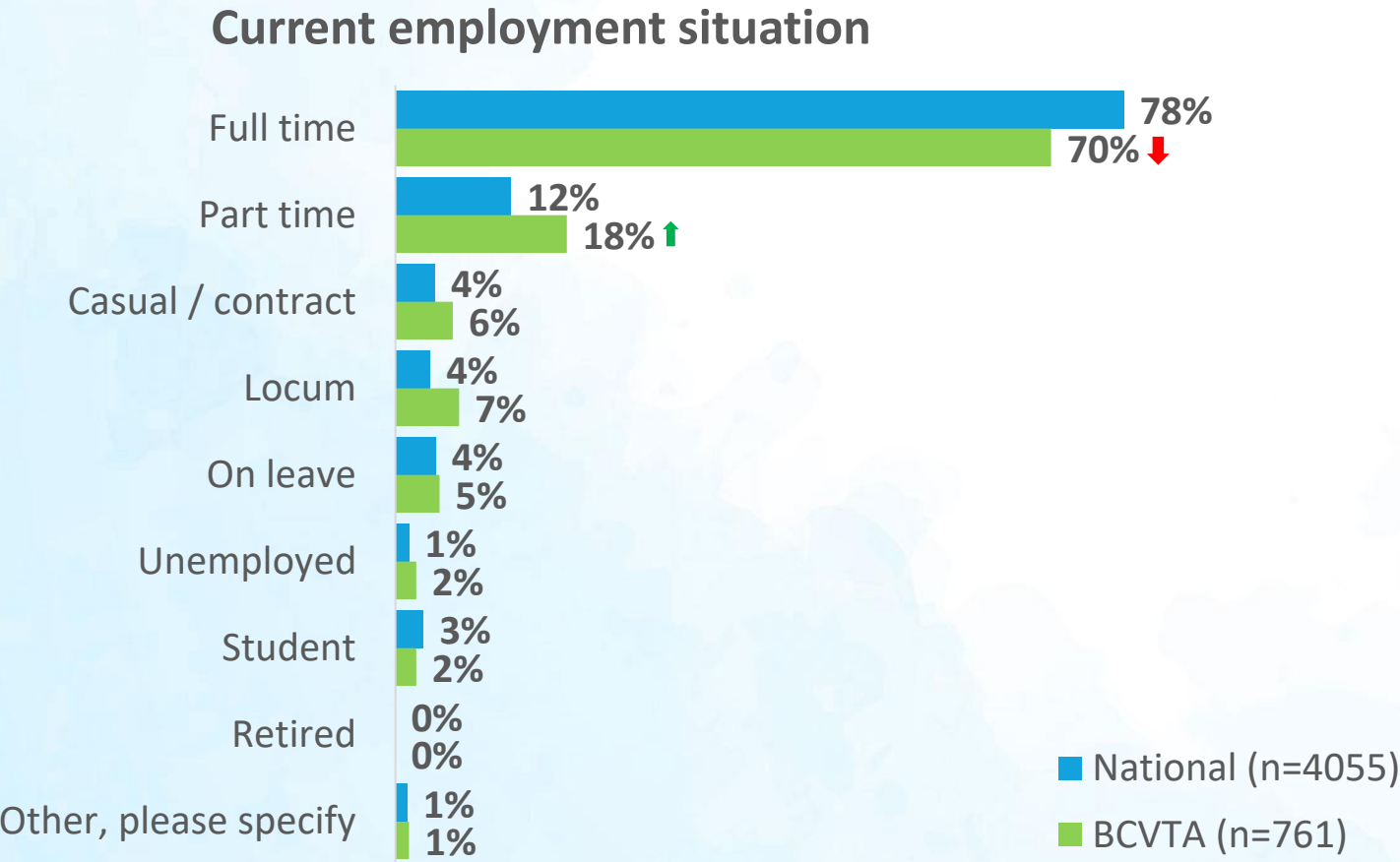
Three quarters of RVTs would benefit from compensation-related negotiation training.



Q: To what extent do you agree or disagree with the following statements?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



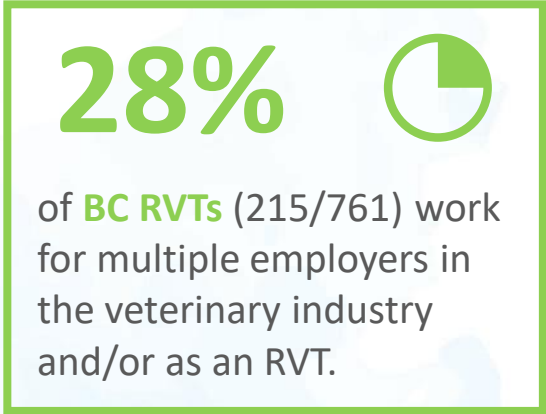
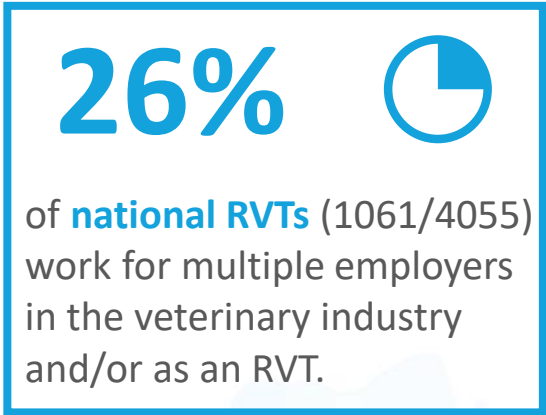
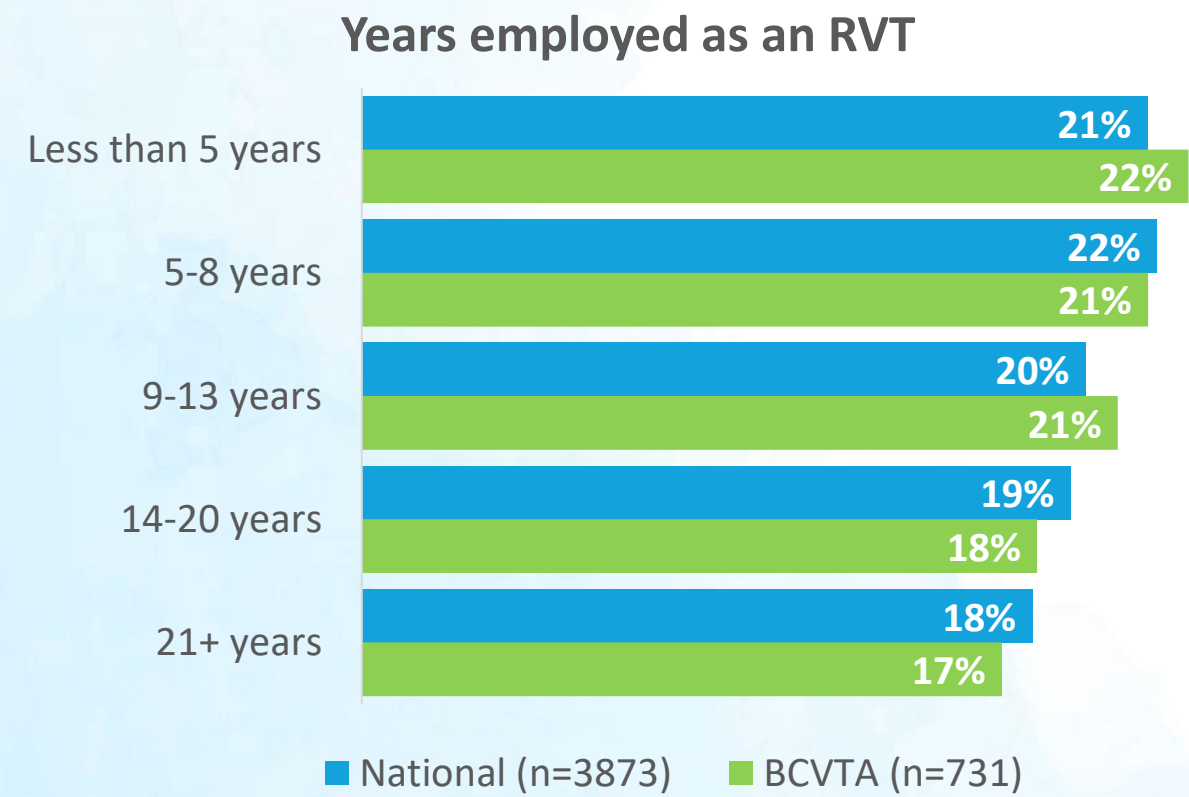
Fewer BC RVTs are employed full-time, with a higher percentage of part time; opportunities to improve question options to address “Other” employment situations.



Q: Which of the following represents your current employment situation? Select all that apply.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



Over half of RVTs have been employed as an RVT for over 9 years;
a quarter of RVTs work for multiple employers in the industry.



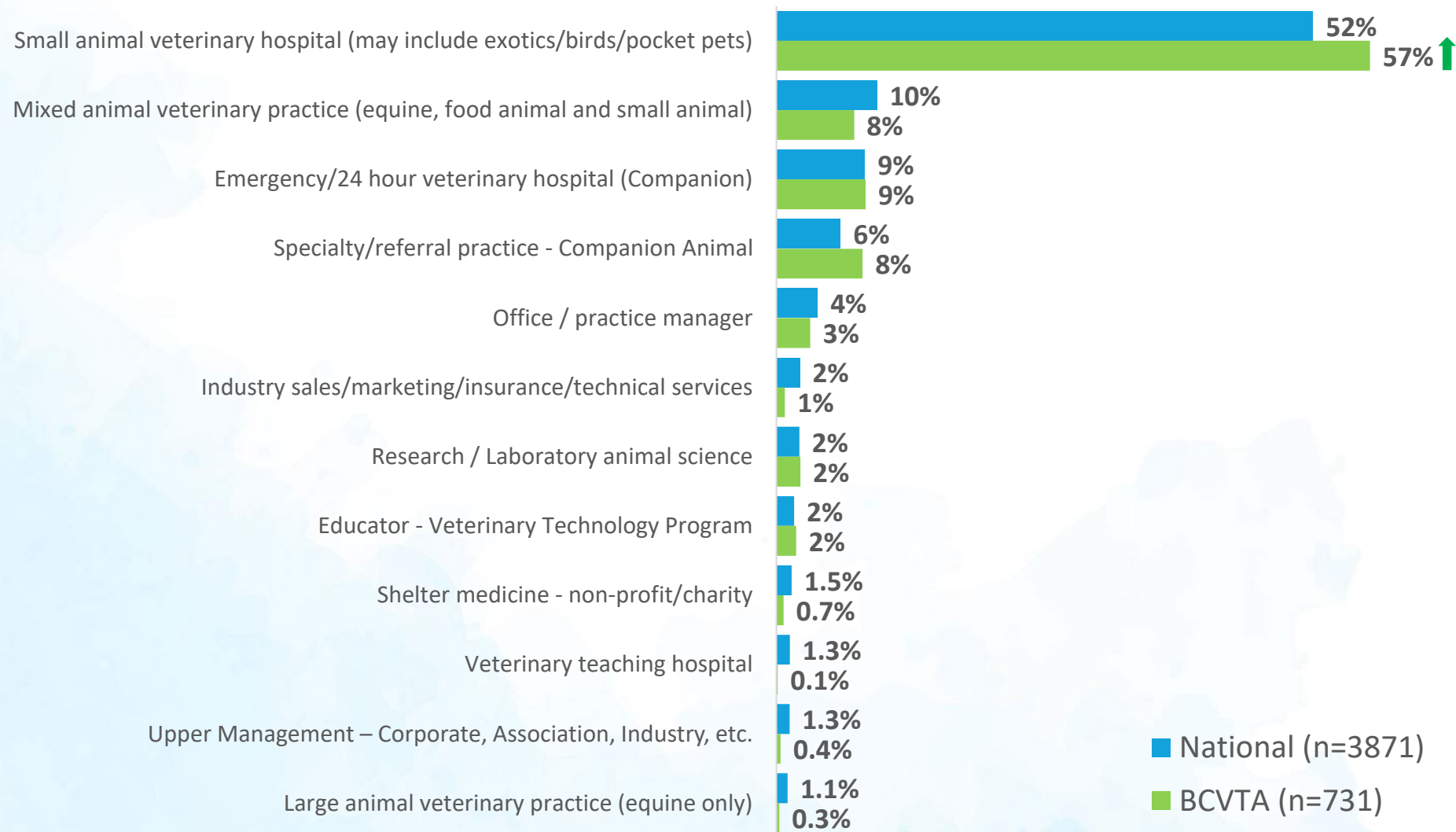
Q: How many total / cumulative years have you been employed as a RVT? | Q: Do you work for multiple employers in the veterinary industry and/or as an RVT?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



Well over half of RVTs primarily work in small animal veterinary hospitals, more than nationally

(1 of 2 – highest frequency).

Categories of RVT area of practice (1 of 2)



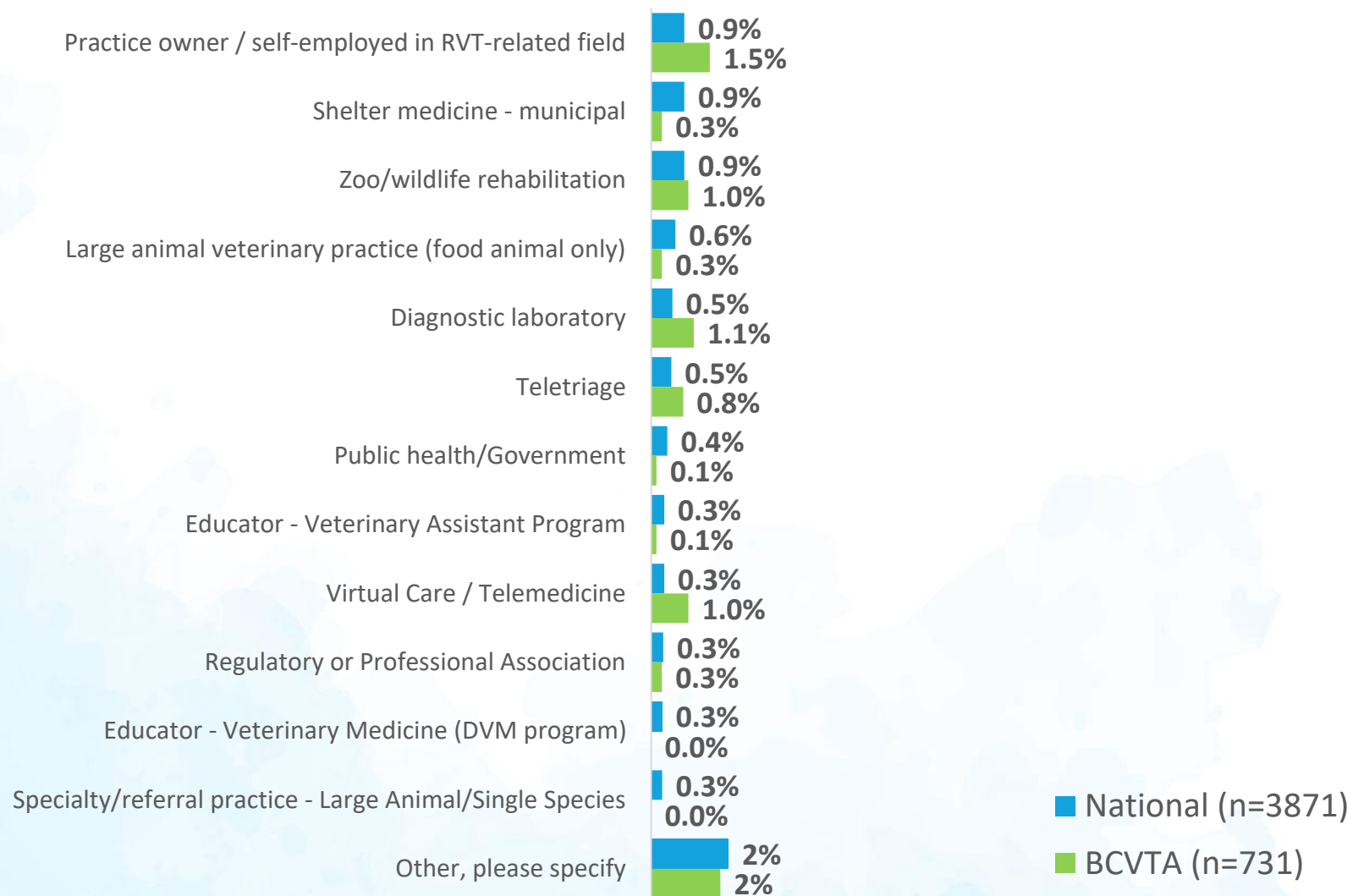
Q: Which of the following categories best describes your RVT area of practice? If working in multiple areas, choose the one area that best describes the majority of your RVT work.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



Well over half of RVTs primarily work in small animal veterinary hospitals, more than nationally

(2 of 2 – lowest frequency).

Categories of RVT area of practice (2 of 2)



Q: Which of the following categories best describes your RVT area of practice? If working in multiple areas, choose the one area that best describes the majority of your RVT work.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



BCVTA hourly wage analysis by category / sector

Top
pay

Emergency / Specialty Practice

Average per hour: \$36.08 | n=124

Emergency/24 hour veterinary hospital (Companion)

Specialty/referral practice - Companion Animal

Specialty/referral practice - Large Animal/Single Species

All other categories / sectors

Average per hour: \$33.60 | n=128

Small animal veterinary hospital

Average per hour: \$32.94 | n=420

Large & Mixed Animal

Average per hour: \$31.25 | n=59

Large animal veterinary practice (equine only)

Large animal veterinary practice (food animal only)

Mixed animal veterinary practice

BC is the only province where these two sectors are in this order, and the gap in pay is extraordinary.

“All other categories / sectors” is composed of:

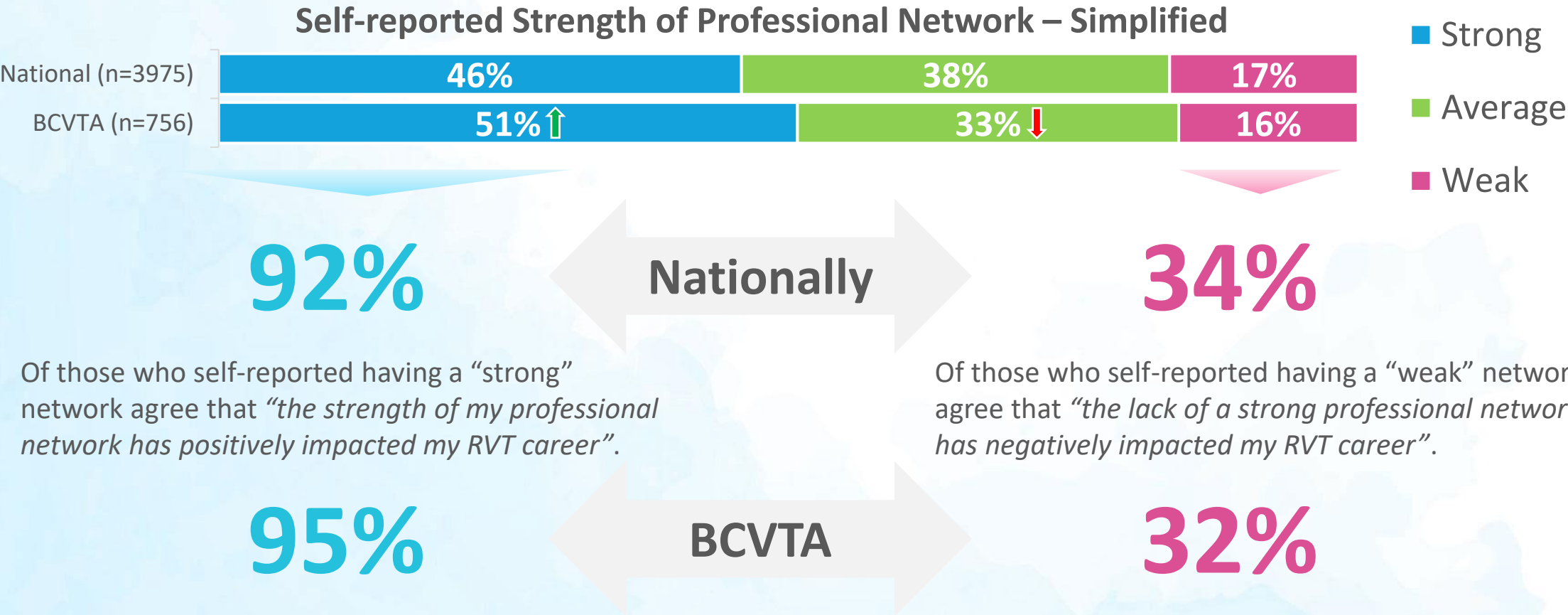
- Upper Management – Corporate, Association, Industry, etc.
- Diagnostic laboratory
- Educator - Veterinary Technology Program
- Educator - Veterinary Assistant Program
- Educator - Veterinary Medicine (DVM program)
- Industry sales/marketing/insurance/technical services
- Research / Laboratory animal science
- Office / practice manager
- Practice owner / self-employed in RVT-related field
- Public health/Government
- Regulatory or Professional Association
- Shelter medicine - municipal
- Shelter medicine - non-profit/charity
- Telerriage
- Veterinary teaching hospital
- Virtual Care / Telemedicine
- Zoo/wildlife rehabilitation
- Other, please specify

Low
pay

Q: Which of the following categories best describes your RVT area of practice? If working in multiple areas, choose the one area that best describes the majority of your RVT work.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



There is a great divide in the belief of what a strong network can do for an RVT’s career; BC RVTs have stronger networks than national average.



Q: How strong is your professional network? | Q: To what extent do you agree or disagree with the following statement: The strength of my professional network has positively impacted my RVT career. | Q: To what extent do you agree or disagree with the following statement: The lack of a strong professional network has negatively impacted my RVT career.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



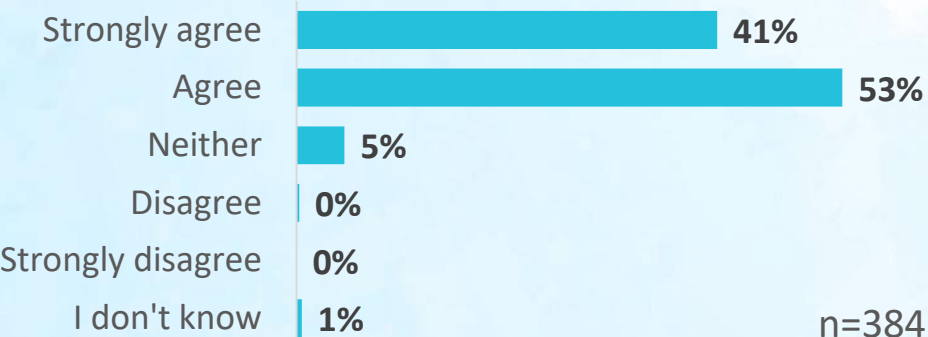
For the most part, RVTs are aware of their network and have a perception of its impact on their careers.

BCVTA ONLY – Self-reported Strength of Professional Network (n=761)

■ Very strong ■ Strong ■ Average ■ Weak ■ Non-existent ■ I don't know ■ I don't understand the question



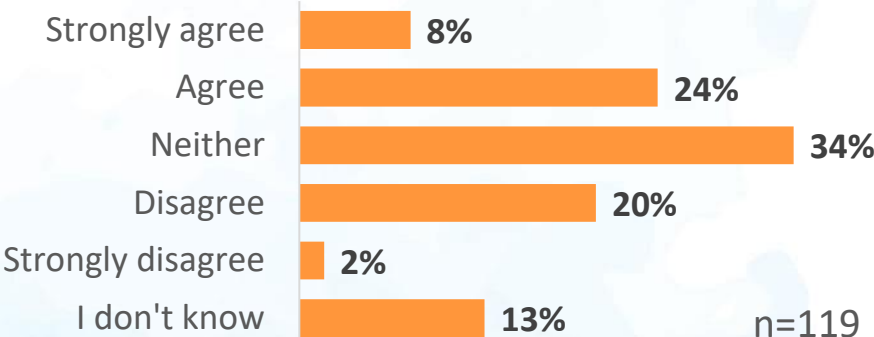
The strength of my professional network has positively impacted my RVT career



"If you want to go fast, go alone. If you want to go far, go with others."

~ Proverb

The lack of a strong professional network has negatively impacted my RVT career.

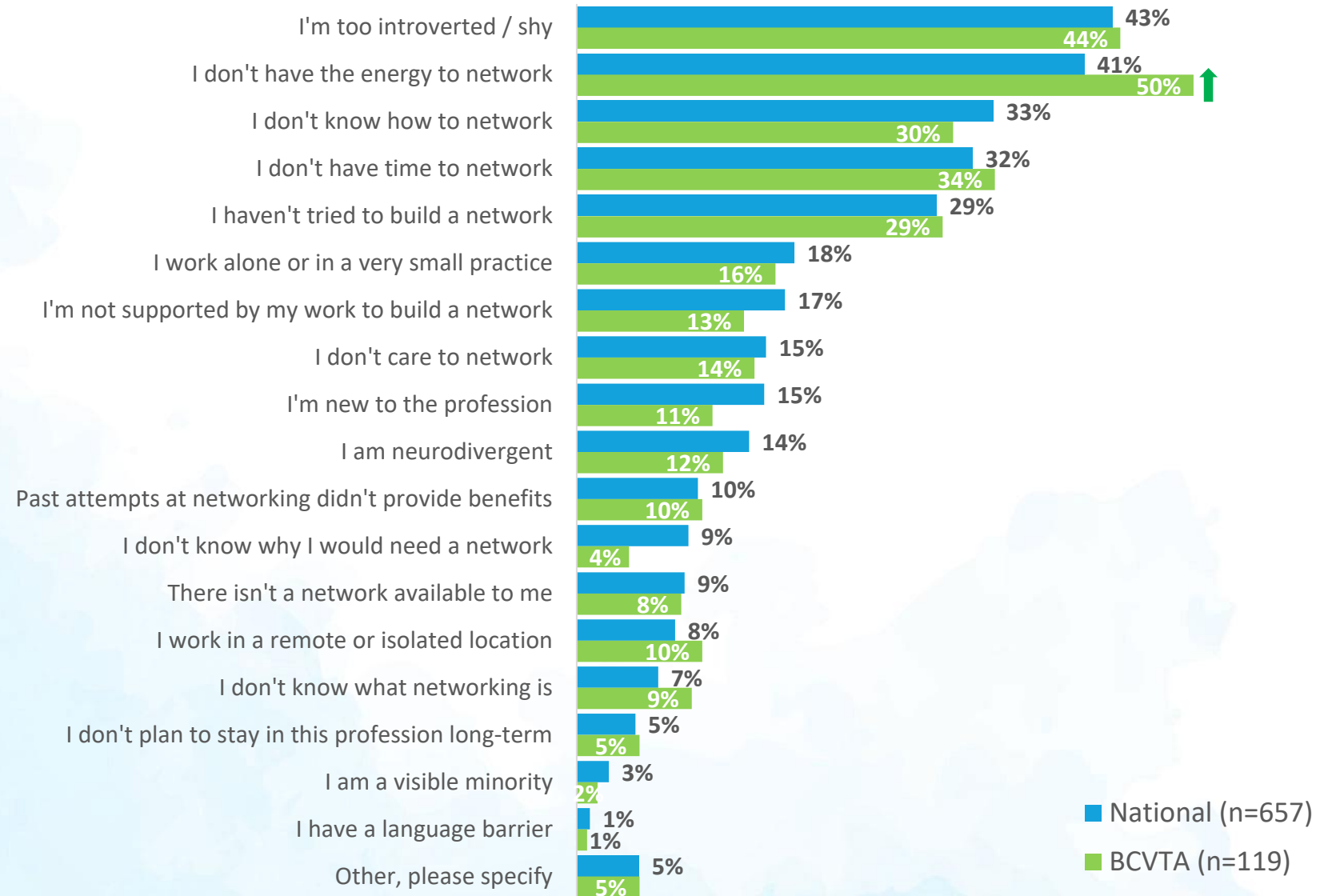


Q: How strong is your professional network? | Q: To what extent do you agree or disagree with the following statement: The strength of my professional network has positively impacted my RVT career. | Q: To what extent do you agree or disagree with the following statement: The lack of a strong professional network has negatively impacted my RVT career.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



18% say
their
network is
“Weak” or
“Non-
existent” →
WHY?

