

2023 AAVSB

ANNUAL MEETING

& CONFERENCE



*KANSAS CITY*  
*09.28 - 09.30*

# Title Protection

Understanding the Importance of  
Title Protection for Veterinary  
Technicians

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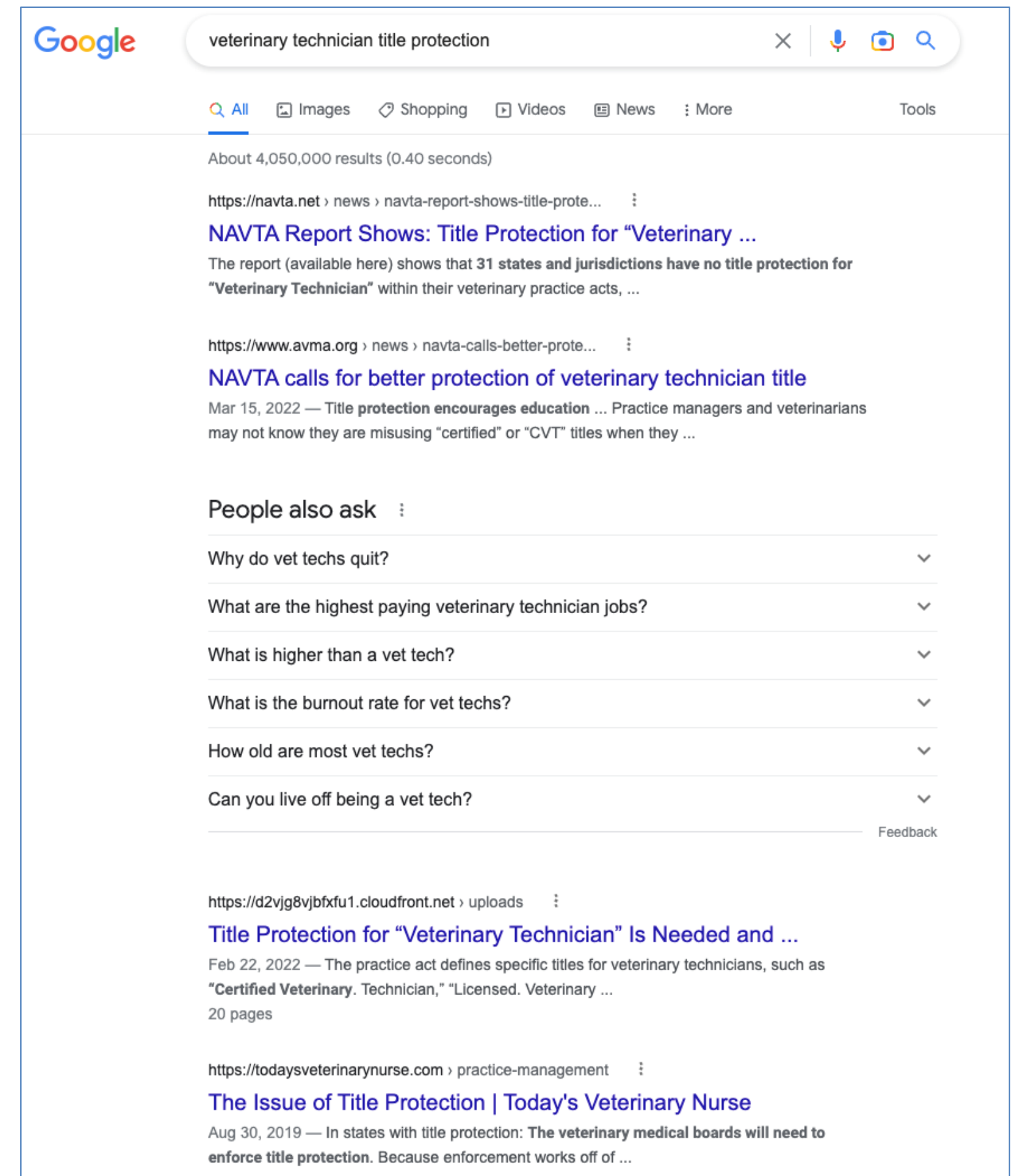
2016 NAVTA Demographic Survey

2017 National Credential Survey

2020 Title Protection Survey

2022 NAVTA Demographic Survey

Over 90% feel Title Protection is a top-priority issue





- Promoting a standard credential with educational standards in the US.
- Establishing professional identity through public education and title recognition to contribute to public safety/protection.
- Clarifying the value, scope of practice, and title, delineating the credentialed veterinary technician/nurse role.
- Defining the role of the Veterinary Technology profession in all areas of practice to maximize potentials.

