

**CACVT General Survey on Licensure**  
**Distributed during the CACVT General Membership Meeting**  
**April 17, 2010, Grand Jct., CO**

Overall – I am impressed by many of the comments. You are all thinking in the right direction.

I know you are a bit frustrated by this process. It is very overwhelming and a lot involved. It will take time to disseminate the information but we are working on it.

If you would like more immediate information, or would like to get involved to speed up the process, I encourage you to take an active step and contact either Nancy or myself. Right now there are more questions than answers.

Thank you,  
Denise Mikita, MS, CVT  
Executive Director

**Key:**

Reponses from member participation in blue (random order) – many answers have been combined to minimize space.

\* Response from the office/committee in red – this is to educate in some areas, and continue the thinking process in others. This is a process to develop the answers! Not all statements were answered, but if you have specific comments, please email [info@cacvt.com](mailto:info@cacvt.com) and will be glad to do the best we can.

1) How well do you feel you understand the licensure process?

\_\_3\_\_ very well \_\_17\_\_ somewhat \_\_17\_\_ kind of \_\_14\_\_ not at all

2) Is there anything specific that you can identify that would assist you in understanding this process better?

**General feeling of having simple, written explanation provided:**

\* All great ideas – we are starting this process. It will take time. Please continue reading...

- Clearly sticking licensure process in newsletter
- Written information in plain English on website or mailers
- Would love to learn more about licensure
- Literature
- e-mails/newsletter blast w/ itemized details. Meetings to go to.
- Getting a lecture while in school

\* School: Denise travels to the CO schools and does mention this in the office management classes (has been doing this for 9 years). It is a very small part of the lecture, but it is mentioned. Not all people in the CO schools are staying in CO. So it's very difficult to go into much detail when there are 50 different processes.

- Information defining what other states do, how will it affect liability for us?, How will it affect OJT people?
- Layman's terms

- An explanation of the process on website as well as pros and cons
- More Information / Written description of the process and what it entails (4 responses)
- Information in e-mail to membership, Test? More CE?
- More info to CVT's like pros and cons

- More awareness, informing newer members and people in schools
- More information about the requirements. Discussion with staff and seminars
- Black and white- What it entails. What the differences between what an LVT and a CVT can do.

\* It's not a B&W process – look at all the states – there are 50 different ways to do this process. We have not found any 2 states where the process is exactly the same.

- Complete info on website, mailings, newsletter (3 responses)

**Other Thoughts:**

- What are the goals/
- What would this mean for CO CVTs?
- Do we need to take another state board to become licensed? (2 responses)

\* This depends on how the government sets up the process – we may or may not have an addition test. This would no longer be CACVT’s choice.

- Insurance. How to get it? or would we need it? Do we need more schooling? testing?
- Meetings to go to (2 responses).

\* We have been having meetings for many years now with minimum participation. It is up to you to also make an effort.

- Having a person speaking to us about it
- How does being licensed change my job title and my liabilities.

\* This would depend on the process we take – CVT, RVT, LVT? It would depend on how the government sets up our requirements and regulations. So this can’t be answered at the moment.

- Why is this meeting the first we are hearing of this?

\* Well, it’s not the first time it’s been mentioned – we’ve been mentioning the practice act and the task force looking into it. However, as mentioned during the introduction at the general membership meeting, CACVT just presented our comments for change to the Practice Act and they weren’t accepted. So we are now pursuing the concept of licensure to see if it’s a good fit or not. We haven’t been pursuing this path in the past – this is a new direction. Thus it’s new to all of us.

- Info on-line? CVT vs LVT vs RVT, responsibilities/liability
- CE on licensure (2 responses)

\* CACVT has given supportive credit for attending State Board meetings for about 8 years. Visit [www.cacvt.com/governance](http://www.cacvt.com/governance). It’s also been mentioned in the newsletter every now and then. This is the best place to understand how veterinarians are governed. If licensed, veterinary technicians would have a similar process.

3) What does DORA stand for?

- \_\_\_ Department of regional attributes
- 40 Department of regulatory agencies (only 3 groups missed it! Good job)
- \_\_\_ Direct operations regulatory agencies
- \_\_\_ Direct oversight regarding associations

4) Who governs your current certification process in CO?

- 2 CVMA                      37 CACVT                      \_\_\_ SBVM
- \_\_\_ DORA                      1 AVMA                      \_\_\_ NAVTA

5) Who would govern you if CO became a licensed state?

- 8 CVMA                      \_\_\_ CACVT                      3 SBVM
- 25 DORA                      3 AVMA                      3 NAVTA

6) How many people in your group have been to a CO State Board of Veterinary Medicine Meeting? # 9 out of 43 \_\_\_

7) How many people in your group have read the CO state veterinary practice act? # 14 out of 43 \_\_\_

8) How will licensing affect your veterinarian/clinic/hospital?