Reasons for weak network

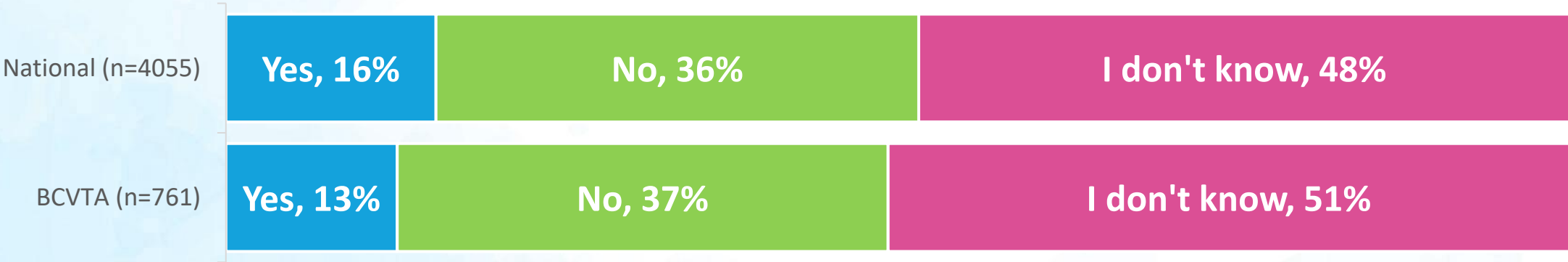


Q: How strong is your professional network? | Q: To what extent do you agree or disagree with the following statement: The strength of my professional network has positively impacted my RVT career. | Q: To what extent do you agree or disagree with the following statement: The lack of a strong professional network has negatively impacted my RVT career.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



Many of the issues raised at the national level mirror those at the provincial level, leading to increased support for national coordination and collaboration.

Any veterinary sector issues of national concern to be addressed?



Members from all provinces are asking for the same things, nationally.
See national report for details.



Q: Are there any veterinary sector issues of national concern you would like to see addressed?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.

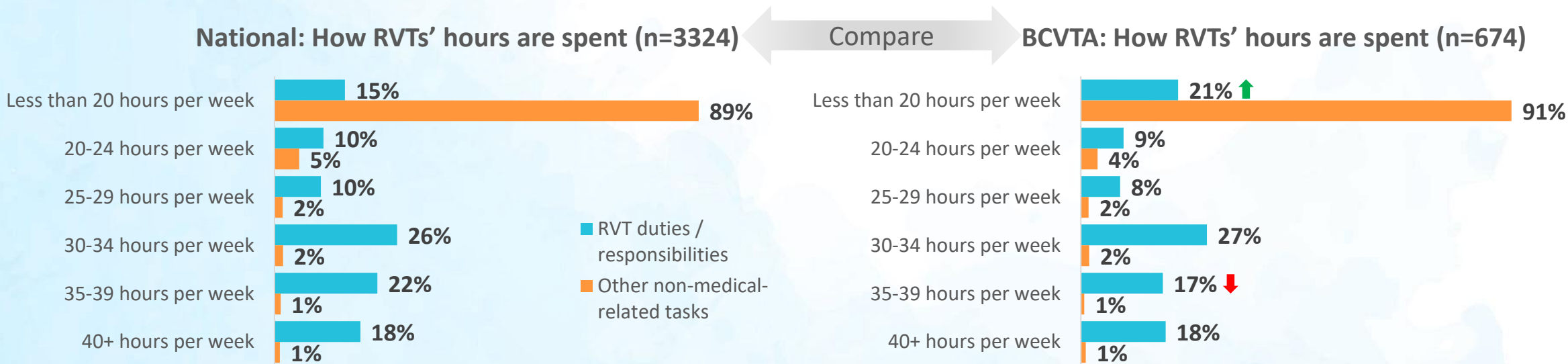
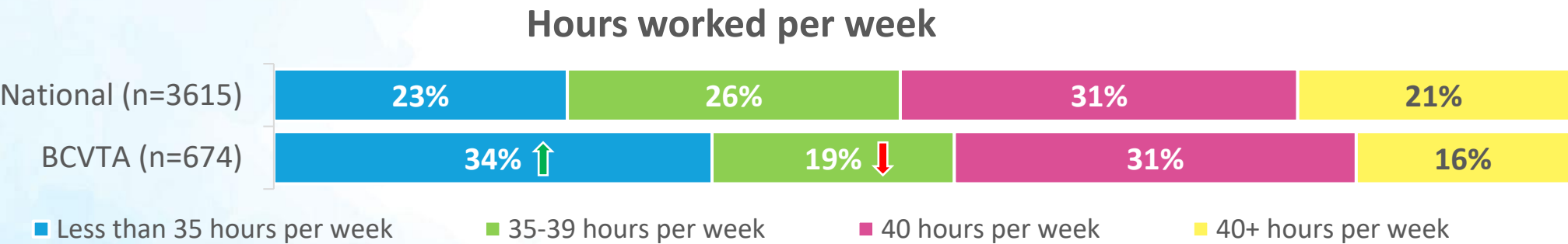


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Many more BCVTA RVTs working less than 35 hours per week than national average.

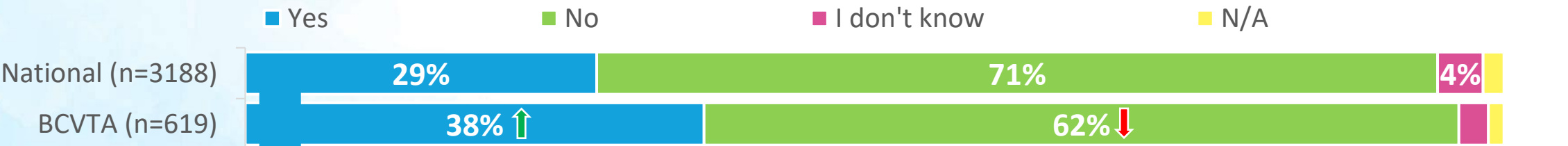


Q: On average, about how many hours do you work in the veterinary industry per week? | Q: Of your [HOURS] average weekly hours worked in the veterinary industry, how many are dedicated to strictly performing RVT duties / responsibilities vs. other, non-medical-related tasks? Total hours must equal [HOURS] hours.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.

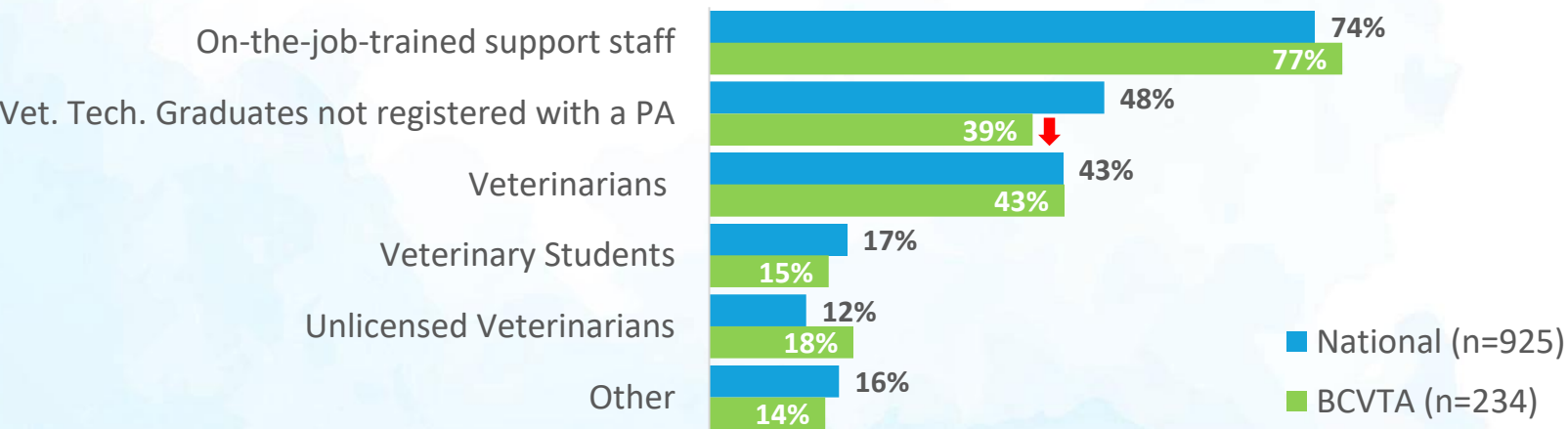


BC RVTs report more non-RVT support staff performing RVT duties than the national average.

Does your workplace / employer currently have non-RVT support staff performing RVT duties?



Types of staff performing RVT duties

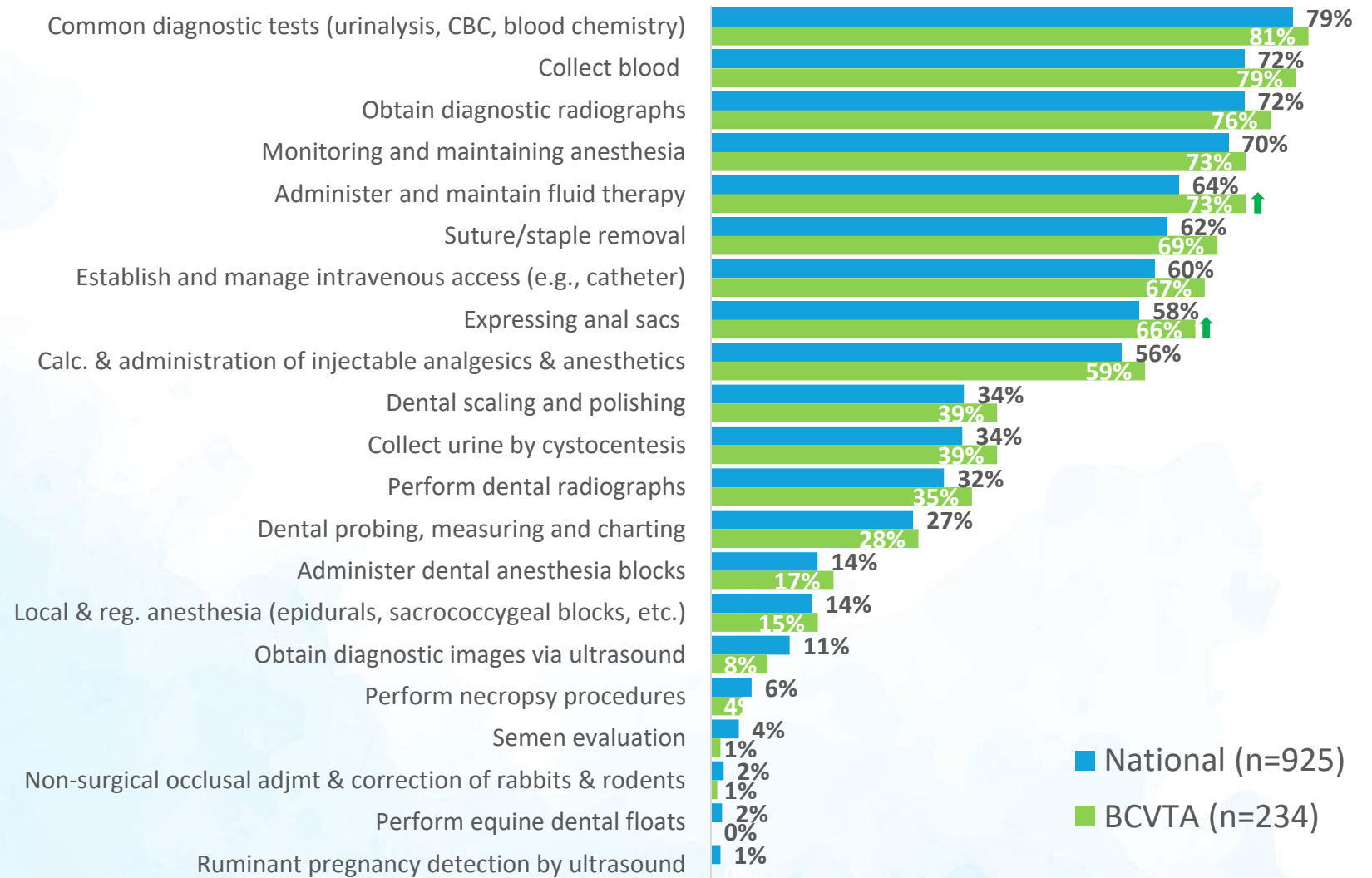


Q: Does your workplace / employer currently have non-RVT support staff performing RVT duties? | Q: Please indicate how many of each type of non-RVT support staff are performing RVT duties/responsibilities. Answer using only numbers (e.g., 12). If none, put 0.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



BC RVTs report slightly more RVT medical-related tasks being performed by non-RVT support staff than the national average.

RVT medical-related duties that non-RVT support staff are performing



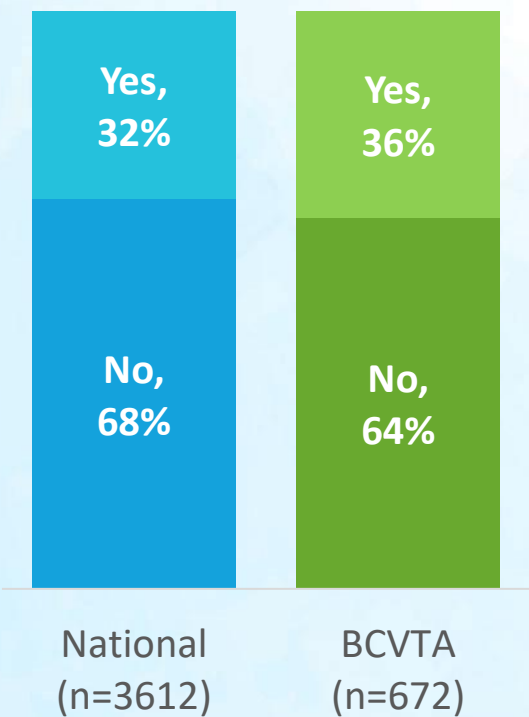
Q: Select all the RVT medical-related duties / responsibilities that non-RVT support staff are routinely performing in your clinic. Examples of support staff may include Reception, Customer Service Staff, Veterinary Assistants, Kennel/Barn/Housing Staff.

Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.

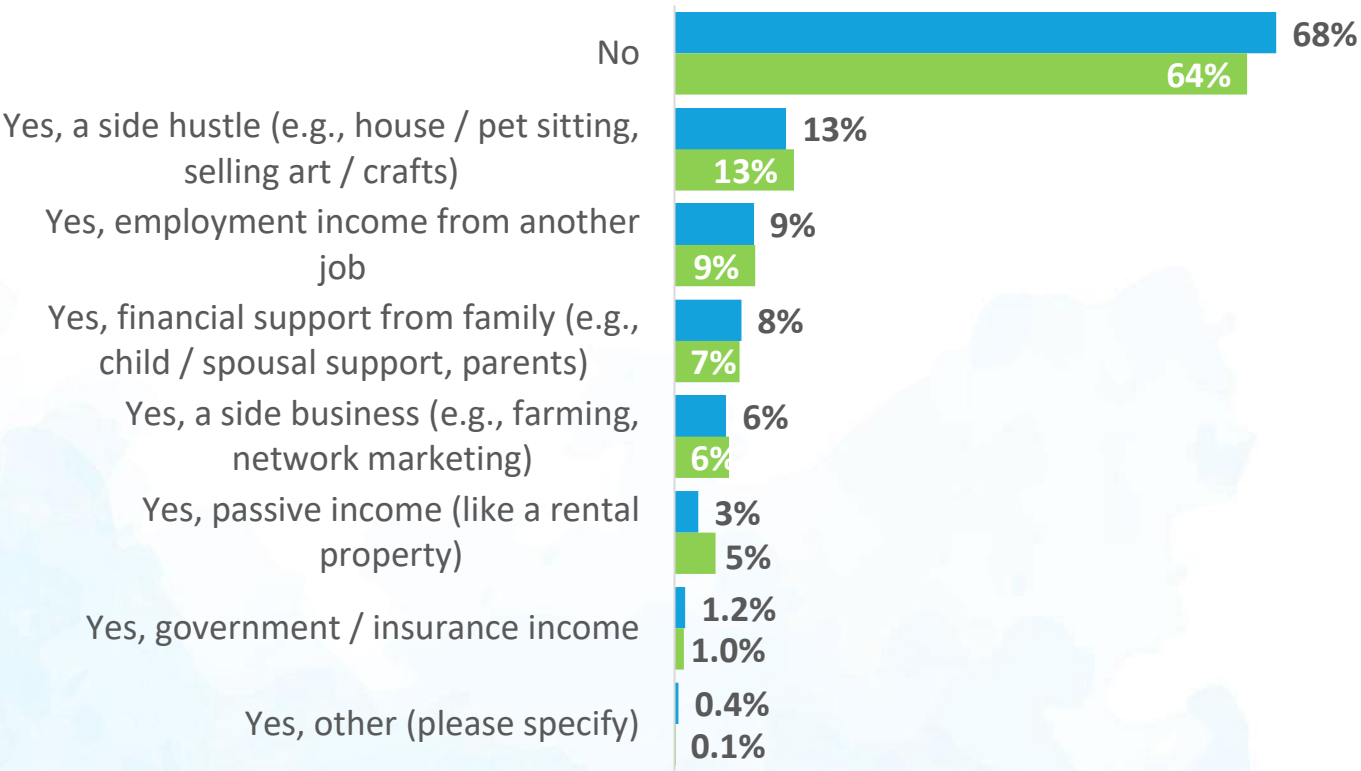


BC RVTs are generally in-line with the national averages re: secondary incomes.

RVTs having secondary income – Summary



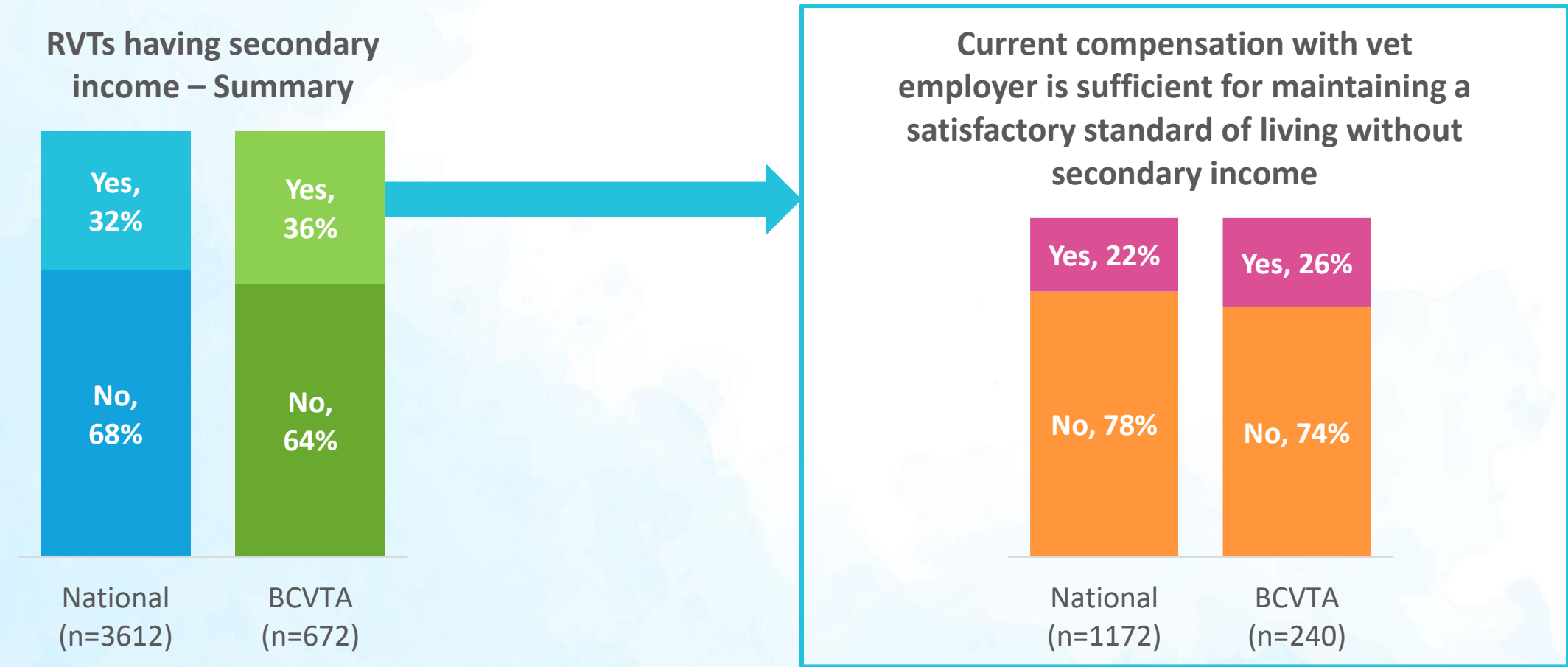
RVTs having secondary income – Details



Q: Do you, personally, have a secondary form of income (i.e., non-RVT-related)? Select all that apply.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



Three quarters (74%) of BC RVTs with a secondary income need it to help maintain a satisfactory standard of living.

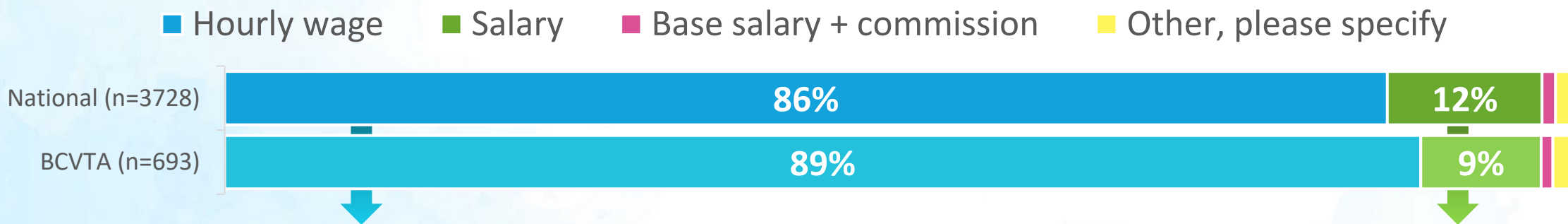


Q: Do you, personally, have a secondary form of income (i.e., non-RVT-related)? Select all that apply. | Do you feel that your total current compensation with your veterinary employer(s) is sufficient to maintain a satisfactory standard of living without relying on a secondary non-RVT-related income?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.

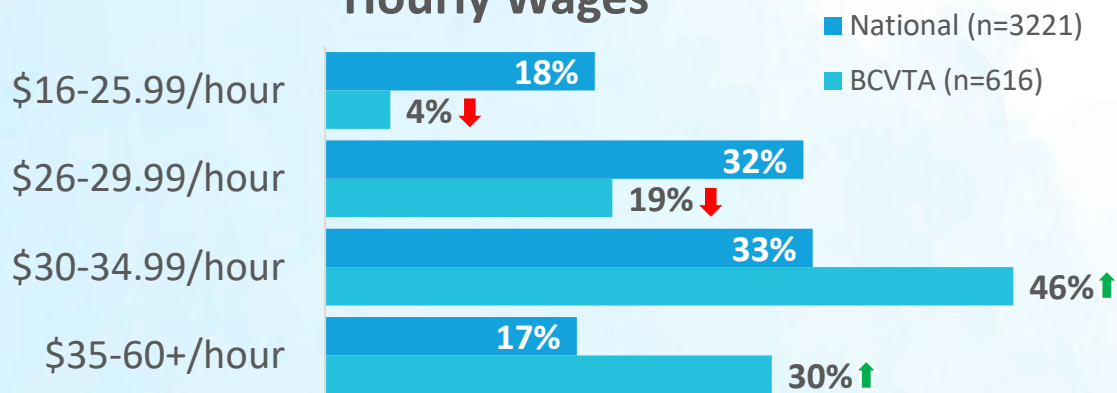


A large majority of RVTs receive an hourly wage: nationally, half below \$30/hour and half above \$30/hour; in BC, RVTs earn much more.

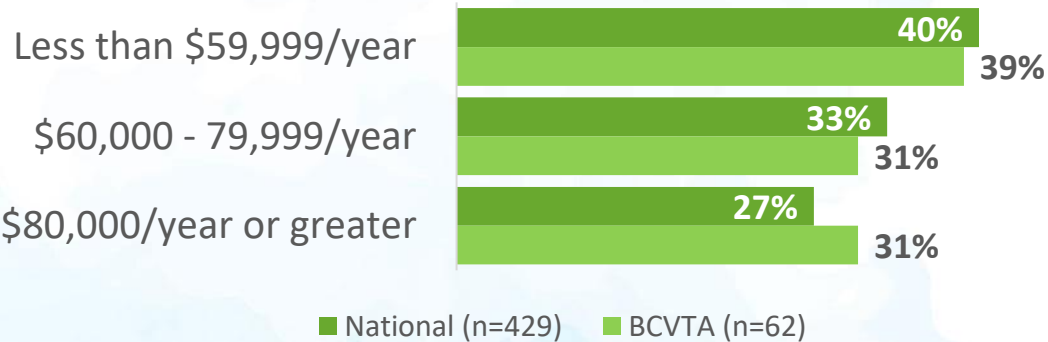
Wage Structure



Hourly Wages



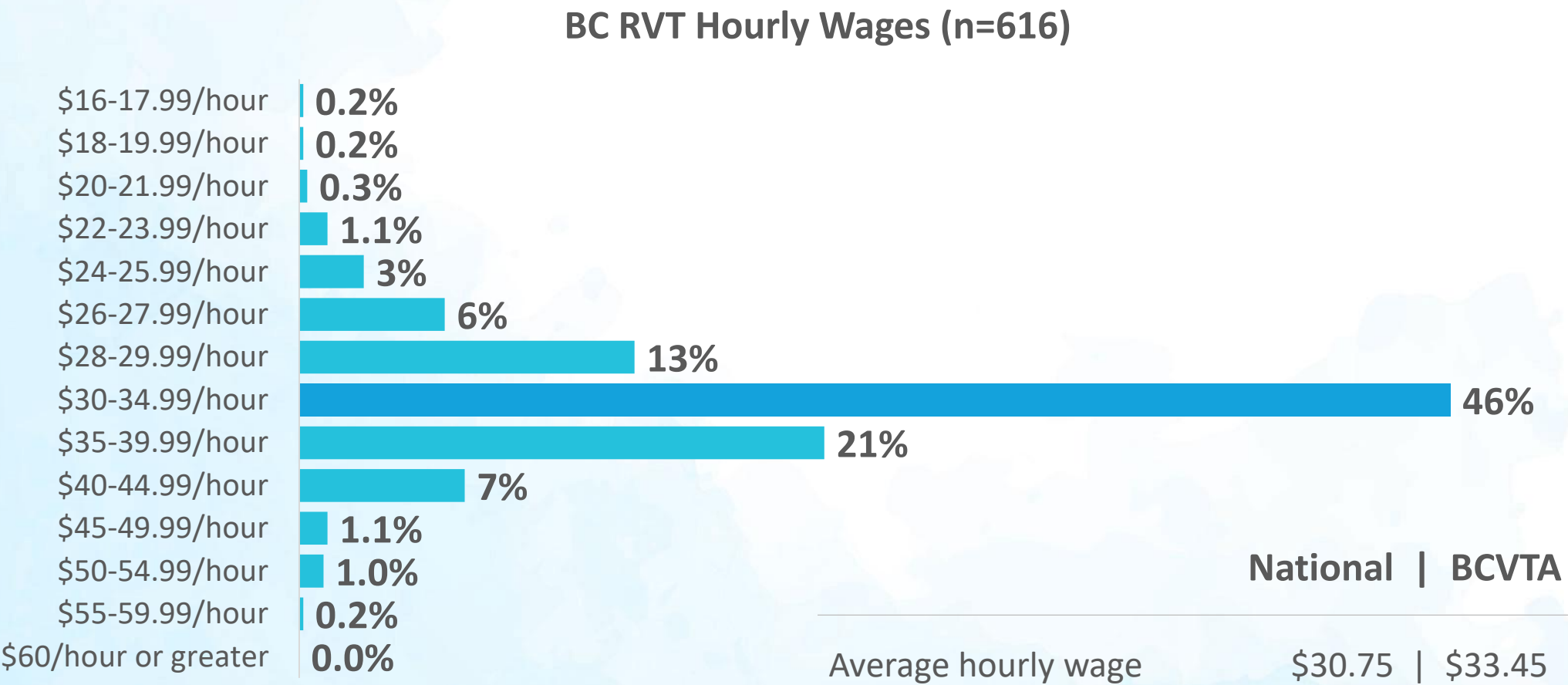
Salaries



Q: What is your wage structure? | Q: What is your current hourly wage? | Q: What is your current annual salary?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



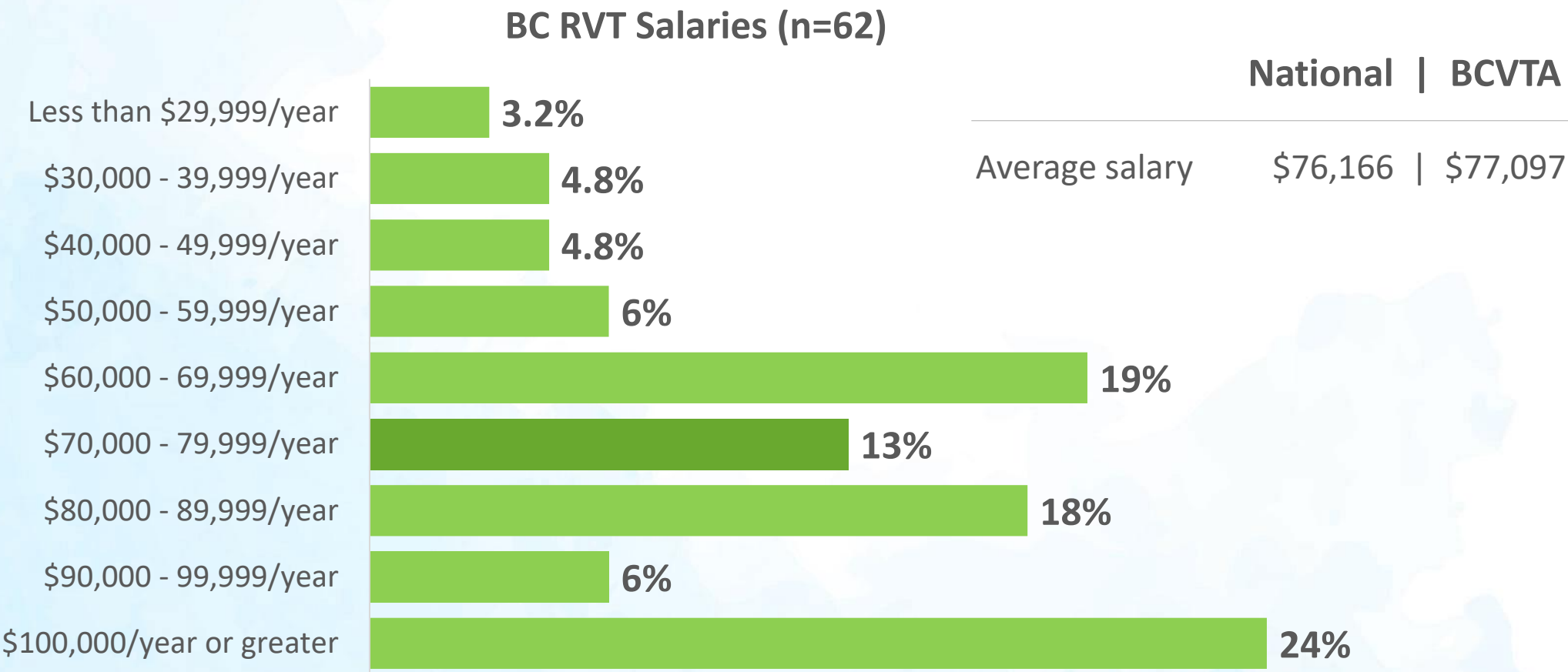
BC RVTs hourly wage distribution is very tight compared to national average, with a nearly 50% spike in the \$30-\$34.99/hour band.