What does Title Protection Look like in the US?

How does the profession feel about Title Protection?

How can we improve upon title protection?



# Title Definition in State Practice Acts



## No Title Definition

The practice act does not provide a definition for veterinary technicians/nurses.

13 U.S. states and jurisdictions have no title definition:

Colorado\*, Connecticut, Florida, Hawaii\*\*, Massachusetts, Minnesota, Montana\*\*\*, New Hampshire, New Jersey, Puerto Rico, Rhode Island, Vermont, Wyoming

## Limited Title Definition

The practice act defines specific titles for veterinary technicians/nurses such as “Certified Veterinary Technician”, “Licensed Veterinary Technician”, or “Registered Veterinary Technician.”

15 U.S. states and jurisdictions have limited title definition:

Arizona, Illinois, Indiana, Kansas, Louisiana, Maine, Maryland, Missouri, Nebraska, Ohio, Pennsylvania, South Carolina, Tennessee\*\*\*, Texas, West Virginia

## General Title Definition

The practice act defines the general term “Veterinary Technician” as those that are credentialed within the specified state.

24 U.S. states and jurisdictions provide general title definitions:

Alabama, Alaska, Arkansas, California, Washington D.C., Delaware, Georgia, Idaho, Iowa, Kentucky, Michigan, Mississippi, Nevada, New Mexico, New York, North Carolina, North Dakota, Oklahoma, Oregon, South Dakota, Utah, Virginia, Washington, Wisconsin

# Title Protection in State Practice Acts

## No Title Protection

The practice act does not include language restricting the use of titles related to “veterinary technician” or “veterinary nurse” to those that are credentialed within the specified state.

12 U.S. states and jurisdictions have no protection as the title is not defined in the practice act and thus unregulated by the state:

CO\*, CT, FL, MA, MN, MT\*\*, NH, NJ, PR, RI, VT, WY

19 U.S. states and jurisdictions regulate veterinary technicians but have no title protection stated in the practice act:

AK, AZ, DC, ID, IA, KS, KY, ME, MS, NM, NC, ND, OH, OR, SC, SD, VA, WA, WI

## Limited Title Protection

The practice act protects the specific title of “Certified Veterinary Technician”, “Licensed Veterinary Technician”, or “Registered Veterinary Technician”, restricting its use to those that are credentialed within the specified state.

The use of the title “veterinary technician” or “veterinary nurse” is not restricted.

10 U.S. states and jurisdictions are classified as having limited title protection in their practice act:

IL\*\*\*, LA\*\*\*, MD, MI, MO\*\*\*, NE, PA\*\*\*, TX\*\*\*, UT, WV\*\*\*

## General Title Protection

The practice act protects the general title “veterinary technician” restricting its use to those that are credentialed within the specified state.

11 U.S. states have general title protection in their practice act:

AL, AR\*\*\*\*, CA\*\*\*, DE, GA, HI\*\*\*, IN\*\*\*, NV, NY, OK\*\*\*, TN\*\*\*\*

2020 Report information

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# Penalty Procedures for Title Misuse in State Practice Act



## No Penalty

The practice act does not specify any penalty associated with non-compliance to title protection laws.

47 U.S. states and jurisdictions have no penalties with non-compliance with title protection laws.

## Penalty

The practice act has written language specifying a penalty associated with non-compliance to title protection laws.

5 U.S. states issue penalties to individuals misrepresenting themselves as a veterinary technician:

- DE: Fine
- IL, IN: Class A misdemeanor
- OK: Fine and/or imprisonment
- TN: Class B misdemeanor

