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Elevating the Profession Through License Renewal Requirements for Veterinary Nurses/Technicians

As the immediate past president of NAVTA, I am proud to announce a new policy on recommended requirements for veterinary nurse/technician license renewal. This policy establishes clear and consistent standards to keep our profession at the forefront of veterinary medicine while improving the care we provide to our patients.

A solid set of licensure renewal requirements reflects professionalism and safeguards the credibility and expertise of those entrusted with patient care. By adopting a structured approach to continuing education (CE), we emphasize our commitment to lifelong learning and the wellbeing of patients, clients, and teams.

This policy underscores our collective dedication to advancing veterinary nursing and achieving excellence in patient outcomes. It reflects our commitment to professional mobility, career advancement, and elevating the standards of care in the veterinary field.

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The Updated Policy and Rationale

NAVTA's Veterinary Nurse Initiative committee conducted extensive research to develop these recommendations, studying renewal requirements for veterinary technicians, veterinarians, and human nurses across the United States. These standards should be the basis upon which states set their license maintenance requirements. The proposed updates include:

1. Renewal Schedule

Licenses should be renewed every 2 years. A 2-year cycle aligns with common licensing standards in veterinary medicine. This timeframe allows professionals to flexibly accumulate credits through multisession conferences and reduces administrative burdens on licensing bodies compared to annual renewals.

2. CE Credits Required per Renewal Period

While current state requirements average 8.5 credits annually, NAVTA believes a higher standard is necessary to demonstrate our commitment to excellence; therefore, veterinary nurses/technicians should be required to attain 24 units of CE credit in each 2-year cycle. Requiring 24 CE credits over 2 years (12 per year) positions veterinary nurses/technicians as leaders in professional development, exceeding many human healthcare requirements. The availability of accessible, high-quality CE makes this requirement achievable.



3. Nonmedical CE Limitations

There should be no more than 6 nonmedical CE credits in each 2-year cycle. Limiting nonmedical CE ensures the focus remains on clinical expertise while supporting the development of leadership and communication skills.

4. Flexible Delivery Methods

Acceptable methods of delivery of CE are live/in-person sessions, live/online sessions, and recorded/on-demand sessions with a quiz required. These options ensure accessibility while maintaining rigor. Requiring an assessment for on-demand content confirms comprehension and practical application.

5. Recognized Approving Bodies

CE can be obtained from national and state bodies, such as NAVTA; AAVSB (RACE); AVMA; AAHA; veterinary medical associations; veterinary technician associations; and other entities whose CE is vetted for accuracy, relevancy, and objectivity, such as the USDA. This change maintains flexibility without compromising quality.

The Impact of Standardized Renewal Requirements

CE directly improves clinical outcomes for patients. Keeping knowledge current and adopting best practices enhance the quality of care, building trust in the professionalism of veterinary teams and strengthening client relationships.

Higher CE requirements also reinforce the perception of veterinary nursing and technician roles as long-term careers rather than transitional jobs. Encouraging team members to grow through education fosters investment in their roles, reducing turnover and improving job satisfaction.

Employers benefit from a better-trained workforce, enhancing operational efficiency and patient care quality. Likewise, higher standards support arguments for increased compensation as professionals gain capabilities, highlighting their value in veterinary medicine.

Lastly, elevated CE requirements support advocacy for an expanded scope of practice. Meeting and exceeding current standards position the profession for greater responsibilities and recognition.

Addressing Challenges and Ensuring Equity

NAVTA is committed to equitable access to CE. By supporting affordable and accessible options, including online CE, we aim to ensure that all professionals can meet these requirements without undue hardship.

By establishing these standards, NAVTA sets a benchmark for excellence, serving as a model for other professions. Ongoing education reflects the trust placed in veterinary nurses/technicians and ensures safety and quality in care.

A Call to Action for Veterinary Nurses/Technicians

Veterinary nurses/technicians play a vital role in shaping the future of our

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profession. Meeting these renewal requirements demonstrates commitment to providing the best care to patients and advancing your career. Take ownership of your professional growth by actively seeking high-quality CE opportunities that challenge you and build your expertise. Advocate for these standards in your state and encourage colleagues to join in elevating our profession to new heights.

A Call to Action for Employers

Employers are key partners in supporting veterinary nurses/technicians as they meet these standards. Investing in your team's growth through accessible CE opportunities not only improves patient care but also boosts morale, retention, and operational efficiency. Encourage staff to pursue CE by offering financial support, dedicated learning time, and recognition of their achievements. Together, we can create a workplace culture that values and prioritizes continuous learning.

A Call to Action for State Advocacy

This policy represents NAVTA's commitment to excellence, but change requires collective effort. We urge state veterinary technician associations and advocacy organizations to adopt these standards and work toward implementation. Consistent state policies will support professional mobility and reinforce the high standards of veterinary nursing.

Let's work together to ensure these recommendations are adopted nationwide. Through advocacy and collaboration, we can elevate our profession, inspire confidence in the care we provide, and establish veterinary nursing and technician roles as the gold standard in patient care. **TVN**

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