Q: What is your current hourly wage?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



The median salary in BC is \$70,000-\$79,999 a year, although this band is the 4th largest; an unusual pattern compared to the national average.



Q: What is your current annual salary?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



BC RVTs earn more than the national average at every tenure range; as tenure increases, the BC wage gap above national wages decreases.

Tenure as RVT	National	BCVTA
1 year	\$25.71	\$29.65
2 years	\$27.13	\$29.51
Less than 5 years	\$27.28	\$30.72
5-8 years	\$30.01	\$32.80
9-13 years	\$31.79	\$35.02
14-20 years	\$32.69	\$34.57
21+ years	\$33.27	\$35.24

Tenure as RVT	National	BCVTA
1-2 years	\$26.30	\$29.59
3-4 years	\$28.54	\$31.84
5-6 years	\$29.60	\$32.13
7-8 years	\$30.54	\$33.69
9-10 years	\$31.56	\$35.08
11-12 years	\$31.72	\$34.15
13-14 years	\$32.73	\$35.36
15-18 years	\$32.60	\$34.95
19-24 years	\$33.01	\$34.82
25-30 years	\$33.90	\$35.82
31+ years	\$32.47	\$34.30

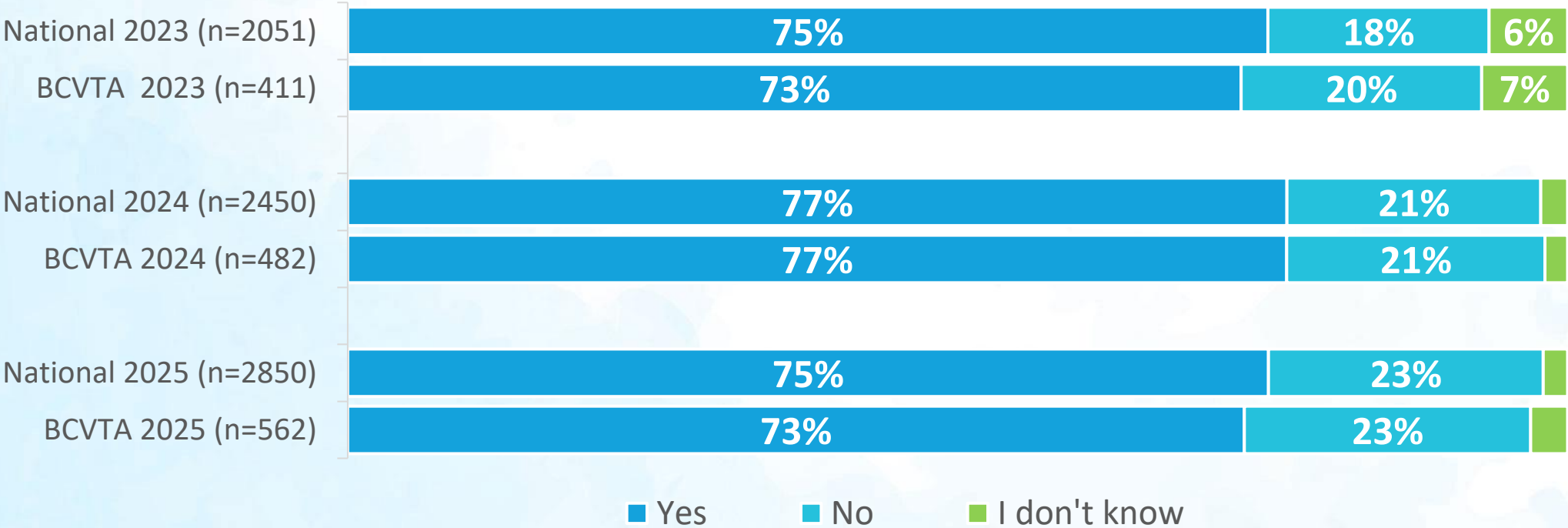
Q: What is your current annual salary?

Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



BC RVTs receiving raises (per capita) in-line with the national average.

Years RVTs received a raise with current employer

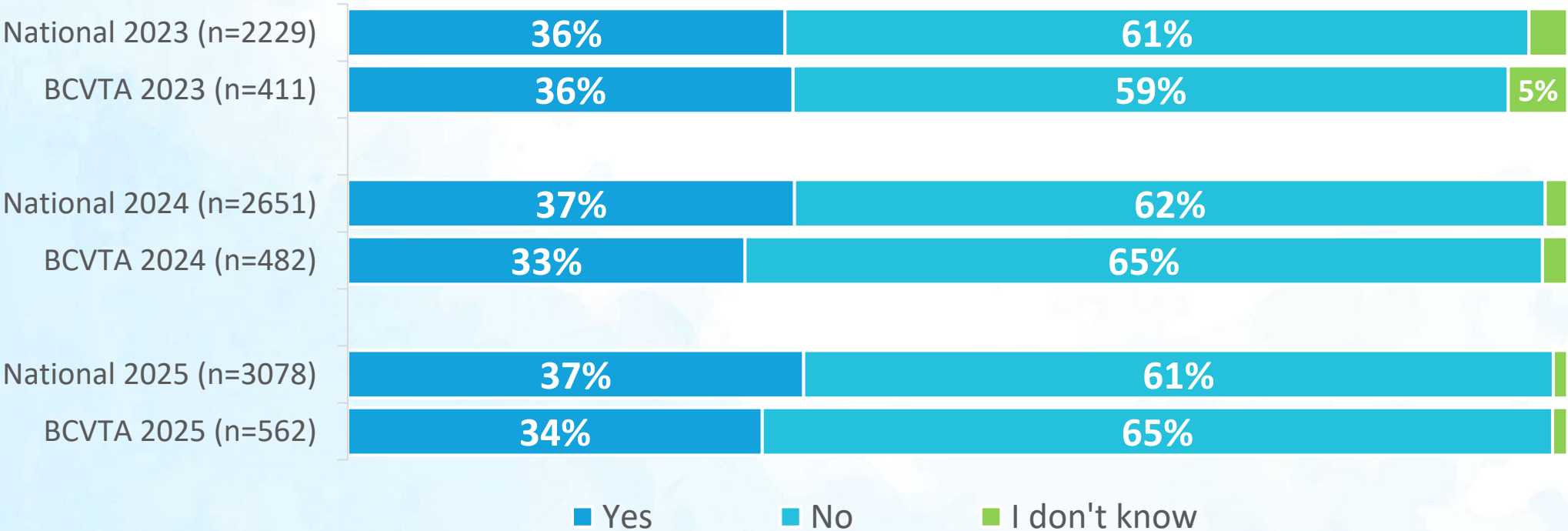


Q: Did you receive a raise with your current employer in:
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



BC RVTs receive bonuses at the same rate as the national average (or slightly lower).

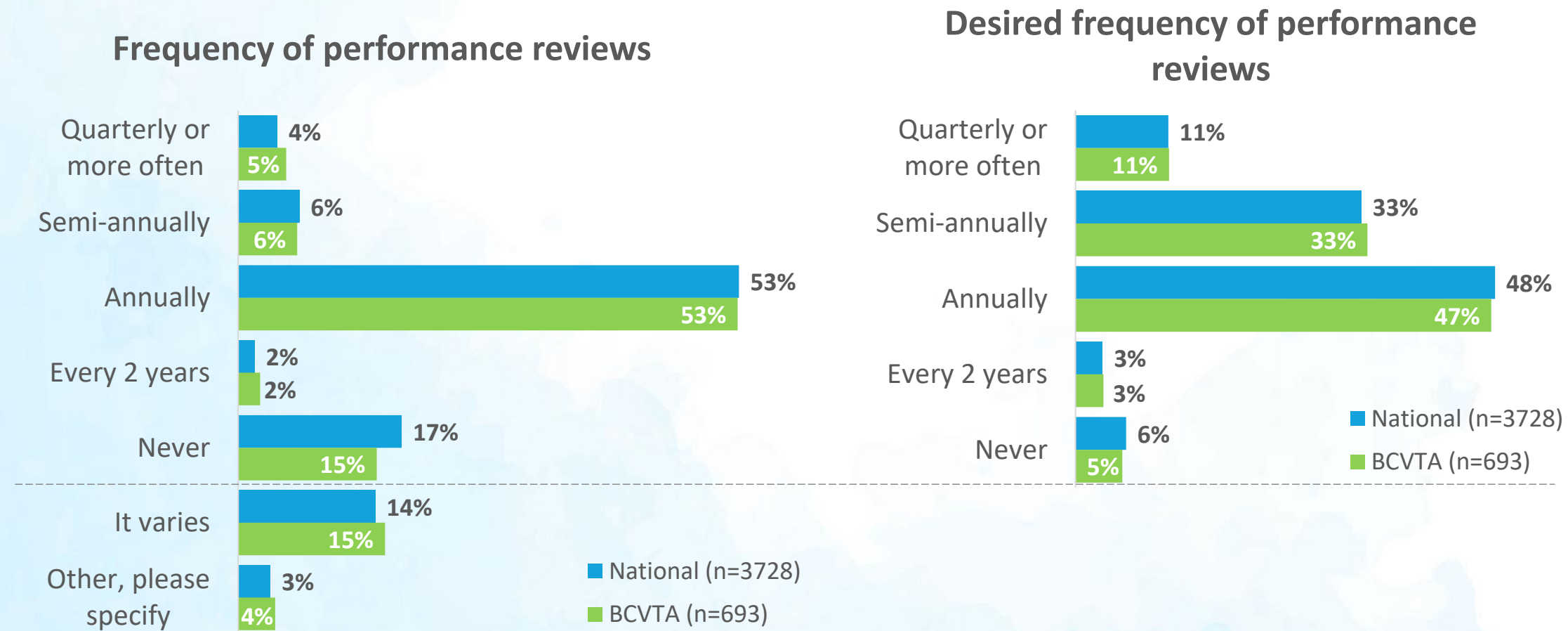
Years RVTs received a bonus with current employer



Q: Did you receive a bonus (i.e., a one-time payment in addition to your regular pay) from your current employer in:
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



BC RVTs are remarkably in-line with the national average re: performance reviews; 90%+ want performance reviews annually or more frequently.



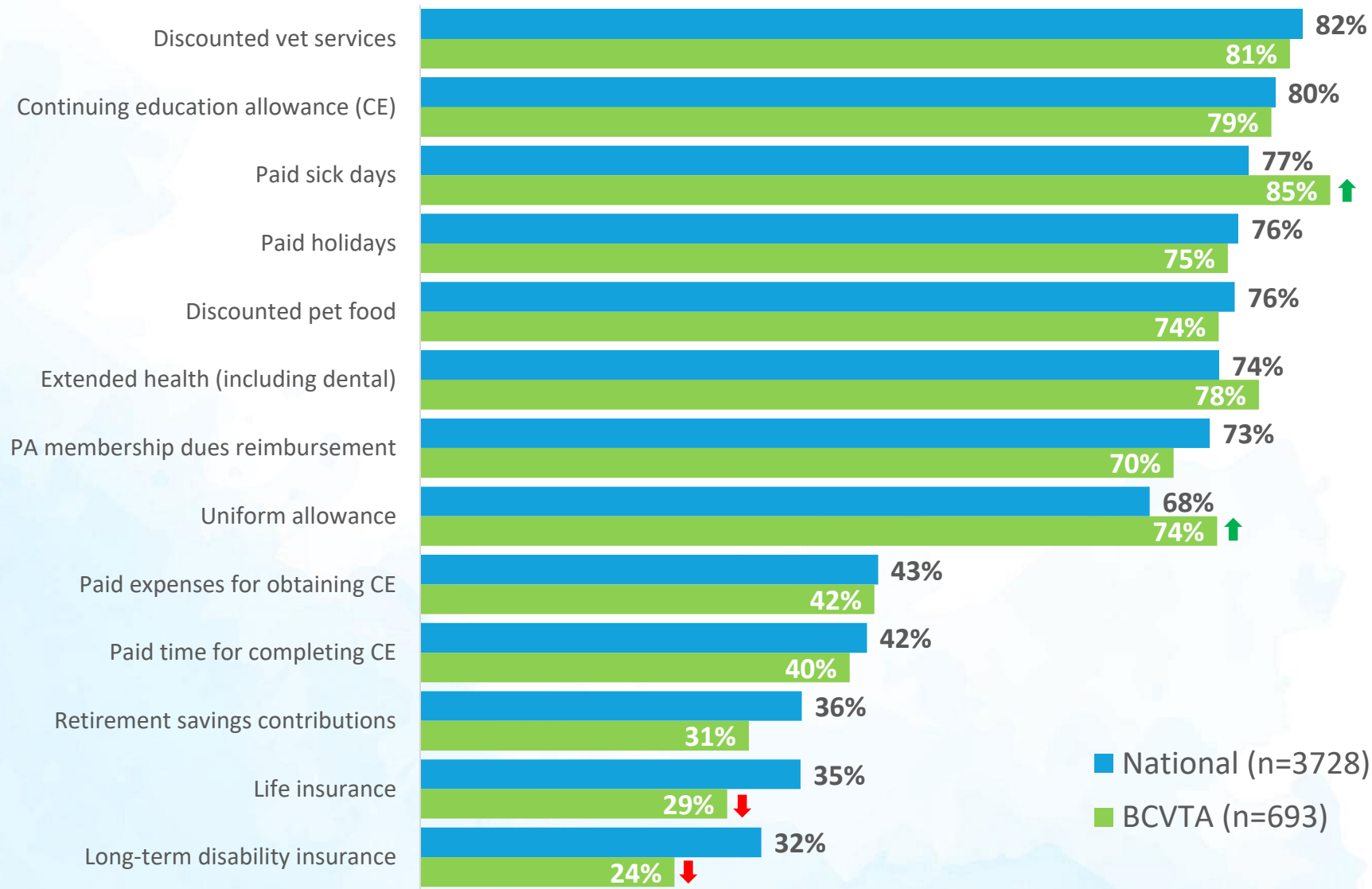
Q: How often do you receive performance reviews?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



BC RVTs receive benefits at higher or similar rates for the more popular benefits, and lower or similar rates for the less popular benefits.

1 of 2.

Employer benefits currently being received (1 of 2)



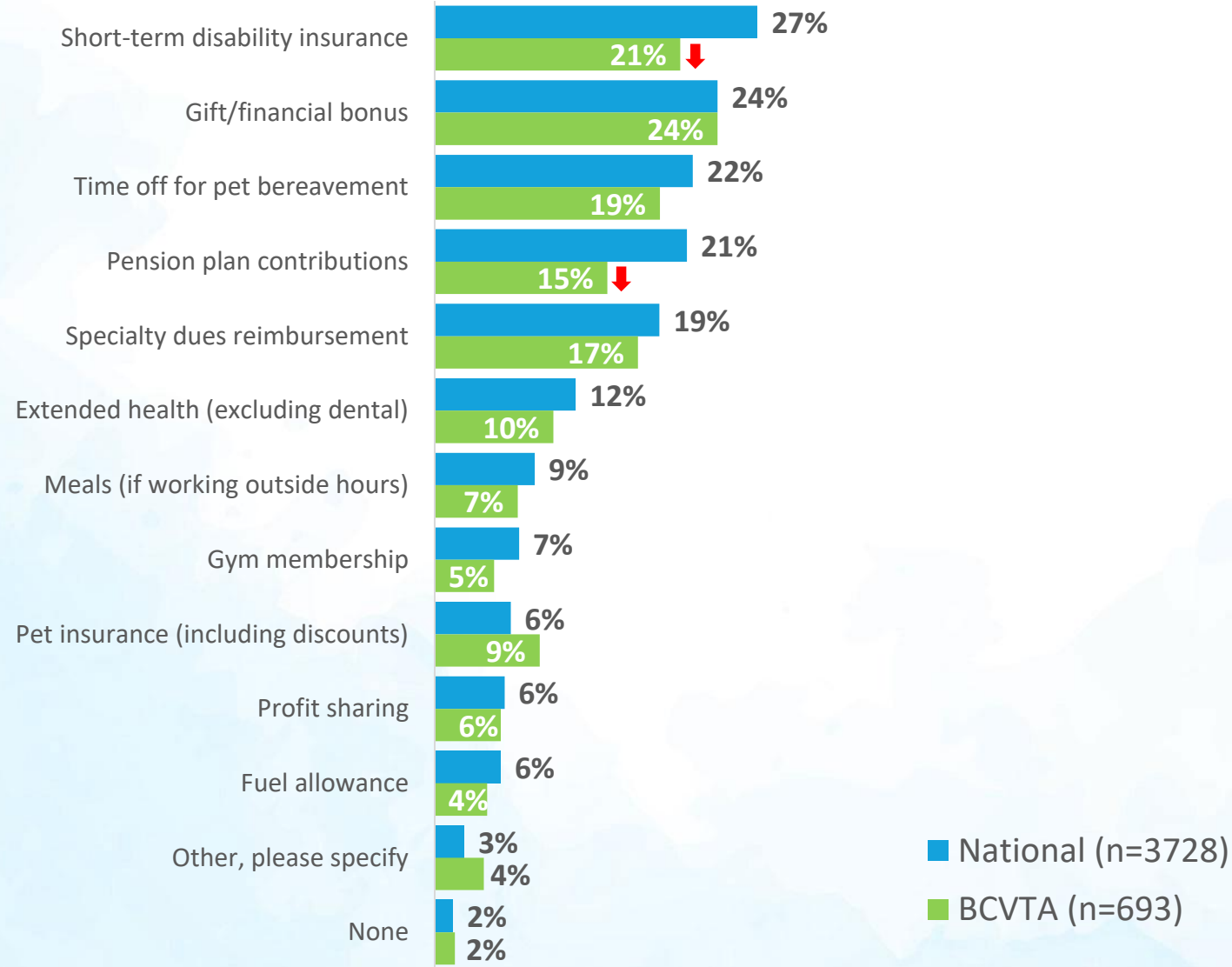
Q: Do you receive any of the following benefits from your current employer? Select all that apply.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



BC RVTs receive benefits at higher or similar rates for the more popular benefits, and lower or similar rates for the less popular benefits.

2 of 2.

Employer benefits currently being received (2 of 2)

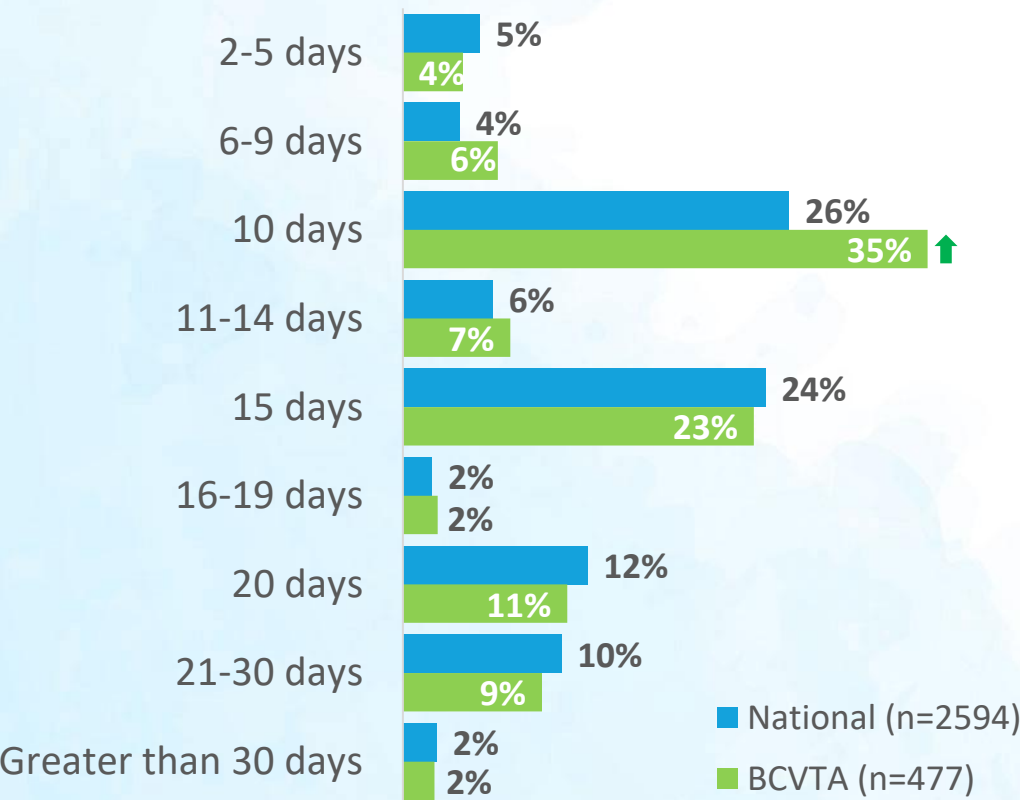


Q: Do you receive any of the following benefits from your current employer? Select all that apply.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.

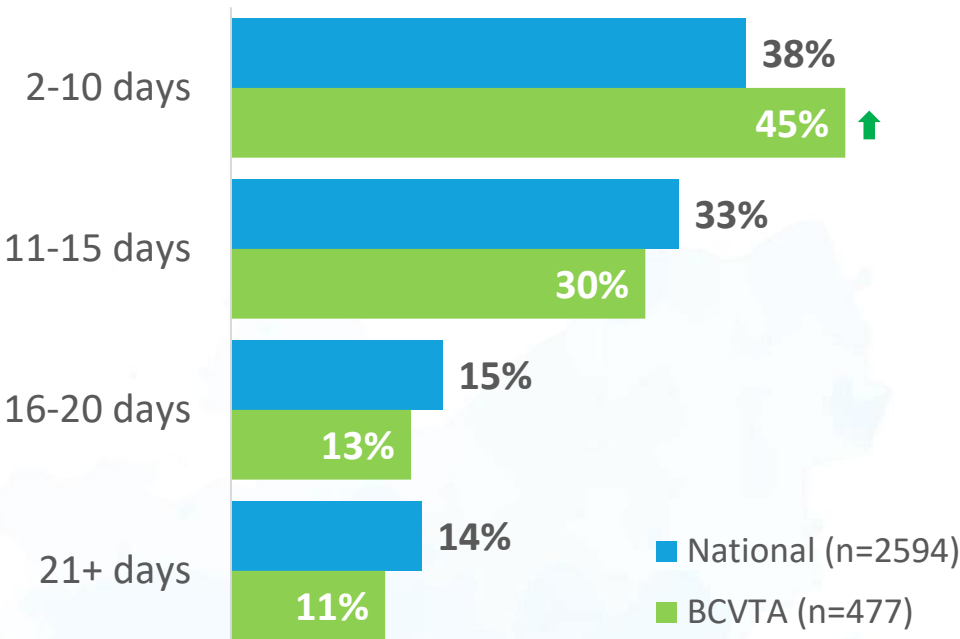


78% of BC RVTs get 15 or fewer paid vacation days a year.

Paid vacation days per year (Detailed)



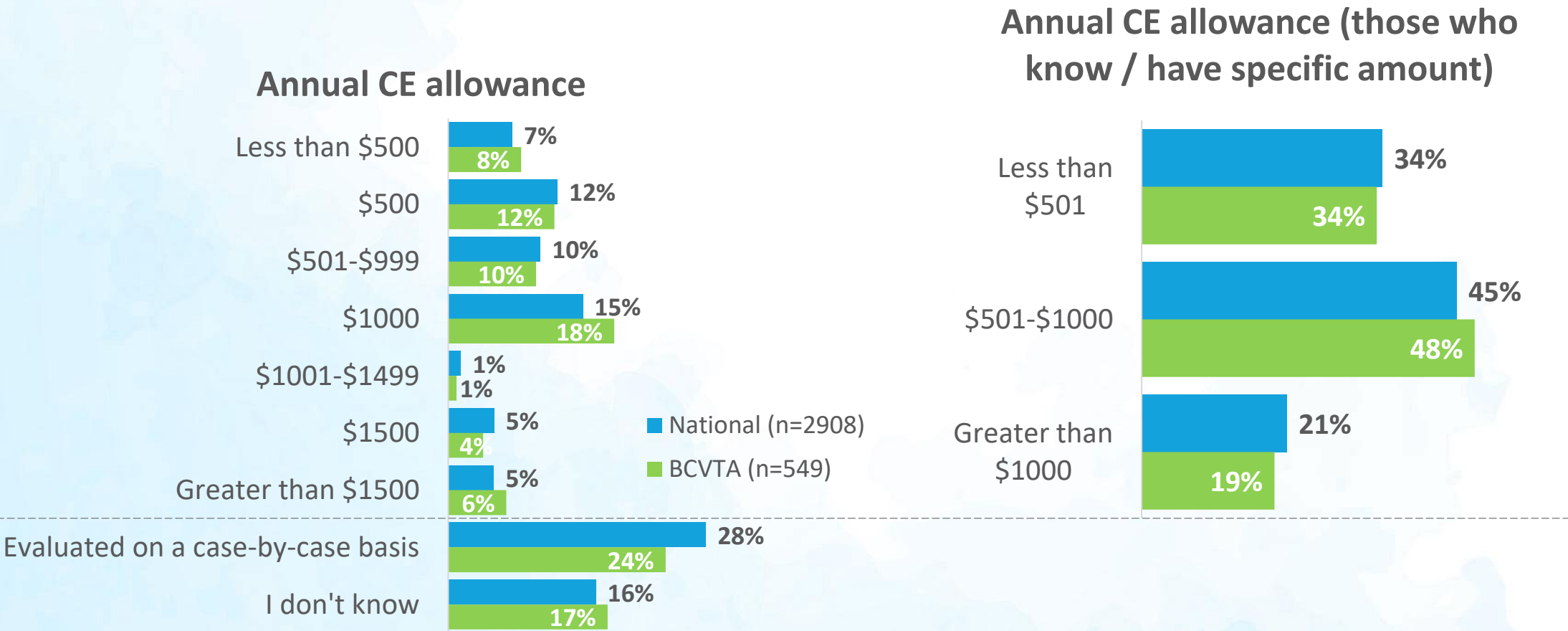
Paid vacation days per year (Summary)



Q: How many paid vacation days are provided by your employer per year (e.g., 2 weeks would be 10 days)?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



BC RVTs mostly in-line with the national average for CE allowance provided by employers; largest segment having their CE allowance evaluated each time.