2020 Report information



# Title Protection Survey Key Takeaways



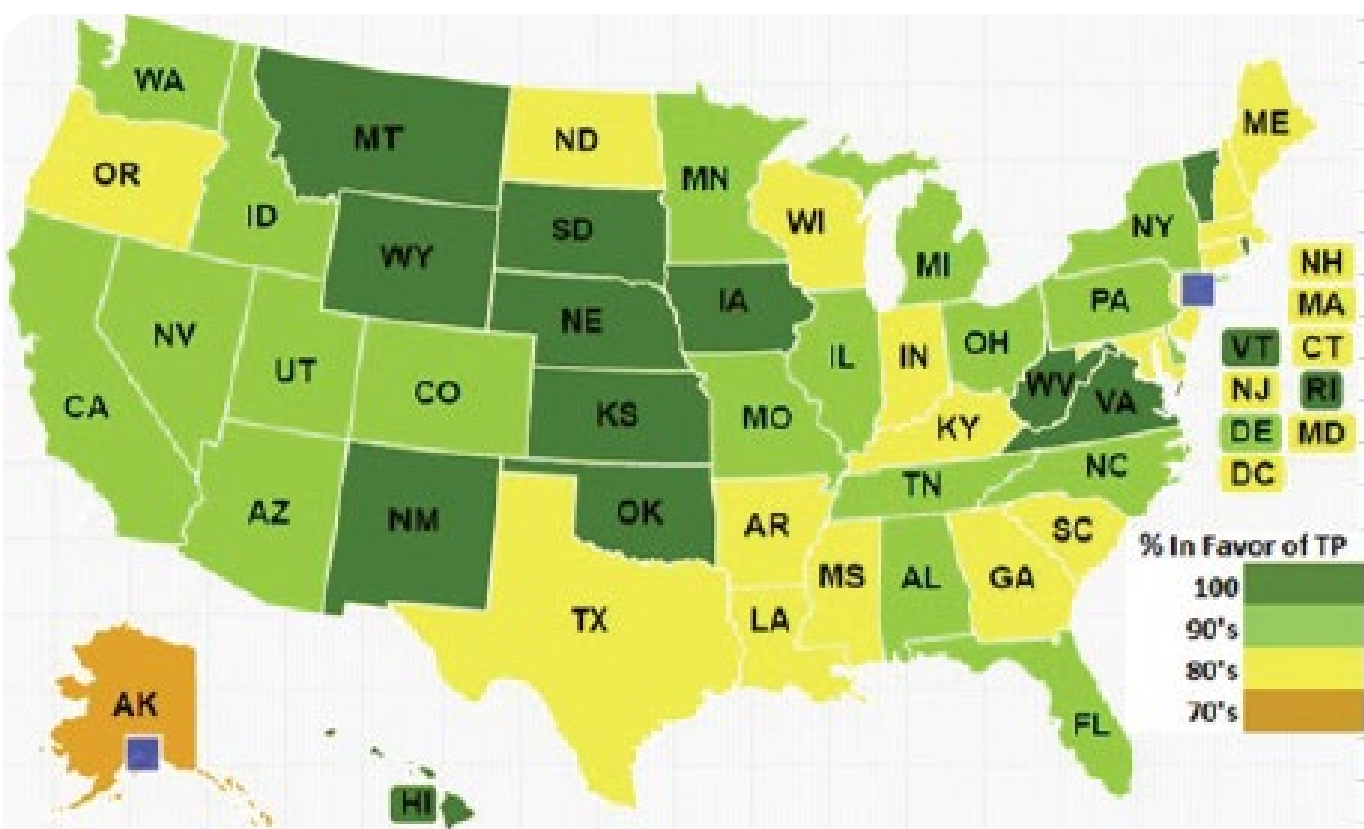
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**TABLE 5. Support for title protection based on recognized credentialing**

Credential Veterinary Technicians (CVT, LVT, RVT, LVMT)	95.38% - support	4% - neutral
DVMs	94.29% - support	5% - neutral
Practice Manager	86.14% - support	12% - neutral
Veterinary Technician students	80.75% - support	15% - neutral
Non-Credentialed Veterinary Assistants or Veterinary Assistants	57.79% - support	28% - neutral
Client Service	57.14% - support	36% - neutral



**TABLE 7. Support for title protection by state**

State	Percentage in Favor of Title Protection	Respondents in Favor of Title Protection
California	90.7%	334 / 368
Colorado	92.4%	159 / 172
Ohio	94.3%	151 / 160
Texas	87.7%	151 / 172
Florida	92.3%	144 / 156
Pennsylvania	90.0%	144 / 160

**Our results indicate that 93.4% of NAVTA members want title protection to be established and enforced universally for our profession.**



Overall, greater than 90% of respondents, no matter what route they had obtained their credentialing or how many years of experience they had, were in favor of title protection.

