

Introduction to the Veterinary Profession

VETS30030 / VETS90122









Developing your identity within the veterinary profession

Veterinary employability skills – what are they and how do I get them?

What are veterinary employability skills?

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Professionalism – how does it fit into a veterinary career?

Veterinary professionalism “To demonstrate professionalism, veterinary surgeons should at all times consider their responsibilities to, and the expectations of, their clients, the animals under their care, society and the veterinary practice that provides their employment.” (From Mossop and Cobb, 2013)
Focus is on meeting the expectations and needs of others

Veterinary employability “A set of adaptive personal and professional capabilities that enable a veterinarian to gain employment, contribute meaningfully to the profession, and develop a career pathway that achieves satisfaction and success.” (From VetSet2Go project)
Focus is on the personal needs of the vet

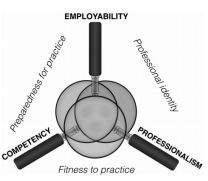


Figure 2: A model of the successful veterinary professional, incorporating the overlapping dimensions of competency, professionalism, and employability, viewed through different lenses depending upon perspective and context.

From Bell et al., 2017¹

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Intended Learning Outcomes etc

- Define key veterinary employability capabilities and explain their relevance to veterinary professional careers.

Progress Expectations

- Create a personal employability development plan using a self-assessment tool
- Reflect on personal employability capability development

What it involves?

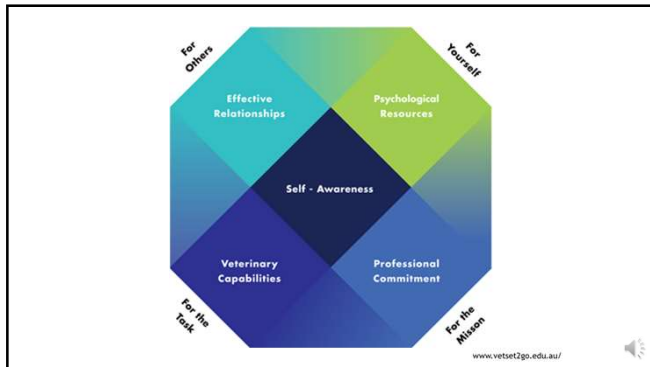
View the 3 videos

- What are employability capabilities?
- How do I get them?
- Are they the same for different career paths?

Complete a personal AVE before the employability workshop

Watch 2x mini-career videos

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Origin of the employability framework

- Australian government funded project
- With multi-national collaboration (Aust, UK, US)
- Literature review
- Research exploring multiple stake-holder perspectives
- Plus consultation, advisory groups, forum and Delphi process
- Partial synonyms for employability
 - Generic or soft or life or non-technical or transferable skills

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Domain	Oriented to:	Key capabilities:
Effective Relationships	Effective interactions with others	Collaboration, interpersonal skills, trustworthiness, empathy, respect
Veterinary Capabilities	Efficacy in work-related tasks	Effective communication, confident technical expertise, problem-solving, managing workflow
Professional Commitment	Achieving the broader organisational and professional 'mission'	Commitment, diligence, sustainable engagement, continual learning
Psychological Resources	Supporting the self for satisfaction and wellbeing	Motivation, resilience, adaptability, emotional competence
Self-awareness	Metacognitive development of other capabilities	Reflective self-evaluation, confidence, self-efficacy, personal and professional identity

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Domain: Effective Relationships

Capability: Collaboration and teamwork

- Fits into and supports an effective vet team; works with others collaboratively towards shared goals; is friendly and personable.

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Domain: Veterinary capabilities

Capability : Effective communication

- Is a clear and effective communicator, listens and seeks understanding, confidently discusses difficult issues.
- 73 specific communication skills identified Adams and Kurtz (2017)

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Domain: Professional Commitment

Capability: Continual learning

- Is keen to learn, open to feedback, and strives for improvement and best practice

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Domain: Psychological Resources

Capability: Emotional competence

- Is able to navigate emotional situations and self-regulate emotional responses; remains calm




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Domain: Self- awareness

Capability: Self-confidence and identity

- Has positive self-esteem and self-belief, anchored in a professional self-concept based on personal values, beliefs and goals



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