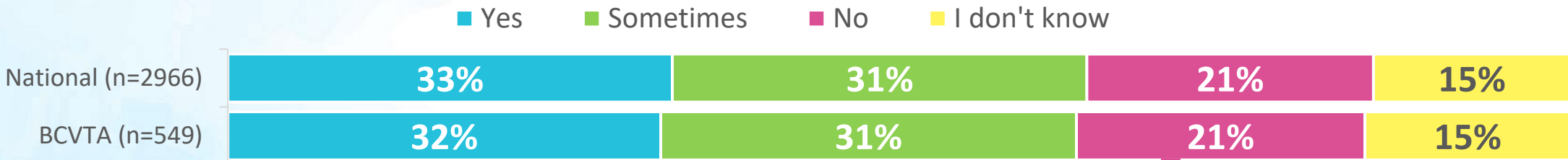


Q: What is your annual continuing education (CE) allowance (\$ per year; input #s only)?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



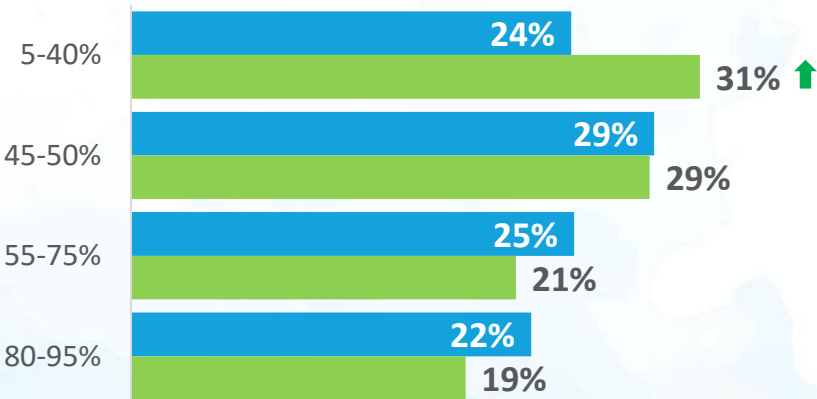
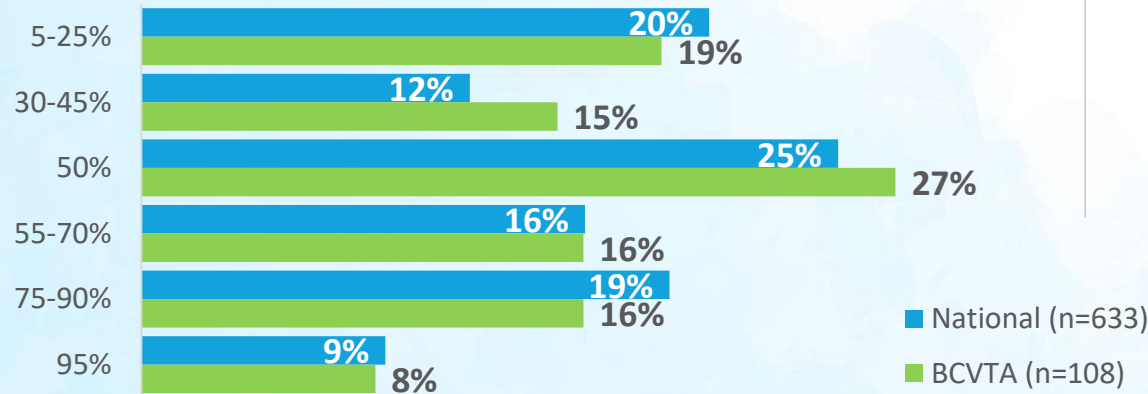
BC RVTs CE allowance coverage is mostly in-line with national RVTs.

Annual CE allowance from employer covers all associated costs with obtaining CE



Percent it covers

Percent it covers (quartiles)

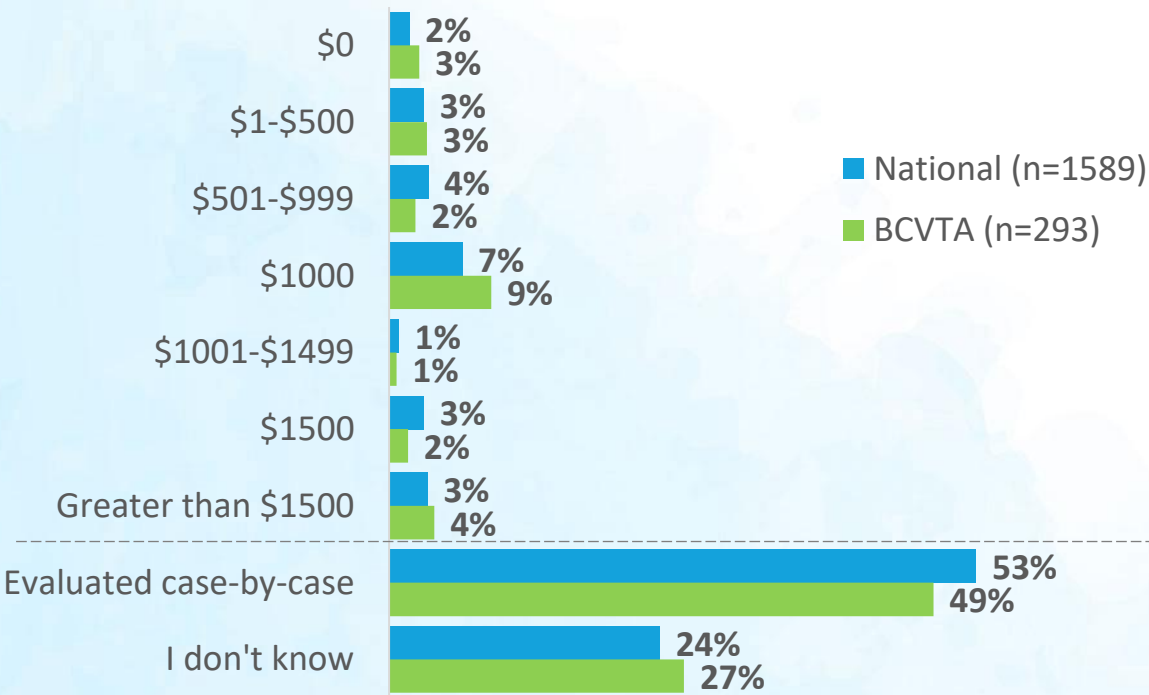


Q: Does your annual continuing education allowance cover all of the costs associated with obtaining your annual CE credits (such as travel, registration, etc.)? | Q: About what percentage of your annual costs associated with obtaining your annual CE credits does the CE allowance provided by your employer cover?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.

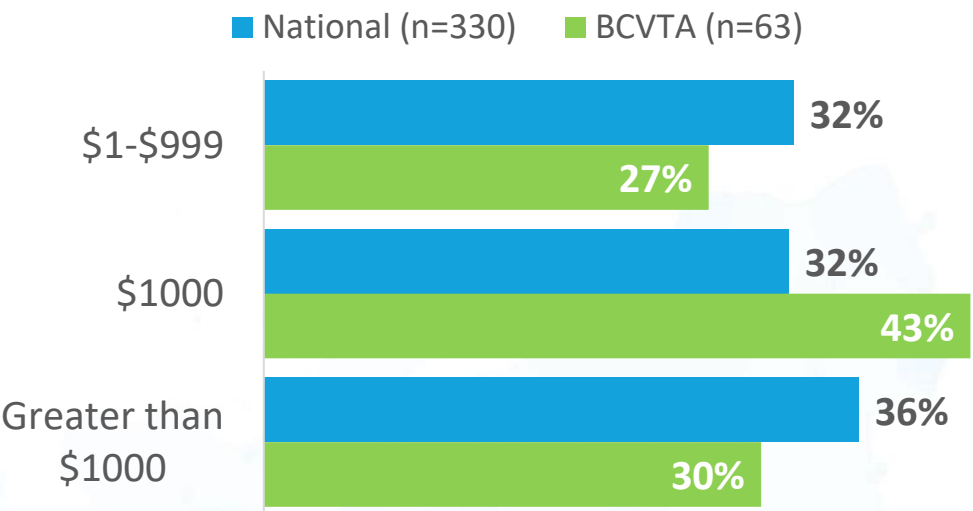


Most RVTs who receive an annual allowance for expenses related to obtaining CE, such as travel, etc. have it evaluated on a case-by-case basis.

Annual allowance for expenses related to obtaining CE, such as travel, etc.



Annual allowance for expenses related to obtaining CE, such as travel, etc. (those who know / have specific amount)

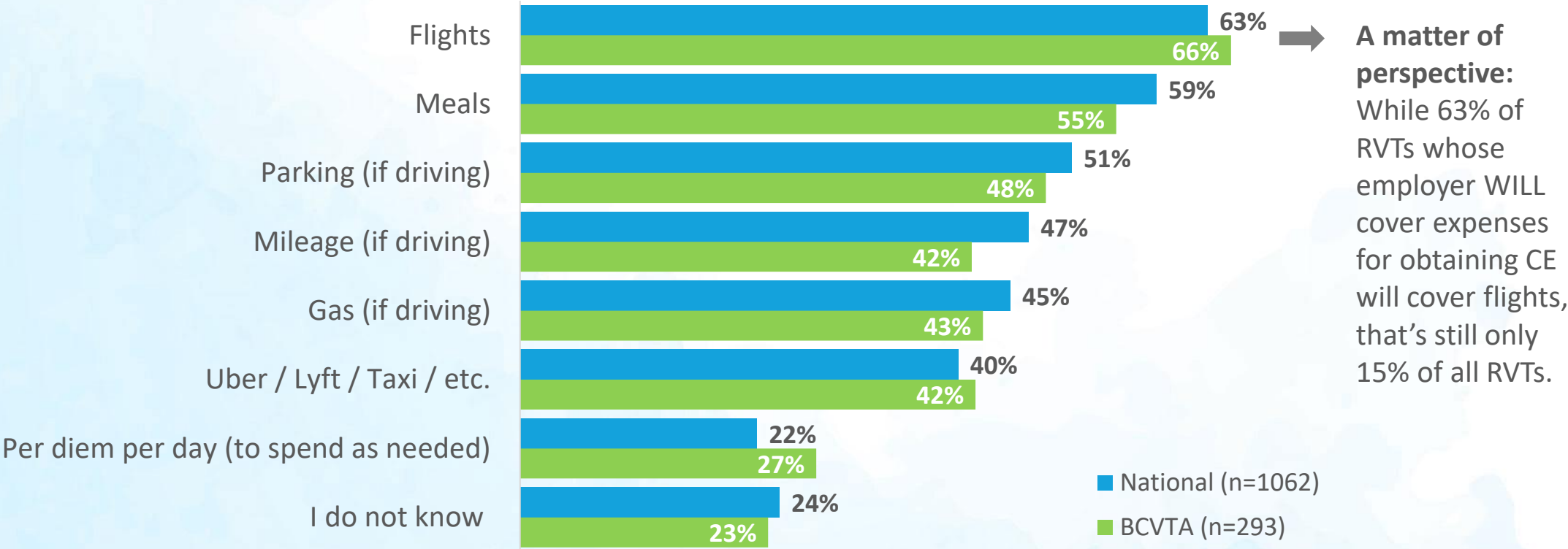


Q: What is your annual allowance for expenses related to obtaining continuing education, such as travel, per diem, meals, etc.?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



BC RVTs are roughly in-line with national average for having expenses covered by employers for obtaining CE.

Expenses employer will cover for obtaining CE



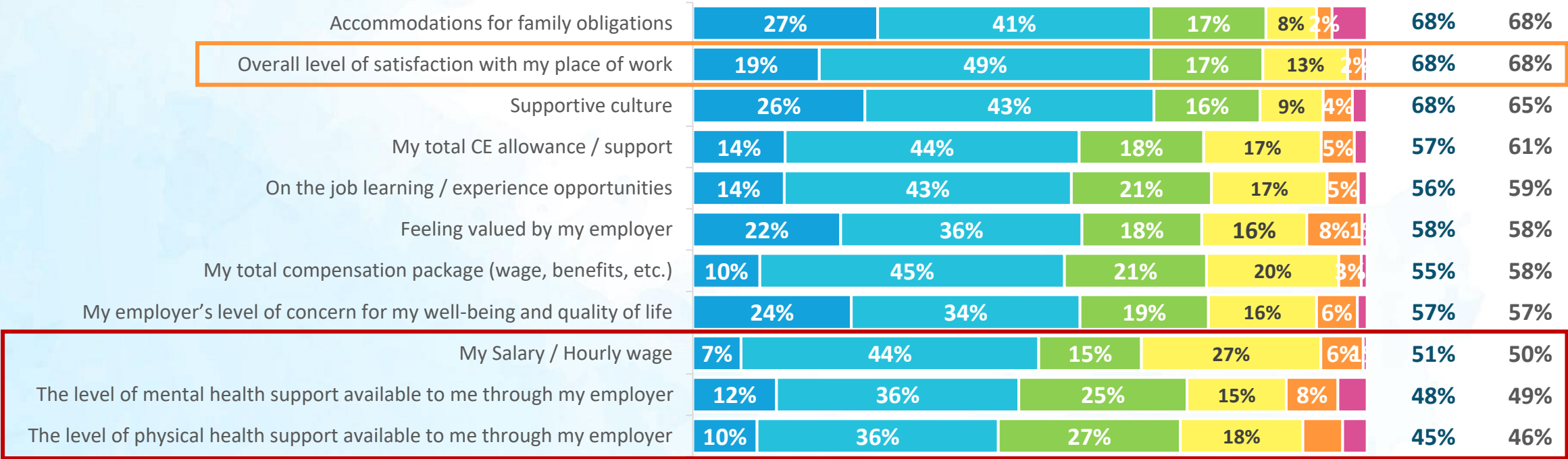
Q: Regarding expenses related to obtaining continuing education, such as travel, per diem, meals, etc., what expenses will your employer cover some or all of? Select all that apply.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



BC RVT satisfaction with their **current workplaces** and its various aspects is in-line with the national average.

BCVTA ONLY: Satisfaction with Aspects of Current Workplace (n=693)

Top 2 (Satisfied+)
BCVTA | National

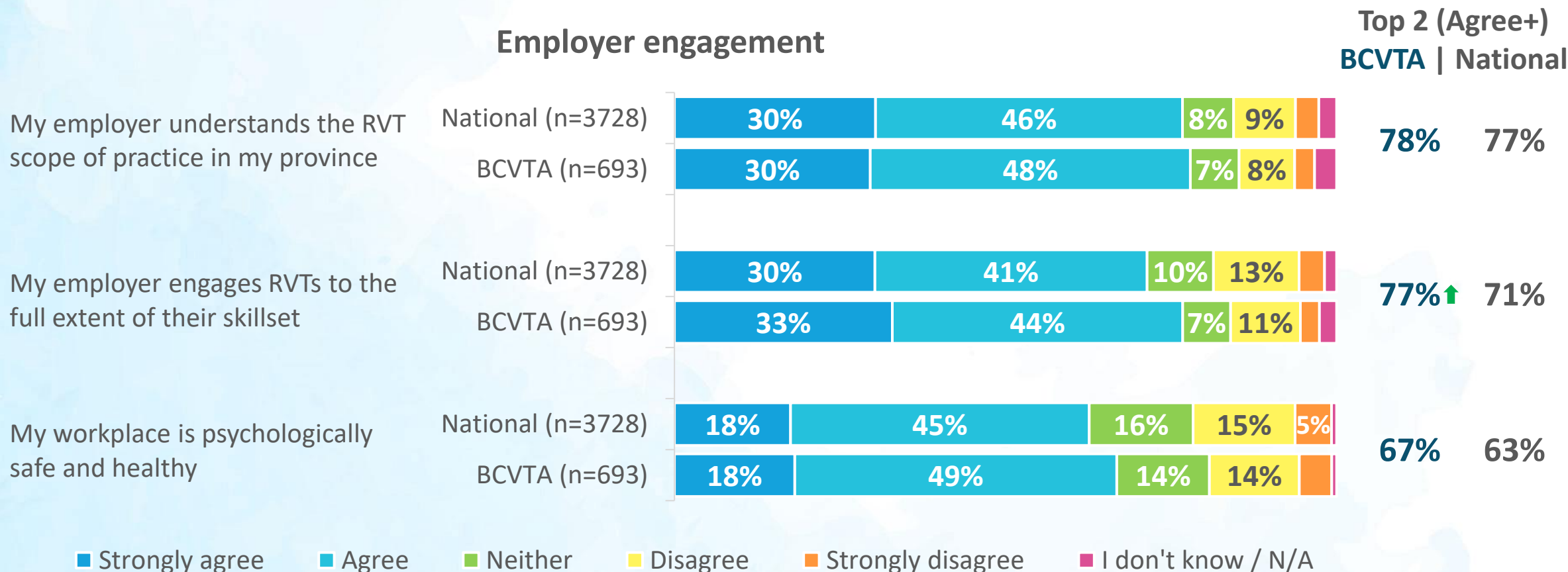


■ Very satisfied
■ Satisfied
■ Neither
■ Dissatisfied
■ Very dissatisfied
■ I don't know

Q: How satisfied are you with each of the following aspects of your current workplace?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



BC RVTs are in-line or outperform the national average on these three employer engagement metrics.



Q: To what extent do you agree or disagree with the following statements?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.

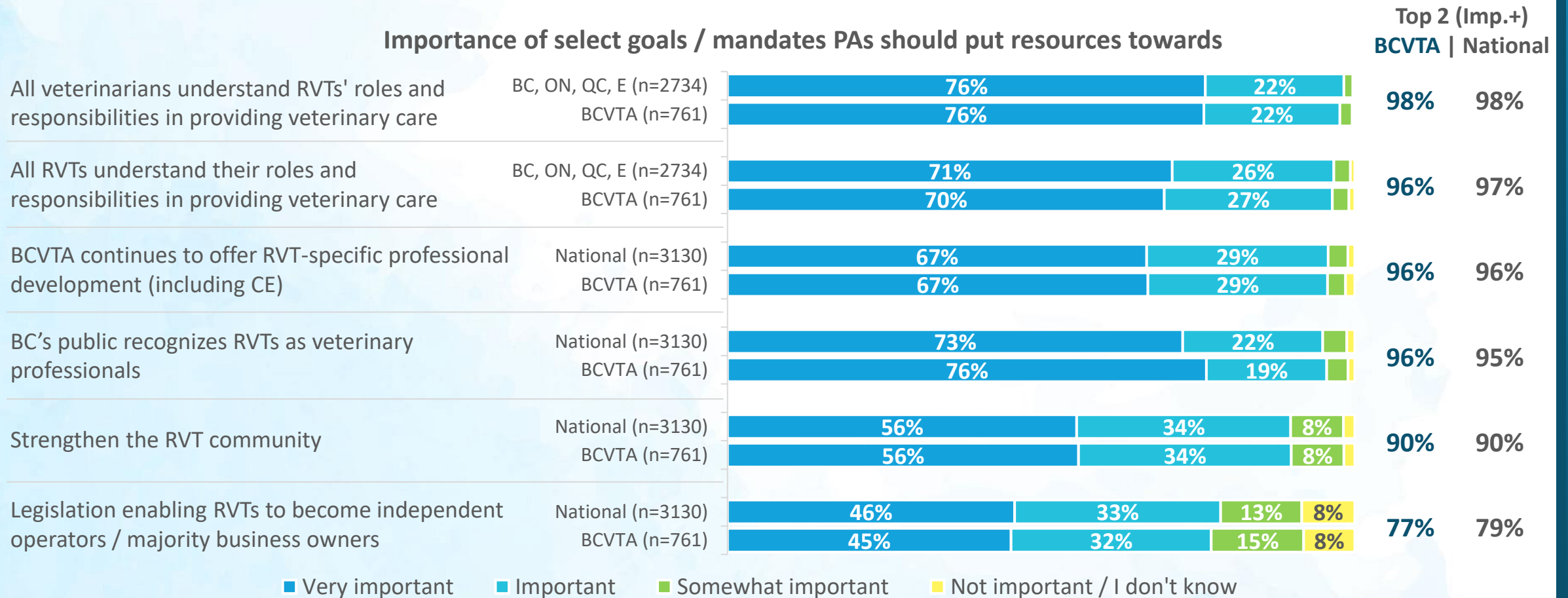


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With “Importance” being so high for so many goals, consider primarily “Very important” scores; BCVTA in-line with national average.

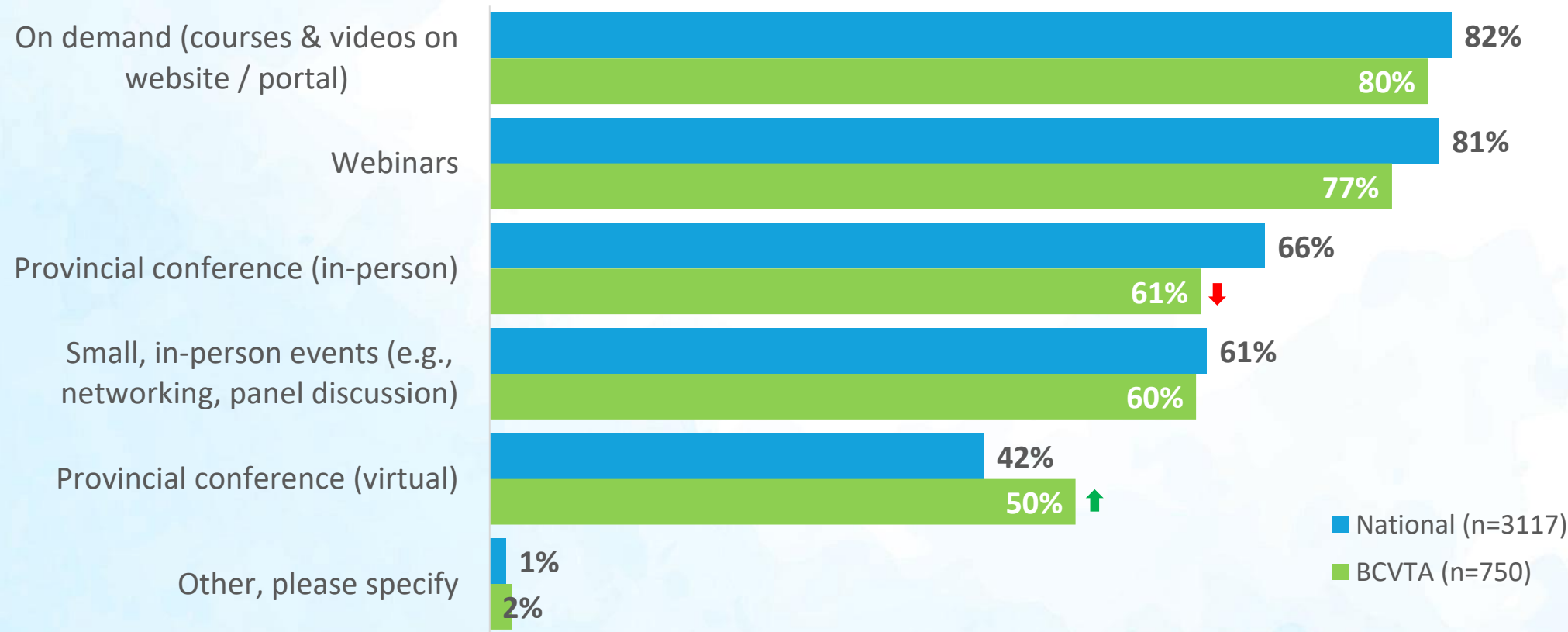


Q: How important are the following proposed goals / mandates of BCVTA (i.e., things the BCVTA should put resources into pursuing)? | “Not important / I don't know” combines “Not that important”, “Unimportant” and “I don't know.”
 Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



RVTs primarily want to learn online; BC RVTs are less likely to want in-person conference and more likely to want a virtual conference.

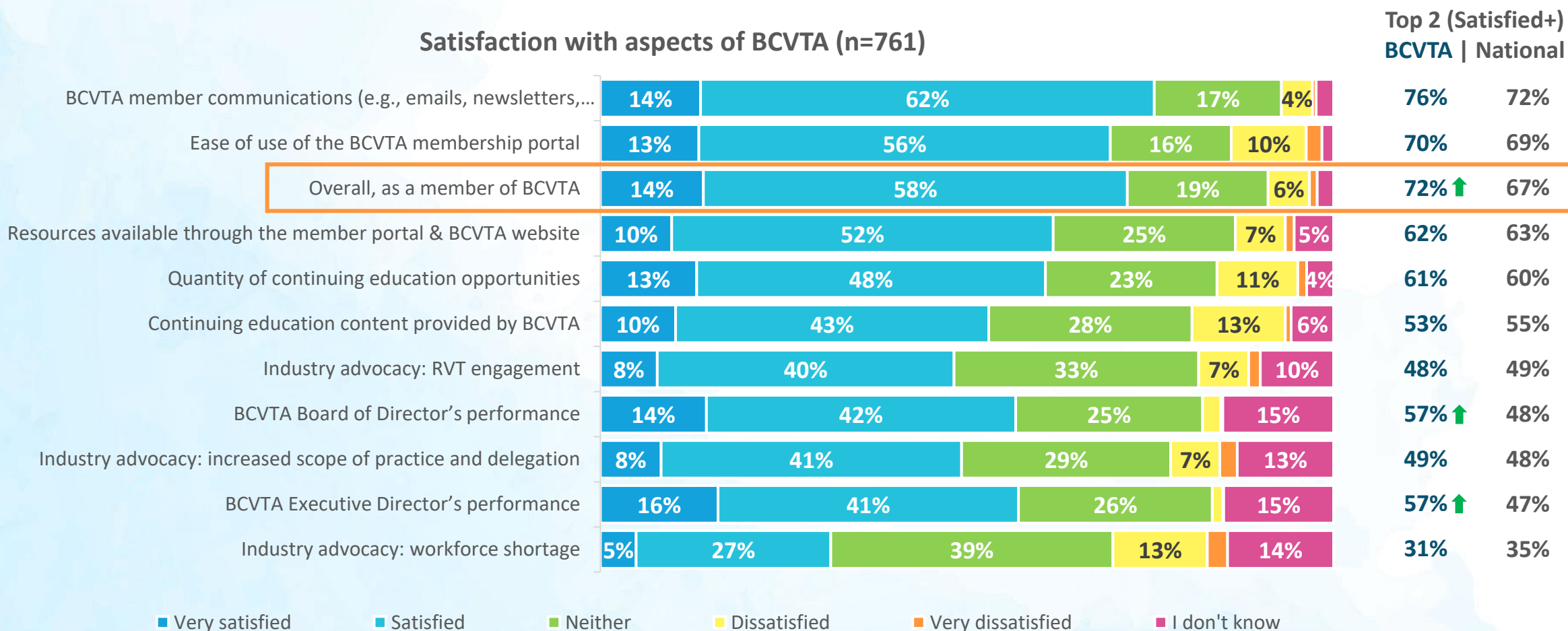
Mediums of professional development PAs should offer



Q: Which of the following mediums of professional development should the BCVTA be offering? Select all that apply.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



BCVTA exceeds national averages in three categories; while top 2 scores are not high, more bottom two (dissatisfaction) scores are low compared to national.



Q: How satisfied are you with the following aspects of PA?

Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



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BCVTA: Most workplaces in BC do not use a telehealth service provider; RVTs are split on its attractiveness as a workplace benefit; confidence is low.