**TABLE 10. Credentialing routes of those in favor of title protection**

In Favor of Title Protection by Credential Route	Percentage of Respondents
Bachelor of Science Degree in Veterinary Technician/Nursing	96.74%
Associate's Degree in Veterinary Technician/Nursing	95.82%
Grandfathered	91.40%
Alternate Route	90.62%

**TABLE 11. Experience level of those in favor of title protection**

Years of Experience	Percentage of Respondents	Number of Total Respondents
0–2 years	88%	258
3–5 years	91%	663
6–10 years	92%	812
11–15 years	94%	596
16–20 years	91%	471
21–25 years	90%	309
26–30 years	93%	183
30+ years	94%	211

**Respondents from states that have title protection laws in place had 69% accuracy in their knowledge of their state's laws.**

Respondents from states that do not have title protection laws had 52.7% accuracy in their knowledge of their state's laws.

# Title Protection Violations - Notifying State Boards

Only 10.6% respondents had reported a title protection violation to their state board. Of those, 17.9% saw an action towards enforcing title protection, while 42% saw no effect and 40.6% did not know the outcome.



**TABLE 13.**

Proportion of Respondents that have Notified the State Board of Title Protection Violations

Number of Respondents		1,249
Yes, I have notified the state board		10.6%
No, I have not notified the state board		89.4%

**TABLE 14. State Specific Reporting Rates (only states with more than 50 respondents are included in the chart)**

States	Total Respondents per State	Percentage who reported violations	Percentage who did not report violations
California	192	5.21%	94.79%
North Carolina	79	8.86%	91.14%
New York	72	22.22%	77.78%
Ohio	71	9.86%	90.14%
Washington	69	8.70%	91.30%
Virginia	61	9.84%	90.16%
Texas	60	8.33%	91.67%
Indiana	54	3.70%	96.30%

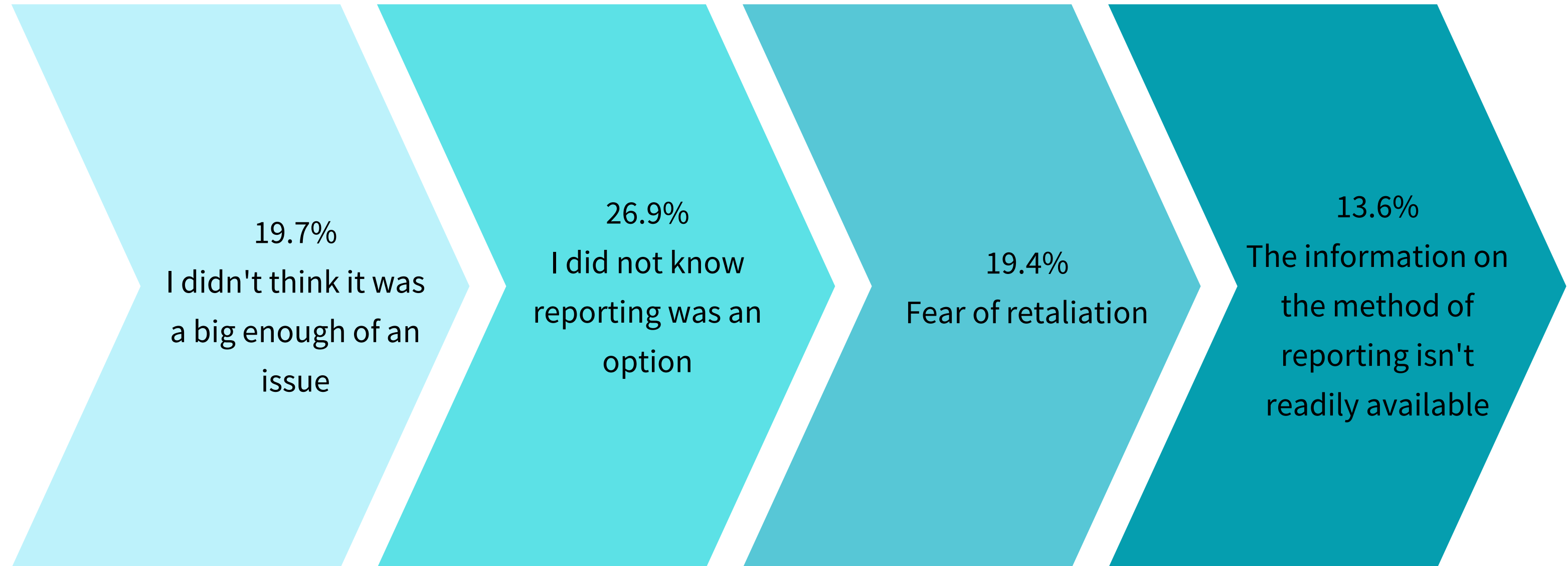
**TABLE 15.**

Perceived Outcome of Reported Title Protection Violations

Number of Respondents		131
The Veterinary Medical Board acted and title protection was enforced		17.9%
There was no effect/enforcement		42.0%
I do not know the outcome		40.6%

