



The Real World: Preparing Students for Externship and Job Opportunities

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Introductions

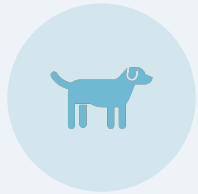


Outline

- Externship considerations
- Veterinary practice culture
- Job considerations
- Best foot forward: resumes & interviews



Why Externships?



Hands-on experience practicing technical skills



Experience the workflow of a veterinary practice



Build professional relationships/network



Exposure to “real life” difficult situations



Professional development



Learn what type of practice students want to work for



Foot in the door for permanent employment

A Word on Intentionality

An externship is a rare opportunity for an extended working interview that goes both ways.

Vet tech students should begin externships with **intentionality**, rather than just trying to check a box.

With so much to be gained from an externship, what should students and employers be intentional about looking for, in order to have a successful partnership?

Extern Partnership

Student Perspective

- Mentorship
- Externship requirements
- Schedule
- Pay
- Culture
- Potential for hire



Extern Partnership

Employer Perspective

- Motivation to learn
- Professionalism
- Work ethic
- Teachability
- Reliability
- Understanding of externship requirements
- Potential for hire



Discussion

As an instructor, what do you most hope your students will get out of their externships?



What is culture?

“The shared values, belief systems, attitudes, and the set of assumptions that people in a workplace share.”

-Forbes

The Importance of Culture

Values

- Does the practice have a mission statement or core values?
- Do they stick to it?

Communication

- How does management communicate with the staff?
- How do the doctors communicate with techs and other support staff?
- How do the techs communicate with each other?
- How are clients communicated with?
- How is conflict handled?

The Importance of Culture

Teamwork

- Does the staff function cohesively as a team?
- Is the workload shared equally among team members?
- Does everyone know what their job is?
- Does it feel like everyone is working together toward the same goal?

Quality and type of medicine

- What type of clients, patients, and cases are seen?
- Does the practice have up-to-date technology?
- Are credentialed technicians valued/utilized?
- Are there CE or development opportunities?
- Are team members comfortable stopping the line?

Discussion

What do you think is the most important aspect of veterinary practice culture?



Jobs

Student Perspective

- Culture
- Commute
- Schedule
- Pay
- Benefits
- Mentorship
- Support of CVT profession
- Opportunity for advancement



Jobs

Employer Perspective

- Technical skills
- Good communication skills
- Reliability
- Interest in learning and growing more
- Leadership potential and ability to teach



Best Foot Forward *Resume Tips*

Make credentials and education clear

Be specific about technical skills

Customize your resume for the position

Use cover letters when necessary

Always get another set of eyes



Best Foot Forward

Interview Tips

Do your research

Bring questions

Know what's really being asked

Don't be a ghost

Don't be afraid to follow up



Discussion

If you could give only one piece of advice to a new vet tech starting their career, what would it be?

Is there anything you learned during this presentation that was a surprise to you?



Thank you!



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