Workplace uses/refers to a service provider for veterinary telehealth/teletriage services?



When looking for future places to work, would a veterinary practice offering RVT veterinary telehealth/virtual care services be more enticing...? (n=761)



Confidence in understanding telehealth regulations / standards in BC(n=761)



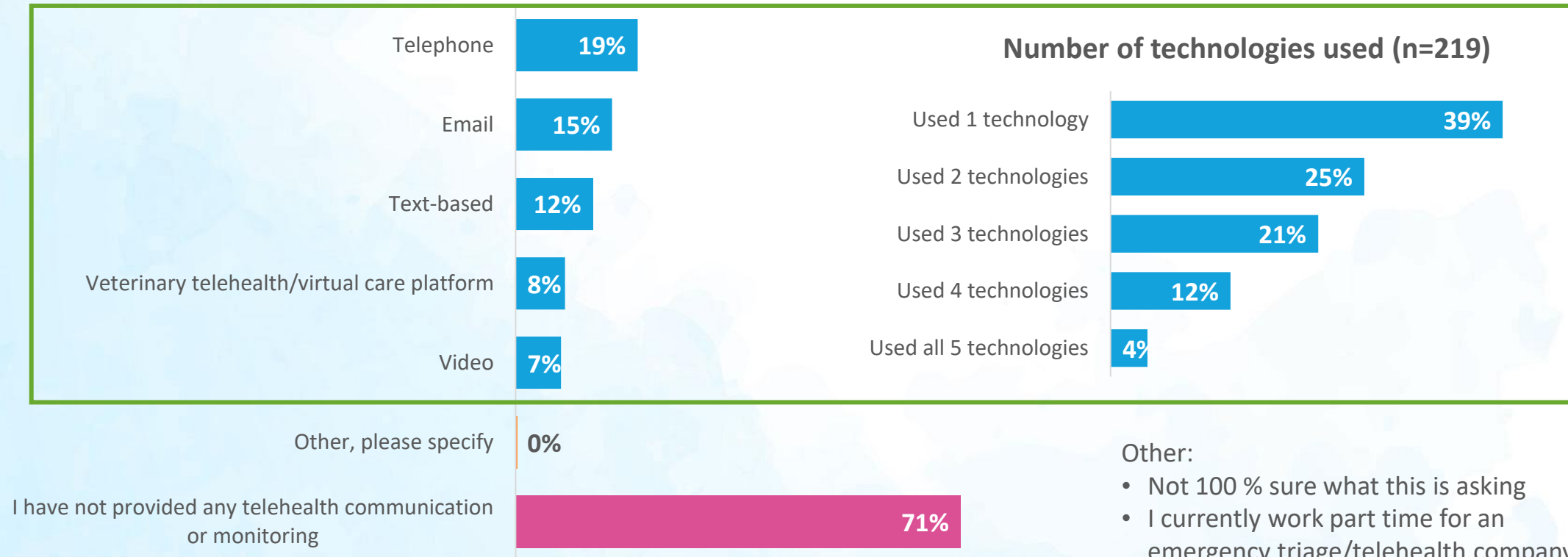
Q: Does your workplace use or refer to a service provider for veterinary telehealth or teletriage services? | Q: When looking for future places to work, would a veterinary practice offering RVT veterinary telehealth/virtual care services be more enticing than a veterinary practice that did not? | Q: How confident are you in your understanding of current telehealth regulations and professional standards in British Columbia?

Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



BCVTA: Nearly 3/4 of RVTs have not used any telehealth / virtual care technology; 29% of RVTs have used at least 1.

Telehealth / virtual care technology used (n=761)

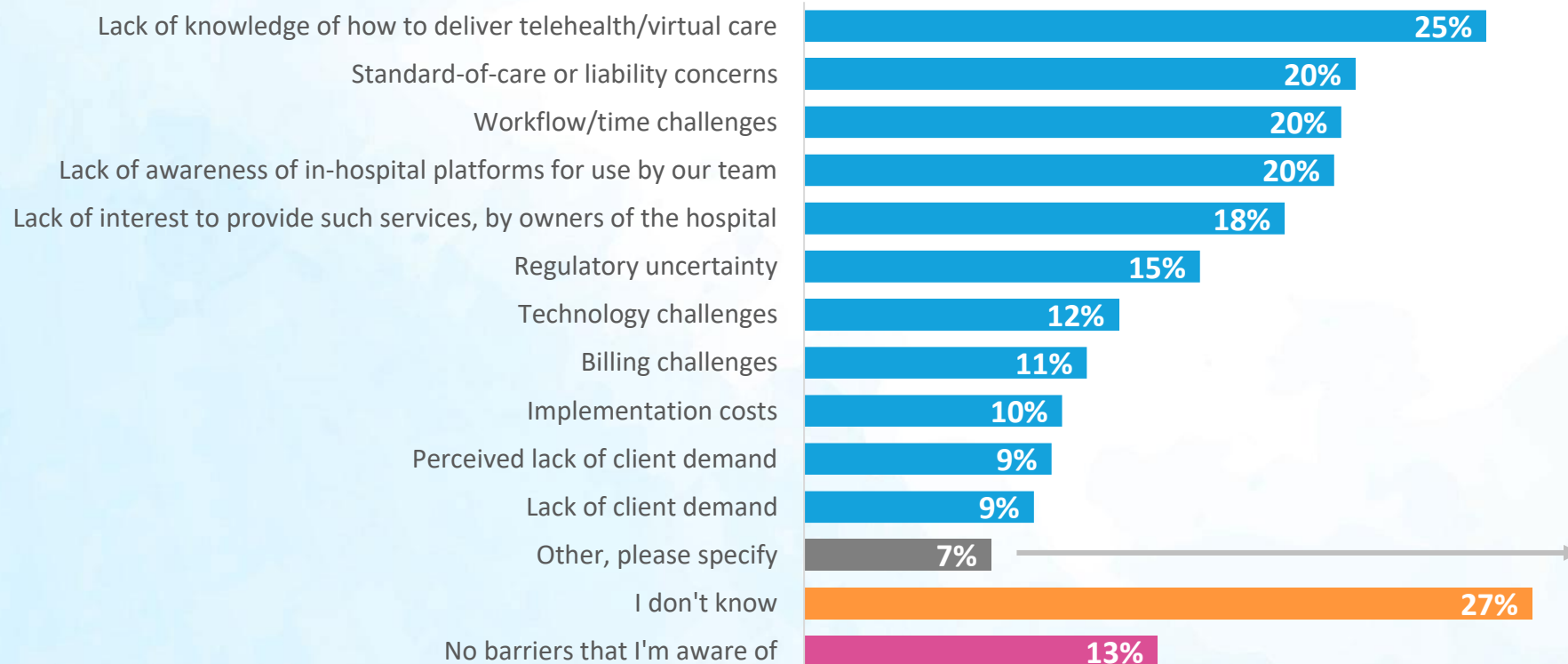


Q: How have you, as an RVT, used any of the following telehealth/virtual care technology? Select all that apply.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



BCVTA: There are many barriers that prevent RVTs from delivering telehealth / virtual care services, with lack of knowledge at the top.

Barriers that prevent RVTs from delivering telehealth/virtual care services (n=761)



Other themes (n=53):

- Work context makes it irrelevant — non-clinical settings (research, lab, aquarium, academia)
- Already outsourced to a third-party provider
- Personal disinterest or philosophical opposition to telehealth
- Specialty or referral context where telehealth doesn't fit the work
- Corporate / management control over the decision

Click box to view verbatims of "other" barriers.

Q: What barriers exist that currently prevent you from delivering telehealth/virtual care services? Select all that apply.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.

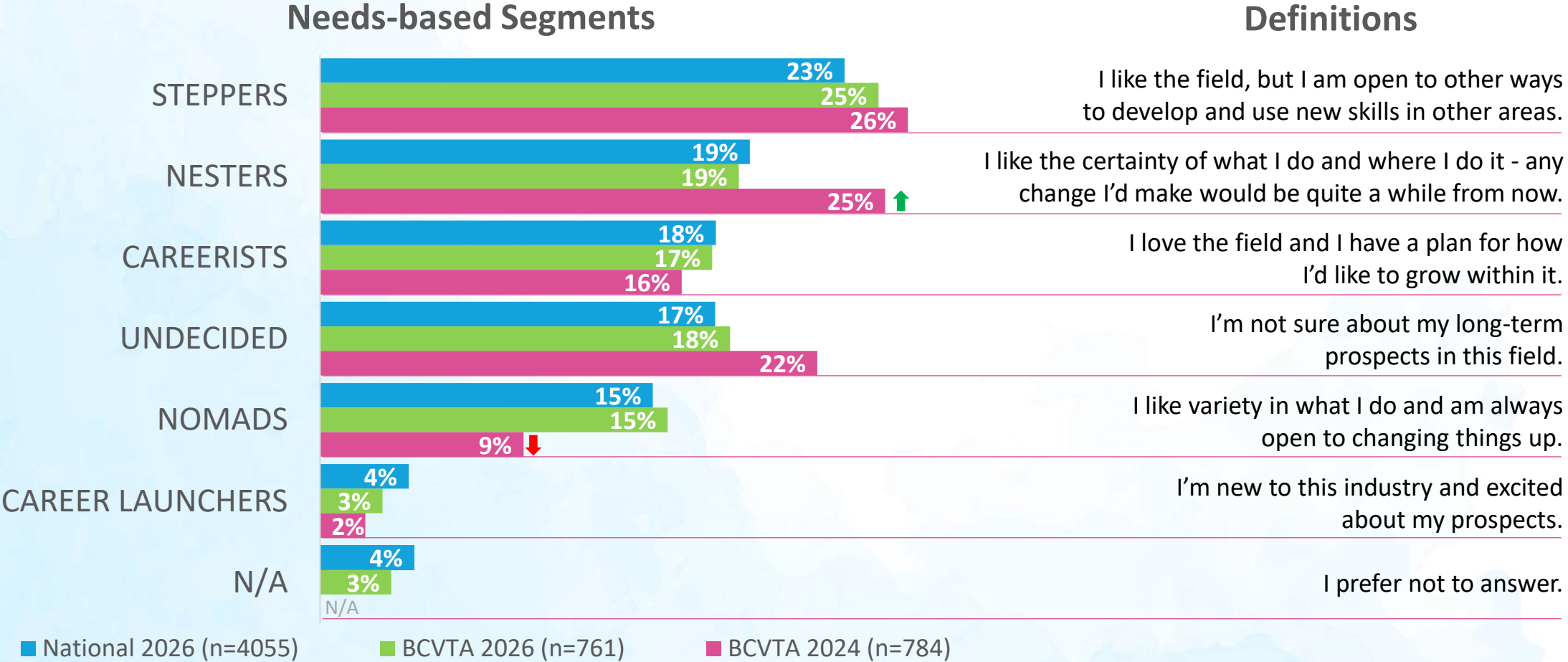


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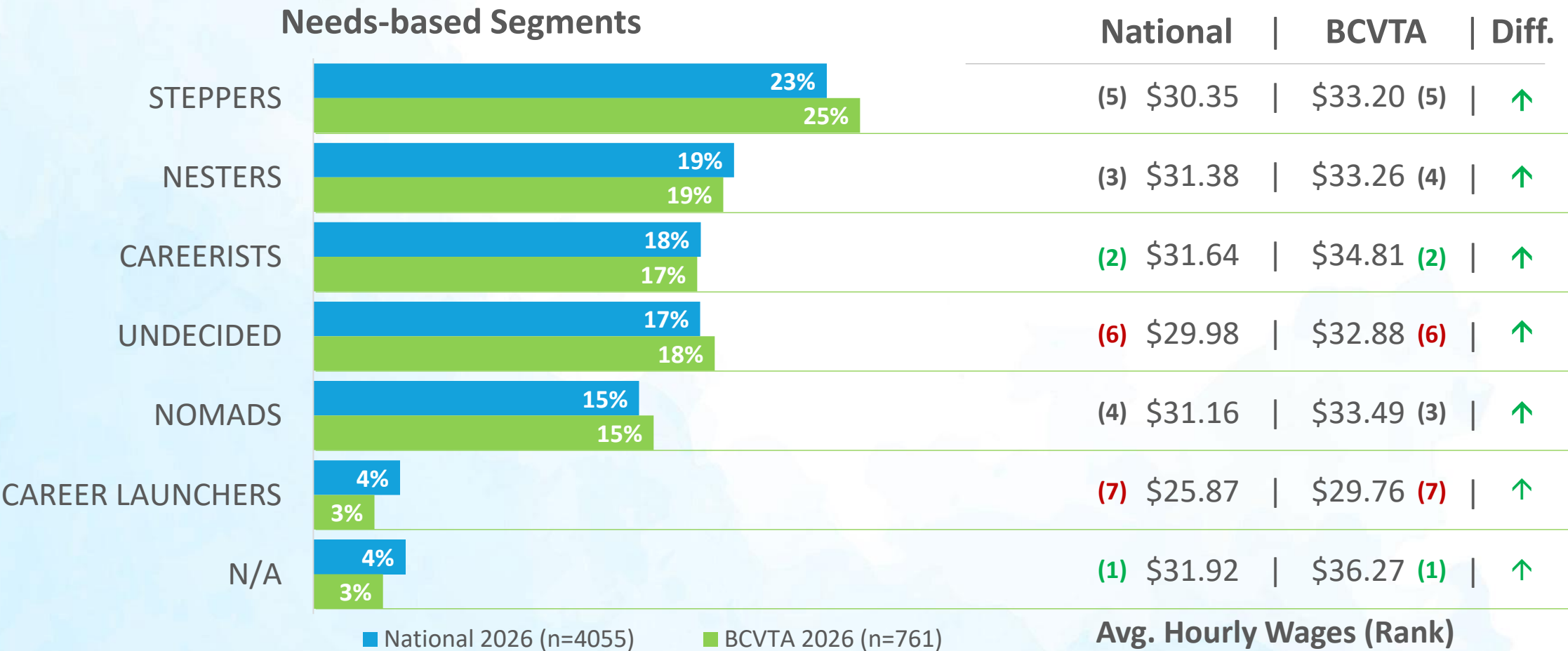
BCVTA segments are in-line with the national average, with a few considerable shifts since 2024 – changes to the questionnaire in 2026 are a consideration*.



Q: This is the only question in the survey that is attributed to your name. BCVTA will use this information to better communicate with and serve you. There is no risk in being open and honest about answering this question. Which of these statements do you most gravitate towards?
| *The "I prefer not to answer" segment was not included in the 2024 survey, so the other segments will naturally be lower in 2026 as there was some movement to the N/A segment in 2026. Also, the definition of NOMAD changed enough to see significant growth in that segment.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



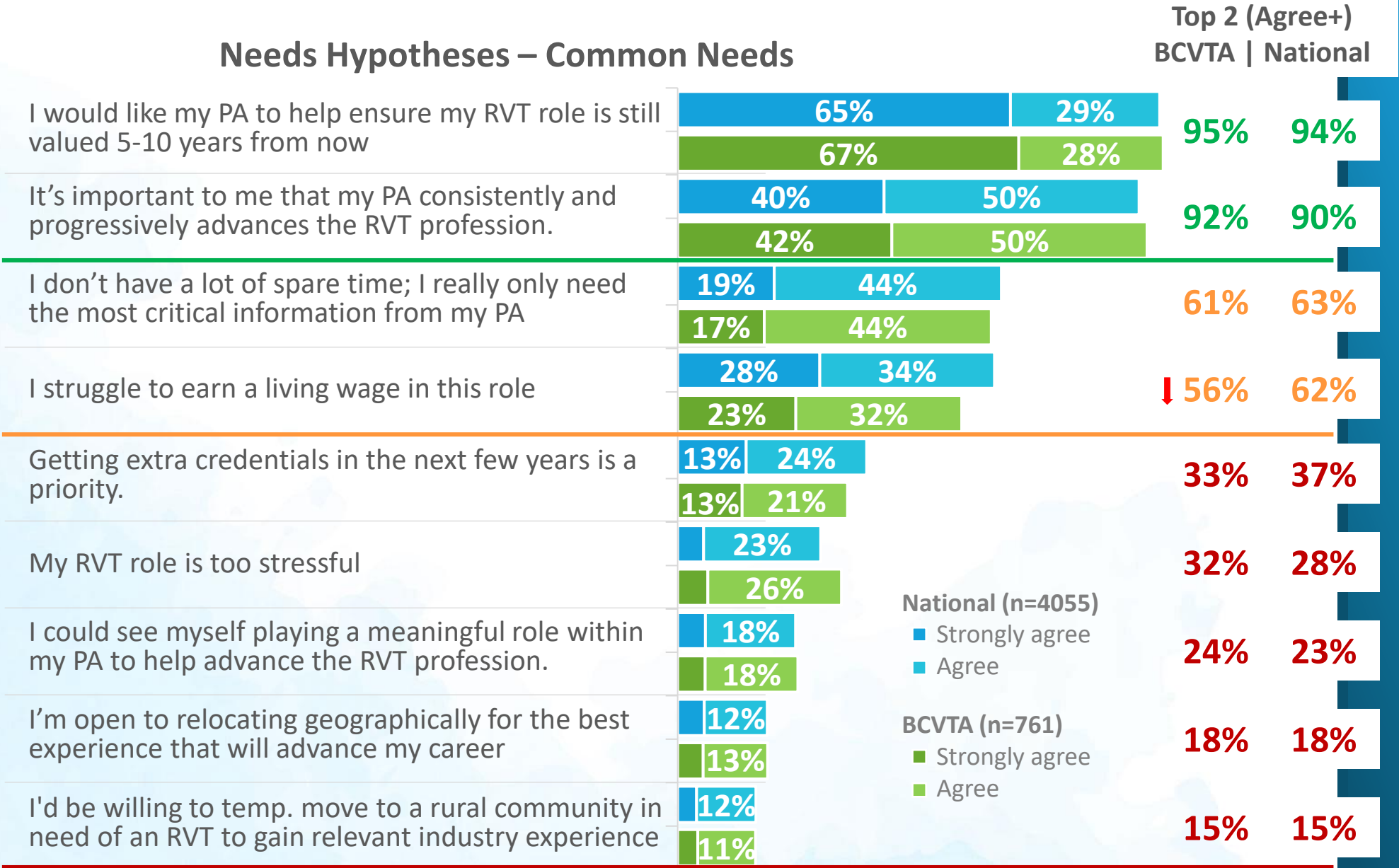
All BC RVT segments receive above national average hourly wages; CAREER LAUNCHERS, N/A and CAREERISTS all with double-digit percentages above average.



Q: This is the only question in the survey that is attributed to your name. BCVTA will use this information to better communicate with and serve you. There is no risk in being open and honest about answering this question. Which of these statements do you most gravitate towards? | If the difference between National and Provincial hourly wage is less / greater than 1.5%, the difference is considered roughly the same and marked by a dash (-).
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



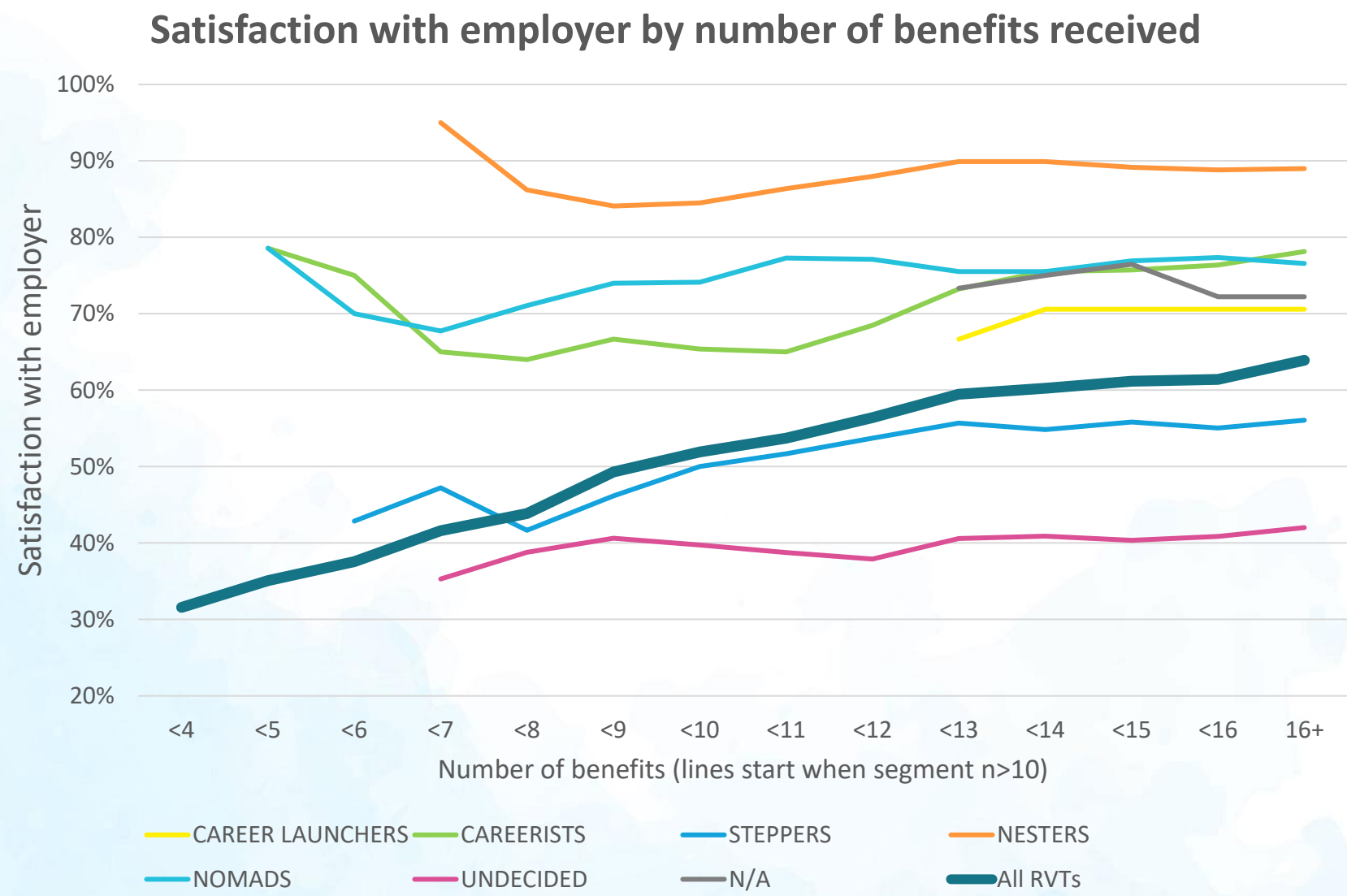
BC RVTs are largely in-line with national RVTs; as might be expected given the above-average wages, fewer BC RVTs report struggling to earn a living wage, although this number is still greater than 50%.



Q: To what extent do you agree or disagree with the following statements?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



Compared to national numbers, BC sees more of a correlation between employer satisfaction and number of benefits offered (to view this comparison, look at the same slide from the national report).



Q: To what extent do you agree or disagree with the following statements?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



A variety of similarities with and deviations from the national average for BC RVT segments.

Needs-based segments comparison analysis:
Employer vs. Membership satisfaction

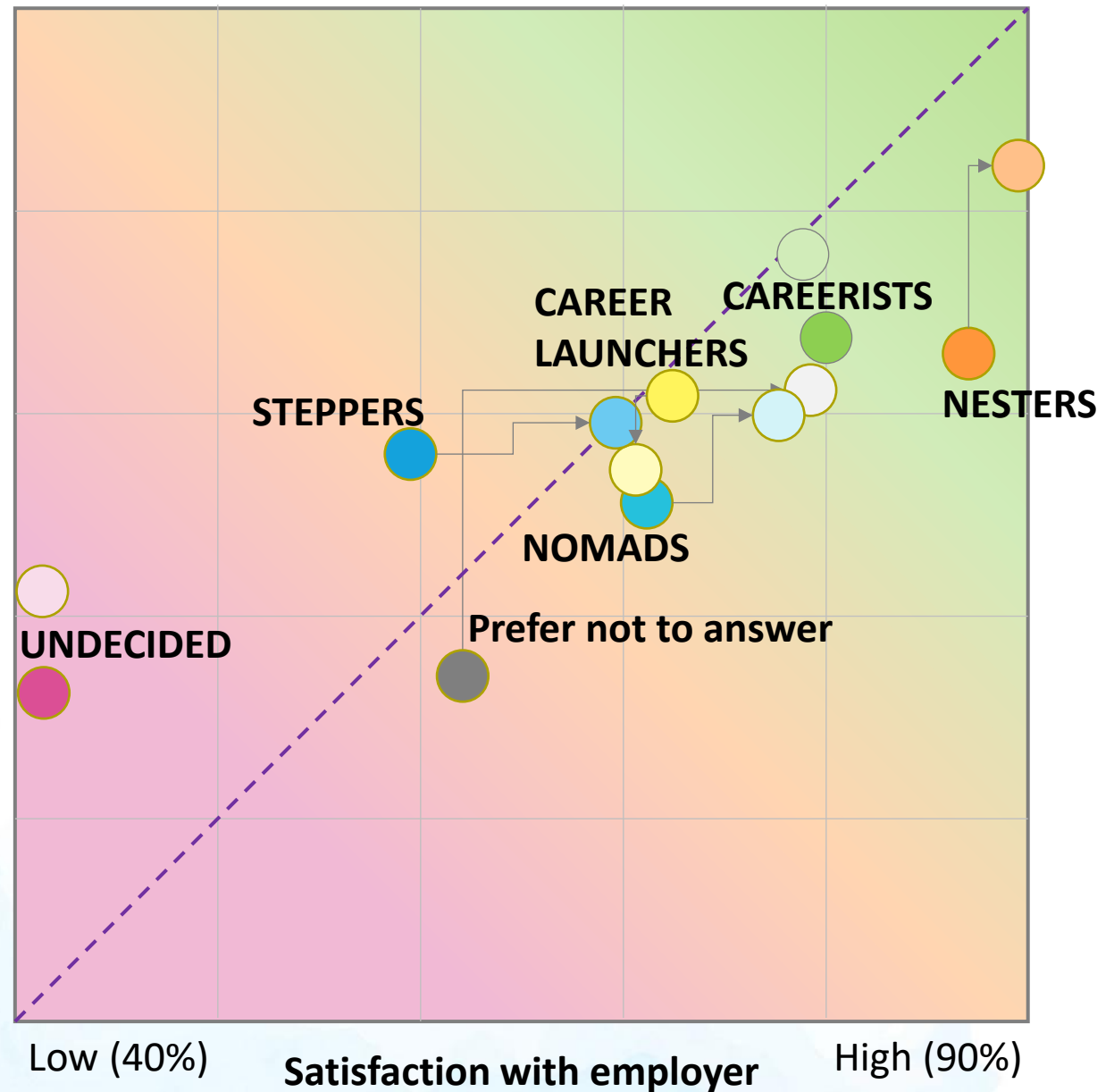
Implication: When members sour on their workplace, the PA relationship tends to go with it. Workplace advocacy and member experience aren't separate agendas.

PA SEGMENT
(lighter colour)

High
(90%)

Satisfaction as a member

Low
(40%)



Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.

Q: To what extent do you agree or disagree with the following statements? Overall, as a member of my PA (NO AB). | Satisfaction: Overall level of satisfaction with my place of work.



CAREER LAUNCHERS*, CAREERISTS and NOMADS are also similar to each other nationally and in BC; the other four in BC vary widely from the national average.