# Title Protection Violations - Notifying State Boards

When respondents were asked reasons for not reporting title protection violations, they answered:

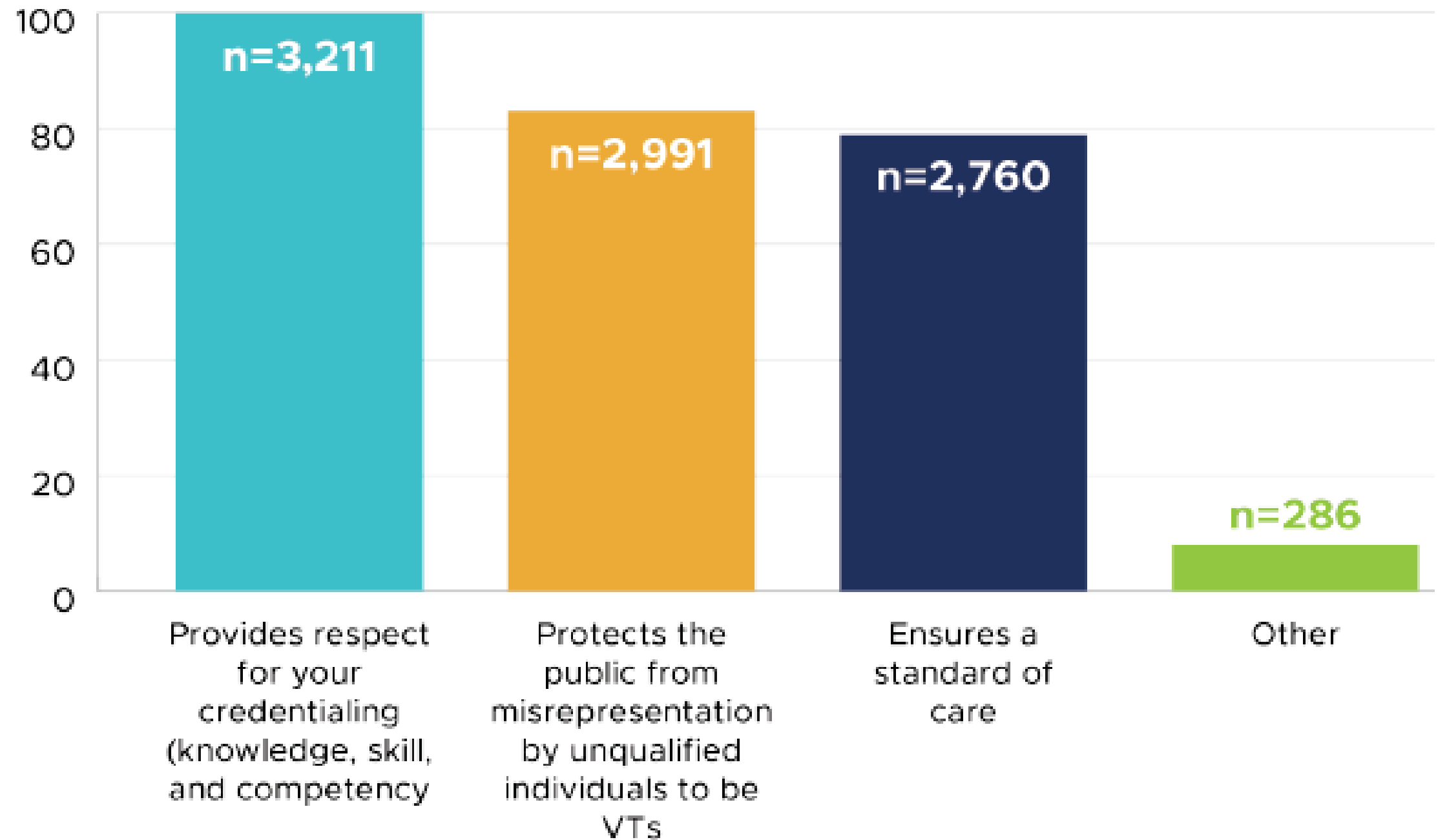


20.4% reported "Other", and of those 26.11% stated they felt notifying the state veterinary medical board would not make a difference.