- Being licensed we would benefit our veterinarians by what more we can do

\* Not necessarily, as the government would decide what you could and couldn’t do. It certainly might help, but it would depend on the wording of the practice act. Ultimately, it is still up to the veterinarian to decide the technician’s duties to an extent.

- In a very positive way-recruit educates, intelligent skilled technicians

\* How are LVTs more skilled than CVTs? How will a licensure process change the education process? People who graduate from CO AVMA-accredited schools go all over the nation. Are LVTs in New York who graduated from say, Bel-Rea, better skilled than graduates that stay in Colorado?

- Properly trained/educated people doing the proper jobs no OJT

- Would open more jobs for LVTs and would give them more value.
- Protect the public and define our roles as a tech
  - \* **Yes! Licensing is about Public Protection!**
- +/- additional job security
- Job security
- Only a LVT can do what we now do
- Don't feel like anything will change in Gen Practice. Specialty practices would only hire LVT's
- Raise standards (2 responses)
- Increase pay (2 responses)
- Increase pay for techs, at VCA decrease number of techs hired by company, increase insurance(liability) cost for tech
- Pay would be regulated. AAHA hospitals HAVE to hire L/CVT's
  - \* **This entire statement is incorrect. Pay would still be set by the hiring veterinarian/clinic just as it is now. The state board for veterinarians has nothing to do with financial matters. AAHA guidelines do NOT mandate hiring L/CVTs. Denise has the exact guidelines in the office. There are just "bonus" points if you do have L/CVTs on staff.**
- Require DM's to hire LVT's and increase in pay
- We would need to find new employees (CVT's). Vets: Some possibly burdened
- No
- More money, more liability
- Change your liabilities, Increase cost to cover changes. It will change the OJT employee
- I am not certain they would be willing to have their cost increased
- Tech would be accountable for more, in a similar manner than a Doctor. Techs would need mal-practice insurance
- Increase liability and responsibility
- Possibly pay increase, more responsibility
- Hospitals would only hire LVT
- May help with recognition of skills to obtain employment
- All would have to be licensed. No more OJT
  - \* **Veterinarians/clinics would still be able to hire OJT/assistants. It's the job description of the credentialed technician that could be regulated by the government. Thus OJT/assistants would be limited in their job duties. This can already happen in a clinic setting – done by the clinic rather than the government.**
- It would be illegal to practice as a tech without a license, this could hurt the veterinarians
- Would help to legally define a technicians duties and responsibilities within a practice or facilities.
- Increase pay, increase benefits, increase responsibilities, increase opportunities
- Increase in patient confidence, may cause decrease in tech hired
  - \* **Really mean "client" confidence – will the dog really know better? Anyway, will a client understand your duties better with LVT behind your name as apposed to CVT? How many name badges have CVT on them right now?**
- Would require veterinarians to pay fair wages for properly trained technicians. Improve quality of practice.
  - \* **Government doesn't regulate pay. Are CVTs in CO not properly trained right now?**
- Would not change (3 responses)
- Unsure / lack of understanding (3 responses)

9) Do you think your veterinarian would support technicians being licensed in Colorado?

How many in your group say: Yes   48   No   9   Unknown  15  

Hard to discuss, with not much education on the process

10) Do you feel CO should pursue licensure in the near future?

How many in your group say: Yes  42  No  7  maybe, need more information  36 

11) What resources do you foresee needing in order to pursue licensure?

- Possibly having higher pay, more CE experiences
- Education and time
- Require more info to answer, please clarify
- Money, voices, veterinarian support, strength
- Information on licensure (5 responses)
- Other State examples
- More participation of technicians and veterinarians

- If there is not a grandfathered in for CVT's offer classes around the state to prepare for licensure.
- Money (3 responses)
  - \* Where is this going to come from? Membership dues? Free will offering? Events? We are making budget right now.
  - What CACVT areas should we cut back on?
- More CVT involvement
- Share knowledge of information. Get tech support through info (speaking to clinics)
- More information and involvement on the veterinary level. Maybe talk with LPN's and see what the "L" means for them.
- Legal, Money
- More education (4 responses)
  - \* Education to whom? Veterinarians, vet techs, vet assistants, public, government?
- Educating veterinarians/technicians
- Financial, membership needs to be a stronger voice
- More publicity about this issue, more information or meetings, increase participation from members.
- Opportunities for others to become licensed. Ex: Grandfather in!
  - \* Who and what are the guidelines? Who is being grandfathered? CVTs to LVTs? Non-credentialed to credentialed? On-the-job trained vs AVMA grads? Who will establish guidelines? Note: the office has spoken to several people about this and has yet to hear concise, uniform information on this topic.
- Would this be part of the Veterinary practice act?
  - \* Not sure. There are many way to obtain licensing.
- Support form CVT members and more information to make an informative decision /opinion
- Money, advocacy, lobby, more education, minimum AAS vet tech?
- Unsure (3 responses)