Needs-based segments comparison analysis:
Playing a role vs. Membership satisfaction

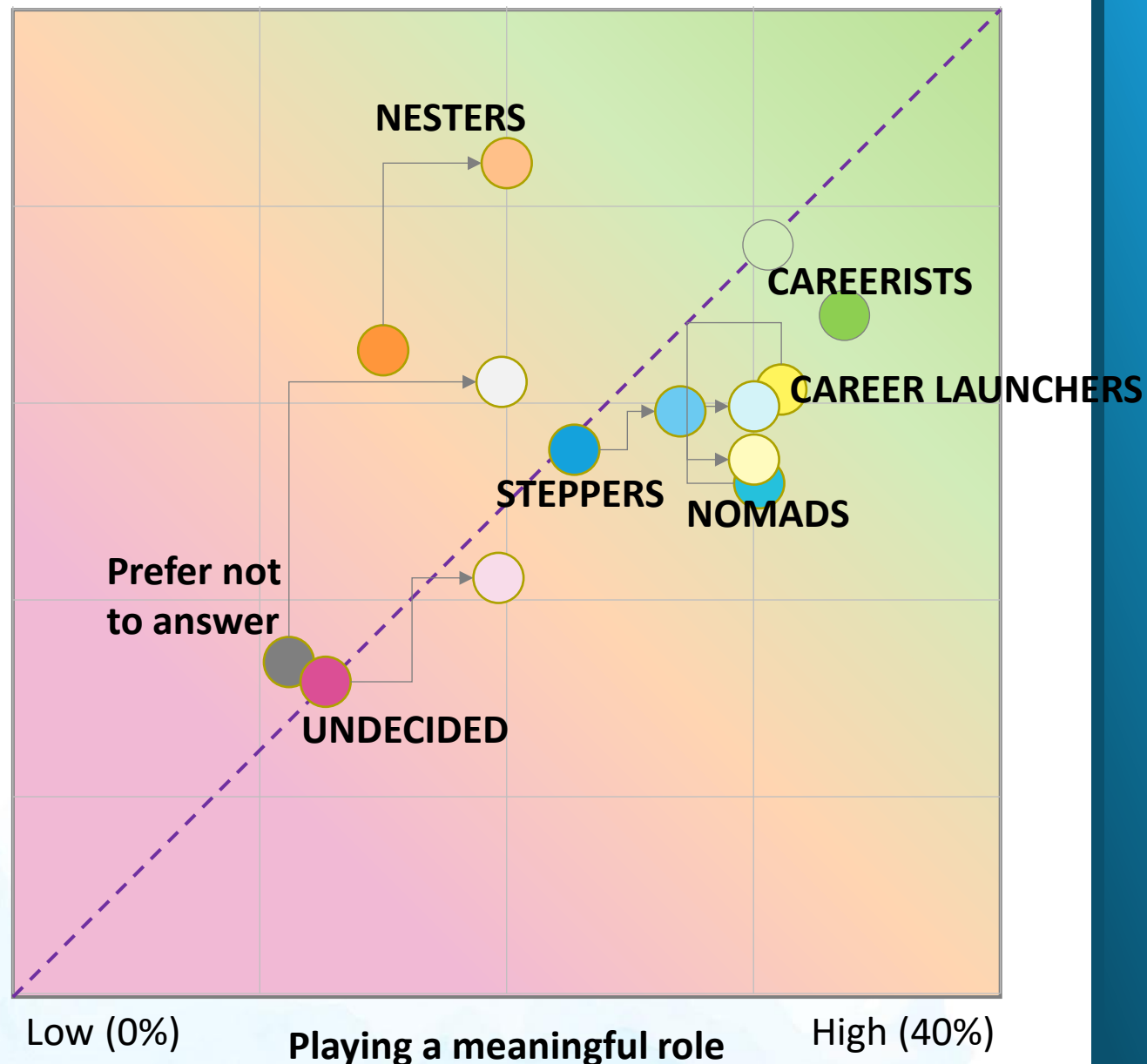
Implication:
Volunteers come from the committed, not the checked-out – mobilization deepens existing goodwill rather than recovering lost members.

PA SEGMENT
(lighter colour)

High
(90%)

Satisfaction as a member

Low
(40%)



Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026. | *CL n=6; N/A n=10 (results are directional only)

Q: To what extent do you agree or disagree with the following statements? I could see myself playing a meaningful role within my PA to help advance the RVT profession. & Overall, as a member of my PA (NO AB).



BC RVT segments show varying interest in participating in advancing the profession; most have stronger networks.

Needs-based segments comparison analysis:
Playing a meaningful role vs. Network strength

Insight: CAREER LAUNCHERS are among the most interested in playing a meaningful role, yet without the ties that normally lead there.

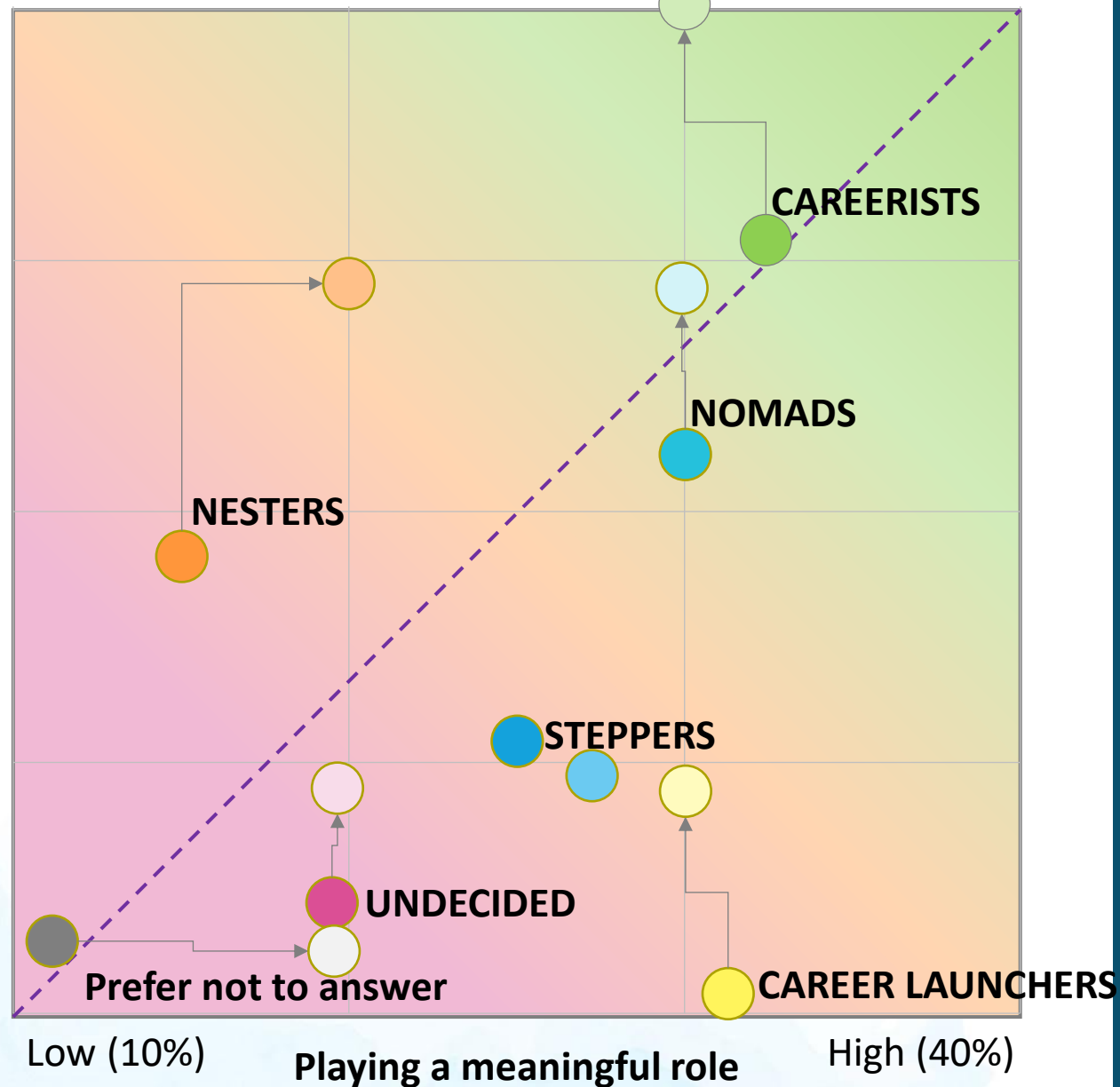
Implication: They want to help but aren't well connected. Often all that's missing is the invitation: ask them to contribute while the interest is there.

PA SEGMENT (lighter colour)

Stronger (70%)

Weaker (30%)

Strength of network



Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.

Q: To what extent do you agree or disagree with the following statements? I could see myself playing a meaningful role within my PA to help advance the RVT profession. | Q: How strong is your professional network?

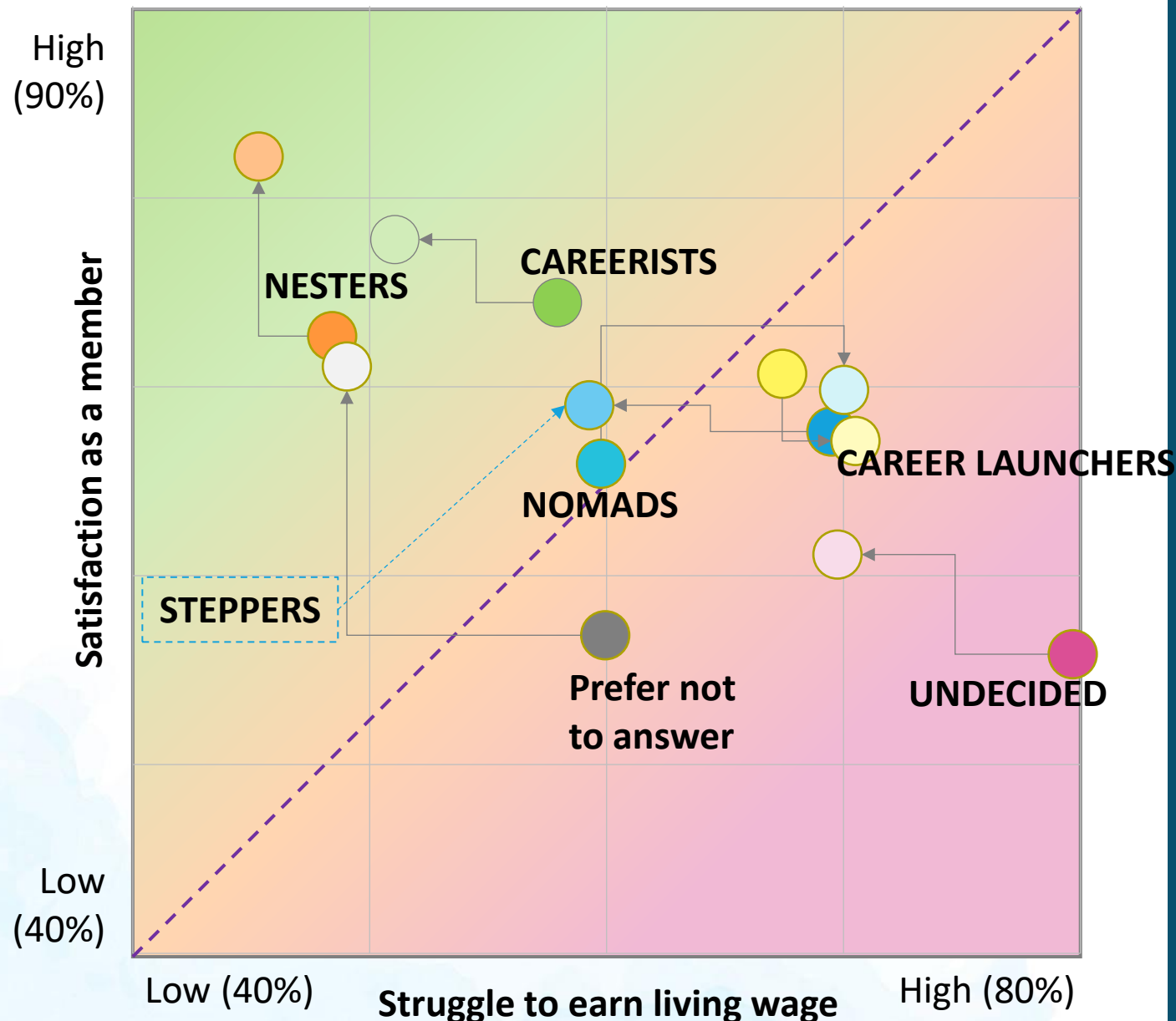


Five of the BC segments see less struggle and more satisfaction as a member; CAREER LAUNCHERS and NOMADS being the exceptions.

Needs-based segments comparison analysis:
Earning a living wage vs. Membership satisfaction

Implication: Many members (STEPPERS and CAREER LAUNCHERS in particular) don't hold the PA responsible for their pay. UNDECIDED probably do though.

PA SEGMENT
(lighter colour)



Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026. | CL n=14; N/A n=19 (results are directional only)
Q: To what extent do you agree or disagree with the following statements? Struggle to earn a living wage. | Satisfaction: Overall, as a member of my PA (NO AB).

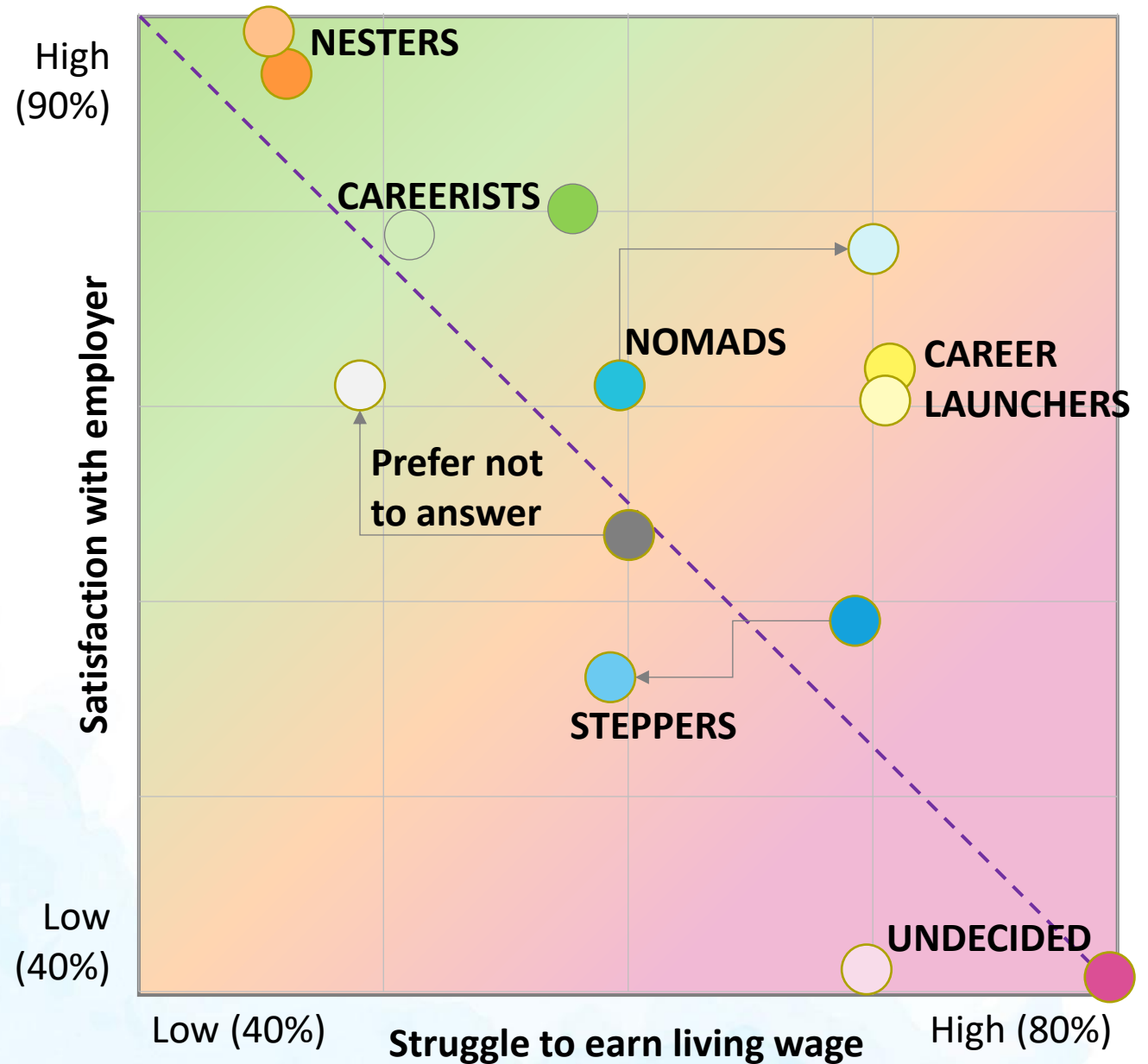


Wage struggle and employer satisfaction move in lockstep (NOMADS being an exception in BC) → Pay shapes how members feel about their employer.

PA SEGMENT
(lighter colour)

Needs-based segments comparison analysis:
Earning a living wage vs. Employer satisfaction

Implication: Pushing on wages and workplace conditions is the PA's clearest lever on members' employer sentiment (and remember, membership satisfaction moves with employer satisfaction).



Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.

Q: To what extent do you agree or disagree with the following statements? Struggle to earn a living wage. | Satisfaction: Overall level of satisfaction with my place of work.

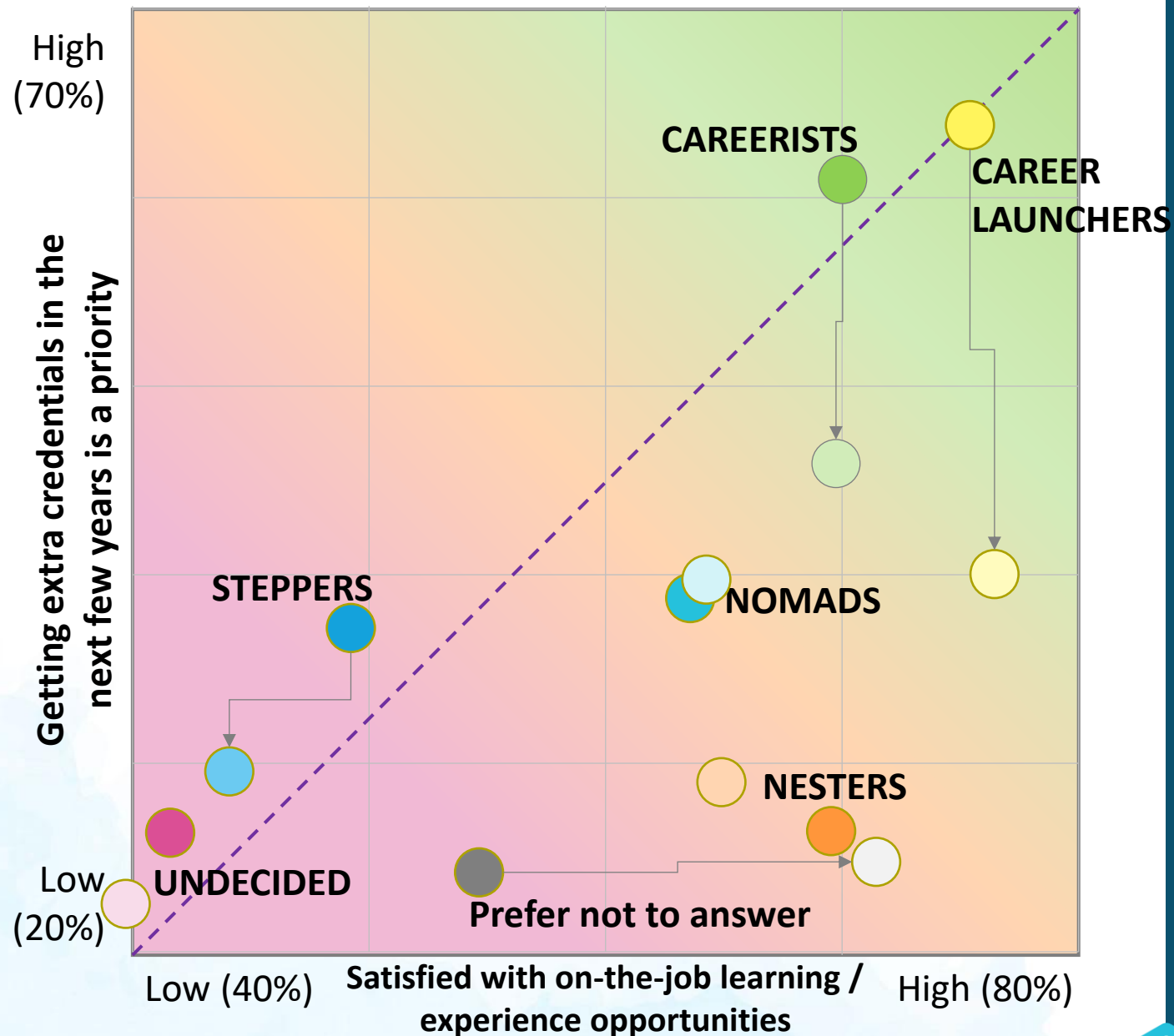


All segments (except N/A) are in-line with national average about satisfaction with on-the-job learning; STEPPERS, CLs & CAREERISTS all less focused on getting extra credentials.

PA SEGMENT (lighter colour)

Needs-based segments comparison analysis: Extra credentials vs. Satisfaction with on-the-job learning.

Implication: Which drives which isn't clear; supportive employers may build the appetite, or keen members may seek out the opportunities. Either way, only two segments show any real drive toward extra credentials, which is important to consider when PAs are offering CE.

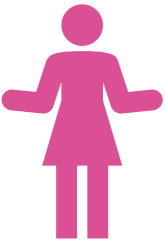
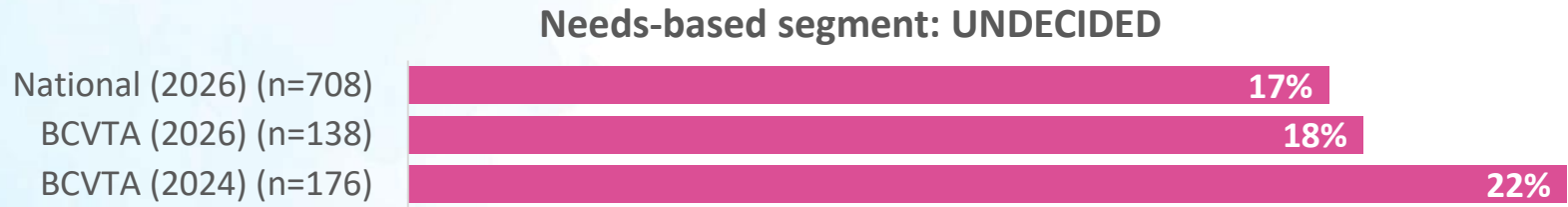


Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.

Q: To what extent do you agree or disagree with the following statements? Getting extra credentials in the next few years is a priority. | Satisfaction: On the job learning / experience opportunities.



UNDECIDED: BC RVTs vs. National RVTs.



Statistically significant differences between BC UNDECIDED and National UNDECIDED

- 9pp Less likely to work full time.
- 14pp Less likely to earn less than \$30/hour.
- 10pp Less likely to receive Provincial Association membership dues reimbursement.
- 10pp Less likely to indicate that “I struggle to earn a living wage in this role.”

Q: Which of these statements do you most gravitate towards?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



Most UNDECIDED RVTs are genuinely on the fence (neither, maybe, I don't know) – 13% nationally have firmly decided to leave (15% in BC).



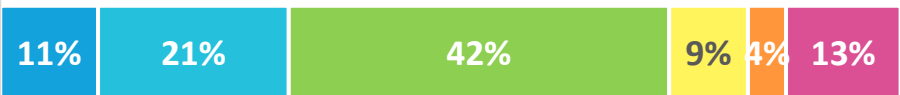
Segment-Specific Needs Hypotheses – UNDECIDED

Top 2
(Agree+)

Need:
Career
alignment

My next role will be in an industry that supports animals

National (n=708)



32%

BCVTA (n=138)



29%

Opportunity:
Re-
engagement

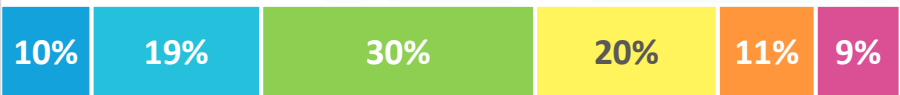
I'd be open to talking with someone from BCVTA about my feelings towards the profession if it might change my perspective about leaving the profession

National (n=708)



23%

BCVTA (n=138)



29%

Strongly agree Agree Neither / Maybe Disagree Strongly disagree I don't know

Q: To what extent do you agree or disagree with the following statements?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



STEPPERS: BC RVTs vs. National RVTs.

Needs-based segment: STEPPERS



Statistically significant differences between BC STEPPERS and National STEPPERS

- 13pp Less likely to work full time.
- +10pp More likely to work fewer than 40 hours a week.
- 9pp Less likely to be satisfied with resources available through the member portal & BCVTA website
- 15pp Less likely to earn less than \$30/hour.
- +10pp More likely to receive paid sick days.
- 9pp Less likely to indicate that “Getting extra credentials in the next few years is a priority.”
- 9pp Less likely to indicate that “I struggle to earn a living wage in this role.”
- +10pp More likely to indicate “My RVT role is too stressful.”

Q: Which of these statements do you most gravitate towards?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



Being “entrepreneurial” is a unique characteristic; with 1/3 of STEPPERS having the “itch”, that’s significant agreement; BC STEPPERS are in-line in national average.



Segment-Specific Needs Hypotheses – STEPPERS

Top 2
(Agree+)

Need:
Career
Growth

My next role will be in an industry that supports animals

National (n=945)



63%

BCVTA (n=188)

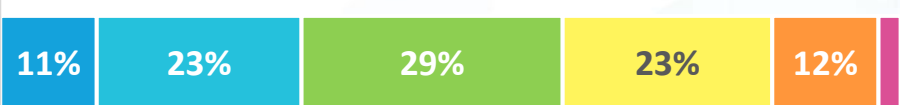


61%

Opportunity:
Self-employment

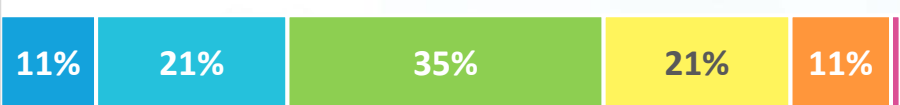
I have an entrepreneurial desire or “itch”

National (n=945)



33%

BCVTA (n=188)



32%

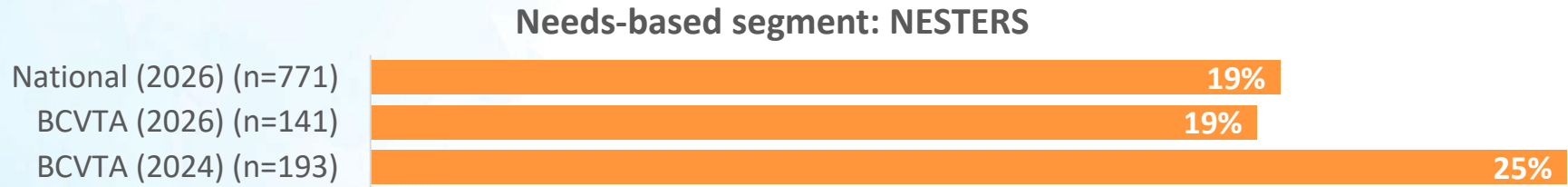
Strongly agree Agree Neither / Maybe Disagree Strongly disagree I don't know



Q: To what extent do you agree or disagree with the following statements?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



NESTERS: BC RVTs vs. National RVTs.