# Why is Title Protection Important to You?



The results from this survey have illustrated there is significant interest in the support and enforcement of title protection for credentialed veterinary technicians.



# Recommendations for State Veterinary Medical Boards



- NAVTA urges state regulatory bodies to establish title protection at the "General Protection" level.
- Increase awareness of the vitality of the veterinary technician/nurse profession through economic and case management statistics that support technician utilization
- Regulate and enforce practice acts in order to protect the public from incompetent individuals.
- Practice act amendments need to be clear about the different titles and roles of each member of the veterinary team.
- Raise awareness of existing title protection laws within the veterinary community to help prevent violations.
- Increase oversight and enforcement of proper title usage and protection.
- Create anonymous reporting methods in which evidence is provided upfront.
- Distribute educational materials to all state licensees, notifying them of practice act language and the established penalties for violations.
- Consider implementing whistleblower policies to protect the complainant where state law allows.





# Recommendations for State Veterinary Medical Boards

- Establish
- Educate
- Enforce



GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2023

SESSION LAW 2023-81  
SENATE BILL 135

AN ACT TO PREVENT PERSONS FROM USING A TITLE OR ABBREVIATION INDICATING THE QUALIFICATION AS A REGISTERED VETERINARY TECHNICIAN REGISTERED WITH THE NORTH CAROLINA VETERINARY MEDICAL BOARD.

The General Assembly of North Carolina enacts:

**SECTION 1.** G.S. 90-187.6 reads as rewritten:

**"§ 90-187.6. Veterinary technicians and staff.**

(a) "Veterinary technicians" and "veterinary student interns," before performing any services otherwise prohibited to persons not licensed or registered under this Article, shall be approved by and registered with the Board. The Board shall be responsible for all matters pertaining to the qualifications, registration, discipline, and revocation of registration of these persons, under this Article and rules issued by the Board.

(a1) No person shall use the title "registered veterinary technician" or the title "veterinary technician," the abbreviation "R.V.T.," or any other words, letters, or symbols, with the intent to represent that the person is authorized to act as a registered veterinary technician, unless that person is licensed by or registered with the Board as a registered veterinary technician in accordance with this Article.

"

2023 AAVSB

ANNUAL MEETING

& CONFERENCE

KANSAS CITY  
09.28 - 09.30

- (b) Veterinary Medicine and Veterinary Technology shall only be practiced in or from a Veterinary Facility registered with and regulated by the Board, or by Licensees identified as being affiliated with such facilities pursuant to Section 309.
- (c)
  - (1) No Person shall use the designation Veterinarian, Licensed Veterinarian or any other designation indicating licensure status, including abbreviations, or hold themselves out as a Veterinarian unless licensed as such.
  - (2) No Person shall use the designation **Veterinary Technician**, Licensed **Veterinary Technician** or any other designation indicating licensure status, including abbreviations, or hold themselves out as a **Veterinary Technician** unless licensed as such.

## Prohibiting the use of the designation “Technician”?

# **The Job Title of “Veterinary Nurse” Should Be Reserved For Credentialed Technicians**

**The National Association of Veterinary Technicians in America (NAVTA) strongly urges employers to reserve use of the job title “Veterinary Nurse” to those who hold valid Veterinary Technician credentials from their state.**