## 12) What are the Pros of being licensed?

- Would elevate the profession by being licensed
- Profession, clients aware govern by state and take more interest in what you say. Clinics can the sponsor CE's.
- Greater pay, better respect, elevate sense of self worth
- Legal responsibilities
- Insurance. And would be recognized by general public and clients
- Better pay, recognition, more value, less lawsuits in the profession
  - \* How would there be less lawsuits? What are you doing now as a CVT to minimize lawsuits and how would this change as a RVT/LVT?
- Set title, recognition, better pay, only LVT's doing jobs
- Job security, pay increase, training professionals at clinics
- Protection to the public and more money
- Elevation of the position in the eyes off the observers (clients, Drs, etc)
- More accountability
- We would expect better pay and clearer job descriptions
  - \* Why don't CVTs expect this now?
- Need more info
- Increase pay
  - \* Where is this going to come from? Is the clinic all of a sudden going to have an increased budget because it has LVTs instead of CVTs? Why will being an LVT increase your pay? What will you be doing differently as an LVT to deserve more pay?
- Better employment opportunities
- Job stability
- More money, better benefits, respect
- More recognition
  - \* From whom? Veterinarians? Public? How will this happen? The government isn't going to have a PR campaign for LVTs. If the public doesn't know what a CVT is, how will they know what an LVT is?
- More acceptances, greater sense of recognition, governed by a regulatory agency vs a non-profit
- Qualified personnel, accountability for techs
  - \* Qualified – what additional training are you going to have as an LVT that you don't have as a CVT? There is only one VTNE – there might be a state test, but how will this make you more qualified?
- Protecting public and our profession
- Job specifics. Increase education
  - \* Increase education? How? There are many licensed states that require 0 continuing education hours for their LVTs. 10 years ago they tried to get rid of CE for veterinarians in CO.

-Higher quality medicine, consistency

\* You aren't practicing the best medicine that you can right now as a CVT? Why not?? How is having an LVT behind your name going to change this?

It is agreed that there will be more consistency across the job definition. However, it will still be up to the veterinarian as to what an LVT can and cannot do. Just because the law says you can place a catheter, if the veterinarian says no, then you can't do it. It will always be up to the veterinarian as to what you can and cannot do as a technician. Thus it will be up to you to prove your abilities to the veterinarian. The law won't change this.

-Higher pay, Respect for the profession (eventually)

-Increase in benefits, increase salary, increase duties, owner confidence

-Unknown (3 responses)

### 13) What are the Cons of being licensed?

-A lot more people would be dropping out of the profession because there wouldn't be any opportunity for better pay.

-Cost more to be licensed, more time investment opportunity for better pay.

-Additional fees, +/- insurance

\* From conversations with AVMA PLIT, LVTs would still fall under the veterinarian's insurance as hired staff members. So right now it is the understanding that there wouldn't be any additional insurance requirements by LVTs working in a clinic/hospital setting. However, more concrete research is needed in this area.

-Potential increase in membership/dues

-Expense / money (2 responses)

-Increase in fees

\* There would be fees to both the licensing process (government) and to the association. Joining the association would be totally voluntary. Just remember that it's the association that is your voice and fighting for you. The government would actually be supporting the public (not you) so there would be no support for you from the government – only the regulation of the profession.

-Fees. Legal responsibilities

-Veterinary opposition, possible testing

\* We would definitely need the veterinarians behind us in order to become licensed.

-More liability (2 responses)

-Decrease staff, decrease quality of care

-Decrease in number of technicians a clinic would hire. Increase to techs for insurance

-May have to pay more, may have to retest, would want to be grandfathered in if already a CVT

-Retesting / another test (2 responses)

\* Not necessarily. It depends on how it's set up – it might be a grandfather event. Not sure how it has happened in other states. More research is needed in this area.

-Held more accountable, possibly more testing, possibly more CE requirements.

-Possibilities of less techs hired, higher vet bills to owners, less pet care

-Increase education

\* Not necessarily – see statement above. It might even be less if the government doesn't feel that continuing education is valuable.

-Will need Money, lost employees

-Can be sued, Need more certified

\* You can be sued in civil court right now as a CVT (or any position). You just can't lose your license because you don't have one in CO.

-Veterinarians will not be willing to take on additional cost?

-Need more info

-Unknown (3 responses)

Thank you again for your input.

Watch for follow up pieces regarding this process.