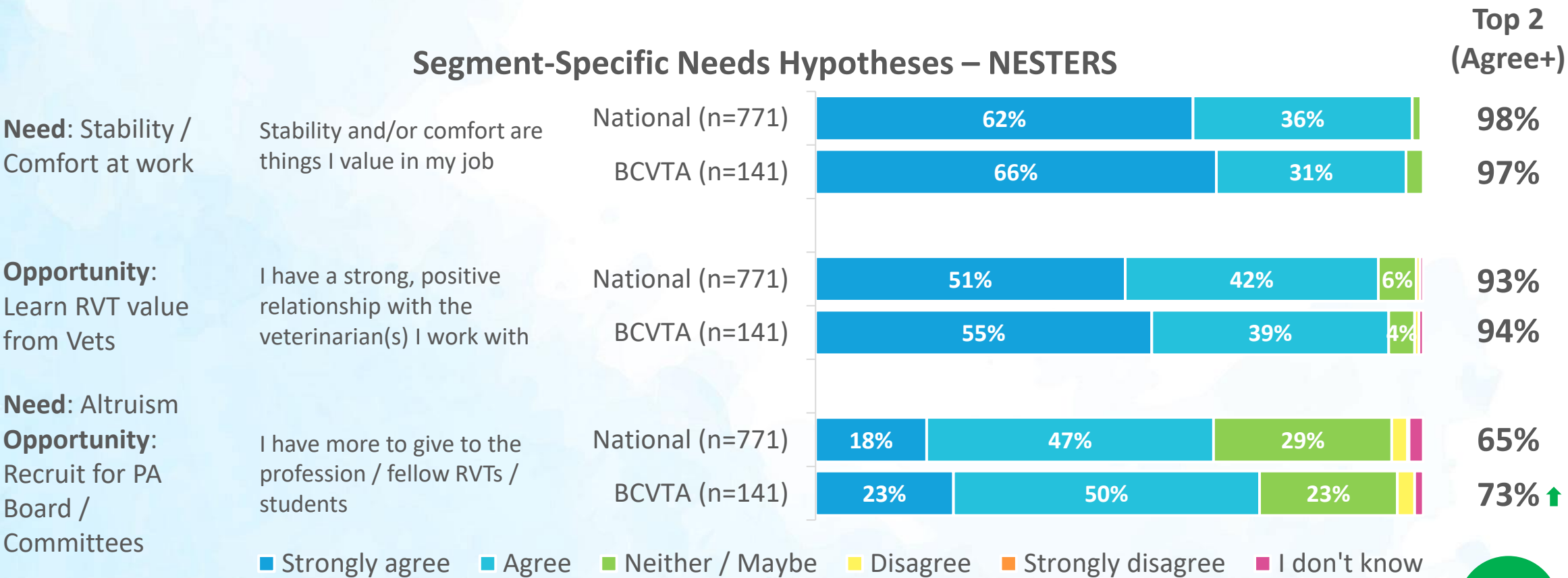
Statistically significant differences between BC NESTERS and National NESTERS

- 11pp Less likely to be satisfied with resources available through the member portal & BCVTA website.
- +12pp More likely to be satisfied with BCVTA Board of Director’s performance.
- +14pp More likely to be satisfied with BCVTA Executive Director’s performance.
- +9pp More likely to be satisfied Overall, as a member of BCVTA.
- +9pp More likely to say “The BC public recognizes RVTs as veterinary professionals” is very important.
- +9pp More likely to say “Legislation enabling RVTs to become independent operators/business owners” is very important.
- +10pp More likely to have stronger networks.
- 10pp Less likely to earn less than \$30/hour.

Q: Which of these statements do you most gravitate towards?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



Extreme affirmation for top two hypotheses; BC NESTERS have more to give!



Q: To what extent do you agree or disagree with the following statements?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



CAREERISTS: BC RVTs vs. National RVTs.

Needs-based segment: CAREERISTS



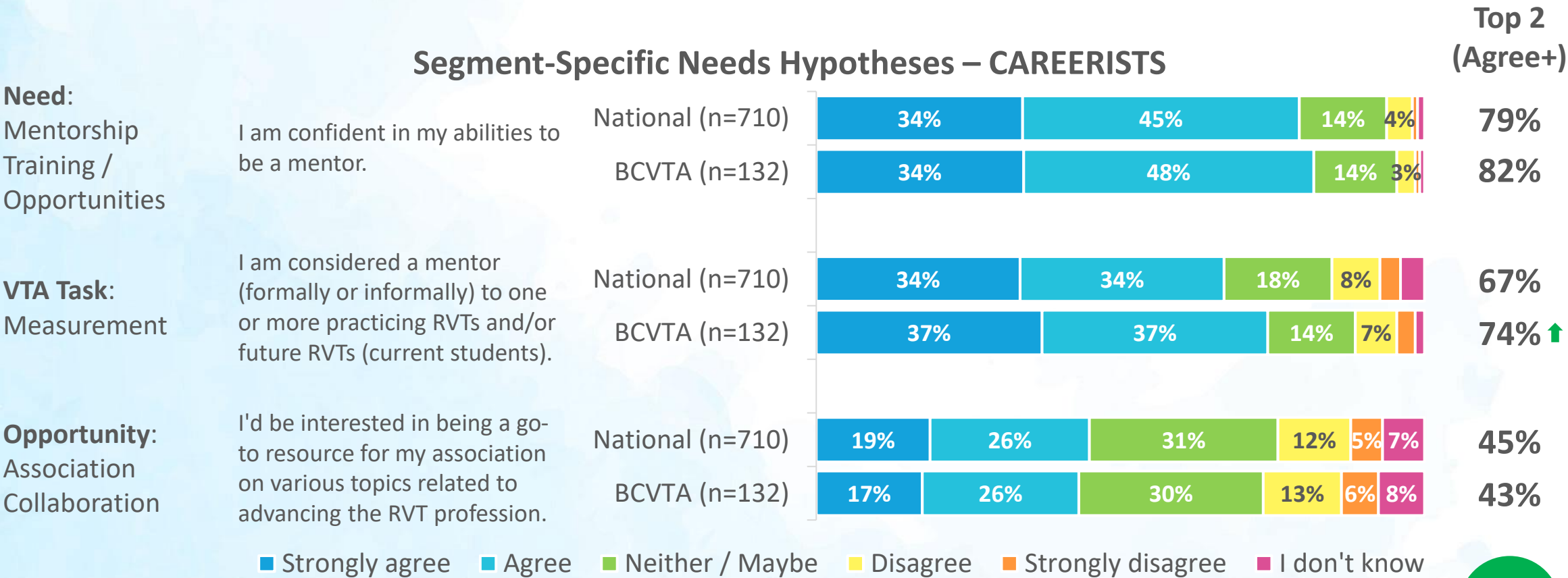
Statistically significant differences between BC CAREERISTS and National CAREERISTS

- 9pp Less likely to be 19-29 years old.
- 11pp Less likely to work 40+ hours per week.
- +10pp More likely to be satisfied with BCVTA Board of Director’s performance.
- +11pp More likely to be satisfied with BCVTA Executive Director’s performance.
- +11pp More likely to have stronger networks.

Q: Which of these statements do you most gravitate towards?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



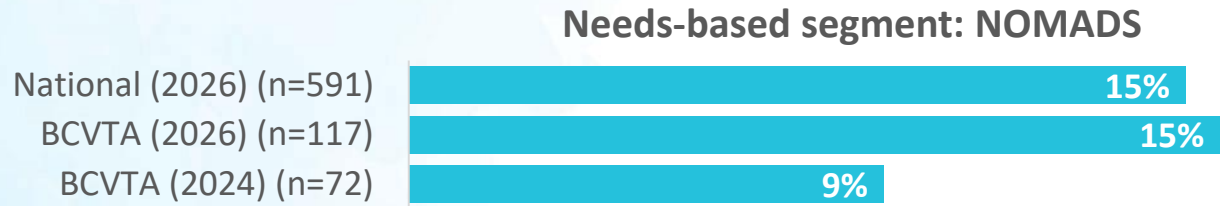
Four-in-five CAREERISTS are confident in their mentoring abilities; 3/4 are already considered a mentor and nearly half are interested in helping!



Q: To what extent do you agree or disagree with the following statements?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



NOMADS: BC RVTs vs. National RVTs.



Statistically significant differences between BC NOMADS and National NOMADS

- 9pp Less likely to be 19-29 years old.
- 15pp Less likely to own home.
- 12pp Less likely to have dependents at home.
- 10pp Less likely to work full time.
- +11pp More likely to indicate “My workplace is psychologically safe and healthy.”
- +9pp More likely to indicate “My employer understands the RVT scope of practice in BC.”
- +8pp More likely to indicate “My employer engages RVTs to the full extent of their skillset.”

Q: Which of these statements do you most gravitate towards?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



NOMADS: BC RVTs vs. National RVTs.

Needs-based segment: NOMADS



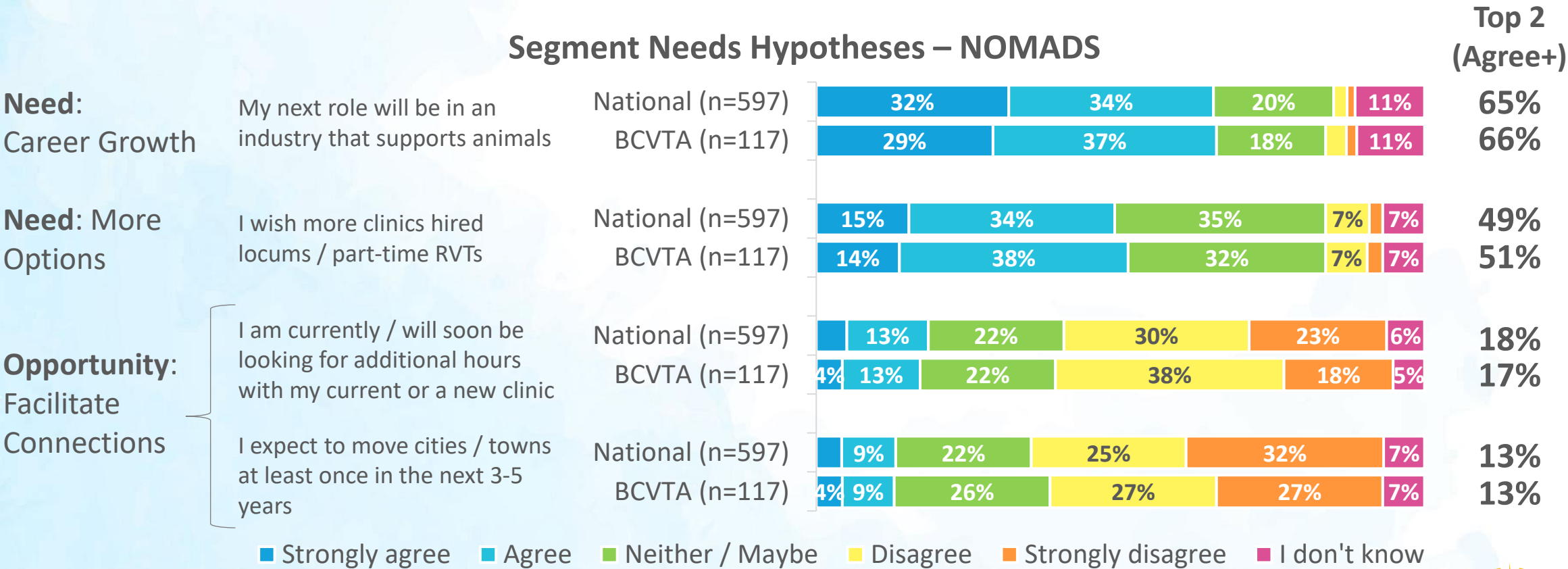
Statistically significant differences between BC NOMADS and National NOMADS

- +12pp More likely to be satisfied with “BCVTA member communications (e.g., emails, newsletters, social media).”
- +11pp More likely to be satisfied with BCVTA Board of Director’s performance.
- +13pp More likely to be satisfied with BCVTA Executive Director’s performance.
- 12pp Less likely to earn less than \$30/hour.
- 6pp / -8pp Less likely to have received a raise in 2025 / 2024.
- 12pp/-15pp/-7pp Less likely to have received a bonus in 2025 / 2024 / 2023.

Q: Which of these statements do you most gravitate towards?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



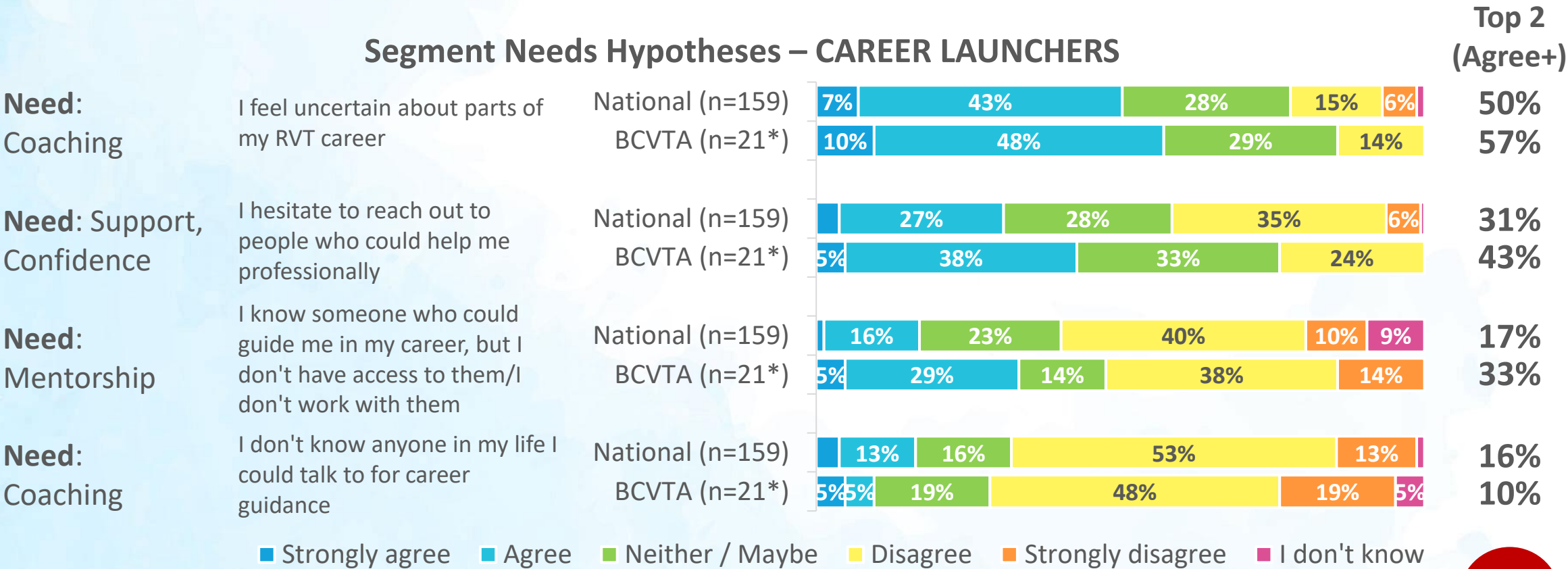
Some alignment and some misalignment for hypothesized statements for NOMADS.



Q: To what extent do you agree or disagree with the following statements?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



Only one of the four hypothesized statements moderately landed for CAREER LAUNCHERS; feeling uncertain starting in their career is logical.



Q: To what extent do you agree or disagree with the following statements? | *While BC numbers vary widely from national average, the low n make these numbers directional only.
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



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Strategic Recommendations specific to BCVTA.

#	Observation / Conclusion	Recommendation
1	- BC RVTs earn above the national average at every tenure range and across every needs-based segment, and the wage distribution is unusually tight, with nearly half clustered in the \$30–\$34.99/hour band. - Still, many report needing a secondary income, and 56% still say they struggle to earn a living wage.	- Frame BCVTA's compensation advocacy around the gap between "above-average pay" and "still not a living wage" rather than around trailing other provinces. - The BC story is that strong relative wages are not translating into financial security.
2	BC has the highest urban concentration of any province (93% urban) and the lowest full-time employment share, with a correspondingly higher rate of part-time, casual and locum work.	- Prioritize resources and programming that serve non-full-time and multi-employer members (locums, part-timers, casual staff), who make up a larger share of the BC membership than elsewhere. - This includes portable benefits guidance, locum-specific resources and networking suited to members without a single stable employer.
3	- Membership satisfaction moves in lockstep with employer / workplace satisfaction across BC segments, and wage struggle tracks employer satisfaction closely. - When members sour on their workplace, the association relationship tends to go with it.	Treat workplace advocacy and member experience as a single agenda rather than separate tracks. Improving members' working conditions is one of BCVTA's most direct levers on how members feel about the association itself, so advocacy wins should be communicated to members as association value.

Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



Operational Recommendations specific to BCVTA.

#	Observation / Conclusion	Recommendation
4	BC RVTs are more likely than the national average to want a virtual provincial conference and less likely to want an in-person one, while on-demand courses and webinars remain the most-wanted mediums.	- Consider the professional-development mix against this data and other member feedback, and whether a shift toward on-demand and virtual formats, including a virtual conference option, is warranted. - Could the in-person conference shift to biannually?
5	- BCVTA member communications score somewhat higher than national (76% vs 72% satisfaction). - Overall as a member, Executive Director & Board satisfaction all statistically significantly exceed national averages. - These are current relative strengths.	- Protect and build on member communications and leadership-performance perceptions as differentiators. - Maintain the communications cadence that is working, and reference it in retention and renewal messaging, since it is one of the clearest areas where BCVTA outperforms.
6	Roughly three-quarters of RVTs would benefit from compensation-related negotiation training, and confidence is lowest for conversations with current employers.	- Develop and promote compensation-negotiation resources or training, targeted especially at conversations with current employers where confidence is weakest. - Demand appears to already exist among BC members.

Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



Operational Recommendations specific to BCVTA.

#	Observation / Conclusion	Recommendation
7	Most BC workplaces do not use a telehealth provider, RVTs are split on its appeal as a benefit, confidence in BC telehealth regulations is low, and the top barrier to delivering telehealth is lack of knowledge.	- The primary barrier is knowledge rather than interest or technology, so foundational information is the highest-leverage first step. - Provide plain-language education on BC telehealth/virtual-care regulations and RVT scope within them.
8	CAREER LAUNCHERS are among the most interested in playing a meaningful role in advancing the profession, but have the weakest professional networks, and they report hesitating to reach out to people who could help them.	- Create low-barrier, invitation-based entry points for newer members to connect and contribute (mentor matching, welcome outreach, structured introductions). - The interest is present; what is missing is the connection and the invitation.

Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



Future Research Recommendations specific to BCVTA.

#	Observation / Conclusion	Recommendation
9	• A majority of BC RVTs earn above-average wages yet still report needing secondary income and struggling to earn a living wage. • The survey establishes that the gap exists but not what is driving it; however, we know from 2024 and general economic knowledge that the cost of living in BC is high, driving the struggle to earn a living wage for many.	• In a future study with members, probe the cost-of-living and financial-pressure drivers behind BC's "above-average pay, still struggling" pattern. • In the meantime, consider revisiting the cost-of-living data used in the 2024 analysis to reinforce this message with veterinarians / employers.

Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.





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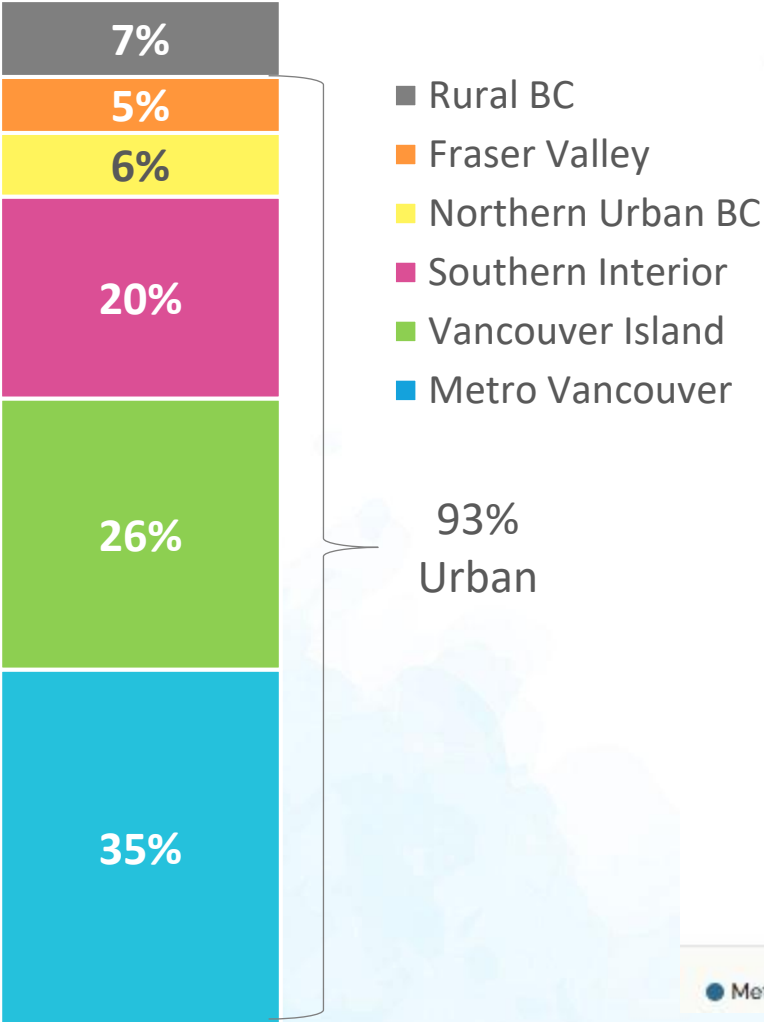
Detailed Demographics



British Columbia Postal Code Mapping (n=548)

BC has the largest Urban representation of all the provinces.

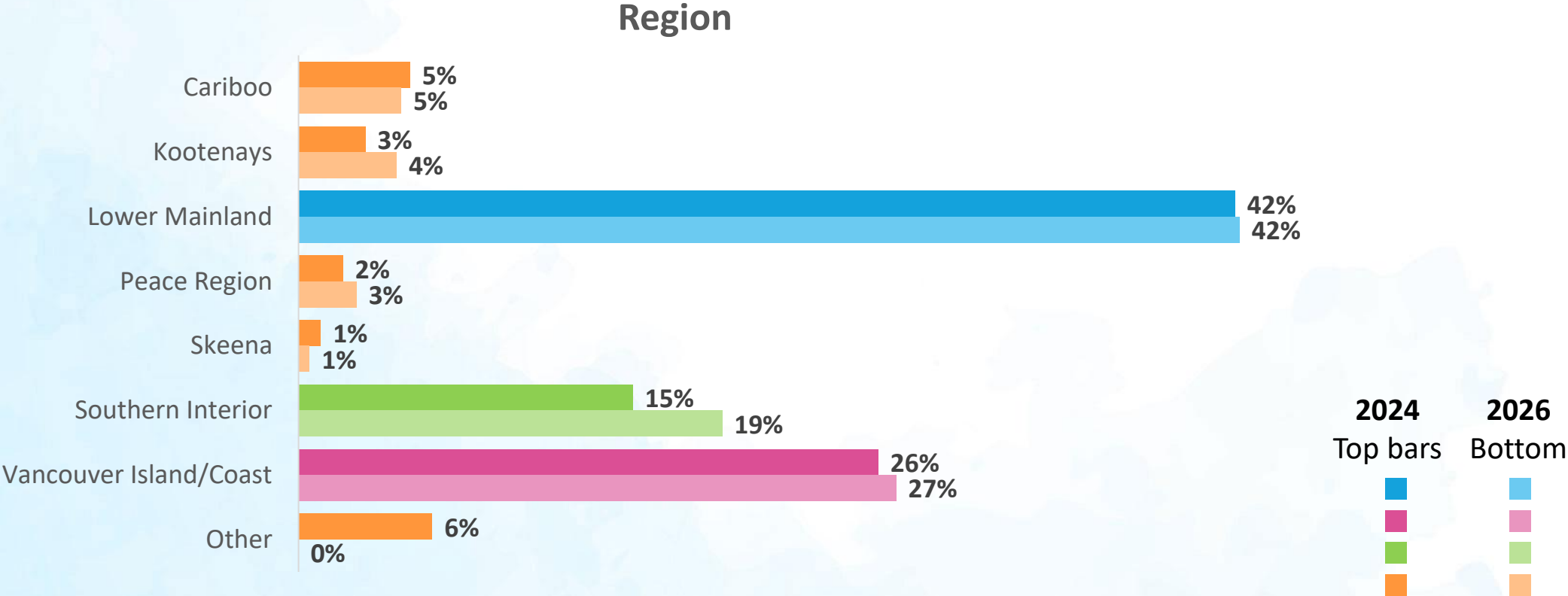
8 respondents provided out-of-province postal codes and are omitted from the n.



Q: What are the first three digits of the postal code of your primary place of work? If the postal code is Z9Z 4Y4, enter "Z9Z".
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



88% of members come from either Lower Mainland, Vancouver Island/Coast or Southern Interior.



Disclaimer: Regions were not asked the same way in both years, so they are not direct comparisons.

2024 Q: Geographically, where are you located? | 2026 Q: What are the first three digits of the postal code of your primary place of work? If the postal code is Z9Z 4Y4, enter "Z9Z".



Lower Mainland and Vancouver Island/Coast generally least satisfied with employer and PA; Rest of BC and Southern Interior generally most satisfied.

2026 Regions (aggregated)

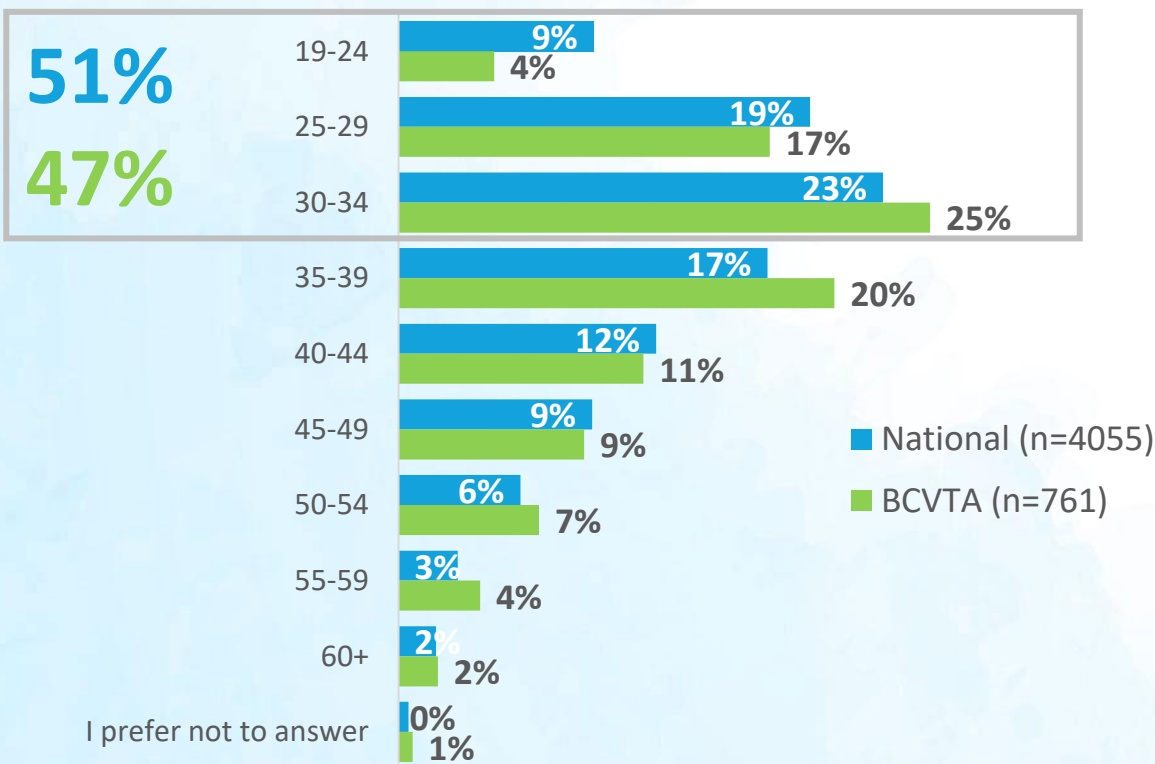
	Lower Mainland, 42%	Vancouver Island/Coast, 27%	Southern Interior, 19%	Rest of BC, 12%	
	Generally (relatively) low satisfaction. Least satisfied with employer Total compensation package & Overall, as a member of BCVTA.	Most satisfied with wage. Least satisfied with Quantity of CE opportunities; CE content; Advocacy: Workforce shortage & Scope and delegation.	Most satisfied with employer mental health support; every association metric except Advocacy: workforce shortage.	Most satisfied with Employer CE allowance / support. Second most satisfied with most association metrics. Least satisfied with engages full skillset & Advocacy: RVT engagement. Strongest network.	
Overall Sat.					
Employer	Lowest (4/4)	Third (3/4)	Second (2/4)	Highest (1/4)	
Association	Third (3/4)	Lowest (4/4)	Highest (1/4)	Second (2/4)	
Average hourly wage	\$33.55	\$35.08	\$31.22	\$31.09	Provincial RVT average \$33.45
Average salary	\$81,667*	\$76,851*			\$77,097

2024 Q: Geographically, where are you located? | 2026 Q: What are the first three digits of the postal code of your primary place of work? If the postal code is Z9Z 4Y4, enter "Z9Z".
Regions in Orange on the previous slide are combined into "Rest of BC" for this chart / slide due to low sample size.