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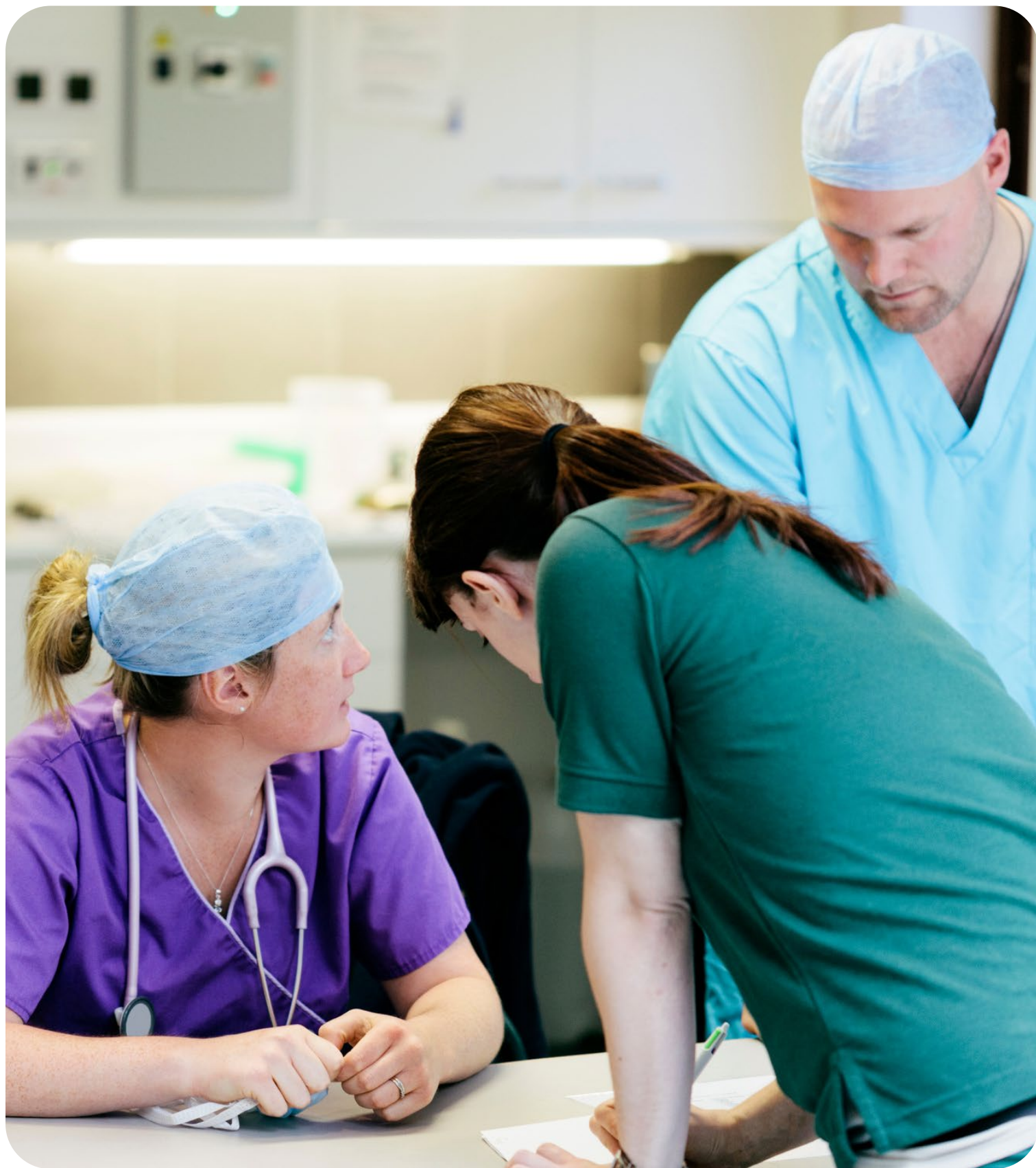
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# Vet 102.01 Definitions of Terms Used - Effective 10/15/2023

(as) “Veterinary technician” means an individual who is trained through an AVMA accredited program and assists a veterinarian with diverse medical tasks and:

- (1) Is a graduate of an AVMA accredited veterinary technology or veterinary nursing program;
  - (2) Has passed the Veterinary Technician National Exam (VTNE); and
  - (3) Is credentialed as having the appropriate training and experience by a state government or an organization recognized by the National Association of Veterinary Technicians in America to issue the credential; or
- (1) Has passed the VTNE prior to May 2, 2026; and
  - (2) Is credentialed as having the appropriate training and experience by a state government or an organization recognized by the National Association of Veterinary Technicians in America to issue the credential.

The term includes “veterinary nurse”.



# Protecting the Profession Starts with Protecting Our Titles

To protect the veterinary workforce and begin to address some of our systemic issues, establishing and enforcing title protection is a critical component.

These recommendations include paths to improve awareness, educate, legislate, enforce, and engage **all members** of the veterinary community.



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Involve Veterinary  
Technicians to establish,  
educate, and enforce title  
protection





# Thank you!

Download the full Title Protection Report at  
[navta.website/TitleReport](http://navta.website/TitleReport)