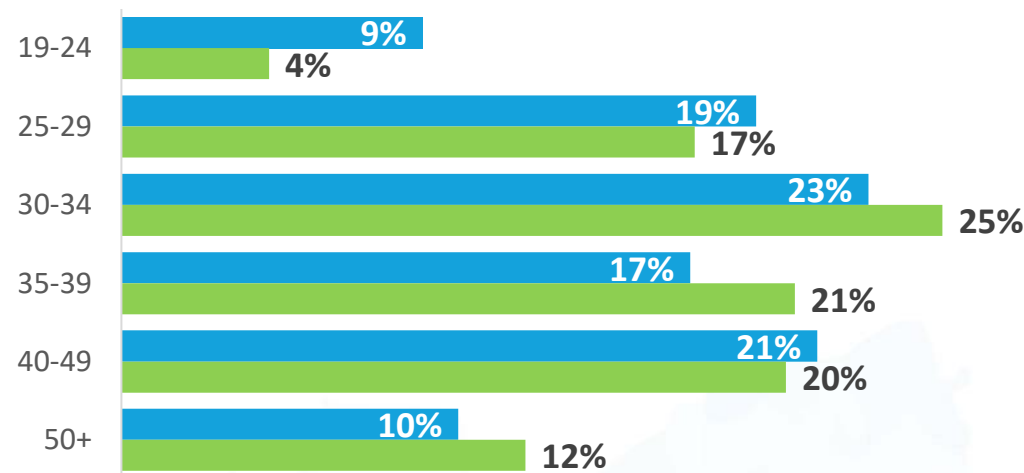


While just over half of national RVTs are under 35 years old, BC RVTs are on the older side of average.

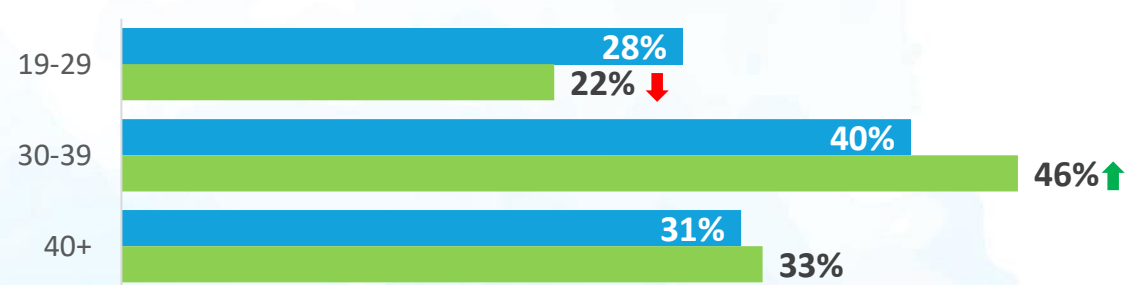
Age of respondents – full data



Age of respondents – grouped



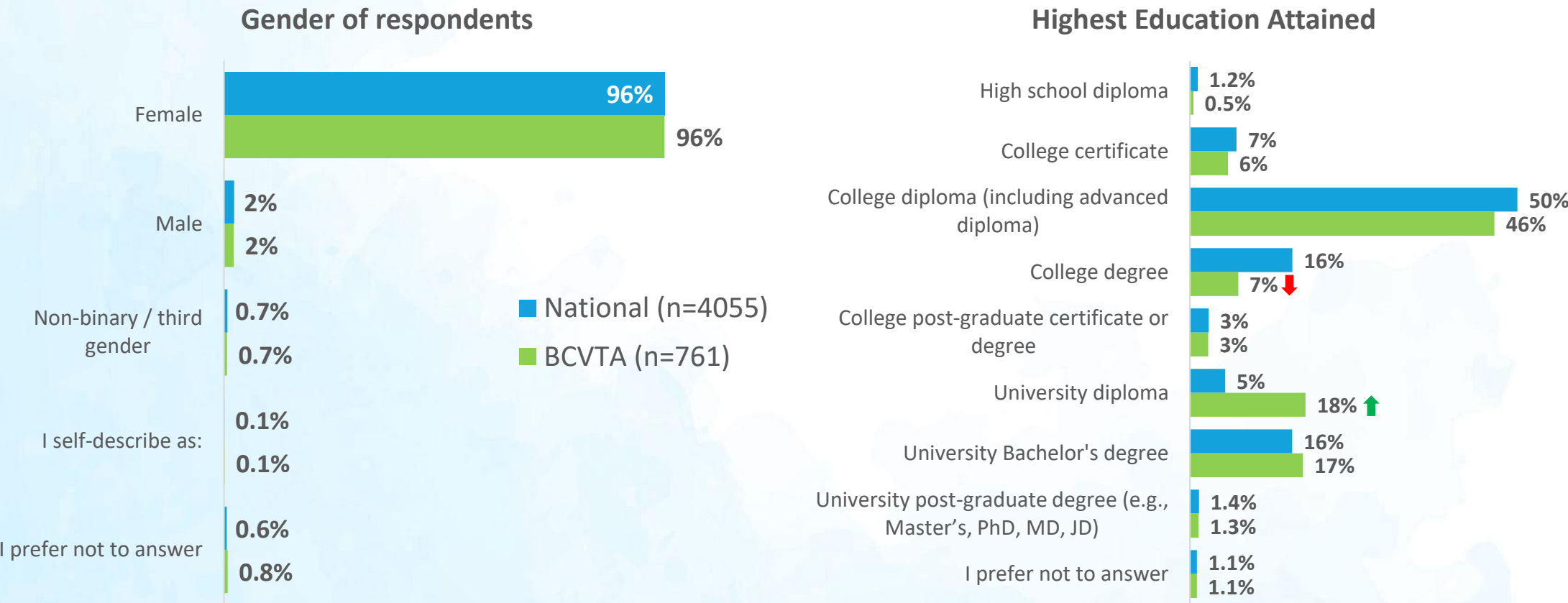
Age of respondents – grouped in thirds



Q: How old are you?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



Nearly all RVTs in BC are female, rendering cross-tabbing on gender impossible; testing hypotheses with University grads is possible.

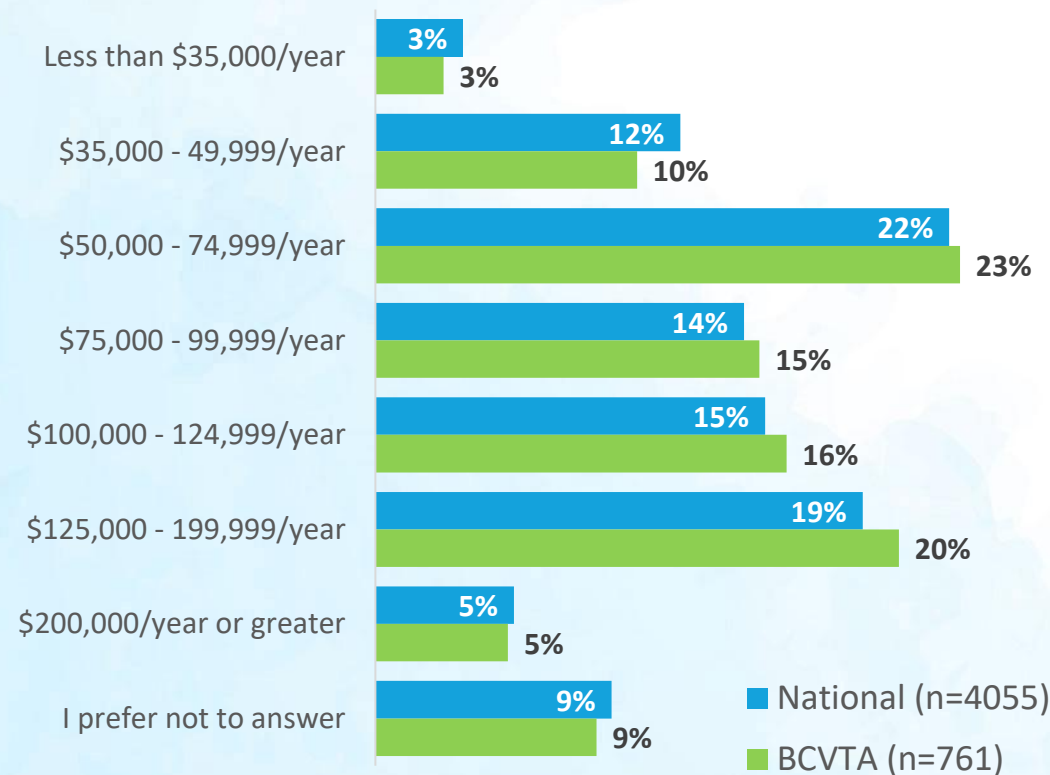


Q: What is your gender?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.

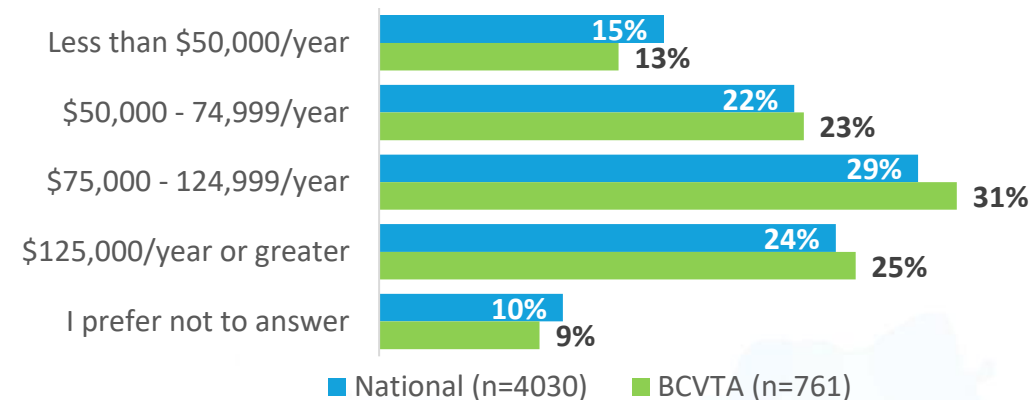


BC RVTs' household income is in-line with the national average.

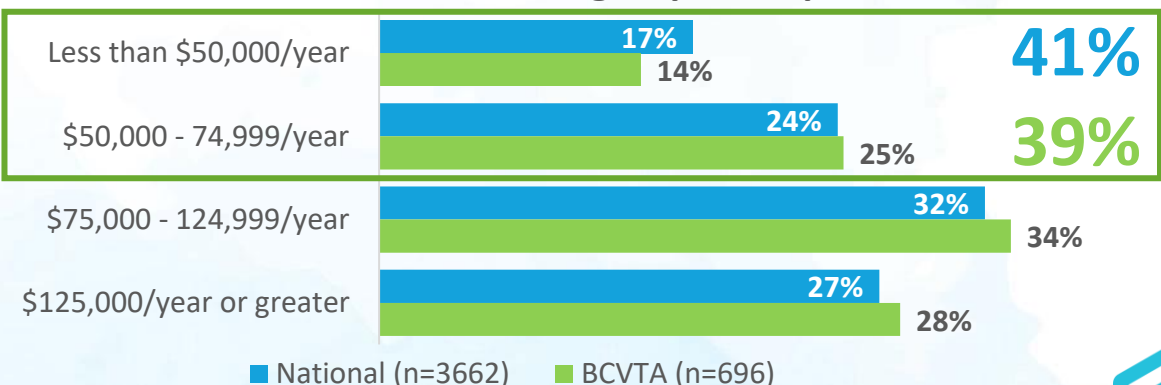
Household income – full data



Household income – grouped



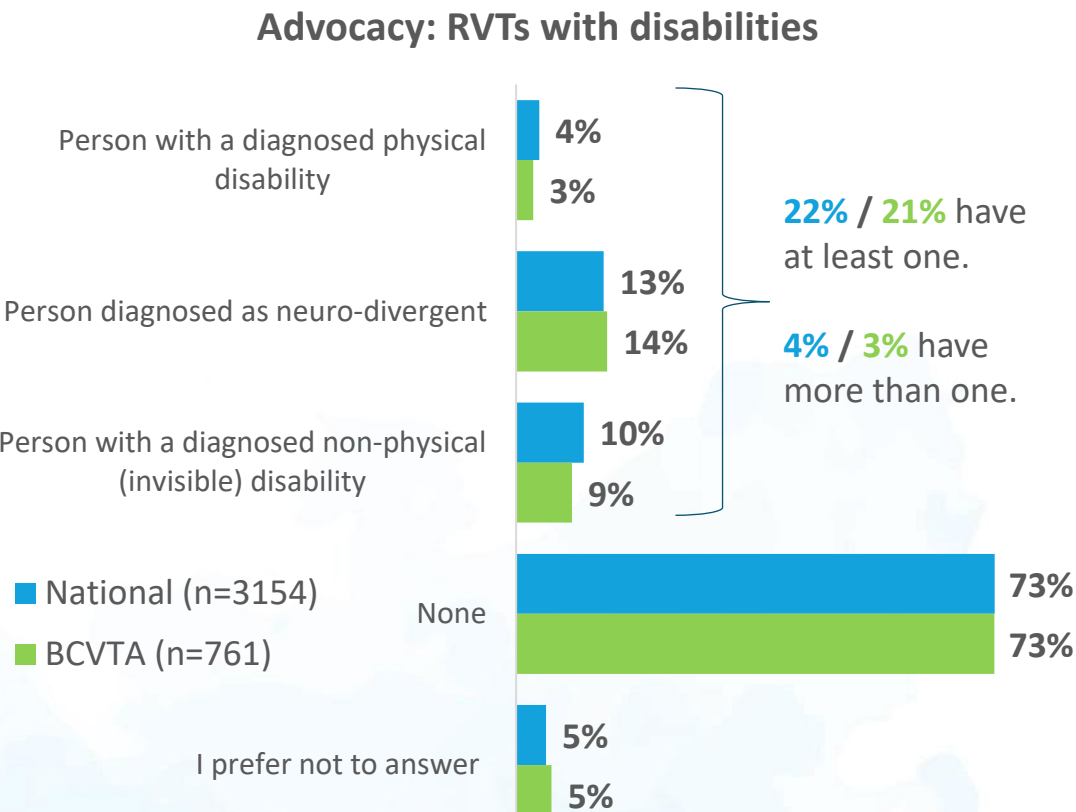
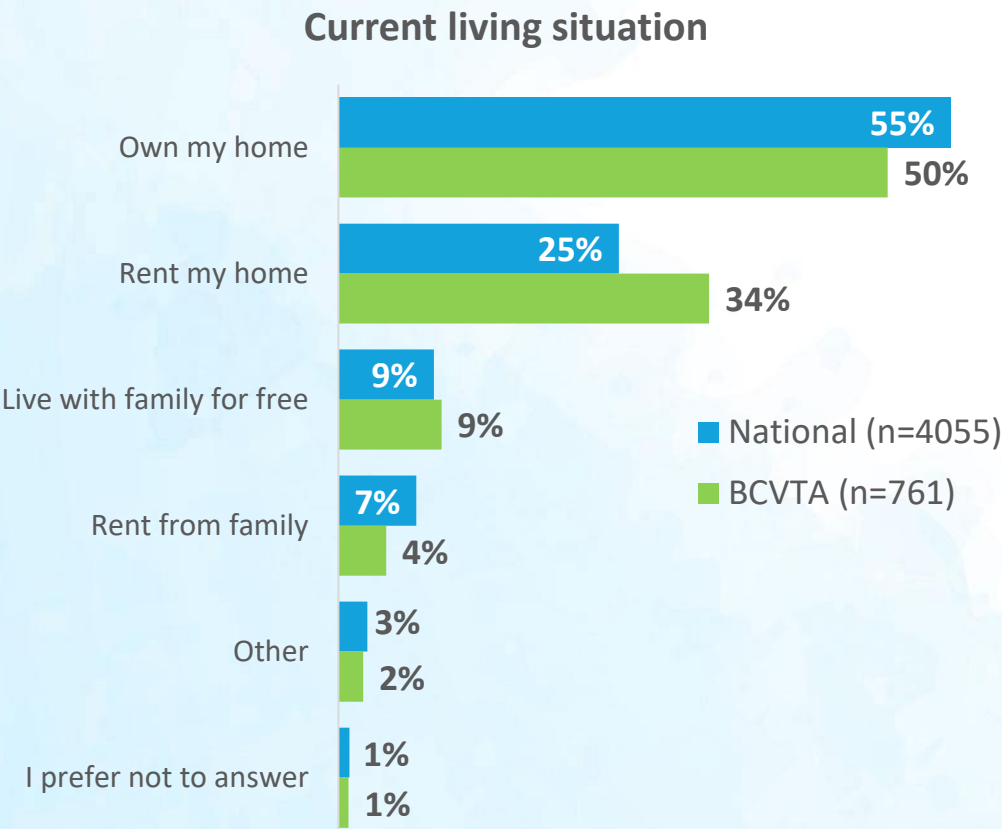
Household income – grouped in quartiles



Q: What is your household annual income before taxes?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



A majority of RVTs own their home nationally; exactly half of BC RVTs own their home.

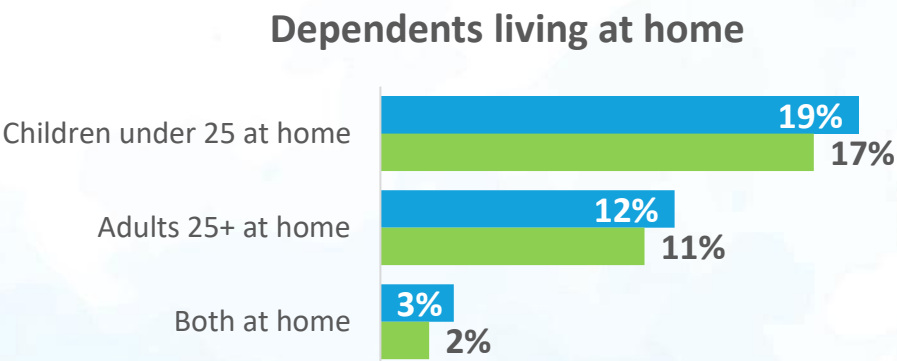
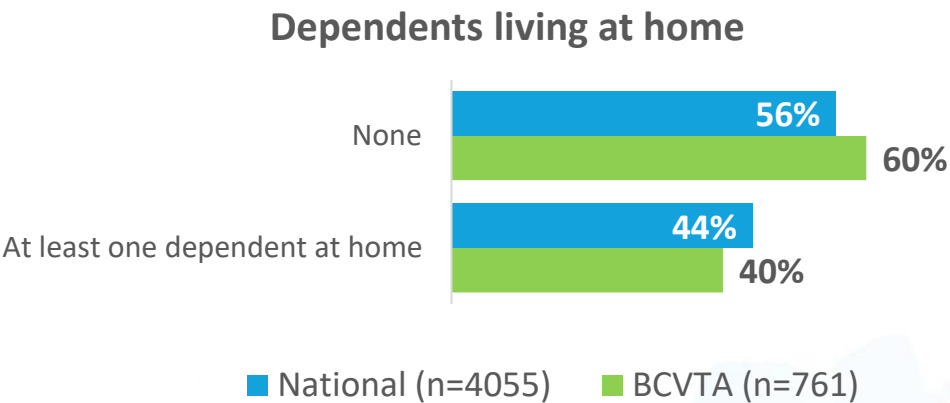
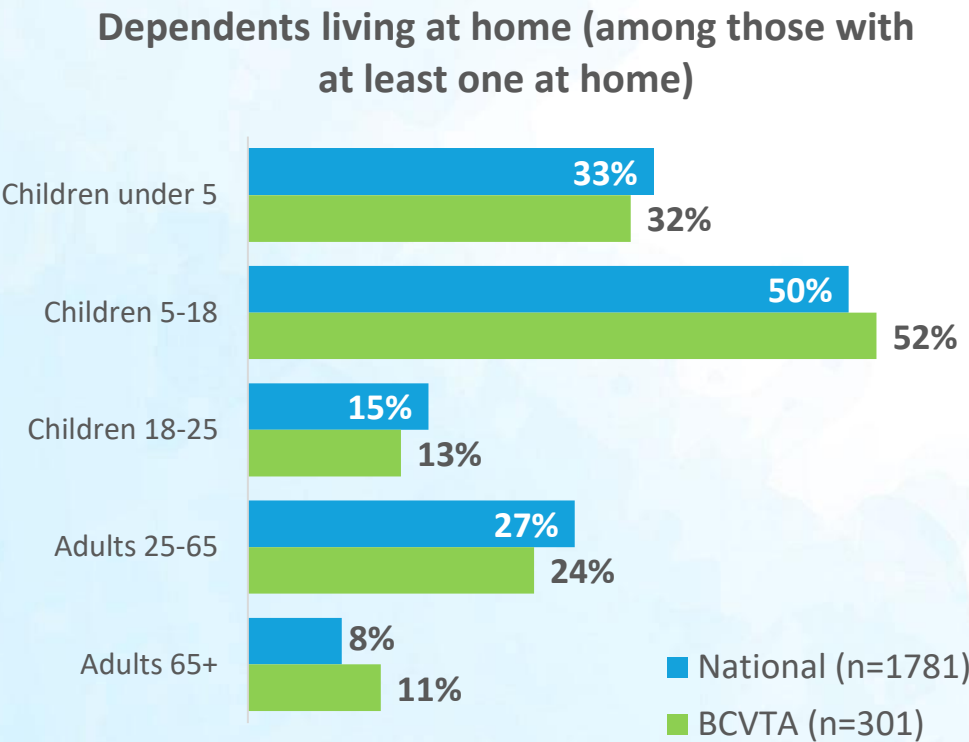


ABVTA did not ask this question.

Q: What best describes your current living situation?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



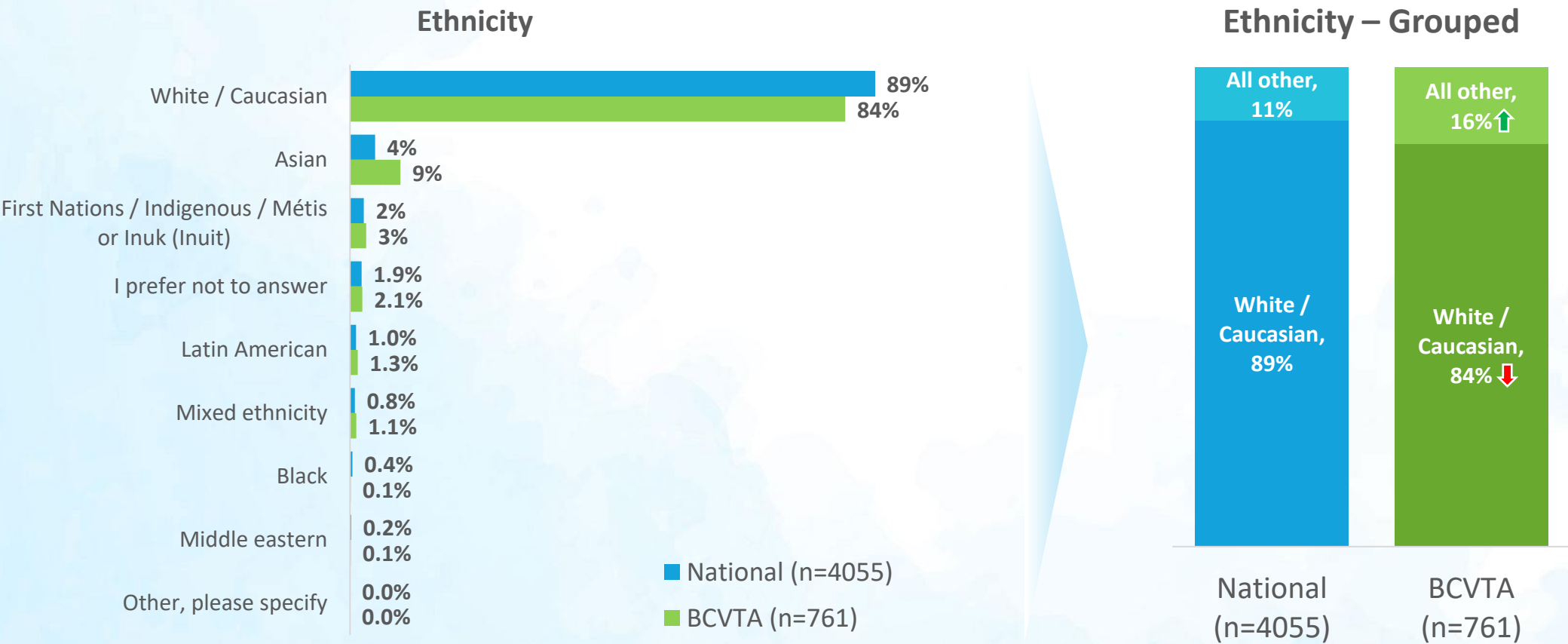
Less than half of RVTs have at least one type of dependent living at home.



Q: Enter the number of dependents (people you care for and/or support financially) in each of the following categories?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



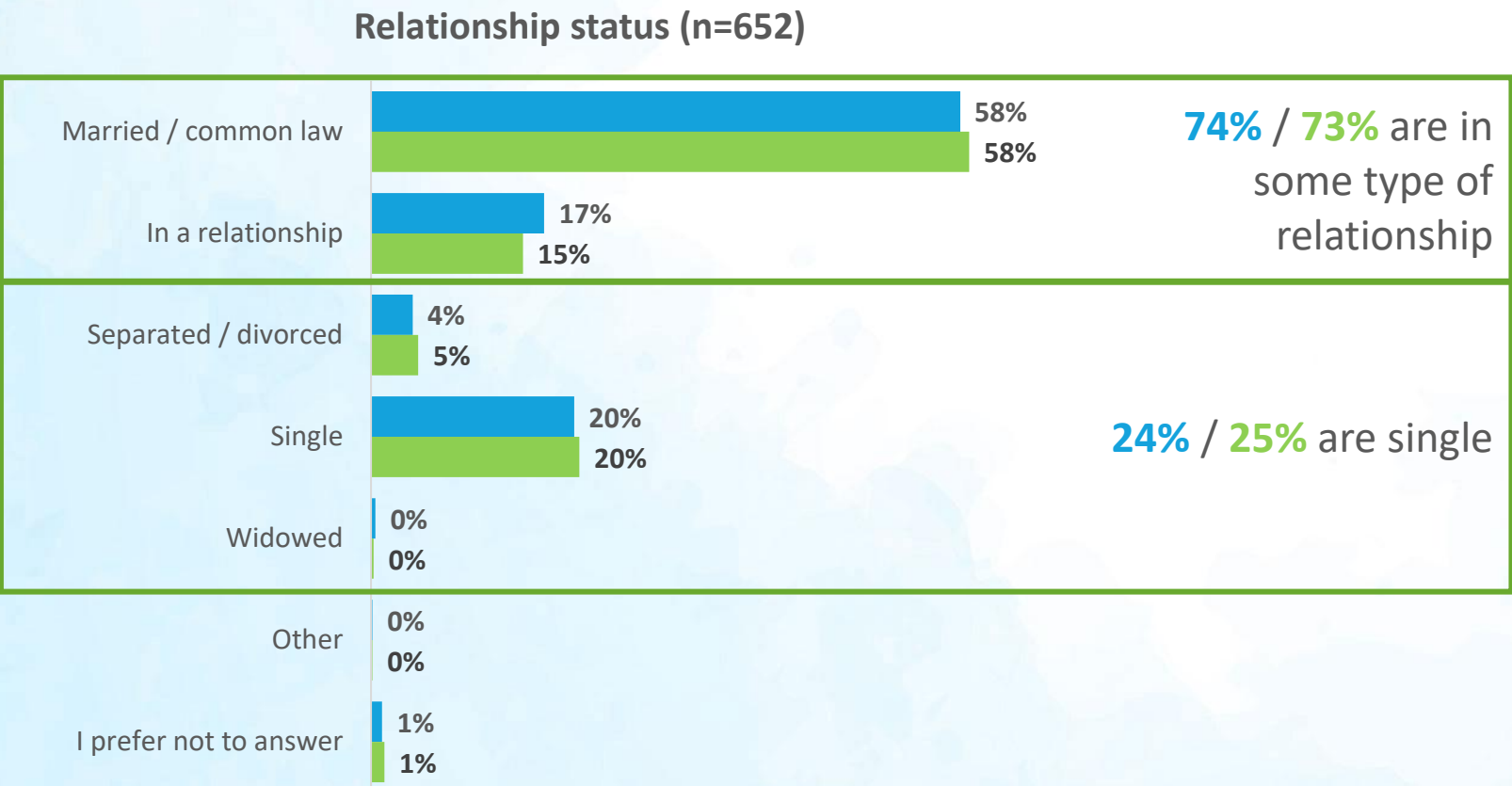
A significant majority of RVTs are White / Caucasian, rendering cross-tabbing on ethnicity impossible.



Q: Which of the following best describes your race or ethnicity?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.



Roughly three quarters of RVTs are in a relationship; one quarter are single.



Q: What best describes your relationship status?
Source: VTACC 2026 Wage, Benefits, Compensation & Engagement Survey, March 2026.

